

***Final Report***  
***Of***  
***Integrated Development of Brick Kiln Workers and their***  
***Families***  
***(Period: From 1<sup>st</sup> April 2016 to 31<sup>st</sup> March 2018)***  
***Supported by: The PAUL HAMLYN FOUNDATION***



***Paryavaran Evam Prodyogiki Utthan Samiti (PEPUS)***  
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**FINAL REPORT**  
**OF**  
**INTEGRATED DEVELOPMENT OF BRICK KILN WORKERS AND THEIR FAMILIES**  
**(FROM 1<sup>st</sup> APRIL 2016 TO 31<sup>st</sup> March 2018)**

*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 1<sup>st</sup> 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 1<sup>st</sup> April 2016 to 31<sup>st</sup> March 2018 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 literacy/ 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, Employment consultation, Relationship building with different stake holders including PRIs and Labour department 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 16 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**

<b>Sl. No.</b>	<b>Name of the activity</b>	<b>Expected Outputs in the Project Period</b>	<b>Total Outputs Received from 1<sup>st</sup> April 2016 to 31<sup>st</sup> March 2018</b>
<b>1.</b>	Outreach, Mobilization, Registration and Issuance of Identity Cards	<p>1200 migrant workers will be registered and Identity Cards will be issued to all of them. This will be done with the rate of 600 migrant workers per year.</p> <p>10 Village level Meetings will be conducted every month. This will cover all the 10 Panchayats in the ambit of the project.</p> <p>Village level meetings will act as a medium for (intensive and extensive) outreach and help to broadcast the services being provided by the Labour Help Center for the migrant workers.</p>	<p>A total of 1238 Migrant workers have been issued Identity Cards.</p> <p>*A total of 1030 persons visited LHC for seeking solutions to their problems</p> <p>*Village and Area level meetings and Conventions are regular activities under the project those are detailed separately</p>
<b>2.</b>	Awareness on Precautions Prior to Migration	<p>Awareness on requisite precautions prior to migration will be created through village level meetings, legal literacy meetings, counseling at the Labour Help Center and other platforms of interaction with the community.</p> <p>The awareness drive will cover all the 10 Panchayats in the purview of the Project. Promotion of the practice of getting into a written agreement with the</p>	<p>*Thus total meetings held during the Two years has reached to 220 with the participation of 2504 women and 2040 men a total of 4544 Participants</p> <p>*Total Canopy exhibitions held till now under the project are 27 having participation of 675 persons, Having Participation of 199 female and 476 Males.</p> <p>*Thus 115 Migrant workers moved to the work places with the proper agreement till now from the inception of the project</p>

		employer will be done under the awareness on precautions prior to migration.	
3.	Legal literacy and Dispute Resolution	<p>4 Legal literacy camps will be organized per year. One camp will have 30 trainees, thus covering 120 trainees in one year.</p> <p>Legal Clinic Days will be organized at the Labour Help Center. An eminent advocate of Allahabad High Court expert on labour disputes will be present to provide legal consultation.</p> <p>One Legal Clinic Days will be organized every month for legal consultation to the migrant workers.</p>	<p>#- Total Legal Clinic Days Organised: 24</p> <p>#- Cases Registered:45</p> <p>#- Cases Resolved: 28</p> <p>#- Cases under Follow up: 45 cases followed by 105 Times</p> <p>#- Cases referred to Labor Deptt/ Court:05</p> <p>#- Unpaid wages Received: Rs 3,85,500=00</p> <p>#- Legal advice to laboures during the Legal Clinic Days :279</p> <p>Total Organised Legal Awareness camps: 06, Participated by 296 Women and 211 Males a total of 507 participants.</p>
4.	Financial Inclusion and linkage to Social security schemes and program	<p>4 Training programs will be organized every year with each having 30 participants. Financial literacy will offer linkages with banks and other financial institutions. Migrant workers will cultivate safe methods for the remittance of money. It will also enable them to link with other financial schemes provided by several institutions enhancing social security.</p>	<p>#- Financial Inclusion Camps Organised: 08 with the participation of 540 persons from the Migrant families.</p> <p>#- Opening of Saving Bank Accounts:216</p> <p>#- Registration under BOCW: 273</p> <p>#- Renewal of Registration under BOCW: 31</p> <p>#-Till now Benefits of Bocw – 28 (Total Benefit Amount : 96,500=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 210 families that is estimated to Rs. 90,10,600=00</p>

			<p>The scheme and beneficiaries are as under:  Ujjvla:63  Toilets:60  Pension:01  Housing:66  JSY:20  Total beneficiaries: 210</p>
5.	Collectivization, Advocacy and skill upgradation	<p>10 Community Based Organizations (CBOs) (one in each village) comprising of migrant workers and their family members will be formed and hold regular monthly meetings. CBOs will conduct advocacy on subjects of significance to the migrant community.</p> <p>CBOs will be interconnected to form a network.  1 migrant workers summit will be organized every year with 200 workers in attendance.</p>	<p>175 meetings of Village level 10 CBOs those were later on named as Migrant Labourer's Group (Pravasi Shramik Samooh) was held during the reporting period. The meetings were duly participated by 850 Men and 560 Women that mounts to 1410 persons in total.</p>
6.	Relationship building and sensitization of stakeholders	<p>Measures will be taken to make a sustainable link between migrant workers and the stakeholders including the Kiln owners, contractors, Panchayati Raj Institutions, Block Officials and District level Labour Department.</p>	<p>Contact and Relationship Building with stakeholders in project area:</p> <p>Brick kiln Owners: 32 times  Labor contractor/Rojgar Sevak, ANM, Asha and other Stake holders: 54 times</p> <p>Village Pradhan (Sarpanch)/Members: 99 times</p> <p>Government Office: 28 Times With Block Office, Labor Deptt, PHC</p>
7.	Health Awareness Program/Camps	<p>3 Camps per year will include awareness on Organic agricultural practices, awareness on diseases and</p>	<p>*No of Health Camps Organised : 06  *Total Participants :901 Persons</p>

		prevention, health checkups and basic medicine distribution. 50 participants will benefit from each camp.	* Health Check up, Medicines & Guidance during the Health camp : 850 Persons
8.	Migrant Family Support Program	<p>20 Swajivika Vikas Samuh i.e. livelihood Promotion Groups will be formed with womenfolk of the migrants' households. The strength of one SVS will be between 12 and 15.</p> <p>60 potential leaders chosen will undertake Capacity building consistently through orientation and training. 30 of the potential leaders will be provided orientation and their capacity will be enhanced through the trainings. 30 among the potential leaders will be trained for record keeping and documentation.</p> <p>120 members will be trained in income generation activities through four training sessions.</p> <p>During the regular monthly meetings at the village level the members will be made aware on the need based issues.</p>	<p>*Total SVS groups formed till Now:24 *Total Members :332</p> <p>*Total Savings: 4,75,660=00 INR *Meetings held in SVS Groups:456, *Attendance:5224 female's * Interest Earned so far: 46996=00 INR *Total Amount in Groups: Rs. 5,22,656=00</p> <p>*Training with SVS members on Income Generation Activities: 09 *Total Participation in IGA Trg: 448</p> <p>*Women engaged with Income Generation Activities: 194 The breakup of IGA women: -Goat Rearing:90 -Pig Rearing:04 -Cows :10 -small shops:04 -Buffalo keeping:12 -Sweet Box making:01 -Improved Agricultural Practices:72 - Furniture : 01</p> <p>A total of SVS Leaders Orientation Training:02 Total participation of 80 members of SVS.</p> <p>A total of SVS leaders Training on Record keeping: 02 Total participation of 87 members of SVS.</p>
9.	Employment Consultation and Skill building training program for youth	80 adolescent and young women will be provided informal education and vocational trainings to enhance their life skills and personality development.	<p>(i)Employment Consultation and counseling Camps Organised: 04, A Total of 70 participants</p> <p>(ii) Adolescent Girls completed Skill training : 89</p>

		20 youth will be trained in popular trades like computers, digital photography, IT and other trades depending on the market trend.	(iii) 21 Youth from Migrant families have completed skill building training on computer & digital IT.  (iv) Placement /Self Employment of Youth : 67
10.	Labour Help Center (Shramik Sahayata Kendra)	One Labour Help Center will be established at the field level. It will act as the point of contact where the labourers will approach for the services being provided under the project. Here they will be registered and get their identity cards. The Legal Clinic Days will be organized at the centre. It will also act as a resource centre for the migrant labourers.  The Labour Help Line will be operated from this centre to counsel the workers and act as an emergency contact for the workers in distress.	*Continuing services of Labor Help Centre (LHC): 01  *Labour Help Line: Running with No: 9450265964  *Total Phone calls received:379  * 1030 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.
11.	Selection and involvement of Shramik Mitras	Shramik Mitras (or the volunteers) will be chosen and trained for leadership building from the community to assist in the implementation of the project.  The Shramik Mitras will link the families of the migrant workers with the project initiatives	A Total Number of Shramik Mitra training :02 Having participation: 58 that include 07 Women and 51 Men.  20 Shramik Mitras among the migrant families have been selected from the project villages. 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.
12.	Training of firemen	30 Firemen (a majority of BKWs migrating from the region) will be trained for upgradation of skills every year. Post training they will graduate to the next level of expertise and become Master firemen.	Training of Fire Men on Technical skill development: 36 Firemen



		They will be trained to induce technological improvement in their work practice raising the level of personal safety, fuel efficiency and reduction of emission.	
13.	IEC material development and printing	<p>The relevant IEC material like posters, banners, pamphlets, leaflets, wall writing, etc. will be developed for popular distribution and wider dissemination of information on the community issues.</p> <p>Also the printed material and stationery for the functioning of the SVS will be developed.</p>	<p>*Compilation and Printing of Awareness booklet that consists Legal provisions, Acts, Welfare schemes, System and structures, Details on LHC, Labour Help Line etc</p> <p>*Preparation and Printing of Six Monthly Bulletin of "Pravasi Shramik Sandesh" and circulation among community groups, likeminded NGOs, Govt Deptts and also been displayed at LHC.</p> <p>*Wall writing for building awareness and Mobilisation of the community in the Project villages</p>
14.	Capacity Building of the Team.	<p>To start with, entire project team will be given a Project Orientation. As the project progresses the team members will undergo trainings, will attend workshops and go on exposure visits, periodically. Regular meetings, performance reviews, self evaluation exercises will be taken up.</p> <p>Exposure visits will be conducted for learning and sharing experiences.</p> <p>Team members will also participate actively in community training programmes conducted both on and off field.</p>	<p>*Orientation and Capacity Building Training of Staff: 05 having participation of all the Project Team and Shramik Mitra.</p>
15.	Research and Study	<p>One Action Research and Need based studies will be taken up to develop understanding of emerging issues for community development. Research findings and our program</p>	<p>*One Status Report on Situations of Migrant Workers and their families has been prepared primarily based on Base line study of 10 Gram Panchayat (GP).</p> <p>The report has been shared with</p>

		<p>initiatives will be broadcasted through presentation and sharing with the stake holders every year at the conclusion of the research or study.</p> <p>The information and knowledge generated will develop organization's strategy further and help in innovation.</p>	<p>different departments along with likeminded organizations</p> <p>Review and next year planning(Two external and one internal ) : 03</p>
<b>16</b>	Others	<p>Staff Monthly Review and Planning Meeting along with Monitoring Visits in Field</p>	<p>*Till this time Monthly Staff meetings i.e. 24 times</p> <p>*Review Meeting : 03</p> <p>*Field Monitoring and Supervision Visits by Project Director at different locations of activities.</p> <p>Organising the International Women's Day : 01 Participated by Adolescent's girls and Women from the migrant families along with other women.</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 1238 Identity cards have been issued to 1238 individuals those who are migrants from the area. Queries through phone (Labour Help line - 09450265964) have been done by 379 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 1030 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 1<sup>st</sup> April 2016 to 31<sup>st</sup> March 2018. 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 CBO meetings at Village level, Organising Canopy at distinct prime locations across the project villages, distribution of hand bills and small booklets, Flexi boards/banners exhibitions through Canopy, legal clinic day and legal literacy camps are different ways through which awareness level has improved among Migrant workers. As a result 115 Agreements have been made prior to migration till 31<sup>st</sup> March 2018 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 literacy and Dispute Resolution**

During the tenure under reporting 24 clinic days have been organized. 06 Legal Literacy awareness camps were organized, in the six Camps 507 participants participated and acquired legal information and details about the welfare schemes provisioned for the welfare of Migrant workers and families. Through the legal clinic days held till now the project, 45 cases of unpaid wages due with Brick kiln owners were registered at LHC. Among 45 cases 28 cases got settled that benefited Rs 3,85,500=00 to 28 families. Five 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 and program**

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 Village level meetings as well as meeting with CBO's/Pravasi Shramik samooh 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. Besides, 08 Financial Inclusion and Social security Awareness camps were organized under the program duly participated by 540 persons drawn from the Migration Families till the period of reporting. These processes resulted in to opening of 216 saving accounts in nationalized banks. 273 workers got registered under BOCW by Labour department, till now got Benefits of BoCW – 28 (Total Benefit Amount: Rs. 96,500=00) from the Labour Department. 210 families got benefit of different Government schemes from Block development office. Monetary benefit got by the families is estimated to 90,10,600 INR. 194 women from SVS groups are engaged with Income Generation Activities.

### **05.0 Collectivization and Advocacy skill upgradation**

Through the process of village level meetings and facilitation towards seeking path of development under their own leadership by the community, strengthening of 10 village level CBOs (Prawasi Shramik Samooh) formed during the tenure of 1<sup>st</sup> six months of the project is continuing during the tenure of the project implementation till now and will go on further ahead. CBO leaders have taken the responsibility of leading the process of their development and engaged in addressing issues with migrant families. Continuous meeting and inputs have been ensured that can improve the level of perspective and knowledge including social accountability of ensuring rights and welfare (BoCW) of migrant families. Till the tenure under reporting 10 Migrant Worker's Group (Prawasi Shramik Samooh) have strongly intervened in the predominant issues with Migrant families. The initiatives were seeking registration under

BOCW, Renewal of registration and benefits of Social Security Schemes, Accessibility on schemes at Block office, Efforts for electrification in the hamlets of Migrants, Soling and accessible path etc .

#### **06.0 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.

#### **07.0 Health Awareness Program/Camp**

During the reporting period 1<sup>st</sup> April 2016 to 31<sup>st</sup> March 2018 Six Health camp was organized so as to assess the types of health problems faced by the Migrant workers and their family members, Educate them on Preventive and Promotive health care along with providing referral and Curative health services . During the health Camp services of Doctor (Female and Male doctor) from local PHC, Private Hospital, local ANM and Asha were ensured and Health check up of 795 persons was done. During the Health camp the received free counseling, advice and medicine support. During the health camp, Dialogue on Preventive Health Care was done focusing on educating people on Safe drinking water, Organic food through using compost and sustainable methods of agriculture, community health and environmental balancing practices. During the reporting period a total of 901 participated in the camp where 850 persons were given counseling and medicines and rest received free counseling, advice and referral services.

#### **08.0 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. 24 Swajeevika Vikas Samooh (SVS) have been formed during the reporting period (1<sup>st</sup> April 2016 to 31<sup>st</sup> March 2018) 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) 112 women got functional literacy and have started putting their signatures
- (ii) In the Two years 194 women have started Income generation activities with the support of SVS (72 members on Agriculture and allied work, 04 with Small shop, Piggery 04, Cows and Buffalo keeping 22, Sweet box making 01, 90 on Goat rearing and 01 Furniture.
- (iii) Eight groups among 24 have started maintaining Meeting Registers by their own
- (iv) 08 groups have started maintaining pass book and saving records

### **09.0 Employment consultation and skill building training program for youth**

Under this head of activity, 21 Youth from Migrant families have completed skill building training on computer & digital IT. 89 Women and Adolescents 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.

- ✚ Women and adolescents have completed the skill building training (89 in 4 batches).
- ✚ Women and adolescents have been able to acquired sufficient skill of stitching and are engaged in many ways at their homes.
- ✚ 58 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.

### **10.0 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 1030 people from Migrant Families approached for different queries, for getting ID, Legal consultation and help in their problems. As reported under the two years (1<sup>st</sup> April 2016

to 31<sup>st</sup> March 2018) of the project that 1238 Migrant labourers have been issued ID cards and 28 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).

### **11.0 Selection Orientation and involvement of Shramik Mitras**

Aiming to develop cadre of Volunteers among the migrant families, Potential Youth and Adults have been selected from the project villages. It was hoped that these Volunteers called Shramik Mitras would extend their cooperation in getting rights of Migrants a ground reality. 58 Volunteers called Shramik mitra have undertaken training that was aimed to improve Social Accountability towards securing rights of Migrant workers and their families are gradually engaging themselves with the issues around Migration. Now with the active efforts through various processes, 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. It is experienced that promotion of voluntary spirit among youth and people that can led to take role as Shramik Mitras may become one among strong strategies towards addressing the issues around migrants and can be helpful in sustaining the project objectives. Regular contact and motivation processes are being done to engage them to the project objectives.

### **12.0 Training of firemen**

As reported under the previous half yearly report a one day long training was conducted with the participation of 36 workers with aim to enhance the capacity, knowledge and skill among the Firemen those who were having traditional skill as Firemen. Fuel efficient techniques, Scientific loading of Bricks in the Kilns, Safety matters and the law including different types of Kilns were the topics covered during the training. By attaining this training Firemen could enhance their bargaining power in wages enhancement including their respect in the eyes of Employers. Firemen's are making effort to get favorable job and PEPUS is following up with them. During the current season of migration that starts from the mid of Oct we are hopeful that a few of the Firemen would be able to get enhanced wages. This is yet to be quantified and calculated.

### **13.0 IEC material development:**

As reported under the two years of the project IEC materials have been developed keeping needs/requirements in to view as under

- (i) Compilation and printing of different legal information, Acts and Laws, welfare schemes concerned with the issues around Migration and Migrant workers including welfare of Migrant worker's family members has been done. This is printed in form of booklets that also consists Care/Precaution- prior to migration, Need and benefits of Agreement, Role and need of LHC etc

- (ii) Printing of Six Monthly bulletin that contains Success stories received during the tenure. This material is aimed to disseminate the process for receiving the multiplier effects and popularization among broader spectrum.
- (iii) Status report on the Migrant workers and their dependent family members is also prepared and circulated among various organizations.
- (iv) Wall writing (40 places) for mobilization of the community in selected project village.

#### **14.0 Capacity Building of the Team**

During the reporting period five program of two days training on Capacity building of the team was organized on the issues as here under:

- (i) Clarifications and hitch-hicks aroused during the implementation of the project. Basic focus was how to enhance and strengthen participation of target groups, Issues around sustainability, Management of SVS groups and IGAs
- (ii) Proper up keeping of records
- (iii) Entrepreneurial Development - Facilitation skills etc

All the project staffs including Secretary, Project Director and Shramik Mitra had participation in the program for two days.

#### **15.0 Research and Study**

One Status Report on Situations of Migrant Workers and their families has been prepared primarily based on Base line study of 10 Gram Panchayat (GP). The report has been shared with different departments along with likeminded organizations.

During the reporting period Review ,Evaluation and next year planning (Two external and one internal): 03 Times, All the project staffs including Secretary, Project Director and Resource Persons had participation in the Review program.

#### **16.0 Others**

International Women's Day programmes were organized in Karimuddinpur village of Kaudihar block, Dist.- Allahabad, Uttar Pradesh. During the programme Pepus Team addressed the women 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 along with other women attended the meetings held by the PEPUS team.



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

Regular Monthly Meetings of staff has been done in each and every month. During the tenure under reporting, 24 meetings with staff have been done to review the process and programs went on during the months, Identify gaps and challenges, Discussion on remedial steps and Planning for the next months. Apart from the monthly review meetings of staff, six monthly reviews with staff has been done so as to assess the progress in the year, Challenges, gaps and deviations if any. Total targets and expected achievements along with future prospects has also been collectively looked and taken in to considerations for further action plans.

## **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) 1030 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) 1238 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, 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 has been continued.
- (v) 67 Women, Adolescents and Youth have started Self employment units.
- (vi) 194 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) 210 families got benefit of different Government schemes from Block development office. Till now total 210 families have been able to receive benefits that amounts to 90,10,600 INR.
- (ix) 28 Migrant labourers got benefit of BoCW schemes from Labour department, Till now total 28 Migrant labours have been able to receive Benefits that amounts to Rs. 96,500=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.

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