

ANNEX VI



INTERIM NARRATIVE REPORT ON

**Securing rights and sustainable livelihoods through collective action and education for
people dependent on the informal economy in India**

1st March 2015 to 29th February 2016

DCI-HUM/2014/340-051

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List of acronyms used in the report

AAA: ActionAid Association

AITUC: All India Trade Union Congress

BMS: Bharat MazdoorSangh

CiRiC: Citizens Rights Collective

CITU: Centre of Indian Trade Unions

CSO: Civil Society Organisation

DBT: Direct Benefit Transfer

DGLW: Director General of Labour Welfare

EU: European Commission

FYWA: Fishermen Youth Welfare Association FGD: Focus Group Discussion

IAS: Indian Administrative Service

ICS: Indian Civil Service

IEC: Information Education and Communication

ILO: International Labour Organisation

INTUC: Indian National Trade Union Congress

LPG: Liquid Petroleum Gas

MGNREGA: Mahatma Gandhi National Rural Employment Generation Act

MSI: Monford Social Institute

NFSA: National Food Security Act

NGO: Non-Governmental Organisation

NPFDW: National Progressive Domestic Workers Federation

NSDC: National Skill Development Corporation

NTUI: New Trade Union Initiative

PIE: People living on Informal Economy

PMO: Prime Minister's Office

RO: Regional Office

RTI: Right To Information

SECC: Socio Economic Caste Census

TUCC: Trade Union Coordination Centre

WPC: Working People's Charter

1. Description

1.1 Name of Coordinator of the grant contract: ActionAid Association

1.2 Name and title of the Contact person: Sandhya Lakshmi C., Senior Manager, Institutional Partnership Development

1.3 Name of Beneficiary(ies) and affiliated entity(ies) in the Action:

- a. Co-Applicant 1: PRERANA
- b. Co-Applicant 2: Society for Informal Education and Development Studies,
- c. Co-Applicant 3: Rural Literacy and Health Programme
- d. Co-Applicant 4: Centre for Child and Women Development
- e. Co-Applicant 5: Centre for Integrated Development
- f. Co-Applicant 6: Legal Aid to Women Trust
- g. Co-Applicant 7: Empowerment for Rehabilitation, Academic and Health
- h. Co-Applicant 8: Society for Social Transformation and Environment
- i. Co-Applicant 9: Fishermen's Youth Welfare Association
- j. Co-Applicant 10: Montfort Social Institute
- k. Co-Applicant 11: Antakshari Foundation
- l. Co-Applicant 12: Vigyan Foundation
- m. Co-Applicant 13: Paryay
- n. Co-Applicant 14: Nidan
- o. Co-Applicant 15: Prayas Gramin Vikas Samity
- p. Co-Applicant 16: Manitham Trust
- q. Co-Applicant 17: Nari o Sishu Kalyan Kendra
- r. Co-Applicant 18: The Calcutta Samaritans
- s. Co-Applicant 19: Help Foundation
- t. Co-Applicant 20: Institute of Social Research & Development

1.4 Title of the Action: Securing rights and sustainable livelihoods through collective action and education for people dependent on the informal economy in India

1.5 Contract number: DCI-HUM/2014/340-051

1.6 Start date and end date of the reporting period: 1st March 2015 to 29th February 2016

1.7 Target country(ies) or region(s): India

1.8 Final beneficiaries and/or target groups (if different) (including numbers of women and men): 99870 people dependent on the informal economy where more than 50% are women.

1.9 Country(ies) in which the activities take place (if different from 1.7): ---

2. Assessment of implementation of Action activities

2.1: Executive summary of the Action

This reporting period is the first year of the action where main stress was given on the foundation of the whole initiative. This action is working in 15 states of India with primarily urban, but also rural informal workers to safeguard social security for the most marginalised informal workers as well as minimum wages and better work conditions will help provide a life of dignity, to enhancing skills to provide informal workers the opportunity to seek better and higher paying work thus contributing to strengthened livelihoods and a better quality of life and to bring the activists and policy makers together for working for the betterment of the informal workers.

In year 1, the action helped create 578 collectives covering 12850 PIE- 7528 received social security schemes and 5322 registered under welfare boards. 2708 men and women received skill building trainings. The 21 day flag ship course under the Urban Action School (UAS) was conducted on time and projects for small grants were identified.

The project had a delayed start. ActionAid Association (Henceforth ActionAid) however conducted the inception workshop for its own programme and finance staff. The inception workshops were organised for the co-applicants after the month of June 2015. So the whole process got delayed. But during this reporting period the applicant and the co-applicants were able to complete the baseline of the action. It was done through individual questionnaire and focus group discussion with every informal worker trade-wise.

During this reporting period of year one the informal workers' collectivisation process had started and also series of meetings, workshops and awareness campaigns help them to know about their rights and entitlements. Leaders especially women were identified and training started. They will be given the refresher training in year two. Also informal workers got the training on different labour provisions. Labour solidarity groups were initiated and centrally workers' charter process is also there to assist the whole initiative towards the decent work of the informal workers. But as this is year one all the processes were initiated and need to be strengthened in the subsequent years to come.

Providing skills to the informal workers is a new area for the applicant and also most of the co-applicants. Thus it took some time to start. The process of mapping of the skill providers, and also the mapping of the trainees including negotiation with the National Skill Development Corporation (NSDC) took six months. So the actual skilling process started in the month of November 2015. During this period nearly 3100 informal workers got the skill development training where 290 trainees got the employment offer and 140 were successfully placed. Tracking system in the co-applicants place is already initiated and a central tracking system is planned and would be functional from year two.

The Urban Action School is an innovative approach to address the policy environment and further the debate nationally around decent work and the informal sector along with other aspects of urbanization and human settlements, feminism, exclusion, livelihood, and other aspects of rights based approach of development. UAS is intended for action researchers and social activists, with the objective of building the knowledge base of the participants and to complement action research and field based activism. The school will bring together a range of key actors, both public and private: government authorities, representatives of industry,

CSOs, activists and academics to participate in policy analysis and discussions on the informal economy, urbanization, rural-urban linkages, socio and cultural aspects of the society, economics, growth and development etc. During this reporting period the first long term course was organised on the issue of informal economy, urbanisation and poverty. 32 participants were there in the first batch from different states of India. 30 resource persons took the course in person and very few on skype in 7 modules.

The activities carried in year one has facilitated in shaping the action initiative. In the subsequent years of the initiative it would help to take forward the initiative smoothly.

| <i>Specific Objective</i> | <i>Indicator with Target Value</i> | <i>Achievement</i> |
|--|---|--|
| Marginalised people in rural and urban areas dependent on the informal economy are empowered to access social protection and decent work | # of target PIE (broken down by gender) who are a member of a collective or union. Target value: 60% of the target groups | <i>27,987 informal workers are now the members of 578 collectives where 206 collectives are exclusively of women.</i> |
| | 40000 of target PIE (broken down by gender and age) accessing basic social security relating to informal livelihoods. | <i>A total of 12850 informal workers are now getting social security benefits under different government schemes where 6462 are men and 6388 are women.</i> |
| | Proportion of target PIE (broken down by gender and age) progress from unskilled informal labour to skilled labour or self-employment. TV: 40% increase from baseline | <i>Baseline reveals that more than 85% of the PIE is unskilled and in the reporting period we have been able to reach to nearly 3100 unskilled PIE for skill development where 80% are women and the age group is within 18 to 35 years. S</i> |

2.2: Results and Activities

What is your assessment of the results of the Action so far? Include observations on the performance and the achievement of outputs, outcomes and impact in relation to specific and overall objectives, and whether the Action has had any unforeseen positive or negative results.

Inception Workshop: ActionAid Association (ActionAid, henceforth) conducted two kinds of inception workshops. The first was to make the ActionAid staff aware of EC rules and regulations. national inception workshop for its programme and finance staff involved in the project and three regional inception workshops for the co-applicants based in different locations. The national workshop was conducted in New Delhi from 28-30 April 2015. Programme and finance members from all the 12 regional offices (ROs), the field office of Kashmir, the two policy-research teams or Knowledge Activist Hubs of ActionAid that are a part of this project- Centre for Peace Studies that works with home based women workers, and the Citizens Rights Collective(CiRiC) which is anchoring this project within ActionAid.

This inception was anchored by a colleague from ActionAid International who was well versed with the contractual rules of the EC.

The other workshop was divided into three parts owing to the large size of the co-applicants. These three workshops were held in three different locations for four days each namely Kolkata (16th to 19th June), Hyderabad (23rd to 26th June) and Delhi (30th June to 3rd July) to cater to the co-applicants from all locations. where the chief functionary, program and finance staff of all the co-applicants concerned took part. The main objective of these workshops was to familiarise the team with the rules and regulations applicable to EU grant, formalize the project roll out and plan for year 1 of the project. The key issues that were discussed were program design and structure, baseline, reporting both programmatic and financial. These inception workshops were organised after recruitment of all the project staff both at ActionAid and at co-applicants' level. The first inception report is attached for reference.

Baseline survey: ActionAid conducted training on baseline survey from 10th to 12th August 2015 at Delhi where all the program staff members concerned of the co-applicants were present. It was a two and half days training where on the first day detailed discussion was done on the baseline format- both the individual questionnaire and the FGD format. The second day was devoted to field work where all the participants interacted with the informal workers and collected detailed information. After this training all the co-applicants had completed their data collection through individual questionnaire and focus group discussion by 15th of October 2015. The sample size was 10% of the direct population. The baseline report will be sent separately as some parts of the report are being re-written at the time of writing this report..

The budget for baseline was present with the co-applicants and not with ActionAid. But we realised it was necessary to conduct one baseline by appointing a consultant. So we did it accordingly and asked all co-applicants to share a part of their budget for this. The 'training for baseline' cost came from all co-applicants though it was done jointly for all co-applicants. Similarly, the consultancy fee for the person collating the baseline report also came from all co-applicants. This is not represented in budget head 5, but is present in budget head 6, where baseline was mentioned as an activity.

Result 1 – "Marginalised people dependent on informal economy have increased awareness of and better access to their socioeconomic rights and entitlements relating to decent work"

| <i>Indicator with Target Value</i> | <i>Achievement</i> |
|---|--|
| Number of collectives of PIE formed and strengthened. Approximately 700 collectives | <i>Total 578 collectives formed at the ground level during this period where 17 are men's collectives, 206 are women's and 299 are mixed. Also three state level collectives are initiated through this work.</i> |
| Number and types of initiatives led by collectives and membership based organisations to protect socio economic rights (including but not limited to rights to equal pay, just and favourable conditions of employment, rights to basic entitlements) | <i>Community meetings, using alternative medium like street play, theatre, puppet shows, awareness camps at the community level and many more initiatives were organised by the collectives. A total of 7528 PIEs got the benefit of different social security schemes of the government (3443 men & 4085 women) and</i> |

| | |
|---|---|
| | <i>5322 PIEs got themselves registered under the welfare board (3019 men & 2303 women), thus reaching a total of 12850 people.</i> |
| Percentage of target groups who report knowledge of social security schemes available to them. (70%) | <i>At the end of year one 16% of the targeted people have the knowledge about the social security schemes through 136 numbers of trainings in 10 states on social security schemes.</i> |
| Number of positive actions state or local government officials/employers takes to improve the accessibility of social security. 700 initiatives | <i>There are 87 initiatives started during this reporting period with the help of collectives to access the social security.</i> |

Topics/activities covered:

Activity 1.1: Raising awareness on social security benefits, organising and mobilising PIE through building of collectives

Activity 1.1.1: Organising PIE into informal collectives

Under this result area, two types of support was done. First was to organise and support PIE and secondly to support other civil society actors including membership based organisations of workers, community leaders and activists who will themselves support PIE and their collectives through the process of mobilising and advocating for the implementation of many aspects of the *Decent Work Agenda*. The organisation of PIE took two different forms in the action. The first is a process of alliance building with PIE across the country. This takes very concrete form under this action through the advocacy for the *Working People's Charter*, facilitated by CiRiC. In response to the general predicament of informal labour in India, in late 2013 an alliance of trade unions, organisations working with informal labour, lawyers, academicians, activists and researchers came together to form the working peoples charter process. Initially, the charter was intended as a document that would serve as a manifesto for constituent organisationsto be used during the Lok Sabha Elections that were to be held in early 2014. Several demands converged relating to social security, conditions at work, security of tenure, right to organise and minimum wages, with several organisations rallying behind the charter document and making parliamentarians accountable at their own local level. Following the electionit was felt that the momentum gained through the initial meetings of the group, a broader alliance could be formed around the charter document, to bring together a wider variety of organisations and workers from across the country to rally behind the demands of the Working Peoples Charter. A process began to emerge, and following two meetings held in Mumbai in August 2014 and Hyderabad in March 2015, eight core areas emerged around which the constituent groups converged. They included: Minimum Wages, Social Security, Labour Administration, Labour Law Reform, Right to Work, Workers Housing, Bonded Labour and Migrant Workers. These thematic issues represented both cross-cutting issues as well as specific interests of the constituent members, which included groups working with construction workers, brick-kiln workers, street vendors, agricultural labourers, migrant workers, domestic workers, mathadi workers, sanitation workers and others. The idea behind bringing diverse subject in to the process was to build wider solidarity of working class as they are scattered. Certainly the working peoples' charter process has played an important role in consolidating the agenda of informal sector workers, and created a space where even most marginalised and vulnerable workers groups like Rag pickers, Home Based

workers, workers associated with fishing industry etc., could associate with larger groups fighting for the rights of PIE.

To illustrate it with an example of how the Charter process seeks to understand and incorporate the specific demands of a particular form of PIE. While the Domestic workers' rights of minimum wage, registration under the Unorganised Sector Worker's Social Security Act are represented in the Charter (Annex 1- Working People's Charter), their need for holidays especially for those who are reside in their employer's homes, leave for the period stipulated in the Domestic Worker's Welfare and Social Security Act, 2010 are not mentioned in the charter. These have been identified and will be added as additional components to the Charter document.

Later on the group felt the need for a secretariat to better coordinate the working peoples' charter process (Charter henceforth). This includes providing some structure or mechanism to support in day to day coordination and smooth flow of communication among associated groups. CiRiC was given the responsibility to be the Secretariat for the Charter. It is pertinent to mention that the charter process is an initiative led by workers and worker's groups and associations, and the role of CiRiC in secretariat role to extend technical support to organisations and organise/facilitate events to pursue/advance policy agenda pertaining to working class challenges.

As the secretariat of the Charter, ActionAid's CiRiC team organised two days long workers conventions in Delhi in August 2015, to further deliberate on the eight core areas that emerged in Hyderabad meeting. The convention witnessed participation from a number of workers belonging to different labour constituencies like - Brick-Kiln, Vendors, Construction, Garment, Fisheries, Domestic, Agriculture, Beedi-making, Stone-quarry, Mine and Daily wage workers; representatives from all major membership based organisations, academics, parliamentarians, bureaucrats, noted labour rights activists, journalist and organizations working with informal sector workers, including Union Labour Minister Shri Bandaru Dattatreya and Director General Labour Welfare, Ministry of Labour Shri Bipin Mallick etc. A comprehensive demands of charter emerged at the end of meeting which subsequently submitted to Ministry of Labour and central membership based organisations for their consideration. The charter secretariat is following it up and has also conducted series of meetings with them on issues like social security, Domestic workers, Workers ID card, bonded labour and issues of construction workers. The secretariat has extended support in formulating domestic worker policy and developing idea on rolling out the project to distribute worker ID card.

The working peoples' charter [charter henceforth] secretariat along with groups associated with the charter process are developing knowledge and building constituencies on each of the thematic areas discussed in convention. The charter secretariat is also closely working with central and state Governments on policy demands emerged from constituencies of PIE. One of the key learning of secretariat was groups working with informal sector workers have lack of knowledge about policy processes and struggles around the country. The secretariat has played important role in building solidarity among groups working with PIE, producing knowledge along with creating space for cross sharing/learning of struggles of informal sector workers. The role of secretariat was also extended in facilitating dialogue on key thematic areas collectively chosen by groups, sometime it went to that extent where direct intervention was also made like conducting rescue operation of bonded labour, filing cases under labour laws, capacity building programmes of PIEs etc.

Co-applicants organised community level and the work place level meetings were held with PIEs to collectivise them where PIE and their family members were present. The main plans put forth were to give awareness on the schemes to the PIEs to organise groups in the designated areas. During the meetings the staffs gave the stress on having a good network and most of all unity which will eventually bring strong alliance amongst the PIE collectives in their area. The collectives formed by all the co-applicants are as follows:

| Co-applicants Name | No.of Collectives |
|--|-------------------|
| Prerana | 136 |
| Society for Informal Education and Development Studies | 5 |
| Rural Literacy and Health Programme | 62 |
| Centre for Child and Women Development | 30 |
| Centre for Integrated Development | 49 |
| Legal Aid to Women Trust | 49 |
| Empowerment for Rehabilitation Academic & Health | 24 |
| Society for Social Transformation and Environment | 2 |
| Fishermen's Youth Welfare Association | 20 |
| Montfort Social Institute | 20 |
| Antakshari Foundation | 16 |
| Vigyan Foundation | 32 |
| Paryay | 21 |
| Nidan | 25 |
| The Calcutta Samaritans | 30 |
| Help Foundation | 8 |
| Institute of Social Research & Development | 49 |
| Grand Total | 578 |

Activity 1.1.2: Registration of PIE for social security:

This work was mainly done by the 20 co applicants at their own geographical area. Community level meetings, registration camps by the co applicants with the help of state labour department, distribution of leaf lets, using posters as a medium had been the strategies for informing the PIE about the benefits of registration and also about the benefits of social security scheme of the state and central government. A total of 12850 PIEs were reached during this period. 7528 PIEs are now getting social security benefits and 5322 PIEs are registered under welfare board. Mainly the social security schemes like the different pension schemes for the unorganised workers like State Assistance pension scheme for unorganised workers, Prime Minister Jan Dhan Yojana, Old Age pension, Widow Pension, Benefits under the welfare board of construction workers, National Health Insurance Scheme for the people living under poverty line, etc. are being accessed by the informal workers. Construction workers and domestic workers have got themselves registered under the welfare board. For the other trades, the welfare board is yet to be established. Also more than 2600 applications for registering them under the relevant worker's welfare boards are under process. They will get the benefit very soon.

Activity 1.1.3: Cross-sectoral networking between PIEs of different categories:

The charter secretariat has also initiated charter process in Maharashtra and Karnataka. To begin with, Maharashtra charter groups started engaging constituencies of PIEs, trade unions and individuals associated with worker led organisations. Further a charter of demands launched though a press conference, following with a public meeting and state level consultation during winter session of state assembly at Nagpur. The charter of demand mainly divided into seven categories like Minimum Wages, Social Security, Labour Administration, Work and Employment, Workers' right to Housing, Migrant Workers and Bonded Labour. The consultation witnessed members of legislative assembly and representatives of trade union. The state government has started dialogue with Maharashtra charter group on demands emerged from the process, and interestingly group received solidarity from central trade unions too. The idea of charter process was to frame demands of different group of PIE, so that they can collectively own the process and take it forward for further negotiation with policy makers. The Maharashtra experience was the first occasion when comprehensive charter translated in local demands and the idea of charter process established successfully.

The Karnataka process has just begun, workers organisations representing Garment workers, Street vendors, Construction workers, Rag Pickers, Domestic Workers, Daily Wage labourers are developing the demands which soon will be submitted to Government. It is pertinent to mention that diverse groups dependent on informal economy like Vendors, Rag pickers, Domestic workers, Agriculture workers, Garment workers and construction workers actively participated in the process and are advancing the agenda initially with the ground level meeting within their respective constituency. The charter process has successfully established the idea of cross sectoral networking and how it can strengthen the solidarity of PIE's for larger policy change.

The groups have also chalked out the plan of action for next year in order to strengthen the state process and also to cover states where assembly election is scheduled like West Bengal, Tamil Nadu etc. Also various Cross-Sectoral State-level Meetings organized towards strengthening state-level solidarity to emerge as a potential national figure and contribute thereafter accordingly with the objectives to strengthen the State-level Informal Workers/Labourers Collective to sustain advocacy with State Government on availing Labour Rights & Entitlements on diverse aspects; discuss and deliberate on diverse "Labour Issues"; build & Strengthen stereotype Networks with like-minded Individuals /Institutions and Collectives formed in different identified Slums for greater solidarity; and to discuss on skill building & vocational trainings provided to labours group to strengthening their livelihood opportunity through upgrading their skill.

Centre for Child and Women Development, one of the co-applicant had organised a cross sectoral meeting at Cuttack. 50 members were present in that meeting representing the non-governmental organisations working with informal workers' issue, representative from the academics, informal workers from construction and domestic worker trade, and some students from different colleges. Mainly the workers shared their experience and the working situation with the difficulties they faced in relation to wages, working hours, benefits, and the experience of welfare board especially for the construction workers. The organisations also shared their work with all the members present. The members present felt that there was a need to build a larger network for greater solidarity. They all made the co-applicant responsible to initiate a larger network on the issue of informal workers right in two cities namely Bhubaneswar and Cuttack.

Activity 1.1.4: Worker's facilitation centres / Resource centres:

51 resource centres are now functional at 9 co-applicants area. These resource centres are mainly to extend support and facilitation in availing the social security entitlements and dissemination of information for this to PIEs regarding accessing of social security schemes and entitlements. At these centres all information related to all development schemes, application forms of different schemes, pamphlets and other information are kept. These centres are managed by the PIEs with the facilitation of the co-applicants staffs. These centres are also used as a place for meetings and camps. The Calcutta Samaritans, co-applicant working in Kolkata used these two resource centres as venue for meetings and also for skill development and also the counsellors are using the place to counsel the PIEs. While Government is yet to run the centre under the Unorganised Sector Worker's Social Security Act, the co-applications have started it in order to demonstrate the need of such mechanism and how it can be effective for ensuring rights of PIE.

These centres have played a significant role in providing information and subsequently facilitated workers in accessing of social security to PIEs.



A worker's facilitation centre

Activity 1.1.5 Training on existing labour provisions and social protection for PIE:

107 sessions / trainings were organised by the 20 co-applicants on the issue of existing labour provisions like minimum wage, hours of work, leave, safety and security of work and also at work place, hazardous and non-hazardous work and also with different social security schemes available with central and state government. These trainings were aimed to build awareness amongst the PIEs regarding the existing labour provisions and social security schemes available at the state and central level. One of the co-applicant, Centre for Integrated Development in Madhya Pradesh organised trainings for the Bidi Workers, Carpet Weavers, Domestic Workers, Construction Workers and Vendors. These trainings were separately organised, trade wise, in two cities namely Indore and Gwalior. The main aim of these training was to aware the workers about the legal provisions, social security schemes and the procedure to access those. Different issues came up for different trade like for the Bidi workers the piece rate of the work was the main issue, for carpet workers the minimum wage and the hours of work were the issue. These two trades were different with three others trade and their issues were different. The vendors mainly rose about the implementation of the new act and also about the atrocity of the administration in the name of beautification of the city.

The domestic workers raised the issue of their minimum wages and hours of work with the negligence of state towards recognising them. The construction workers mainly rose about the registration bottlenecks and even after the registration in welfare board the problem of getting benefits from the board. In those five trainings 131 workers were present. Through those trainings the co-applicant tried to clear their doubts through explaining the legal provisions and how to access those. Also these sessions helped the co-applicants to map the probable candidates for the skill development.

Activity 1.2: Capacity building, advocacy and joint consultations with membership based organisations and civil society actors as a part of the Working Peoples Charter process.

Activity 1.2.1 Capacity building for co-applicants, CSOs and community leaders on organising and mobilising PIE

a) Capacity building workshops on mobilising and organising PIE: Apart from the regular community level meetings at the co-applicants' level 178 training sessions were organised. In those trainings mainly the areas / topics like the recognition as worker, minimum wages, working hours, safety and security at work place, right to get regular work, workplace harassment of workers specially women workers and entitlements like the pension scheme, health insurance scheme, establishment and make functional of the welfare board of different trades and also to organise and try to make difference through accessing those rights and entitlements. These trainings also enabled the workers to share their issues within themselves which gives more solidarity to each other. One of the co-applicants, Society for Informal Education and Development Studies working with the garment workers at Karnataka organised 12 trainings with the leaders and workers. A total of 226 garments workers, all women, took part in those trainings. The trainings mainly covered the area of the different social security benefits at the work place like Employee's State Insurance, Gratuity, Provident Fund, Safety and Security at Work place and also the issues like importance of the collectives, harassment at workplace for the garment workers. In these meetings workers shared their experiences of their workplaces and realised that they were not alone when issues of production torture, unpaid forced overtime, low salaries and general harassment was meted out to them. This was a space for workers to come together and learn that there are laws protecting them from such exploitation. Also some special campaigns were organised in some co-applicants' area to mobilise PIE through bike rally, two day campaign followed by area meeting with decorated vehicle, street plays, etc.

b) Leadership development: During this reporting period 1342 potential leaders were identified where 75% are women. These leaders were identified during the community meetings and also during the other activities. Leadership trainings were organised separately for men and women with the help of resource persons with an aim to carry forward the same group in the next year with refresher training. Also there would be new leaders coming in the next year. The main objective behind the leadership development was to bring out the quality of the people to enable them to take the charge of the collectives and also to carry forward the initiative of this project. The other objective was to make them aware of the main rights and entitlements so that they can help their fellow members to understand and access those. The third objective was to make those leaders gender sensitive so that the issue of women workers are heard and included within the main agenda. With these aim these trainings were designed with the issues of rights, entitlements and gender. These trainings were aimed to empower them with tools and techniques to make them informed and able community leaders and also focused on developing their skills, specially their understanding of workers, what are their

fundamental rights and labour rights, what is social security and why they must get social security. Mainly the essential qualities of a leader, the communication skills within a group and also what is a group or collectives; these three main areas were discussed in the training.



Leadership training in progress at The Calcutta Samaritanss

c) Exposure visits: During this reporting period 7 exposure visits organised by 7 co-applicants. In some cases exposure was within the state and in some outside the state area. One of our co-applicants Fishermen's Youth Welfare Association (FYWA) in Visakhapatnam is working with the street vendors, rag pickers, construction workers and domestic workers. Paryay, our co-applicant working in three cities organised a meeting with the KadyaPeye Street Vendors cooperative society at Mumbai where they got the idea about the formation of a cooperative society, and the procedure and process to take it forward. FYWA staffs from Visakhapatnam also visited Delhi ShramikSangathan (DSS) and Laxmi Organisation which work with domestic workers and street vendors. The discussion was around domestic workers correlated aspects like formation of ground level committees, federations, networking, implementations of act and policies, lobbying and advocacy issues.s

Activity 1.2.2: Advocacy meetings with government officials, parliamentarians and lawyers:

'Right to Social Security Campaign' emerged from series of consultations organised by the Charter Secretariat, Rashtriya Hamal Panchayat and many other organisations working with informal sector workers across the country. WPC group - comprising central trade unions and trade unions working with informal sector worker, academia, representatives of peoples' movement and NGOs, deliberated to rejuvenate various efforts that have been going on to demand Universal Social Security. The groups have agreed to intensify these efforts through strengthening a political campaign. The campaign has reiterated that social security is a right and its provision is justiciable. The group also targeted 2016 budget session of parliament and have demanded make adequate financial provision in the budget, including all necessary financial and administrative support for the implementation of the MGNREGA and the NFSR which will help to create a healthy and productive population, and also increase the productive asset base of the rural areas.

The charter Secretariathas managed to meet parliamentarians in their constituency including Union Finance Minister of State, and also initiated postcards campaigns where thousands of letters sent to Prime Minister Office, press conference organised in Kolkata, State level consultation organised in Bhubaneswar etc. The campaign holds the view that contributory

social security schemes (based on workers' contribution, or contribution by states) should be treated as add-ons and should not form the core of the social security programme which includes old age protection focussing on widow, single women, sex workers, health, maternity and life &disability cover focussing women to be part of workers ambit where maternity entitlements in line with minimum wage. The campaign also believes that an Act is needed to protect and ensure maternity entitlements and certain other entitlements to all expecting and new mothers, adoptive mothers, and surrogate and the intended mothers, for certain period, irrespective of whether they are employed or not. This is to safeguard their health and strength to work, to protect them from coercive economic abuse and conditions where they are forced by financial necessity to enter employments unsuited to their age or strength, for just and humane conditions of work, to facilitate mother-child bonding, enable exclusive breastfeeding and provide social protection related to motherhood. Women's work needs to be respected in realm of present economic challenges and their work security cannot be put on stake due to our patriarchal notion and vague understanding of gender.

The campaign also included demand to create a single Ministry which would be responsible for the provision and implementation of social security in charter. The idea behind proposing this demand was to ensure all necessary funds for the programmes should be transferred to the Unorganised Workers Social Security Fund. As a way forward the campaign team with support of charter secretariat, is organising series of consultation in different zones of the country- South, West, North and East. These consultations would provide space to larger groups working with informal sector workers to deliberate on campaign demands and get associated with it actively.

Advancing agenda of National Policy for Domestic workers Post informal workers convention held in August 2016 [it is also mentioned on page-5] the charter secretariat initiated dialogue with convention working committee, and had also interacted with the union ministry of labour and central trade unions on emerged demands.

Need for working on domestic workers policy was one of the key areas which emerged as a result of the discussion. This was part of our collective mandate to advance policy agenda from the lens of Gender, and issues of domestic workers was found most relevant as the sector has majority of women. India has not yet ratified the ILO convention 189 on domestic work. The office of director general labour welfare [DGLW] Minister of Labour has shown interest to recommend the draft after deliberations with the charter group. The charter secretariat initiated a process of dialogue with trade unions, NGOs, workers collectives, academia and others concerns working for the rights of domestic workers in the country. The wider group felt there was an urgent need to build consensus, and therefore need of this hour was to put forth the list of common demands. This will then be used to build consensus on common demands which will be agreeable by other groups.

It is pertinent to mention here that Ministry of Labour themselves have come up with National Policy for the Domestic Workers which is under discussion at Labour secretariat; however there are larger group within ministry who are attempting to dilute the agenda. The reason why employers have been opposing it is because the policy is completely in favour of workers and the employers opine that such a radical law may hurt their interests. The charter secretariat and allied groups felt this could be an opportunity to come together and advance the agenda of rights of domestic workers nationally. At this important juncture of Domestic workers struggle, the charter secretariat has collaborated with National Progressive Domestic Workers Federation [NPDWF]-the first independent federation of

domestic worker organisations, recognized by Central Trade Unions and Government of India, in order to initiate nationwide dialogue on 'National Policy for Domestic Workers'. The idea behind initiating this process was to discuss the policy with progressive forces including domestic workers and reply to ministry with appropriate suggestions on the policy. As a first step, a day-long round table was organised in Delhi in December 2015. The group chalked the plan of action for organising dialogues in states where the project was working with domestic worker or their organisations. The group also agreed to provide opportunity of hosting the dialogue process to local groups so that grass root level organisations/informal worker unions can own the process.

Worker ID card advocacy push - The charter secretariat had series of meeting with officials of Ministry of Labour, Ministry of Finance and officials of Prime Minister Office on Government's flagship programme to distribute 'Workers portable ID card-UWIN'. A small group of Charter Secretariat is working closely with Ministry to understand and assist the government on technicalities for rolling out the proposal on ground. The Finance minister in his 2016 budget speech announced the creation of a wider platform for social security through using Aadhar card. The charter secretariat built on this idea to understand how this could ensure the rights of working class population. PMO has directed department of IT for formulating a comprehensive policy where Aadhar data could be linked with socio-economic caste survey [SECC] and social security benefits. Ministry of Labour has started working on the framework for rolling out the plan on ground, and we at charter secretariat are extending support in developing the framework. In this regard the secretariat has developed a policy frame work in collaboration with office of Director General Labour Welfare that is under consideration at Prime Minister's Office.

Activity 1.2.3: State level and national level advocacy drives on rights of PIE

a) Advocacy drives through cultural activities and other modes: Several local level advocacy drives were conducted during the reporting period to make workers aware of the issue of entitlements and schemes. The PIEs from Visakhapatnam, Delhi, Nasik, Bhubaneswar, Guwahati, Jaipur and Patna had done this. At Bhubaneswar, Odisha the Co-applicant CCWD organised a seven day long awareness campaign through street play in 6 slums from 7th to 14th October 2015. More than 2000 Persons including targeted communities, Construction /Domestic Workers assimilated greater knowledge on "Labour Supportive Government. Schemes & Programs" through these mass communicative initiatives. In Delhi, the co-applicant- EFRAH organised the awareness drive with leaflets, booklets, posters and public announcements on the various schemes available for the street vendors they work with.

b) Public hearings and social audits: 7 public hearings were organised by 4 co-applicants during this reporting period. PRERANA one of the co-applicants is working in the Raichur district in Karnataka with the agricultural workers and their families. While working in the area the field workers came to know about many pending cases of social security schemes of the agricultural workers. Prerana had started collecting only pension cases from 60 villages as the first step. They had organised 3 public hearings where the issues of 2500 cases of social security schemes got positive verdict by the Deputy Commissioner of the area.

In three other locations, public hearings were held on the issue of benefits from the labour department like registration of the workers, benefits from the welfare board, etc. These were in Bhopal, Bhubaneswar and Gwalior and were heard by the local government

officials. Another public hearing was organised at Chinoor, Tamilnadu by the LAW Trust on the issue of housing rights of the fisher folk. After the December 2015 devastating flood where more than 6000 fisher folk families were affected heavily, the government had not taken any action for the reconstruction of the damaged houses of the fisher folk. After prolonged advocacy when the government was delaying the issue, they with the help of fisher folk collectives organised a public hearing on 26th of February 2016. After that the local administration had prepared a plan for the reconstruction of those houses.

c) Labour solidarity groups: We have not initiated this process so far but the very idea is under conceptualization. In second year of project cycle we are hoping to see some concrete outcomes from this process.

Activity 1.2.4. Development and dissemination of IEC materials and documentation of work: During this reporting period the co-applicants mainly developed the IEC materials like booklets, leaflets, pamphlets, posters, manual and flex mainly on the issue of workers' right and entitlements in different local languages. Also for the awareness building on the issue of social security measures IEC materials developed in local languages. All these were used to raise the awareness of the PIE on the issues of social security, existing labour provisions, leadership development and organising PIEs.

Result 2 – “People dependent on informal economy, particularly women and youth have the skills and capacity to access a wider range of livelihoods through skills building and vocational training”

| Indicator with Target Value | Achievement |
|--|---|
| Number of target PIEs (broken down by gender and age) who receive basic skills and vocational training. TV: 23,000 PIE, with at least half being women | 2708 PIEs are trained under the age group of 18-35 years (2182 Women & 526 Men). Also 388 home based women PIEs got the training. |
| Percentage of target PIEs (at least half women) who have used their vocational /business development training to access improved livelihood options. At least 40 % | 9% of the trained PIEs got the employment offer and 5% of the trained PIEs have been placed successfully. |
| Percentage of home based women workers who are able to access credit and markets 15% | This linkage work is under process. |

Activity 2.1: Mapping of skills and livelihoods of PIE in each state and selection of trainees

Mapping of skills and livelihoods is a part of baseline survey which was thought upon and drafted keeping in mind all the community people in the informal sector we were engaging with. Mapping of skills was one of the most important exercises for this project since we wanted people in the informal sector to tell us about what kind of skill set they either want to acquire or enhance for generating better livelihood. This process equipped us to gain first-hand information about people's knowledge of skill / livelihood generation and helped us design out training courses accordingly. 18 co-applicants from 14 states made it a mandate to interact regularly with people from various communities and asked interested candidates to register themselves for any course that they were interested in. Our co-applicant's engagement

with communities has been for more than 8 to 10 years which helped mobilization and selection of trainees for imparting training quite easier though the challenge faced was more towards making them understand the importance of skill training. These set of people's entire detail pertaining to training were captured to form a large database so that they can be linked to employment.

As a process of skills mapping we got to know that many people in the informal economy with whom we work weren't really aware of what skill development was. The idea of skill building was new to them. And the ones who knew about it did not have adequate support. The following is the analysis of the varied kinds of skilling interests that 3380 women and 3754 men shared during the skills mapping:

| Gender | Age Group | Interest Area | No. of Respondent |
|--------|-----------|---|-------------------|
| Female | 0-8 | None | 2 |
| | 14-18 | Beautician, Tailoring, Computer, Cooking, Embroidery, | 36 |
| | 19-22 | Tailoring, Sari designing, Candle Making, Beauty parlour, Mobile and computer repair, Self-employment, blouse, dress tailoring, Hotel Management | 185 |
| | 23-26 | Cooking, Sewing, Candle and Papad Making, Beautician, Computer, Construction, Cooking, Juice Making, Entrepreneur, Embroidery, Mechanic | 368 |
| | 27-30 | Cooking, Sewing, Bangle Making, Tailoring, Beautician, Driving, Dairy Farming | 664 |
| | 31-34 | Sewing, Tailoring, Cooking, Driving, Dairy Farming | 355 |
| | 35-38 | Cooking, Sewing, Candle and Papad Making, Beautician, Computer, Construction, Cooking, Juice Making, Entrepreneur, Embroidery, Mechanic | 775 |
| | 39-42 | Sewing, Cooking, Guide, Nursing, Beautician, Tailoring, Hotel Management | 629 |
| | 43-45 | Cooking, Sewing, Beautician, Candle, Fish Processing, Driver | 366 |
| Male | 10-16 | None | 2 |
| | 18-21 | Mechanic, Construction, Entrepreneur, Carpenter, Electrician, Driver, Computers, Cooking, Sewing Machine Operator, Mason, Food Processing, Hotel Management, Painting, Plumber, Embroidery, Tailoring | 321 |
| | 23-25 | Computer, Driver, Cooking, Sewing, Mason, Carpenter, Mechanic, Electrician, Welder, AC Repair, Entrepreneur, Painting etc. | 607 |
| | 26-29 | Mechanics, Welder, White Goods Repair, Mason, Driver, Beauty Parlour, Construction, Electrician, Hotel Management, Mobile Repair, TV Repair, Painting | 480 |

| | | | |
|--|-------|---|-----|
| | 30-33 | Mechanic, AC Repair, Candle Making, Beautician, Carpenter, Entrepreneur, Computer, Construction Work, Cooking, Driver, Electrician, Envelope Making, Mobile Repair, Painter, Plumber, Mason, Welder | 629 |
| | 34-37 | Driving, Beautician, Bakery, Tally, Retail Sales, Electrician, Mechanic | 615 |
| | 38-41 | Auto Driver, Fabrication, Cook, Agricultural Work, Beautician, Construction, Carpenter, Electrician, Fitter, Food Processing, Driver, Health, Mechanic, RAC Repair | 716 |
| | 42-45 | Mason, Sewing Machine Operator, Tally, Entrepreneur, Computer, Construction, Cooking, Driving, Juice Maker, Marketing | 327 |
| | 46-47 | Marketing, Mason, Dairy Farming, Entrepreneur, Cook, Driver, Mason, Retail Sales, Mechanic, | 57 |

Trainees were counselled along with their family and were told about the importance of skill development. They were also given the option of choosing any training option that they would like to take on and more importantly to break gender stereotypes. Trainees were approached and told about the prospect of employment and self-employment support. The identified trainees were those who wanted training for themselves or for their children.

Prior to selection of training partners who could impart training it was made sure that they understood the community's needs and were sensitized about empowerment of the community. Communication was sent out to prospective training partners. Whoever reverted to the communication was asked to have a meeting with the community and the co-applicants so as to understand their work.

Activity 2.2: Basic Skills Training programme including life skills, personal development and enterprise building:

Life skills, personal development and enterprise building workshops and trainings were conducted for the people dependent on the informal economy by 12 co-applicants in the following regions: The Calcutta Samaritan (TCS), Kolkata; Institute for Social Research and Development, Bhopal; Center for Integrated Development, Gwalior; Nidan, Patna; Prayas Gram Vikas Samiti, Gaya; Antakshari Foundation, Jaipur; Fisher men's Youth Welfare Association, Vizag; Monfort Social Institute, Hyderabad; Society for Social Transformation and Environment Protection, Guwahati; Empowerment for Rehabilitation, Academic and Health (EFRAH), Delhi; Law Trust, Chennai; Rural Literacy and Health Programme, Mysore; Nari o Sishu Kalyan Kendra, Kolkata; Manitham, Chennai

Just to illustrate with one example, *The Calcutta Samaritans* conducted a 3 day life skill training for unorganized workers. The life skills training provided was on **self-esteem, self-responsibility, positive social skills, critical thinking and decision making skills** and the programme was facilitated by resource persons with extensive experience in life skills training and personality development programmes. Total 80 participants from informal sector attended the training programme.

Life skills enable people to be more independent. For example, someone who brushes up on math at an adult numeracy class doesn't have to depend on other people to help her/him

manage household accounts or run a business. The person might, for example, learn how to do her own spreadsheets and fill in tax returns. Someone who learns to read and write doesn't need to depend on others to perform basic tasks like writing letters or filling in forms.

A more detailed report of short reports of the life skills trainings are present in Annex 2- Life skills and vocational trainings provided by co-applicants.

Activity 2.3: Roll out of accredited vocational training programme:

Vocation training programme was rolled out by 18 co-applicants. 13 of them provided vocational trainings by themselves and five imparted it through external training partners. One example of vocational training provided by one of the co-applicants, The Calcutta Samaritans is as follows:

The Calcutta Samaritan did an excellent job by imparting training to people from communities like street vendors, domestic vendors, rag pickers in courses like taxi driving, security guard, tailoring and fashion designing, assistant pharmacist Pharmaceutical, and home nursing. This training has had amazing effect on the trainees. Four trainees received commercial licence and one of them has started driving a private car. Women who were trained in security guard are being linked up for taking up work of security guard work at Banks, Malls, Retail Shops etc. TCS has been working with the said community for past many years. So identifying participants wasn't a problem. The only problem/challenge that TCS faced was to explain the community about what skill development is, as many really didn't know about it. So community meetings, talking about future prospect, managing the travel of participants to the training location were dealt with.



Five co-applicants wanted to train through external training partners. These were Institute for Social Research and Development, Bhopal; Center for Integrated Development, Gwalior; Antakshari Foundation, Jaipur; Society for Social Transformation and Environment Protection, Guwahati; Empowerment for Rehabilitation, Academic and Health (EFRAH), Delhi; and Centre for Child & Women Development (CCWD), Odisha

Of all the co-applicants, Society for Social Transformation and Environment Protection (sSTEP), Guwahati is the only co-applicant which is training people by themselves as well as through external training providers.

For tracking the entire training process a google drive has been created shared with everyone which contains all information about course, locations, training partners- both external and internal, photos, report etc. The link to the same is as below:

(<https://drive.google.com/open?id=0Bz8ukPVW0xUNDGU3WmU2QTNfX2c>)

This is the digitised database which is updated quarterly as of now but for second year onwards it will be updated every month by the result area coordinator from ActionAid, Sushant Agrawal.

Similarly our co-applicants Manitham and NoSKK operates Karwaan center for home based women worker. One very important feature of Karwaan centre is out-reaching programme of youth. In the present socio-political context youth are one most vital community stake holder. Both adolescent girls and boys lack mentoring and guidance, most of them are first generation learners in this community and hence lack the family support in many of their daily asks. Born and raised in muslim ghettos their access to good schools, learning centres, libraries seems like a distant dream. Often there are family pressures for taking up jobs for money at a very young age. Girls are traditionally kept in-door and married off as early as 13-14 years in few places.

Adolescent married girls, young separated girls and divorced girls took up basic computer training, rights orientation and skill training in the centers. Counselling was done for safe decision making and asserting their rights.

Tools like movie screening, drawing, debate-discussion etc. had proved very helpful to motivate and engage with this group.



Activity 2.4: Continuous career guidance support for trainees who have received vocational training

Career guidance support for trainees was provided following the successful completion of skill training which was done by training providers (linked to NSDC, NCVT or any Foundation) or AA co-applicants. Very recently a counselling and placement session was conducted for all the three batches that have undergone Beauty and Wellness training program at Shaheen Bagh by Empowerment for Rehabilitation, Academic & Health (EFRAH) and ActionAid. The session took place at the training providers' office Anant Learning and Development Pvt. Ltd (ALD) in New Delhi. It was attended by the 34 students and 3 trainers and ActionAid staff. Here we shared details about the projects undertaken by the organization in the past and the ongoing ones.

The students were introduced to three different kinds of placements model they could choose from. First is the formal model where the students could opt for a job in salon chains or local parlours where they could be employed as Assistant Beauty Therapist. The second model was the Entrepreneurship Model in which the women could come up with their own business. A unique feature was added to this model by ALD where the organization would establish a parlour for these women and provide logistical support for first three months. Thereafter, the women will act as independent entrepreneurs and manage all the expenses on their own. Women here will have the option of working here in shifts and divide the revenue accordingly. Such a model, once established, will be the first of its kind in any livelihood intervention program. The third model was the informal model, also known as the home service model. Here, the students would get themselves registered on an online platform and would rent their services on demand. Such a model works through a website as well as a mobile based application which will be discussed in subsequent sections. The impact of the project was so fruitful for Anant Learning and Development that they decided to set up a Beauty Parlour in Shaheen Bagh which will be a learning and earning model (enterprise) where trained trainees will be divided into group of 3 with a time slot of 2 hours each in a day where they will deliver their services and divide the income.

For cab driver's training, the training partners are linking the trainees with cab service providers mostly available at the airports.

Career guidance support being provided by other co-applicants is present in Annex 2- Life skills and vocational trainings provided by co-applicants

Result 3: “Creation of knowledge base and information sharing platform to train civil society actors working with PIEs and government officials for two-way linkages between grassroots work and policy level knowledge”

The Urban Action School was conceptualised as an innovative approach to address the policy environment and further the debate nationally around decent work and the informal sector along with other aspects of urbanization and human settlements, feminism, exclusion, livelihood, and other aspects of rights based approach of development. UAS was intended for action researchers and social activists, with the objective of building the knowledge base of the participants and to complement action research and field based activism. The school will bring together a range of key actors, both public and private: government authorities, representatives of industry, CSOs, activists and academics to participate in policy analysis and discussions on the informal economy, urbanization, rural-urban linkages, socio and cultural aspects of the society, economics, growth and development etc. This will focus on directly

influencing the development and implementation of national and local policies that are more responsive to the conditions and needs of society at large and especially those who are in the informal economy. The Urban Action School was expected to cover a range of disciplines to foster greater understanding and learning through an annual learning programme, short courses and small grants to support research activities. The creation of a network of practitioners within India and internationally will connect policy experts with practitioners and representatives of those working in the development sector. This will bring in new experiences and expertise, and foster a constructive debate around core issues.

| | |
|--|--|
| Percentage of press, social media and other articles about socio-economic rights, urbanisation, and issues that affect informal sector workers. 48% | <p>For the call for applications we had published 3 times in EPW and posted in our HUB's website regarding the call. We have a Facebook page where the groups of participants are a part of and they share information regarding their work. https://www.facebook.com/UAS2016HYD/?ref=aymt_homepage_panel</p> <p>This has however not been done much in year 1. We expect that it would increase from year 2 onwards.</p> |
| Number and types of collaborative activities (research, campaigns, policy / advocacy work, awareness raising) undertaken by Urban Action School participants funded through an annual sub grants programme. 24 | <p>No collaborative activities were undertaken after the school. However, the group has met a few times in New Delhi informally.</p> <p>The collaborations were visualised as part of the third party grants. The disbursement of third party grants took time and hence it couldn't start actively. Since setting up the protocols for third party grants took time, accepting the proposals and disbursals was delayed. The disbursements were done only a few weeks before the writing of this report.</p> <p>One of the third party grants was for a proposed creation of an active network of individuals and organizations working on the urban issues. However, this is yet to kick off. Once it does, this indicator would also show better results.</p> |
| Number of networks of academic, activist, journalist, government, and collectives formed through the UAS courses. 5 networks | <p>No particular formal network/ collective is being created through this. But we are planning to create a website of UAS where we will have all of them registered. This will be done in year 2.</p> |

Activity 3.1: Setting up the Urban Action School

The Urban Action School was expected to bring together practitioners working on the ground on a range of issues relating to urban poverty, exclusion, livelihood, and urbanisation from a wide range of disciplines. An understanding of this is important for improving conditions and achieving rights of the people dependent on this sector. For example, existing policies like the City Master Plans which lay down specifications for the work spaces, basic services and housing for informal sector workers are formulated without consultation and with little regard

for their impact on the most vulnerable and marginalized groups. Politicians, law-makers, legal departments and academia who formulate policy rarely consult widely with all stakeholders, and especially those with little voice or power. Activists and CSOs working on labour issues and with local administrative officials evaluate the impact of the policies but their influence at the stage of formalizing them is weak. Communication channels between these groups are not well established and there is a big trust deficit. Several generations of activists and groups involved in rights-based advocacy across the country have drawn attention to the gap between active praxis oriented knowledge at the grassroots and the academic and policy discourse. ActionAid felt a dire need to address this gap, and to recognize the two-way nature of this process, wherein not only activists require an introduction to the larger political and theoretical aspects and implications of their work, but, academics and researchers also need exposure to the diversity of experience, empirical information and lateral knowledge available at the level of the grassroots. The UAS was conceptualised to fill this gap. It was visualised with the following objectives:

Vision of UAS

To address policy concerns in a bottom up approach which would then translate into actions that improve the quality of life of people.

Objectives

1. Create a platform where all the stakeholders such as the urban practitioners, academia, researchers, bureaucrats, activists, journalists, policy advocates, lawyers etc. come together in a classroom scenario and discuss, learn several aspects concerning the 'urban'.
2. It aims to Facilitate Cross-sectoral learning as well as cross-pollination of Ideas and experiences
3. Create a network of individuals, experts and eventually build an institution that will help direct policy change through informed activism and action at the grassroots and research

ActionAid collaborated with Institute of Public Enterprise (IPE), Osmania University for conducting the 21 days flagship course under the UAS. The 21 day course required a conducive atmosphere for the participants to imbibe the learning and also interact with one another. Since Hyderabad is a centre of a new progressive state which has also shown interest to host such learning spaces, ActionAid approached IPE, Osmania University if they could host it. Also, Mr Kaki Madhav Rao, IAS (Retd.), President, IPE, was an active supporter of the Urban Action School. For a reasonable price we therefore had access to the following:

- A large campus with single and double bed accommodation and canteen
- Auditorium, with sound system, LCD and video conferencing
- Smaller classrooms for breakout sessions
- Library,
- Computer room
- Courts for basketball and badminton, and open space
- Certification for the course- to hand out certificates of participation
- Being on the campus of the main University in the city, spread over 700 acres
- Credibility with and cooperation from the state government

It should be noted that at the time of proposing the project, we did not foresee this collaboration. We visualised that the location for the course would be different each year. But since the campus of IPE was large enough to provide for accommodation, food as well as space for sessions for all 21 days, we decided to go ahead with the collaboration. We did no

have an MoU for this, but had a work-order, so the relationship with IPE is that of a service provider. However, the expenses are represented in budget-head 6 instead of 5, as we had visualised it as an activity to be conducted by ActionAid rather than to be outsourced to a service provider.

Activity 3.2: Development of training materials for intensive 21 day and short 3 day courses and modules

Drawing up the training material happened simultaneously along with the discussions with IPE. Based on the short course/ round table/ flagship course the content and training materials were prepared. The Director for UAS and the Course Coordinator, UAS undertook research on the subjects based on the theme and decided the format that was to be followed and prepared the course content. Experts/ Resource persons for the particular subject were also identified based on their areas of expertise. An example of a reading material is present in Annexure 3. Course content listed out the subjects that were to be covered and subsequently resource persons were identified to deliver lectures on the specified subjects. For example for the flagship course with theme 'Urbanization and Informal sector' was divided into modules which in turn discussed several aspects in detail that were inter-related and inter-disciplinary so that the participants were given an overall understanding on the said theme. The next section will mention the modules that were undertaken.

The resource persons for the subject were informed of the sessions and accordingly some of them collaborated with one another, while some taught the subject individually. Based on the subject to be taught, the some of the resource persons shared readings before and after class. For example, Marta Harneckar shared with the participants a writing of hers on 'A Decentralised Participatory Planning Proposal', based on the experiences of Brazil, Venezuela and Kerala State in India. Along with this report, only one example of reading material has been annexed. More can be provided if necessary. The resource persons also used various formats such as group discussions, field visits, lectures, multimedia to transfer/impart knowledge. No separate training material was given to the students. As the coordinators of the UAS, we plan to create and compile a set of readings particularly for the short courses and the flagship course in future. This will be made available to all the participants of all courses.

Activity 3.3: Annual intensive course on themes related to the informal economy, urbanisation and poverty

Urban Action School (UAS) organised its flagship course – the annual advanced course for 3 weeks from 15th November to 5th December 2015 for urban practitioners. The call for the course was announced on the 20th of July and the interested participants were asked to send their applications by 6th September 2015. AA received over 160 applications for this year's course. A selection committee was set up to assess the applications and shortlist the candidates. Of the 44 shortlisted candidates, 32 participants finally confirmed their acceptance and actively participated in the course. The participants were from diverse backgrounds such as lawyers, journalists, activists, urban planners and designers, researchers, individuals working in the development sector NGO's and government officials. 30% of the group comprised of woman candidates.

There were over 30 International and national experts (in person or on Skype) in the resource panel for the course: e.g. Marta Harneckar (Cuba), Zillah Eisenstein (USA), Lorena Zarate (from Mexico on Skype), Prabhat Patnaik, Amitabh Kundu, Ravi Srivastava, T.Jayaraman,

Shanta Sinha, Sandeep Chachra, Veena Shatrugna, Amit Sengupta, Kodandram, Lalita K, Paromita Vohra, Gautam Bahn, Prasad Shetty, Anant Maringanti, Indu Prakash Singh, Vinod Pavrala, M Laxmaiah, Zakia Soman, Retd IAS officers such as K. Madhava Rao and K R Venugopal are some of them.

Discourses related to the informal sector, alternate models of development, Marxism, Public Finance on Public Services such as Health, Education along with Housing; Gender and Feminism, Caste, Class, Ambedkar and Social Justice; on Political Movements etc. were discussed at length in the class. Methodology adopted for the course included classroom lectures in person as well as via skype, group discussions, field visits to relevant areas in the city of Hyderabad, visit to night shelters and multimedia. 7 Modules were created for this course as listed below:

Alternative Models of Development
Politics of Space and Informality
Sustainability, Inclusion and Cities
Public Finance
Public Services
Gender and Feminism
Miscellaneous

The detailed report is present in Annex 4- UAS 21-day course report.

Shri K.T. Rama Rao, Hon'ble Minister for Panchayat Raj and Information Technology, Government of Telangana was the chief guest for the valedictory ceremony who handed out the certificates to the participants. A detail report is annexed for reference.

Feedback of Participants

The participants wanted to learn more about urban strategic planning and related issues, discuss deeper into myriad aspects of Urban Development. Since the course was intense, the suggestion was to have more time for the participants to be able to put across their work and ideas, have more group discussions and field visits. Some other ideas were to have more lectures on the legal perspective, alongside understanding the global agenda and the necessity to discuss about smaller cities and not just metropolises. In all they would have preferred to have an orientation in the beginning along with better linkages between modules and be provided with study material.

Other than the above feedback, below are the quotes by the participants,

“Urban Action School is a stimulus that provoked me to think out of box and challenged my own learning by exposing to developments, challenges, innovations and need of actions around the world. Every single day at UAS participants are local, regional, national and global in their thought on a range of issues around urbanization, marginalization, gender discourse, urban economy and urban politics. Participants came in, from different walks of life and perspective but went out with single commitment to take action for making cities inclusive and sustainable” Ranvijay Singh

Being part of the first batch at the Urban Action School was an interesting experience in that it brought people from different walks of life- planners, researchers, activists, government employees, even freelancers like myself, together, to talk about the ‘Urban’ in as participatory

and informative way as possible. Additionally, the UAS was able to bring in highly qualified resource people from different backgrounds, spoke on subthemes of relevance to the Urban and in their own capacities. Without a doubt, the Urban Action School as a project, though still at an embryonic stage, can be a useful enterprise, not only as a platform for learning and sharing but also for a clarity in one's thinking in context with urban issues and themes. - Anhad Imaan

Activity 3.4: Roll out of short courses on the informal economy

Since it was the first year of the project, it took time to find a course coordinator, finalise the course content while simultaneously the search for finding a place to conduct the flagship course was on. With this background work having taken up time, we could not conduct any short courses. We however conducted a few round table meetings and consultations to build the discussions on some of the issues pertinent to the urban issues and themes. They are as follows:

1. The first consultation was held as a day-long session which was a part of a three-day 57th Annual conference of Indian Society of Labour Economics (ISLE) held during 10-12 October, 2015, at Sher-e-Kashmir University of Agricultural Sciences and Technology (SKUAST), Kashmir. It was organized by Department of Economics, Central University of Kashmir, Srinagar and Division of Agricultural Economics and Marketing, SKUAST. We agreed to be a part of this conference since it had discussions on issues related to informal economy, and provided a ready platform of hundreds of delegates including economists, academicians, social workers, scholars, trade unionists, government officials, journalists and activists from different states of India. They deliberated on several issues confronting the labourers and other workforce in India. The conference comprised parallel discussions, technical sessions, speeches and presentation of academic research papers on different issues revolving around three main themes including: Unpaid Work; The Right to Work and the Mahatma Gandhi National Rural Employment Guarantee Act (MGNREGA) and Labour and Employment in the Manufacturing Sector were presented.

On October 11, among other technical sessions, a panel discussion on “Manufacturing Growth and Labour Laws Reforms” was held, which was organized by ActionAid.

Labour Law reforms in India are being seen as a process of harmonization and rationalization of labour law in India. It is primarily focused on repealing and reviewing a large number of existing legislation pertaining to labour in India. However, this process of harmonization is meant to ensure both, a more efficient and conducive environment for capital to operate in India, arguing to greater flexibility in employment regimes as well as limits on the regulatory mechanism in terms of labour administration. The panel sought to situate the current discourse on labour reforms, both in terms of dominant employer-driven agenda focused on greater flexibility, as well as the response from workers organizations. The current government through the Ministry of Labour and Employment released draft codes on four specific areas-wages, industrial relations, social security and industrial safety/occupation health. The rationale for these codes was to increase harmonization; however, as is evident they are largely focused on ensuring flexibility in the current labour regime, with limits on their rights to organize, as well as reduced regulatory role of the state in mediating capital-labour relations.

Details of the Report are attached in Annex 5- Report of round tables under UAS; which combines the reports of all the events mentioned under this activity.

2. Civil Society Convention on Sustainable Cities was conducted during Oct 15-17th 2015, Mumbai. It was conducted in the context of the sustainable development goals coming into being in September 2015. It discussed various issues of how Sustainable Cities was included as an SDG, issues of exclusion, housing, informal workers and their struggles, cities and climate change etc. The purpose behind the discussion was to understand the main concepts that affect sustainable cities, how to formulate our vision of cities in the wake of the SDGs and what it means for all city dwellers but especially the most marginalised, among who the informal sector workers are a majority. Details of the meeting are in Annex 5- Report of round tables under UAS.
3. Another round table conducted was a 'National Symposium on the 'People's Movement and the relevance of Social Forum' organized on 18th -19th Feb 2016 in Hyderabad which was attended by more than 60 persons where the need for having a social forum in the light of the current political paradigm was discussed. The need for Social forum process was also identified and the ways and means to organize the same was debated.

We had not budgeted for a baseline discussion workshop. However, at the time of drawing up the baseline, this emerged as an important need. We therefore conducted it but charged the expenses to UAS, as we hadn't budgeted for it. All the co-applicants on the project participated in it. Discussions on the questionnaire, reporting format and the methodology for the same were conducted.

Activity 3.5: Annual sub-granting programme to further work of the UAS

Small grants were announced on the second day of the school where we called for applications from the participants for them to fill in and submit their proposals. The participants were expected to submit their proposals by the end of the course. The participants during the course of time could collaborate with one another and create projects/ proposals for research, campaign or collaborative activities and small projects etc., which could further the work of UAS and benefit the community.

In all, UAS received 15 proposals ranging from a variety of geographic locations and topics. Following this, a selection committee was set up by UAS to assess the proposals. The selection committee comprised the following members-

1. Mr. Sashi Kumar, South Institute for Public Policy and Action (SIPPA)
2. Ms. Laxmi, IPE
3. Ms. Indira Rani, ActionAid, Hyderabad
4. Ms. Meena Menon, Director, UAS
5. Ms. Anju Manikoth, Course Coordinator, UAS

The committee looked at all the proposals and ranked the best five based on the criterion that the proposals had to be innovative, creative, coherent, use new kinds of tools and vehicles for ideas or action or research, had to be people oriented and benefiting a reasonable number of people, especially disadvantaged people. They had to have an element of bringing about change in the lives of PIE.

The four selected proposals and the names of the participants are as follows:

- Empowerment of Nirman Mazdoor in Goa- Vasudha Sawaikar
- Beti Zindabad: Enabling Girls as Citizen's Journalists and RTI Activists, in Ranchi, Jharkhand; Binny Vinay
- Frontiers: An Urban Action-Research Network, which is attempting to create a network of individuals and organizations across India who is working on myriad issues of Urbanisations and Poverty. Rohit Majumdar and Nidhi Batra
- Promotion of Model Community Based Disaster Risk Reduction pilot project and Community Emergency Neighbourhood Response Team" an effort towards resilient communities in rural community in a rural area in Guwahati.; Ranjan Kumar Borah.

The disbursements for the small grants couldn't take place as final proposals from the participants were quite delayed. The disbursement of the small grants happened only after the end of year 1. At the time of writing this report, the participants had shared their final proposals and were awarded the project. 50% of the grant was transferred to the participant to commence work on the said projects.

Activity 3.6: Monitoring and evaluation of Annual Urban Action School commitment and grants

Towards the end of the 21 day course, two sessions were dedicated to take feedback from the participants to understand from the participants if their expectations from UAS were met, the key areas to be improved upon etc. The participants were divided into groups of 5-6 persons and given time to discuss on each question in detail. This was then presented in the class and discussed further as a big group. This feedback will be taken into consideration and acted upon in future UAS courses. The feedback is mentioned in Annex 4- UAS 21-day course report. The resource persons in general were very optimistic and excited about the programme. However, since most of them were a part of the school only for a day or two, a feedback for the school was not very pronounced.

Evaluation of third party grants- while the preliminary evaluation to choose who secures the third party grants was over by the end of the reporting period, the evaluation of how the projects turn out will only be known in year 2 of the action.

Regular monitoring will be undertaken since the release of funds will be linked to the progress of the project. Only 50% of the money will be given initially. The next tranche will be given after 50% completion of the project and finally the last tranche will be released after the final submission of the report. Quarterly reports are to be submitted by the participant that will be reviewed by another internal committee that would keep a tab on the progress of the project.

Reason for any changes in the planned activity <please explain any problems (e.g. delay, cancellation, postponement of activities) which have arisen and how they have been addressed> (if applicable):

During this reporting period the following activities were delayed:

- Inception of the co-applicants and the baseline survey. This was due to introduction of three new co-applicants resulting in contract amendment. We waited for that and also for all staffs to come in. So the total process got delayed.
- We are unable to send the baseline report along with this report as some of the data analysis was done wrongly. We are correcting that analysis. We shall be able to submit it in a few weeks from the submission of this report.
- The work on skill building was delayed since the collaboration with NSDC got delayed (due to change of guard at NSDC- all the 3 staff members we were in touch with left the organisation). Therefore we had to identify other training partners at each city level and

then have tie ups between those training partners and co-applicants. Also, setting the protocols for the data capturing and tracking for trainings took up a lot of our time.

- The short courses in the UAS (Result 3) could not be conducted though the flagship course could be conducted in time. This was because the tie up with an organisation that could be the venue for the UAS took time. The identification of IPE as a probable venue and the subsequent arrangements took time. This left us with little time to conceptualise the other short courses. Hence we conducted consultations and round table meetings on issues pertinent to the action.
- The third party grants also got delayed since the participants were supposed to submit their full proposals upon receiving the comments of the selection panel. But they delayed it. Therefore, our learning is to expedite this process for the following years.

Some differences in booking the expenses have already been mentioned. These are:

- a) Expenses paid to IPE have been booked under Budget head 6, since we visualised it as an activity we would conduct rather than outsource it. However, we have a work-order with IPE which falls in the category of 'outsourced' activity. We booked it in this manner, because our budget was formulated in that way
- b) Expenses for the baseline workshop with the co-applicants was charged to UAS (budget line 6.25) since we did not have a dedicated budget-line for that activity.

Please list any risks that might have jeopardised the realisation of some activities and explain how they have been tackled:

There were no such risks. In Tamil Nadu however, the floods affected the fishers that we were working with. It delayed the project, but did not affect it in any other way. The whole work in that area was stopped due to floods for two months.

2.3 If relevant, submit a revised log frame, highlighting the changes.

Not applicable

Please list all contracts (works, supplies, services) above €60 000 awarded for the implementation of the action during the reporting period, giving for each contract the amount, the award procedure followed and the name of the contractor:

Not Applicable

2.4 Please provide an updated action plan

| Year 2- March 2016-February 2017, Month 1- March 2016 | | | | | | | | | | | | | Implementing body |
|--|-------------|---|---|---|---|---|-------------|---|---|----|----|----|-------------------|
| Activity | Half-year 1 | | | | | | Half-year 2 | | | | | | Implementing body |
| | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 | 11 | 12 | |
| Review Meeting with co-applicants | | | | | | | | | | | | | |
| Team Meeting | | | | | | | | | | | | | |
| Result 1 activities: Increase awareness of and better access to socio-economic rights and entitlements to <i>decent work</i> for marginalised people | | | | | | | | | | | | | |

| | | | | | | | | | | | | |
|--|--|--|--|--|--|--|--|--|--|--|--|--------------------------|
| 1.1.1. Group formation with PIE. Preparation | | | | | | | | | | | | Co-applicants |
| 1.1.1. Group formation and awareness raising with PIE Execution | | | | | | | | | | | | Co-applicants |
| 1.1.2. Meetings with government authorities to register PIE for social security. Preparation | | | | | | | | | | | | ActionAid, Co-applicants |
| 1.1.2. Registering PIE with Welfare Boards Execution | | | | | | | | | | | | Co-applicants |
| 1.1.3. Cross-sectoral networking with PIE of different categories | | | | | | | | | | | | ActionAid, Co-applicants |
| 1.1.4. Setup Workers Facilitation Centres | | | | | | | | | | | | Co-applicants |
| 1.1.5. Training sessions on existing labour provisions and social security for PIE | | | | | | | | | | | | ActionAid, Co-applicants |
| 1.2.1. Capacity building with co-applicants, CSOs, community leaders and workers collectives Preparation | | | | | | | | | | | | ActionAid, Co-applicants |
| 1.2.1. a) Workshops with CSOs on advocacy and organising | | | | | | | | | | | | Co-applicants |
| 1.2.1. b) Leadership training | | | | | | | | | | | | Co-applicants |
| 1.2.1. c) Exposure visits | | | | | | | | | | | | ActionAid, Co-applicants |

| | | | | | | | | | | | | | |
|---|--|--|--|--|--|--|--|--|--|--|--|--|--------------------------|
| 1.2.2. Advocacy Meetings with lawyers, political parties on <i>decent work</i> agenda | | | | | | | | | | | | | ActionAid, Co-applicants |
| 1.2.3. State and national level meetings for the Charter Preparation | | | | | | | | | | | | | ActionAid, Co-applicants |
| 1.2.3. a) Mobilisation drives Execution | | | | | | | | | | | | | ActionAid, Co-applicants |
| 1.2.3. b) Public hearing and social audits at local | | | | | | | | | | | | | ActionAid, Co-applicants |
| 1.2.3. Labour solidarity groups | | | | | | | | | | | | | ActionAid |
| 1.2.4. Development of IEC materials | | | | | | | | | | | | | ActionAid, Co-applicants |
| Result 2 activities: Basic life skills and vocational training so that PIE have the skills and capacity to access a wide range of livelihoods | | | | | | | | | | | | | |
| 2.1. Mapping of skills and livelihoods of PIE in each state and establishment of a data base | | | | | | | | | | | | | ActionAid, Co-applicants |
| 2.2. Basic skills training programme: Execution | | | | | | | | | | | | | ActionAid, Co-applicants |
| 2.3. Vocational training: Execution | | | | | | | | | | | | | ActionAid, Co-applicants |
| 2.4. Meetings with potential employers to link trainees to jobs | | | | | | | | | | | | | ActionAid, Co-applicants |
| Activities for Result 3: Creation of a knowledge base an information sharing platform | | | | | | | | | | | | | |
| 3.2. Development of training materials | | | | | | | | | | | | | ActionAid |
| 3.3. 21 day intensive course on urbanisation: Preparation | | | | | | | | | | | | | ActionAid |

| | | | | | | | | | | | | |
|---|--|--|--|--|--|--|--|--|--|--|--|-----------|
| 3.3. 21 day intensive course: Execution | | | | | | | | | | | | ActionAid |
| 3.4. Short courses on urbanisation | | | | | | | | | | | | ActionAid |
| 3.5. Sub-granting programme | | | | | | | | | | | | ActionAid |

3. Beneficiaries/affiliated entities and other Cooperation

3.1 How do you assess the relationship between the Beneficiaries/affiliated entities of this grant contract (i.e. those having signed the mandate for the Coordinator)?

Please provide specific information for each Beneficiary /affiliated entity:

The relationship with the co-applicants in this grant contract is good and it is like a big team working for a single mission. The communication with the co-applicants is via the regional offices of ActionAid. Since there are people at regional office level and also at CiRiC level (the unit of ActionAid that is responsible for delivering this project), communication is maintained on a regular basis

We however had to change three co-applicants at the beginning of the action (through a contract amendment). The relationship with these new co-applicants – ISRD (Madhya Pradesh), Help Foundation (Kashmir) and The Calcutta Samaritans (West Bengal) is also smooth.

3.2 How would you assess the relationship between your organisation and State authorities in the Action countries? How has this relationship affected the Action?

Our relationship with State authorities has a bearing on the project for all 3 result areas, to a varied extent. As explained in Result 1, we are working closely with the Ministry of Labour and Employment, Ministry of Finance and officials of Prime Minister Office on the Worker's Portable ID card -U-WIN. Similarly, the charter process brings us in direct contact with several local level and state level government officials. Until now, we have been able to interact with them easily, though the positive effect of this on the work can only be known through any changes by them for the cause of decent work at the local level, state level or national level. We are keeping a track of the policies and whether such changes even minuscule can be attributed to this action. Also, one of the charter process meetings had the presence of Union Labour Minister Shri Bandaru Dattatreya and Director General Labour Welfare, Ministry of Labour Shri Bipin Mallick.

On result 2, our interaction was not directly with government officials. But NSDC is a partly government body (it is a public-private partnership model) and we had been in touch with them. Also, work with Jan Sikshan Sansthans in some of the areas like Andhra Pradesh brings us in touch with government authorities. The collaboration with them shows a positive relationship.

Finally, on the Result 3, we have had close interactions with Telangana government for support to UAS. Though it did not materialise, we were able to generate their interest in the UAS. The Telangana State officials participated in the closing ceremony of the UAS.

3.3 Where applicable, describe your relationship with any other organisations involved in implementing the Action:

Associate(s) (if any): Not Applicable

Sub-contractor(s) (if any): Not Applicable

Final Beneficiaries and Target groups: The participation of the target groups in the activities is high whether it is for the purpose of ensuring decent work or skills building. Similarly, the target groups for the UAS have also participated actively in all activities. Their active participation has led to a fruitful relationship with them and the final beneficiaries (their families and co-workers).

Other third parties involved (including other donors, other government agencies or local government units, NGOs, etc.):

In this initiative many other organisations other than the co-applicants are involved and the relationship with them is good and friendly. Through the charter process many workers' associations are involved at the central and state level and they are moving the process further to ensure the entitlements of the workers. Also at the ground level the local self-government's offices are involved in this work. Also we are working with the Ministry of Labour at the central government level in this initiative. Other organisations like traders' association, different institutes for skill development, merchants' association, association of small industrialists, etc. are involved directly or indirectly in this work. We have a very cordial relationship with all of them.

3.4 Where applicable, outline any links and synergies you have developed with other actions:

Not Applicable

3.5 If your organisation has received previous EU grants in view of strengthening the same target group, in how far has this Action been able to build upon/complement the previous one(s)? (List all previous relevant EU grants):

Not Applicable.

4. Visibility: How is the visibility of the EU contribution being ensured in the Action?

EU as a donor of the project and its support has been acknowledged in almost all the interactions/deliberations done with the stakeholders. The EU logo was displayed prominently in most of the meetings and events on banners/flex/ IEC materials etc.

Some meetings with charter members were with some membership based organisations who were not very inclined to come under the banner of an institutional donor like EC, and hence we couldn't use them, but these were few activities only. Similarly we displayed the EU logo prominently in most of the IEC materials like booklets, leaflets, posters, etc. Only in some cases where the work was with worker's associations, we couldn't use the logo for the same reason as mentioned above.

The European Commission may wish to publicise the results of Actions. Do you have any objection to this report being published on the Europe Aid website? If so, please state your objections here.

Some of the activities are sensitive as explained above. For all others, EC may publicise the results of the Action.

Name of the contact person for the Action: Sandhya Lakshmi C.

Signature: Sandhya

Location: New Delhi

Date report due: 30 April 2016

Date report sent: 31 May 2016