

Annual Report
Of
Integrated Development of Brick Kiln Workers and their
Families

(Period: From 1st April 2018 to 31st March 2019)

Supported by: The PAUL HAMLYN FOUNDATION



Paryavaran Evam Prodyogiki Utthan Samiti (PEPUS)
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REPORT
OF
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(FROM 1st APRIL 2018 TO 31st March 2019)

Paryavaran Evam Proudhyogiki Utthan Samity (PEPUS), with the support from Paul Hamlin Foundation is engaged in implementing “INTEGRATED DEVELOPMENT OF BRICK KILN WORKERS AND THEIR FAMILIES” project in 10 Village Panchyats of Kaudihar block of District Allahabad in Uttar Pradesh. From its inception i.e. in the year 1990, PEPUS is engaged in building awareness of Marginalised, Socially excluded and Landless labourer’s communities with aim to build collectives of Marginalised communities so as to develop their capacities that can facilitate a process of development under their own leadership. PEPUS is working since 1st of April 2016 on the captioned project with following main objectives:

PROJECT’S AIM AND OBJECTIVES:-

The broad goal of the project is to empower the migrant community by way of making migration safer and also to enable them to sustain their livelihood in better ways with an essence of human dignity. More specific objectives of the project are as here under:

- *Issuance photo ID cards to migrant workers after registering them through Labour Help Centre (LHC) to enable them to establish their identity*
- *To extend the services like legal counseling, legal literacy, financial inclusion and social security to enable them access to their entitlements and rights*
- *To build and scale up the skills of the youth of the community to enable them to find the vocation of their choice*
- *Capacity building of community leaders for the promotion of leadership within the community*
- *To create awareness on health issues and providing information on health services*
- *To promote the livelihood alternatives among the families of migrant workers*
- *Establishing Labour Help Line for linking source and destination and dissemination of information on labor issues*
- *Conducting research and study to gain better insight in to the community issues and taking new initiatives*
- *Capacity building of Project Team and Community Leaders for adding value to the project and its more effective implementation*

PROJECT'S STRATEGY:

PEPUS believes in active community participation to bring the community in the main stream through development and building of collectives for sustainability. Keeping above objectives in view the Strategy of the Project has been planned as here under:

- *Multi level advocacy ranging from the grassroots level to state level and further to national level to bridge the gap between social security schemes and migrant community.*
- *Making brick kiln owners sensitive and accountable towards the conditions of the workers and their families.*
- *To sensitize the PRIs and make them accountable towards migrant workers situation and the working condition at the brick kilns.*
- *Building self sustaining collectives and community based organizations (CBO).*
- *Networking with like-minded organizations.*
- *Forming Swajeevika Vikas Samuh (SVS) – a livelihood promotion group with the women of workers families.*
- *Awareness creation, mobilization and capacity building through training on subjects like social security, rights and entitlements.*
- *Research studies and need based surveys.*

Keeping objectives of the project and the strategies into central context, the activities has been carried out during the tenure between 1st April 2018 to 31st March 2019 that can land the dreams of the project to the ground realities. The activities under the project those were implemented during the tenure under reporting were focussed around Awareness building among community with regards to the different legislations, provisions and welfare schemes including precautions before migration, Promotion and strengthening of CBOs and SHGs, Legal counselling and dispute resolution (Called legal clinic Day), Establishing/strengthening Labour Help Centre and Labour Help Line, Registration of workers and Issuing Identity cards to migrant workers, Financial Inclusion, Skill upgradation and skill building among youth and Adolescents of targeted migrant families, Relationship building with different stake holders including PRIs and Labour department, NABARD and sharing Status report of Base line studies with the migrant workers. During the tenure under reporting almost all the activities as contained under the proposal were implemented without any deviations and it is worth noting that the project is progressing well towards its objectives.

Besides the outputs received as results of the activities, a few remarkable outcomes like improved accountability of Village Panchayats in favour of Migrant workers and their families, Action by Labourer's collectives towards accessing facilities from Government Departments and Involvement of Shramik Mitras (Labourer's Friend) towards the furtherance of aims and objects of the project have been received that can disseminate/expand and sustain the project objectives in future.

During the period under reporting following are the outputs and outcomes of the project:-

Strategically divided into 11 sub heads of activities, the project is progressing well as it was conceived. The efforts and the achievements under the project are reported here with in two heads i.e. Indicative Outputs and Process as well as qualitative achievements:

Indicative Outputs

Sl. No.	Name of the activity	Total Outputs Received from 1st April 2018 to 31st March 2019
1.	Outreach, Mobilization, Registration and Issuance of Identity Cards	A total of 1242 Migrant workers have been issued Identity Cards. *A total of 1423 persons visited LHC for seeking solutions to their problems.
2.	Awareness on Precautions Prior to Migration	*Thus 115 Migrant workers moved to the work places with the proper agreement (Iqrarnama) till now from the inception of the project.
3.	Training in Identifying leaders and formation of cluster level groups.	* A total number of Identifying leaders and cluster level groups Training : 03 During the training a total number of Participants : 97 *Thus total Cluster meetings held during the reporting period has reached to 27 a total of 399 Participants.
4.	Legal clinic day and Dispute Resolution	#- Total Legal Clinic Days Organised: 36 #- Cases Registered:53 #- Cases Resolved: 31 #- Cases under Follow up: 53 cases followed by 132 Times #- Cases refered to Labor Deptt/ Court:08 #- Unpaid wages Received: Rs 4,13,900=00 #- Legal advice to laboures during the Legal Clinic Days :392
5.	Linkage to Social security schemes.	#- Opening of Saving Bank Accounts:304

		<p>#- Registration under BOCW: 1193 #- Renewal of Registration under BOCW: 134</p> <p>#-Till now Benefits of Bocw – 33 (Total Benefit Amount : 3,37,500=00)</p> <p>#-Migrant families received benefit of Government schemes through our efforts under the project:</p> <p>During the reporting period the benefit received by 939 families that is estimated to Rs. 30,45,3600=00</p> <p>The scheme and beneficiaries are as under: Ujjvla:68 Toilets:647 Pension:16 Housing:188 JSY:20 Total beneficiaries: 939</p>
6.	Relationship building and sensitization of stakeholders	<p>Contact and Relationship Building with stakeholders in project area:</p> <p>Government Office: 37 Times With Block Office, Labor Deptt, PHC and NABARD</p> <p>Brick kiln Owners: 48 times Labor contractor/Rojgar Sevak, ANM, Asha and other Stake holders: 73 times</p> <p>Village Pradhan (Sarpanch)/Members: 134 times</p>
7.	Migrant Family Support Program	<p>*Total SVS groups formed till Now : 32 *Total Members : 451</p> <p>*Total Savings: 9,50,750=00 INR * Interest Earned so far: 1,81,520=00 INR *Total Amount in Groups: Rs.11,32,270=00</p> <p>*Meetings held in SVS Groups:792, *Attendance : 8808 members</p>

		<p>*Training with SVS members on Income Generation Activities: 39</p> <p>*Total Participation in IGA Trg: 1551</p> <p>*Women engaged with Income Generation Activities: 301</p> <p>The breakup of IGA women:</p> <ul style="list-style-type: none"> -Goat Rearing:125 -Pig Rearing:10 -Cows :15 -small shops:10 -Buffalo keeping:20 -Sweet Box making:02 -Improved Agricultural Practices:102 - Furniture : 01 - poultry : 16
8.	Preparing young girls and women on alternative livelihoods through various trainings for three months in 3 batches.	<p>Young Girls and women Skill training : 03</p> <p>A total Number of pass out : 63 (young girls and women)</p>
9.	Labour Help Center (LHC)	<p>*Continuing services of Labor Help Centre (LHC): 01</p> <p>*Labour Help Line: Running with No: 9450265964</p> <p>*Total Phone calls received: 508</p> <p>*1423 persons visited the of Labor Help Centre (LHC) for different queries; Migrant workers and their family members are connecting with the LHC and availing its services.</p>
10.	Orientation and involvement of Shramik Mitras	<p>A Total Number of Shramik Mitra training :03</p> <p>20 Shramik Mitras among the migrant families have been selected from the project villages. Shramik Mitras have become active</p>

		<p>in motivating and educating migrant workers for getting registered under BOCW, Receiving Identity cards and with regards to the services of LHC run by PEPUS.</p> <p>Meeting will be organized every month with Shramik Mitra at LHC. A total number of Shramik Mitra monthly meeting at LHC: 11</p>
11	Camp	<p>1. Holding Camps for registration with Bocw : 04, A total of 268 Participants (Direct) A total of 1867 Participants (Indirect)</p> <p>2. Mobilizing Migrant workers by holding camps: 04 , A total of 242 Participants (Direct) A total of 1322 Participants (Indirect)</p> <p>3. Orientation on various government schemes by Camps : 03 , A total of 167 Participants.</p>
12	Interface dialogue for advocacy at district level.	Interface dialogue for advocacy at district level : 01 , A total number of participants : 132
13	Strategy planning for the organization and vision building for the future second line leadership development and team building.	Report send to PHF office dated on 7 January 2019 through mail (Report on Strategy planning for the organization and vision building for the future second line leadership development and team and planning of second phase implementation of integrated development of Brick kiln workers and their families in Kudihar block of District Allahabad UP.)
14	Migrant Family Awareness Campaign	A total number of Migrant family awareness campaign organized : 01 Ten Days Migrant family Awareness Campaign was organized at 10Gps (Gram

		<p>Panchayat) to aware people with the issues around Migration workers, Services of LHC, Different schemes and legislations that are provisioned for the welfare of Unorganized Labourers, Construction workers, Brick Kiln workers and other acts.</p> <p>Video Show (Awareness film) and dialogues was organized in every Gram Panchayats (10Gps).</p> <p>IEC material (Hand bills, Magazine etc.) are distributed among the migrant community.</p>
15	Others	<p>*Till this time Monthly Staff meetings i.e. 36 times</p> <p>*Review Meeting : 03</p> <p>*Field Monitoring and Supervision Visits by Director at different locations of activities.</p>

QUALITATIVE ACHIEVEMENTS:

Details of Processes and Activities carried out during the Reporting Period

01.0 Outreach, Mobilization, Registration and Issuance of Identity Cards:

As an outcome of Awareness meetings, Discussions and Information disseminations 1242 Identity cards have been issued to 1242 individuals those who are migrants from the area. Queries through phone (Labour Help line - 09450265964) have been done by 508 persons. These telephonic contacts have been done to Labour Help line with regards to registration and identity cards along with resolving their problems and disputes. Village Pradhans, Panchayat members and Shramik Mitras have extended their cooperation in motivating, mobilizing and facilitating the process of registration, build understanding on Agreements and resolution of disputes. This is also worth noting that 1423 persons that include either Migrant labourers or Migrant's family members contacted Labour Help Centre (LHC), shared their problems and made queries regarding Registration and IDs during the reporting period. Migrant Laborers got benefit of ID in form of escaping from Police torture during rail journey, Used in making Aadhar cards, Eased in getting work as well as in the voting process.

02.0 Awareness on Precautions Prior to Migration

Major attention during the tenure of the reporting were on upgrading information and improving sensitivity regarding Precautions before migration (like keeping Identity proof while migrating, Making Agreement before engaging with the job, keeping Labour help line number with them etc) different activities has been carried out during the tenure under reporting. These issues were explained during the Cluster level meetings, distribution of hand bills and small booklets, legal clinic day are different ways through which awareness level has improved among Migrant workers. As a result 115 Agreements have been made prior to migration from the inception of the project. Migrant workers beyond the project villages are contacting to collect information and have made applications for issuance of ID cards. During the awareness meetings and programs, different information regarding services of Labour Help centre and Helpline, MNREGA and BOCW, Registration under BOCW, Ujjvala Scheme, Opening of Saving Bank Account, Prime Minister's Housing scheme, Legal and other Assistance/programs under the project are discussed for ensuring their interest and action towards accessibility. Asha, AWW, Village Pradhan and Members of village Panchayats are participating in village meetings and extending their support in favor of project objectives.

03.0 Legal clinic Day and Dispute Resolution

During the tenure under reporting 36 clinic days have been organized, Through the legal clinic days held till now the project, 53 cases of unpaid wages due with Brick kiln owners were registered at LHC. Among 53 cases 31 cases got settled that benefited Rs 4,13,900=00. Eight cases of unpaid wages are referred Allahabad to the Labour Court for ensuring Justice to Labourers. Senior Legal Council of High Court Allahabad Mr. Jagdish Singh is extending his services as Counsel/Resource Person to facilitate/settle the Legal issues under the project through the Legal clinic days.

04.0 Financial Inclusion and linkage to social security schemes

As conceived under the project, continuous dialogues have been organized with the Migrant and other families of the project villages towards Economic Literacy, Safe mode of remittance, Habit of small savings and Different social security schemes through the cluster level meetings and in the SVS meetings that can ensure accessibility to migrant workers and their families on social security schemes and change in attitude of saving and remittance through banks.

These processes resulted in to opening of 304 saving accounts in nationalized banks. 1193 workers got registered under BOCW by Labour department, till now got Benefits of BoCW – 33 (Total Benefit Amount: Rs. 3,37,500=00) from the Labour Department. 939 families got benefit of different Government schemes from Block development office. Monetary benefit got by the

families is estimated to 3,04,53,600=00 INR. 301 women from SVS groups are engaged with Income Generation Activities.

05.0 Relationship building and sensitization of stakeholders

Different efforts and initiatives are ensured that can improve the level of social and public accountability among different stake holders. Media, Gram Pradhans, Asha, ANM, Block development office, Labour department office and Health department are contacted to receive their favorable responses towards ensuring rights,(Bocw) welfare and justice to migrant workers and their families. As a result of these processes Gram Pradhans are extending support to Migrant families in getting registered under BOCW. Brick Kiln Owners of the area are also contacted and motivated to create facilities at work sites and ensuring prescribed wages in time. Favorable responses of brick Kiln Owners across the project villages are received at different instances.

06.0 Migrant Family Support Program

Migrant Family support program is meant to find out ways that can promote self reliance in decision making and capacity of making plans of their own development. 32 Swajeevika Vikas Samooh (SVS) have been formed during the reporting period as Group of women from migrant families that can generate Self Employment potential to its members and escape them from private money lending and taking advances from Contractors and the employers. The details of savings and total members under the SVS groups have been furnished at the indicative outputs. However it is worth noting that Private money lending and advances from the employers are root cause of exploitation and promote bondage situations. Few indicative outcomes are as under

- (i) 211 women got functional literacy and have started putting their signatures
- (ii) 301 women have started Income generation activities with the support of SVS (102 members on Agriculture and allied work, 10 with Small shop, Piggery 10, Cows and Buffalo keeping 35, Sweet box making 02, 125 on Goat rearing and 01 Furniture and poultry 16.
- (iii) Eleven groups have started maintaining Meeting Registers by their own
- (iv) Twelve groups have started maintaining pass book and saving records
- (v)

07.0 Skill building training program

During the reporting period from 1st April 2018 to 31st March 2019, 63 Young girls and women from Migrant families have completed skill building training on Tailoring, Cutting, Embroidery,

Knitting, Mehandi etc. Gender issues and Life skill Education has brought several behavioral changes among them.

- ✚ 63 Young girls and women from Migrant families have completed skill building training
- ✚ Women and adolescents have been able to acquired sufficient skill of stitching and are engaged in many ways at their homes.
- ✚ 32 Women and Adolescents have started service unit/IGA with focus on tailoring and stitching of other's cloths. Substituting family earnings.
- ✚ Started Saving
- ✚ Adolescents also made known on issues around reproductive Health rights and personal health and hygiene.
- ✚ Engaged educating other adolescents of their homes and the neighborhood adolescents
- ✚ Preparing different fancy articles for beautifying their houses.

08.0 Labour Help Center (LHC)

Aiming to extend services of counseling against the cases of violations with Migrant labourers, Issuing alternative ID cards, Information Dissemination and collection, legal consultation and help to migrants in crisis, a Labour Help centre has been established at Malak Balau Village, near Navabganj market under the Kaudihar block of Allahabad. During the reporting period of the project 1423 people from Migrant Families approached for different queries, for getting ID, Legal consultation and help in their problems.1242 Migrant labourers have been issued ID cards and 31 cases has been settled through Labour Help Centre and cases have got settled through Legal Clinic day organized one in each month at Labour Help Centre (LHC).

09.0 Orientation and involvement of Shramik Mitras

Aiming to develop cadre of Volunteers among the migrant families, it was hoped that these Volunteers called Shramik Mitras would extend their cooperation in getting rights of Migrants a ground reality. 20 Shramik Mitras have become active in motivating and educating migrant workers for getting registered under BOCW, Receiving Identity cards and with regards to the services of LHC run by PEPUS under the PHF project. Regular contact and motivation processes are being done to engage them to the project objectives.

10.0 Camp:

1. Holding Camps for registration with Bocw : 04,

A total number of Participants: 268 (Direct)

A total number of Participants: 1867 (Indirect)

2. Mobilizing Migrant workers by holding camps: 04,

A total number of Participants: 242 (Direct)

A total number of Participants: 1322 (Indirect)

3. Orientation on various government schemes (Mnrega, Pension, Bima, housing, Toilets, ration card etc.) by Camps: 03, a total number of Participants: 167

11.0 Interface dialogue for advocacy at district level :

Organizing Interface dialogue for advocacy at district level in Kaudihar Block , Dist.- Praygraj (Allahabad), Uttar Pradesh at Labour Help Centre (LHC) Malak Balau. A total number of participants: 132

Doctor, Advocate, LIC Advisor, shramik mitra, different stakeholders, Adolescent's girls and Women and Men from the migrant families attended the one day dialogue held by the PEPUS.

12.0 Strategy planning for the organization and vision building for the future second line leadership development and team building

Report send to PHF office dated on 7 January 2019 through mail (Report on Strategy planning for the organization and vision building for the future second line leadership development and team and planning of second phase implementation of integrated development of Brick kiln workers and their families in Kudihar block of District Allahabad UP.)

13.0 Migrant Family Awareness Campaign

A total number of Migrant family awareness campaign organized: 01

Ten Days Migrant family Awareness Campaign was organized at 10Gps (Gram Panchayat) to aware people with the issues around Migration workers, Services of LHC, Different schemes and legislations that are provisioned for the welfare of Unorganized Labourers, Construction workers, Brick Kiln workers and other acts.

Video Show (Awareness film) and dialogues was organized in every Gram Panchayats (10Gps). IEC material (Hand bills, Magazine etc.) are distributed among the migrant community.

14.0 Others

International Women's Day programmes were organized in Women and Adolescents centre at Paraspur bhagdevra village, Kaudihar block, Dist.- Allahabad, Uttar Pradesh.

During the programme Mrs. Poonam (Counselor - Women and Adolescents centre) addressed the Women, Adolescents and appealed for the acknowledgement of the contribution of women in the family, society and also the economy and encouraged women to emerge as leaders of their families and society. Adolescent's girls and Women from the migrant families attended the program held by the PEPUS team.

Time to Time Field Monitoring and Supervision Visits by Director at different locations of activities.

Regular Monthly Meetings of staff has been done in each and every month. During the tenure under reporting, 36 meetings with staff have been done to review the process and programs went on during the months, gaps and challenges, Discussion on remedial steps and Planning for the next months. Total targets and expected achievements along with future prospects has also been collectively looked and taken in to considerations for further action plans.

Organizing Migrant family awareness campaign in 10 GPS Of Kaudihar block district Allahabad.

Outcomes

Outcomes under the project during the reporting period:

Achievements those has come as indicators of Outcomes during the said tenure are as here under:

- (i) 1423 persons visited the of Labor Help Centre (LHC) for different queries; Migrant workers and their family members are connecting with the LHC and availing its services.
- (ii) 1242 Registration and Identity cards issued to Migrant workers during reporting period. Migrant workers accepting importance of the identity cards and a significant interest have been shown by the migrant's community for getting identity cards.
- (iii) Village Pradhan, NABARD, Media persons and the members of PRIs has begun extending support for engaging Migrant families.

- (iv) Accountability and responses of Health, Development office and Labour department and has been continued.
- (v) During the reporting period 32 Women and Adolescents have started Self employment units.
- (vi) 301 Women from Swajeevika Vikas Samooh (SVS) members have started Income Generation Activities through support of SVS groups.
- (vii) 20 Shramik Mitras are supporting to land project dreams at the ground.
- (viii) 939 families got benefit of different Government schemes from Block development office. Till now total 939 families have been able to receive benefits that amounts to 30,45,3600=00 INR.
- (ix) 33 Migrant labourers got benefit of BoCW schemes from Labour department, Till now total 33 Migrant labours have been able to receive Benefits that amounts to Rs. 3,37,500=00.
- (x) Life skill training has brought changes among Adolescent participants as they become known with bodily changes during the age of adolescence and a few of them have begun drying their under garments in direct sun rays rather than at hide places. Other symbolic can be assessed as several adolescents have opened their Saving Accounts in the banks. All the adolescents began caring during menstruation, a few has started saving through Gullak methods. Adolescents have started sharing their experiences among themselves and also with the Trainer Maa'm.
- (xi) Migrant Workers from outside the project villages have begun participating in Legal Clinic days for consultation and resolution of their problems.

Prepared By:

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PEPUS