

THE TAMIL NADU DOMESTIC WORKERS' WELFARE TRUST



ANNUAL

REPORT

2023 - 2024

ABOUT TNDWWT

The Tamil Nadu Domestic Workers Welfare Trust was registered in 2005 and has been working for the empowerment, rights, justice, dignity and welfare of Domestic Workers, Migrants and Children. Our organisation has been creating a platform in the society for less privileged Domestic Workers, Migrants and Children, by empowering them with opportunities to learn about their rights, Organising, mobilising and strengthening them, ensuring their safety, responding and intervening during crisis, petitioning for their rights and legislations by coordinating with the state, national and international organizations etc.



OUR VISION

As an organization our vision is envisaged for the betterment of the rights, welfare, justice and empowerment of women domestic workers, overseas migrant workers and children.



OUR MISSION

1. To create a platform for domestic workers to voice out for their rights, create a safer working condition with better wages, capacitate them with skill based training, empower them financially through alternate income generation techniques and ensure access to social security schemes,
2. To ensure access to safer means of migration among overseas migrant workers and intervene during crisis situations,
3. To manifest for less privileged children and provide them with opportunities to learn about their rights and education thereby empowering them to strengthen their capacities.



GEOGRAPHICAL REACH

Our work today has spread across 17 Districts of Tamil Nadu, viz., Sivagangai, Ramanathapuram, Kanyakumari, Tirunelveli, Tuticorin, Madurai, Theni, Dindigul, Salem, Trichy, Pudukkottai, Tanjore, Villupuram, Thiruvallur, Kanchipuram, Chengalpattu and Chennai.



DOMESTIC WORKERS



CHILDREN



MIGRANT WORKERS



TARGET

DOMESTIC WORKERS

Organizing, Strengthening, and Mobilizing the Domestic Workers:

During the fiscal year 2023–2024, the Tamil Nadu Domestic Workers Welfare Trust (TNDWWT) actively engaged with domestic workers across multiple districts of Tamil Nadu, including Tirunelveli, Tuticorin, Madurai, Theni, Dindigul, Salem, Trichy, Pudukkottai, Tanjore, Villupuram, Thiruvallur, Kanchipuram, Chengalpattu, and Chennai. A total of 22,960 domestic workers were effectively organized, mobilized, strengthened, and sensitized to their rights and welfare concerns. Through the dedicated efforts of our Field Animators, supervisors, and coordinators, a series of 1,517 floor meetings were conducted throughout the aforementioned districts. These meetings served as vital platforms for domestic workers to voice their concerns, share experiences, and collectively address pertinent issues affecting their livelihoods.

The floor meetings facilitated constructive dialogues and enabled domestic workers to articulate their needs and aspirations effectively. TNDWWT's commitment to grassroots engagement ensured that the voices of domestic workers were heard and amplified, fostering a sense of solidarity and empowerment within the community.

TOTAL DWs
ORGANIZED

22,960

TOTAL
MEETINGS

1,517



Selvi's story of initiativeness:

Selvi is a domestic worker from P block of Perumbakkam, initially started as a member but gradually emerged as a leader, mobilizing around 50 domestic workers in her block. She has shown herself to be a keen learner, actively participating in training sessions and then sharing the knowledge gained with others through floor meetings and discussions. She also has shown keen interest in discussing issues in her community and building with her fellow mates. The domestic workers and Selvi together worked on the waste management issue in her building. For that the group decided to place a dustbin in the building and inform all the residents dispose waste appropriately. They went to each of them and informed about the new waste bin. This was a big achievement for them as a team.

Later, when the organization promoted participation in Gram Sabha (the grassroots level decision making process) Selvi and her team used to actively participate and bring up community issues. In the recent Gram Sabha meeting, they raised the issue of water scarcity in her building. Their efforts led to assurances from authorities regarding the regularization of water supply. This boosted their confidence to keep discussing these in the regular floor meetings, and the team work that is required. She actively maintains a WhatsApp group for domestic workers in her building so that nobody misses any information discussed. Floor meetings have helped to mould leaders like Selvi and many others.



Welfare Board Registration:



TNDWWT has played a proactive role in guiding DWs through the registration process and providing necessary assistance from the Tamil Nadu Domestic Workers' Welfare Board of the state government. TNDWWT has enabled them to avail themselves of their rightful benefits and privileges. About 1,876 domestic workers have been assisted with this service. This initiative has empowered DWs by enhancing their understanding of their rights and facilitating their access to essential support systems. Through collaborative efforts with government agencies and stakeholders, TNDWWT continues to advocate for the welfare and well-being of DWs, ensuring that they receive the necessary recognition, assistance, and protection they deserve in their line of work.



**TOTAL DWs
ASSISTED**

1876

Trainings for Domestic Workers:

With the aim of empowering domestic workers with diverse knowledge and skills, TNDWWT regularly conducts a variety of training programs. Throughout the year, a total of 76 training sessions were organized, covering topics such as legal literacy, skill development, gender-based training, and cooperative principles.

Legal Training

TNDWWT conducted 50 sessions aimed at enhancing domestic workers' understanding of Indian labor laws, international standards like the ILO convention, welfare schemes, and their legal rights. These sessions, attended by 2,036 domestic workers, empowered them to assert their rights confidently in their workplaces.

Skill Training

In efforts to equip domestic workers with practical skills, 16 training sessions were held, with 305 participants. These sessions focused on areas such as masala making, organic product manufacturing, cooking techniques, and financial management. The impact of these sessions was evident, with some participants initiating their own businesses, particularly notable among those who attended the masala making training.

EVAWG Training

TNDWWT has organized 8 gender-based training sessions under the banner of Elimination of Violence against Women and Girls (EVAWG). These sessions, attended by 342 participants, provided insights into accessing support services such as one-stop centers and women's police stations, empowering vulnerable domestic workers.

Cooperative Training

Recognizing the importance of financial literacy and collective saving, TNDWWT organized 2 cooperative training sessions with 50 participants. These sessions aimed to instill the concept of cooperative savings among domestic workers, fostering a culture of financial security and mutual support within the community.



GALLERY

Legal Training



EVAWG Training



Skill Training



Cooperative Training



Feedbacks

"Few years back when I was working in a school as a domestic worker, I faced sexual harassment in the work place. When I was sweeping the flour, the headmaster tried to remove my saree. My blouse was torn up. Immediately I threw the broomstick toward him. All the staff and teachers gathered within few minutes. As he is in a higher post and as well as he is educated, all were failed to inquire me. Without knowing the truth, all were accused me and judged me. But I bravely faced the situation. I strongly narrated what happened actually in the situation and also I am brave enough to give complaint in the police station. Then the whole school management apologised to me."

- Kalai

"The training helped me see how we sometimes treat each other differently based on whether we're a man or a women. I no longer believe in these stereotypes and never influence my next generation to follow. I learned that we can do the same things and be treated fairly irrespective of any gender."

- Varalakshmi

"We would like to recommend the organisation to make the same awareness to the employers. It can be like training session or our rights can be advertised with a brief concept in the national television or in the news channel. So that they will aware of the minimum wages act"

- Sudha

"I personally liked this debate session on the topic of advantages and disadvantages of agreement. The argument between these two groups was in very respectful manner. It shows that our community people have good communication skills thus is reflect on their bargaining skills too."

- Devaki

Meeting with MLAs MPs and other Government officials:

The TNDWWT has always been actively engaging with key stakeholders from the government who could influence policy level changes in the state and union level. Few of the MLAs, MPs and officials that we have met and submitted our memorandums are Dr.Kalanidhi Veeraswamy, MP-Lok Sabha, S. Aravind Ramesh MLA, J. Karunanithi, MLA, Ezhilan N MLA, E. V. Velu MLA, T. M. Anbarasan Minister of MSME, P. K. Sekar Babu Minister of Hindu Religious and Charitable , A. M. V. Prabhakara Raja MLA, C. V. Ganesan Minister of Labour Welfare, Ms. Thamizhachi Thangapandian, MP Lok Sabha, The demands raised for the domestic workers during the meetings include:

- Increase minimum wage for domestic workers to Rs. 100.
- Enact separate legislation for their safety.
- Allocate house tax funds to Tamil Nadu Domestic Workers Welfare Board.
- Include charities and trade unions in Welfare Board membership.
- Raise pension to Rs. 5000.
- Mandate registration of employers and workers.
- Implement detailed workbook system for employment records.
- Provide free annual health check-ups.
- Establish grievance committee with diverse representation.
- Create sectoral council for domestic workers at local levels.
- Facilitate registration through trade unions.
- Conduct registration camps in underrepresented areas.



Important Observation Days:

Decent Work Day: Decent Work Day was observed in Perumbakkam by the domestic workers on 05 October 2023. Distinguished guests: Thiru. S Aravind Ramesh, Member of Legislative Assembly, Shollinganallur constituency; Mr. R Elango, Scientist & former panchayat leader of Koothambakkam Model Village; Ms. Sangeetha Bharatiraj, Union Committee Chairman; and Sr. Josephine Amala Valarmathi, graced the occasion. The highlight of the event was the heartfelt performances led by the very residents of Perumbakkam who work as domestic workers. Through dance and drama, they eloquently portrayed the challenges and aspirations of domestic workers, shedding light on the importance of improving their working conditions. With a 768 participants, this event showcased the unity and strength of our community in recognizing and supporting the rights, dignity, and fair treatment of domestic workers.



International Domestic Workers Day: The International Domestic Workers Day was celebrated by the Tamil Nadu Domestic Workers Welfare Trust, National Domestic Workers Movement, and the Tamil Nadu State Commission for Women on 22nd June 2023 in Chennai. The event featured speeches from various dignitaries, including Mrs. Babby, President of the National Domestic Workers Federation, who highlighted the challenges faced by domestic workers and called for reforms to improve their working conditions and benefits. Mr. R. Giri Rajan, Member of Parliament, Rajya Sabha, commended the organization's efforts and pledged to support the draft bill for domestic workers. Hon'ble Mrs. A.S. Kumari, Chairperson of the Tamil Nadu State Commission for Women, expressed her support for the organization and emphasized the need for a separate legislation to protect domestic workers' rights. The organization also released and submitted the draft bill titled "Tamil Nadu State Legislation for the Protection and Regulation of Domestic Workers" to the chief guests. The event concluded with the presentation of demands.



Women's Day: On Women's Day, the Tamil Nadu Domestic Workers Welfare Trust (TNDWWT) organized two impactful events to honor and empower domestic workers in different areas. The first event took place in Perumbakkam, where approximately 563 domestic workers gathered for a significant celebration. The event was graced by esteemed guests, including Member of Legislative Assembly Thiru. R. Aravind Ramesh, Mrs. Sujatha Devi (Sub-Inspector of Police), and Dr. S. Shakti (Principal, Government Arts and Science College, Perumbakkam). Their presence underscored the importance of recognizing and supporting the contributions of domestic workers to society. In addition to the official event in Perumbakkam, another empowering initiative unfolded in Pallikaranai. Here, domestic workers organized an awareness rally to mark the occasion of Women's Day. The rally served as a platform to raise awareness about women's rights and empowerment, particularly within the context of domestic work. Through vibrant displays of solidarity and advocacy, participants highlighted the significance of gender equality and the need for fair treatment and respect for all women, including domestic workers. Both events were significant milestones in TNDWWT's ongoing efforts to uplift and empower domestic workers across Tamil Nadu. Memorandums consisting of various demands of the domestic workers were submitted to the guests.



International Elderly Day: On International Elderly Day, gatherings were organized in Perumbakkam, Kannagi Nagar, and Chennai, aimed at celebrating and honoring the domestic worker elderly members of the community. The events in Perumbakkam and Kannagi Nagar included various recreational activities, celebrations, and cake cutting ceremonies, fostering a sense of joy and camaraderie among the participants. One particularly heartwarming aspect of the celebration was the involvement of children of Chennai, who eagerly assisted the elderly individuals in writing their names. This intergenerational interaction not only provided practical assistance but also symbolized the respect and appreciation for the elderly within the community. Overall, the events served as a meaningful tribute to the senior members of society, highlighting their importance and contributions while creating memorable moments of togetherness. About 194 vivaciously took part in this joyous event



Consultations:

State Level Consultation on the Protection of Domestic Workers:

A State Level Consultation organized by the Tamil Nadu Domestic Workers Welfare Trust (TNDWWT) in collaboration with the Tamil Nadu State Commission for Women on 10th May 2023 proved to be a significant event in addressing the issues faced by domestic workers. The key speaker of the day, Ms. A.S Kumari, Chairperson of the Tamil Nadu State Commission for Women, along with other speakers such as Ms. Geetha, Ms. Esther Mariyaselvam, Ms. Clarammal, and Sr. Valarmathi, shed light on the challenges faced by domestic workers at their workplaces and highlighted the benefits provided by the welfare board, as well as the difficulties in accessing them. By bringing together key stakeholders and representatives from various organizations, the consultation provided a platform for meaningful discussions and the exchange of ideas. The event also saw the publication of posters promoting the rights of every domestic worker. The impact of this consultation is expected to lead to increased awareness, improved working conditions, and enhanced support systems for domestic workers in Tamil Nadu.

Objectives of the consultation



Raise awareness on workplace challenges of DWs.



Highlight welfare board benefits and access barriers.



Foster dialogue among stakeholders.



Objectives of the consultation



Raise awareness on constitutional rights, Social Security Code, and occupational health.



Advocate for legislation recognizing homes as workplaces and fair employment.



Foster dialogue among stakeholders.

State level consultation on Constitutional Rights & Protection for Domestic Workers:

A state-level consultation titled "State Consultation on Constitutional Rights & Protection for Domestic Workers" was held on Constitution Day in collaboration with the Tamil Nadu State Human Rights Commission (TNSHRC). With 270 domestic workers participating on November 25, 2023, the event addressed themes like constitutional protections, the Social Security Code, occupational health and safety, and legislation for domestic work. Notably, concerns were raised about employers holding workers' identity documents, which the draft legislation by TNDWWT aims to address. Additionally, "Advancing Social Justice for Domestic Workers," organized by TNSCW, TNDWWT, and MSSW's Centre for Labor Studies on February 24, 2024, saw Ms. A.S. Kumari as Chief Guest, focusing on legal protections, fair employment, and social inclusion. The event attracted 207 domestic workers, aiming to foster dialogue and advocate for the rights and empowerment of domestic workers in Tamil Nadu.



Advancing Social Justice for Domestic Workers:

Consultation on Rights and Empowerment: The Tamil Nadu State Commission for Women (TNSCW) and the Tamil Nadu Domestic Workers Welfare Trust (TNDWWT), in collaboration with the Centre for Labor Studies, Madras School of Social Work (MSSW), successfully hosted an event- in association with Social Justice day on 24 February 2024.

The consultation aimed to provide a platform for advocating fair employment, equal opportunities, and social inclusion, fostering a more just and equitable society for all. Ms. A.S. Kumari, Chairperson of the State Commission for Women, Tamil Nadu, graced the event as the Chief Guest. The consultation commenced with an inaugural ceremony, followed by panel discussions with legal experts and domestic workers. The panel of advocates and advisors delved into critical aspects of ensuring legal protections and advancing social protection for domestic workers. Topics included victim-centric approaches for effective persecution and speedy relief, ensuring healthy working environments, fair wages, and comprehensive benefits, home as workplace, as well as addressing eviction, social stigma, and gender. 207 Domestic workers participated in the event.

Objectives of the consultation



Advocate fair employment and social inclusion for domestic workers.



Promote policies for social justice and empowerment of domestic workers.



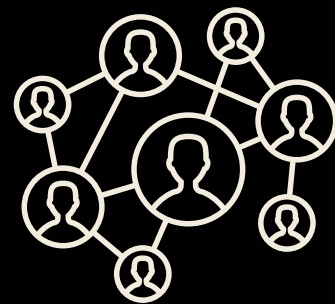
Facilitate dialogue between legal experts and domestic workers



Network Meetings:

The TNDWWT organized one network meeting with like-minded CSOs and Trade Unions. During the meeting, a discussion upon the draft of the new minimum wages was done. The draft categories wages based on the zone, the level of skill the worker has and the type of domestic work. Apart from the minimum wages the order also emphasizes a dearness allowance to the worker. The previous minimum wages set by the government was Rs 37.50. Currently it has been raised up to Rs 48. Despite the revision, the minimum wages are not sufficient for the workers to sustain their lives in the current economic situation. The draft has not yet been implemented. Thus TNDWWT along with the network members has given a recommendation to the Labour Minister, Labour Commissioner, Labour Secretary, Women's commission, various Members of the legislative assembly and the Chief Minister's Cell to modify the wage structure as it will not be effective for the workers to cope with the current economic situation.

Further we have ensured participation in 47 network meetings, demonstrations and advocacy related meetings with like-minded organizations such as Unorganized Workers' Federation which comprises of 170+ trade unions and CSOs. Apart from this networking have also been made with Migrants Forum Asia, Jesuit Migrant Service, Bosco Migrant Service, Arunodhaya Centre for Street and Working Children, Tamil Nadu Habitat Development Board, Non-Resident Tamil, Action Aid etc. The network programs mainly involved various consultations, trainings, demonstrations, workshops, policy discussions, capacity building programs, campaigns etc.



47

Network Meetings

Crisis Intervention/ Relief:

Fire Accident Intervention: Diwali Celebration in Anjanaeyar Nagar Jaladiyanpet Pallikaranai, Chennai took a devastating turn on November 12th, 2023, for four families living in rented hut houses. A rocket landing ignited a fire that quickly consumed their homes, leaving them with nothing but ashes. Led by breadwinners engaged in daily wage labor and domestic work, these families faced an uncertain future after losing all their possessions. However, the Tamil Nadu Domestic Workers Welfare Trust swiftly stepped in to provide crucial support. Offering essentials like gas stoves, cooking utensils, groceries, clothing, and school supplies for the children, the organization alleviated some of the families' immediate hardships. Moreover, they coordinated with local authorities, including the MLA, who contributed further assistance to aid in the families' recovery. Efforts were also made to secure permanent housing for them in Perumbakkam, providing a glimmer of hope amidst the darkness.

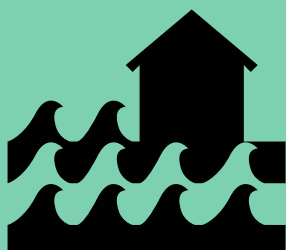
Flood Assistance: In response to the severe flooding in Tuticorin on 19th December 2023 which left thousands stranded and essential services disrupted, the Tamil Nadu Domestic Workers Welfare Trust mobilized its field staff to assist despite risks. Identifying 500 families of domestic workers in severely affected areas, the Trust distributed essential grocery kits valued at 1695 rupees each, ensuring access to nourishment for vulnerable households. These kits, comprising items like rice, lentils, oil, spices, and hygiene products, played a crucial role in helping families sustain themselves until they could resume employment amidst the catastrophic situation. Through their proactive relief efforts, the Trust exemplified the resilience and compassion of community organizations in times of crisis, underscoring the importance of collective support for those in need.



Fire Accident

4

Families



Flood Relief

900

Families

Gallery



Feedbacks

"Because of rain we were unable to stay inside the house, due to flooding the all the household items including bed and electronics were destroyed beyond repair, we were staying in nearby marriage halls for shelter, for some days we were given food by kind strangers, after few days we went back home but was unable to go to work in regard to the prevailing situations during which Tamil Nadu Domestic Workers Welfare Trust gave us grocery kit which helped us through the month."

-Shenbakam:

"My house was completely submerged in the rain, me and my husband had to be rescued in the Boat, I am a domestic worker, my husband is a construction worker. both of us are struggling to make ends meet, with the help of Tamil Nadu Domestic Workers Welfare Trust we were able to receive grocery kit which was really helpful for me and my family for which we are very great full. "

-Ranjitham

"My husband is a daily wage worker because of train he is unable to find work, I am working as a domestic worker for the past 25 my employer household is not understanding the issues am facing all my belongings have been washed out, I have to clean my house because of my age and the situation am feeling very unwell, but by the help of Tamil Nadu Domestic workers welfare trust I was able to receive grocery kit which was really helpful for my family to recover from this loss."

-Seetha Lakshmi

CHILDREN

Strengthening CRM and Formation of Children Parliament:

TNDWWT is deeply committed to empowering children from vulnerable communities through active participation in the Child Rights Movement (CRM). This initiative serves as a vital platform for children to voice their concerns, advocate for their rights, and address pressing issues within their communities. By engaging in monthly meetings, CRM members engage in open dialogue, sharing experiences, and discussing prevalent societal challenges. These discussions not only raise awareness but also foster a sense of ownership and responsibility among the children towards creating positive change. Through the CRM, children are encouraged to identify solutions, collaborate with peers and adults, and take meaningful action to address issues such as child labor, education access, and healthcare disparities. By strengthening existing CRM groups and forming new ones, TNDWWT aims to amplify the voices of children, empower them to become agents of change, and create a more inclusive and equitable society for all. Through this grassroots movement, children are empowered to advocate for their rights and contribute to the overall well-being and development of their communities. Children's parliaments was initiated by TNDWWT during the previous year to empower children and provide them with a platform to voice their opinions, participate in decision-making processes, and become ambassadors of change within their communities. As a continuity the concept has been take to new groups of existing CRM children.

No of
CRM groups

332

No of CRM
members

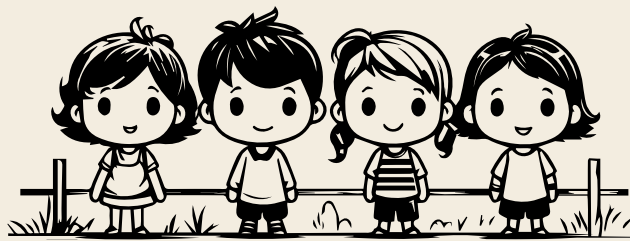
3984

No of
CP formed

96

No of members in
the CP

2592





Story of Hemanya

Hemanya, residing in T Nagar, Chennai, faced limited opportunities for personal growth due to her modest background. Her family, including her father Sathish (40), mother Deepa (36), and younger sister Akshara (9), lived in a rented house in RK Puram housing board. Despite financial constraints, Hemanya's involvement in community activities surged after joining as a CRM member, where she actively participated in discussions and eventually became a Prime Minister in the Child Parliament. When their community faced eviction threats from the TN Urban Habitat Development Board, Hemanya took the lead by contributing insights and initiating discussions. She inspired her peers to take action, resulting in two CRM members representing the community in a press meet and submitting a petition against the eviction. Witnessing the impact of their efforts boosted Hemanya's confidence and that of her peers, empowering them to believe in their ability to effect change. Hemanya's passion for social issues grew, and she eagerly shared her experiences with her friends, inspiring them to join her cause. Additionally, she assumed leadership in the scouts and guides program at her school, demonstrating her sense of responsibility and leadership in making a positive impact in her community.



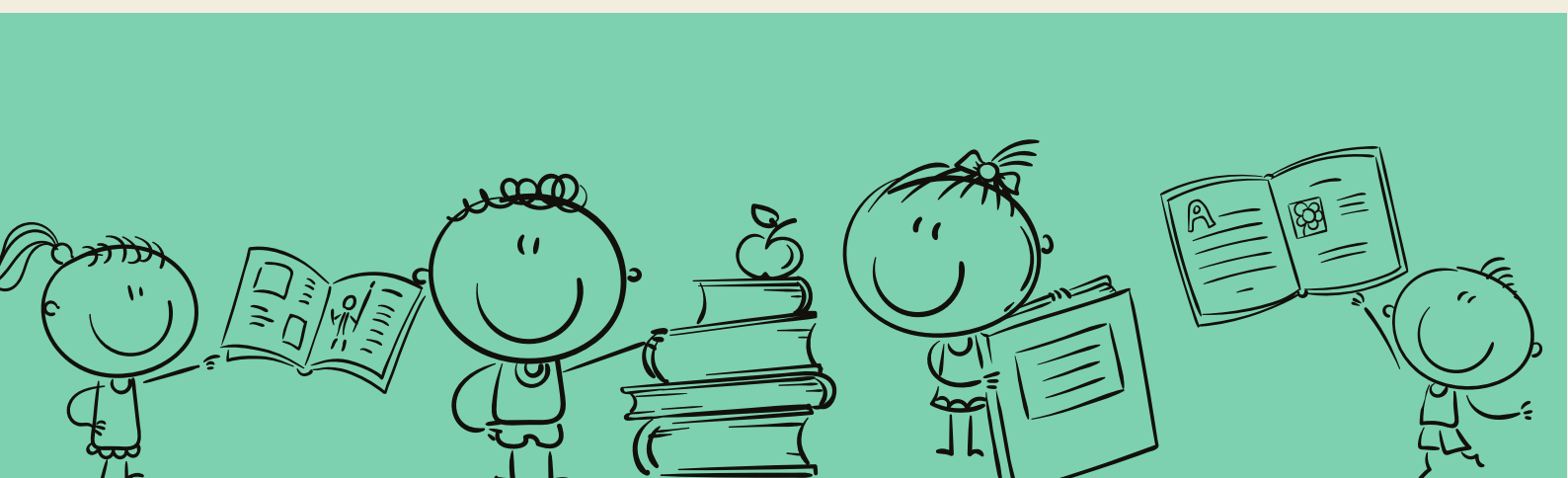
Issues addressed through CP	Action taken	Impact of action
Drug abuse	The usage and sale of substances in school surrounding faced a drastic increase post-covid. Children started using those even during the school-time. The young children of CRM decided to take the issue further, wrote a written letter got signature from their friends and submitted to the school headmaster.	Headmaster took the issue seriously and started monitoring the students. The strict monitoring system brought down the issue to a good extend.
Child marriage	Asha a 17-year-old, was married to an adult in Kallakuruchi, this case was taken and reported by the CRM members to the concerned authorities	The groom was arrested and put in jail in response to their complaint.
Child labor	Children carried out a 10 days of campaigning before the Anti-child labor day mega event at Chennai.	Children were able to spread the community level awareness that child labor is prohibited and is a human rights violation. They also provided help line number to the community member to report any cases of child labor when witnessed.
Lack of Public transportation	There was a situation in Navallur-Padappai, where bus routes were not available inside the Slum clearance board even after asking for several years. The bus used to pass by the main road only and never entered the TNSCB Colony, which created many problems in the daily life of the natives. Children got drop out of schools, unemployment hit people, income of households drastically reduced. - Children wrote petition and took it through the Gram Sabha.- Later children along with the adults conducted a protest which attracted public attention.	As a result of the protest bus was allotted to the place from the very next week.



Issues addressed through CP	Action taken	Impact of action
Lack of school building	<p>Children of government primary school Padappai did not have any proper school infrastructure. It received no attention from the authorities since the resettlement area was very remote and inaccessible. Children were made to sit in the internet center nearby for the whole day.</p> <p>- Young children took the issue to their parliaments. Children's parliament with the help of adults wrote the petition and approached their elected representative.</p>	Their elected representative has assured to take action.
<ul style="list-style-type: none"> • Drinking Water scarcity in villages. • Lack of libraries in the villages • Lack of paved roads • Drainage issues • Wastage of water from public tanks • Lack of buses in school time • Lack of street lights • School – bathroom • Lack of playgrounds for children and youth 	To address these concerns, petitions were submitted at both the panchayat and village levels. Additionally, some cases were escalated through elected representatives in the Rajya Sabha. The Gram Sabha served as an effective platform for children to voice and raise these important issues.	<p>The people joined with children in asking for these rights and issues in their locality.</p> <p>Panchayat representatives have seriously taken each of this into consideration and have assured action.</p>
Lack of Ration shops in villages resulting in improper distribution of Resources.	Both children and adults jointly submitted their petitions during the Gram Sabha meeting and to the village representatives.	New ration shops (public distribution centers) are under construction in Pugaipatti, Rahimanthakka villages



Issues addressed through CP	Action taken	Impact of action
Lack of bridge across the river which makes it difficult to reach hospitals	Children from Malaiyanur village have been petitioning for years, now that construction has commenced.	The construction will be complete by this year which facilitates easy transportation.
Poor waste management	The children have raised concerns about improper waste disposal by sanitation workers, which poses a risk of disease transmission.	The people joined with children in asking for these rights and issues in their locality. Panchayat representatives have seriously taken each of this into consideration and have assured action.
Lack of Ration shops in villages resulting in improper distribution of Resources.	Both children and adults jointly submitted their petitions during the Gram Sabha meeting and to the village representatives.	Ward members were allotted the duty of monitoring by the panchayat authorities.
School dropout case	A 13-year-old girl child was found out of school. In close examination it was found that the child did not have parents, and was an orphan. Considering the chances to exploitation, the children reported the case to 1098-childLine	The child was rehabilitated successfully.



Capacity Building Trainings for children:

A cornerstone of our efforts at the Tamil Nadu Domestic Workers Welfare Trust (TNDWWT) has been the empowerment and holistic development of children through a range of transformative training programs. TNDWWT has conducted a multitude of training sessions spanning various areas, including leadership skills, menstrual hygiene training, and constitutional rights education, all crucial for the personal growth and future success of the children we serve. By imparting valuable lessons and fostering key competencies, TNDWWT endeavors to empower children to lead fulfilling lives and become proactive contributors to their communities and society at large.

Type of Training	Impact
Leadership and Personality development training	Equipped children with essential leadership qualities and decision-making abilities to become effective leaders in their communities
Menstrual hygiene training	Educated children, especially girls, about menstrual health, hygiene practices, and breaking taboos surrounding menstruation.
Constitutional rights training	Provided comprehensive education on constitutional rights and legal protections to empower children to advocate for their rights and participate actively in democratic processes.

Leadership

13
Trainings

834
Children

Menstrual Hygiene

13
Trainings

145
Children

Constitutional Rights

2
Trainings

100
Children



Gallery

Leadership ,communication, personality development trainings



Constitutional rights trainings

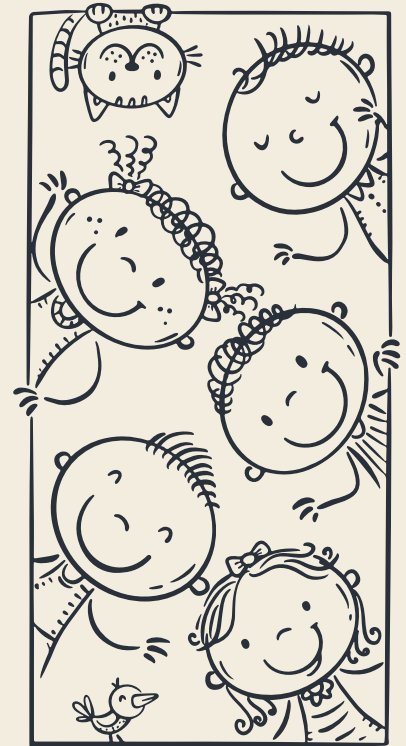


Menstrual hygiene trainings



Story of Surya:

Surya Narayanan, a 14-year-old from Avadi, Chennai, faced challenges after his father's abandonment, leaving his mother to work as a domestic worker. Living in a rented home with two older sisters, Surya struggled with anger issues and social isolation due to his parents' divorce. However, participation in a community training program sparked his creativity and boosted his self-confidence. Through positive reinforcement, he began taking initiatives at school, delivering speeches, and competing for leadership roles. This transformation not only improved his social interactions but also enhanced his overall personal growth, earning praise from his parents. Now, capable of handling social interactions with maturity, Surya's positive transformation is expected to continue benefiting him in all aspects of his life.



After school learning centers

To enhance the academic performance of children in underserved communities, learning centers have been introduced across various localities including Padappai, Perumbakkam, Semmenjeri, Mylapore, Valasaravakkam, and R.K Puram. These centers cater to children from these areas, providing them with access to free educational resources and support. Each center is staffed with trained teachers who devote two hours to assisting children in improving their learning methods, developing effective study strategies, and comprehending their lessons more thoroughly. A total of 20 learning centers have been established, benefiting 532 children thus far. The introduction of these tuition centers has played a pivotal role in narrowing educational disparities and empowering disadvantaged children with the necessary knowledge and skills to excel academically. Guided by dedicated educators, these centers have fostered an active learning environment where children receive personalized attention, guidance, and support tailored to their individual needs. To further involve parents in this educational journey, 36 parent meetings have been conducted. These meetings serve as opportunities for parents to actively participate in their children's education, fostering a collaborative approach between educators and families. Additionally, educators conduct monthly house visits to assess the learning environment of each child and engage in meaningful dialogue with parents. This proactive approach ensures that parents are informed about their child's progress and are actively involved in supporting their educational development.



Activity Classes:

Activity classes play a vital role in nurturing the talents and creativity of children enrolled in learning centers. Every Saturday, dedicated activity classes are conducted, providing children with opportunities to explore new skills and enhance their creativity. These classes encompass a variety of activities, including crafts, arts, group activities, and more. Throughout the year, a total of 361 activity classes have been organized, serving as platforms for children to learn, grow, and express themselves in diverse ways. Such initiatives not only enrich the educational experience but also foster holistic development among the children, empowering them to realize their full potential. Consultation - Navigating challenges in education and paving the path for change

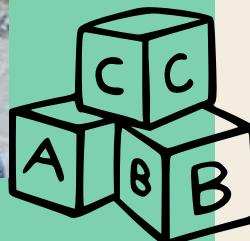


Feedbacks:

"I am very comfortable in making mistakes and learn in this environment. It is very different from school. Our teachers correct us like a sister. I have learned a lot from here." – **Siva, learning centre beneficiary**

"We do not have teachers in school. Only way we learn and survive examination is from the learnings we get here. We do group study also after and before our tuition hours. I am thankful that we have this opportunity to come together and learn." – **Dhanush, learning centre beneficiary**

"We have activity classes every Saturday. I love those sessions. We get to use many things; create and learn from each other. We do not have access to those things anywhere other than out tuition classes." – **Sanjana, learning centre beneficiary**



Consultation:

TNDWWT, along with the Child rights movement organised a consultation for the children on 20th August 2023. Dr. John Arokiaraj, Thematic Manager, Caritas India, Mr. R. Elango, Scientist & Former Panchayat leader, Kuthambakkam Model village, Ms. Hasini Lakshmi Narayanan, Young Nutrition Ambassador for the Government of Tamil Nadu, Adv. Selvi Palani, Advocate, Madras High Court, Adv. Adv. Selvi Palani, Advocate, Madras High Court were the guests for the day. 250 children participated in the event organized at Little flower school for the blind and deaf, Chennai. The consultation served as a platform for children to voice their experiences and aspirations, fostering a sense of empowerment among participants. Through open dialogue, children raised awareness about the challenges they face in accessing quality education, emphasizing their pivotal role in advocating for solutions to address these issues. Additionally, the event showcased the achievements and advocacy efforts of young role models, inspiring children to set high goals and pursue them with determination. Furthermore, participants engaged in discussions to explore strategies for children to actively advocate for improved education quality within their communities and schools, empowering them to contribute positively to their educational environments and effect meaningful change.

Objectives of the consultation



Empower children to voice their experiences and aspirations.



Raise awareness about challenges in accessing quality education.



Showcase achievements of young role models.



Explore strategies for children to advocate for improved education quality.

Feedbacks:

"...from the interactions we had, we get how much more can we do through our parliaments. We will consider the consultation inputs from the consultation and prioritise the local issues we have to address in the upcoming meeting..."

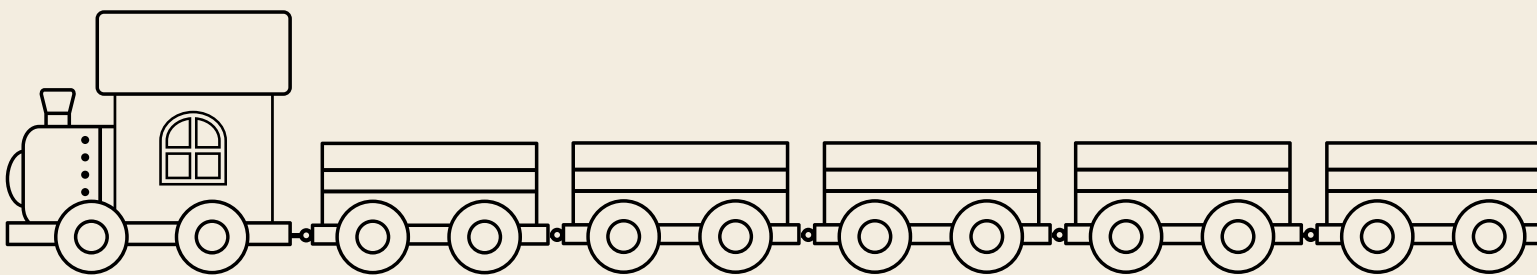
– Jeevan, CRM members, Chennai

"We are planning to take up the drug abuse in our area this week, and address many of the problems there in the upcoming CRM meeting."

– Mahalakshmi, CRM member, Perumbakkam



Gallery



Engagement with Stakeholders:

Through the tireless efforts of both the children and staff members of the organization, a total of 25 memorandums and petitions have been diligently prepared and submitted to various MLAs, MPs, government officials, and panchayat leaders. Furthermore, the engagement of children extended beyond the mere submission of memorandums. They actively participated in gram sabha meetings, which serve as vital forums for democratic decision-making at the grassroots level. In these meetings, the children passionately advocated for the resolution of community-level issues directly affecting their lives. Their involvement in these discussions not only amplifies their voices but also fosters a sense of civic responsibility and ownership of their community's well-being.



Observation Days:

Anti- Child Labour Day: In commemoration of Anti-Child Labour Day 2023, the Child Right Movement (CRM) orchestrated a 10-day campaign spanning from June 1st to 11th. The initiative included community visits, door-to-door surveys, and awareness-raising endeavors, all aimed at combatting child labour and advocating for children's rights. The campaign culminated in a significant walkathon held at Besant Nagar, organized in collaboration with the Tamil Nadu Domestic Workers Welfare Trust. Approximately 569 children enthusiastically participated in this event, marching together to raise awareness about the plight of child labourers and emphasize the importance of creating a safe environment for all children. Led by Ms. A.S Kumari, Chairperson of Tamil Nadu State Women's Commission, the walkathon symbolized a collective commitment to securing a brighter future for every child, free from the shackles of child labour. The event was characterized by soul-stirring awareness songs, captivating performances, and the rhythmic beats of the Parai drums, creating an atmosphere of unity, solidarity, and hope. The vibrant energy and enthusiasm displayed during the walkathon left a profound impact on all attendees, inspiring renewed dedication to the cause of ending child labour and ensuring the well-being of every child.

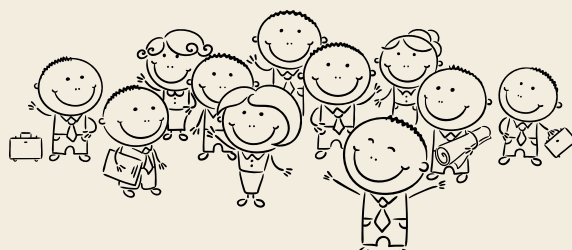


Day of Hope: In February 2024, the Day of Hope program was a resounding success, with 105 children actively participating and an audience of 2033 across various venues. The program aimed to raise awareness and advocate for the rights of children, focusing on critical issues such as child labour, girl child labour, early marriage, teenage pregnancy, child mental health, and substance abuse. At Parindhal Government School in Ulundhurpet district, CRM children organized an art exhibition on child labour, creatively expressing the need to eradicate this practice. In Adhaiyur village, a street play highlighted the issue of girl child labour, emphasizing the importance of education over contributing financially to their families. In Pinnalvadi, CRM children displayed posters on "Girl Child Day," both in the village and the government school, engaging the community and school children in the event. In Perumbakkam, street plays on early marriage and teenage pregnancy were performed by our CRM children, educating students, community members, and college students on the risks and consequences of such practices. The program also introduced a Grievance Redressal Box in Perumbakkam Government College to address issues faced by girls. In Padappai and Serapanancheri, Villupattu performances highlighted the right to education, aiming to combat the dropout rates in these areas. A rally in Vattampakkam further emphasized the importance of education for all through posters and awareness activities. In RK Puram and SM Nagar, mime theatres raised awareness about children's mental health and child abuse. In Kannagi Nagar, Ezhil nagar, and in Tsunami quarters, awareness rallies focused on protecting children from substance abuse. Lastly, in Vysarpadi and Puliyanthope, street theatres were performed to end child marriage and promoting gender equality.



Special Activity: Identifying resource gaps in the community – CP lead with PRA mapping

In an inspiring initiative led by our young changemakers in the child parliament, an activity called PRA (Participatory Rural Appraisal) mapping, or Resource mapping drawn in the street. They wanted to learn more about their own community, so they went out and explored everything! They discovered how their community is set up and what kinds of resources are available. This helped them figure out what resources are missing, so they can work on bringing them in for everyone's benefit in the future. It was a fun way for them to understand their community better and plan for improvements! Through PRA mapping, our young leaders also discovered the resources that were lacking in their community. This crucial insight empowered them to identify the areas where their community needed intervention and improvement. Whether it was a lack of playgrounds, libraries, hospitals, schools, or other important things, they made note of these gaps, so they could take action in the future. By recognizing these gaps, they became determined to take action, ensuring a brighter future for everyone. One of the most inspiring aspects of PRA mapping was that it was led by the children themselves. Their active participation and engagement exemplify their dedication to making a positive impact. This activity has not only given them a deeper understanding of their community but also instilled in them a sense of responsibility and ownership.



MIGRANT WORKERS

PDOT Centers:

PDOT Centers: As a new initiative the Tamil Nadu Domestic Workers' Welfare Trust in collaboration with Department of Rehabilitation and Welfare of Non-resident Tamils. About 3 Pre-Departure Orientation Centers have been opened in the districts headquarters of Villupuram, Kanyakumari and Sivagangai. These centers will act as a focal point for prospective migrant workers to gather information upon safe, orderly and regular migration.



Awareness raising upon safe migration:

The organization has actively been organizing awareness raising campaigns among the communities that are most vulnerable to unsafe migration practices.

- During the period of International Migrants Day, a comprehensive migration awareness campaign was executed in the Villupuram and Kallakuruchi districts, spanning across 27 villages and reaching out 1150 individuals. Utilizing bit-notices and microphone announcements, the initiative aimed to effectively disseminate information and enhance awareness. The overarching goal of the campaign was to elevate awareness particularly among vulnerable populations prone to undocumented migration. Engaging not only migrant workers but also involving their families and the broader community, the initiative sought to address the challenges associated with migration, promoting informed decision-making and ensuring the well-being of all involved parties.
- Through PDOT centers, auto campaigns were conducted in 50 panchayaths of Villupuram, Kaniyakumari and Sivagangai districts. Auto rickshaws were utilized to roam around the communities. Additionally pamphlets have been distributed to spread awareness about the PDOT centers that could help them carry out safe migration pathways. About 15,000 community member were sensitized during this campaign.

127
Villages

16,150
Community
members



Gallery



Data Collection upon Migrant workers

In a comprehensive survey conducted across three districts of Tamil Nadu I viz Chengalpattu, Ramanathapuram and Kanniyakumari districts, encompassing a total of 75 villages, a significant endeavor was made to understand the dynamics of migration within the region. The survey, which involved a substantial sample size of 12,422 families, aimed to shed light on the migration patterns and experiences of the local population. Through meticulous data collection efforts, the study identified distinct groups within the migrant population. Among the surveyed individuals, 1,943 were identified as current migrants, indicating individuals who were presently engaged in migration outside their native districts. Additionally, 2,682 individuals were classified as returnee migrants, signifying individuals who had previously migrated but had since returned to their home districts. Moreover, the survey identified 1,365 prospective migrants, representing individuals who expressed intentions or aspirations to migrate in the future.



Safe migration awareness :

TNDWWT also prioritized raising awareness about safe migration practices among students in educational institutions. A total of 5 schools and colleges were targeted for awareness sessions, reaching out to a total of 785 students. These sessions served as invaluable platforms to educate young minds about the risks and opportunities associated with migration, emphasizing the importance of making informed choices and safeguarding their rights and well-being. 3000 pamphlets were distributed, ensuring that even students who did not attend the program received informative materials.

11

Educational
Institutions

1155

Students



Pre-departure Trainings for prospective migrants:

During the year, TNDWWT conducted a total of 19 pre-departure training sessions across various districts of Tamil Nadu, including Kanyakumari, Ramanathapuram, and Chengalpattu. These sessions aimed to equip individuals with essential skills and knowledge necessary for their journey abroad, focusing on aspects such as cultural adaptation, language proficiency, and job-specific training. By reaching out to diverse regions within Tamil Nadu, we ensured that aspiring migrants received comprehensive preparation tailored to their unique needs and circumstances, enhancing their prospects for success and safety overseas.

19

Trainings

628

Participants



Crisis Intervention:

Installation of hotline number: As anticipated, a helpline number was established in order to assist the migrant workers to report on issues of smuggling and trafficking that they experience while deciding to migrate and also act as an information source for them to take up safe migration pathways. 46 cases were reported during the period, through which 56 individuals were helped. The copies of each petitions filed were submitted before the MPs, MLAs and representatives of the constituencies the migrant workers belong to. Apart from that the petition also reached 145 authorities including The Hon'ble Union Minister for External Affairs, The Foreign Secretary, Ministry of External Affairs, The Hon'ble Chief Minister of Tamil Nadu, The Hon'ble Minister for Non- Resident Tamils Welfare, The Embassy of India in destination countries, The Protector General of Emigrants, The Protector of Emigrants in Chennai, The Commissioner/Director of the Commissionerate for Rehabilitation and Welfare of Non-Resident Tamils, The Superintendent of Police (NRI Cell) in Chennai, The District Collector and prominent national bodies such as the National Human Rights Commission and the National Legal Services Authority. This extensive outreach is aimed at drawing increased attention to the issues faced by migrant workers. v

MADAD: A total of 26 complaints were filed through MADAD during the given period, encompassing issues ranging from human trafficking and attempts to procure the bodies of deceased migrants to assistance in obtaining compensation for affected families. The reported matters also included the resolution of a passport acquisition issue, complaints against unauthorized recruitment agencies, and cases of abuse.



Anbu's Story of Change

Anbu, an aspiring migrant worker, took a proactive approach before migrating to Saudi Arabia for employment. Attending a pre-departure training session conducted by Mrs. Jayanthi from TNDWWT three months prior to his departure equipped him with essential knowledge and skills, marking a significant shift towards better-preparedness and empowerment. Upon reaching Saudi Arabia, Anbu secured a job through a government-accredited agent without paying any additional agency fees, reflecting a transparent recruitment process that saved him from potential exploitation. Throughout his journey, Anbu remained connected with Mrs. Jayanthi, sharing updates on his working experience and advocating for enrolling himself and his friends in the Non-Resident Tamil Welfare Board. His proactive communication and advocacy efforts demonstrate a strong bond of trust and collaboration between migrant workers and support services, contributing to the welfare and empowerment of migrant communities. Anbu's decision to take a more informed approach to overseas employment and his active engagement with support services highlight the importance of access to pre-departure training and transparent recruitment processes in safeguarding the rights and well-being of migrant workers. His experience serves as a testament to the positive impact of informed decision-making and collaboration between migrant workers and support organizations in promoting safe and dignified migration.

Divya's Story of Hardship

Divya, a 23-year-old woman residing in Tamil Nadu, faced an unimaginable tragedy when her husband, Mr. Prakash, was murdered in Germany in July 2023 due to a dispute with co-workers. Left alone to care for their two-year-old daughter, Divya found herself overwhelmed by grief and the daunting task of repatriating her husband's mortal remains. Turning to the Tamil Nadu Department of Welfare for Workers Abroad (TNDWWT) and the Non-Resident Tamil Welfare Board (NRT) for assistance, Divya sought solace and support during her darkest hour.

With the assistance and support of TNDWWT and NRT, Divya's husband's mortal remains were repatriated to Tamil Nadu within 20 days. Trusting in the support provided by TNDWWT and NRT, Divya found relief as they facilitated the settlement of her husband's pending salary with the agency and the German government.

Additionally, TNDWWT's assistance also enabled Divya to access Tamil Nadu government social security schemes, easing her financial burden during this trying time. Divya's story highlights the crucial role of support organizations in providing assistance and guidance to families affected by tragedies occurring abroad, offering a beacon of hope amidst overwhelming despair.



Observation Days:

International migrants day: International Migrant Workers Day was observed in Kanyakumari, and Chengalpattu districts, in collaboration with Welfare of Non-resident Tamils & Rehabilitation department. About 816 individuals including returnee migrants, prospective migrants and migrant family members actively participated in this gathering.

The program delved into the critical aspects of safe migration awareness among migrant workers, exploring the existing challenges they face, recognizing the substantial contributions made by migrant workers, and shedding light on the government initiatives available for their benefit. It also ensured to provide migrant workers and their families with essential information about their legal rights, showcase government mechanisms such as grievance mechanisms and the MADAD portal, and offer accurate information about destination countries, workplace systems to facilitate informed decision-making. The event encouraged active participation and engagement from the local community, fostering a collaborative approach to addressing migration-related issues.



May Day Campaign: We have organized the International Workers' Day event on May 1, 2023, in Thondi, Ramanathapuram. The event aimed to honor overseas migrant workers and advocate for their rights, promote solidarity, and celebrate social movements. Various dignitaries, including Mr. Arumugham, Mr. Arockiraj, Adv. Dhanapal, Fr. S. Britto, SMSSS, and Ms. Shrivaiyshnavi N, were present during the occasion. The keynote address emphasized the importance of recognizing the contributions of the working class and the ongoing struggles for workers' rights and social justice. Other speakers emphasized the historical significance of May Day and the continuing challenges faced by overseas migrant workers and other working class. The event also highlighted the activities carried out by the organization in the field of migration, such as awareness generation, training programs, advocacy efforts, and collaboration with the government.



Consultations:

Multi-Stakeholders consultation on strengthening mechanisms for safe migration:

The Multi-Stakeholders consultation on strengthening mechanisms for safe migration, jointly organized by the Tamil Nadu Domestic Workers Welfare Trust (TNDWWT), TN Alliance, and Migrant Workers Rights Coalition, brought together esteemed dignitaries and experts on April 20th, 2023. Notable figures in attendance included Ms. Kanimozhi Karunanidhi, Member of Parliament, Lok Sabha, Mr. Justice S. Baskaran, Chairperson of the State Human Rights Commission, Tamil Nadu, Dr. Kalanidhi Veeraswamy, Member of Parliament, Hon'ble Thiru. Justice Raja Elango, and Hon'ble Thiru. V. Kannadasan, both Members of the State Human Rights Commission, Tamil Nadu.

Following the inaugural session, panel discussions were led by prominent figures such as Dr. M. Venkatachalam from the Ministry of External Affairs, Government of India, Dr. Balasubramanian A. Tarumaraja from the Consulate General of Malaysia, Chennai, and other distinguished panelists including Hon'ble Justice Mandhata Seetharama Murthi, Chairperson of the Andhra Pradesh State Human Rights Commission, Hon'ble Sri K. Byjunath, Member of the State Human Rights Commission Kerala, and Ms. V. Kalaiarasi, IAS Special Secretary, Public Department. These discussions encompassed various aspects of migration, including existing mechanisms at state and national levels, the role of embassies in supporting migrants, and the contributions of state governments in ensuring safe migration. Additionally, insights were shared on successful models from states like Kerala, Andhra Pradesh, and Tamil Nadu. Participants engaged in dialogue, offering suggestions and recommendations to address the challenges faced by migrant workers. The consultation served as a platform to amplify the voices of migrant workers among policymakers and the public, while also facilitating the sharing of best practices to inform state-level policies and initiatives.

Objectives of the consultation



Amplify voices of migrant workers among policymakers and the public.



Highlight best practices of other states to the Tamil Nadu government.



Discuss existing mechanisms for migration and address gaps and challenges.



Explore the role of embassies and state governments in supporting safe migration.

Gallery



Consultation on Fair and Ethical Recruitment & Social Protection for Migrant Workers: The consultation on Fair and Ethical Recruitment & Social Protection for Migrant Workers, held on November 2, 2023, in collaboration with the Welfare of Non-Resident Tamil and Rehabilitation Department, aimed to address migration-related challenges. Attended by 260 individuals including prospective and returnee migrants, CSOs, students, government officials, and stakeholders, the event featured panel discussions moderated by experts. Topics such as social protection, ethical recruitment, and labor migration were covered, emphasizing the significance of pre-departure orientation and safeguarding migrants' rights. The consultation highlighted the need for collective action, including standardized labor contracts, monitoring recruitment agencies, and implementing state policies for migration. Distinguished guests, including Thiru. Gingee K.S. Masthan, Hon'ble Minister for Minorities Welfare and Non-Resident Tamils Welfare, and Tmt. Jacintha Lazarus I.A.S., Commissioner, Welfare of Non-Resident Tamils and Rehabilitation Department, graced the event. Dr. Kalanidhi Veeraswamy, Member of Parliament, Lok Sabha, and other notable figures shared valuable insights to promote safe migration practices and enhance the well-being of migrant workers.

Objectives of the
consultation



Address migration-related challenges and promote fair recruitment practices.



Enhance social protection and advocate for standardized labor contracts.



Facilitate collaborative efforts among stakeholders to safeguard migrant rights.



Consultation on Crime against Women Migrant Workers: A National Consultation on Crime against Women Migrant Workers took place in Chennai on November 29, 2023. The event brought together 82 participants from various organizations to discuss the challenges faced by women migrant workers. Key topics included issues such as dowry-related marital disputes, harassment, land grabbing, cheating, bodily offenses, and illegal recruitment agencies. Participants highlighted the struggles of women migrant workers abroad, particularly in the construction and domestic sectors in Gulf Cooperation Council member states. Speakers at the event emphasized the need for stronger legislation to protect the rights of women migrant workers, addressing issues like wage theft, sexual harassment, and poor working conditions. They also discussed the importance of pre-departure orientation training to educate emigrants about their rights and welfare measures. Additionally, there were calls for improved regulation systems and support mechanisms to safeguard the well-being of women migrant workers. Overall, the consultation shed light on the challenges faced by women migrant workers and underscored the importance of collaborative efforts between government agencies, civil society organizations, and support groups to address these issues effectively.

Objectives of the consultation



Address challenges for women migrant workers.



Advocate for stronger legal protections.



Promote pre-departure orientation training.



Enhance regulation and support systems.



Petitioning:

The organization in order to bring migrant friendly policies, have constantly met MLAs, MPs and Ministers and government officials and submitted memorandums containing the list of demands. We have been in close contact with the Department of Rehabilitation and Non-Resident Tamils and its Deputed Minister. The list of demands and recommendations are as follows:

- Ensure proactive measures through embassies and civil society to protect women domestic workers abroad.
- Expand infrastructure to support workers and provide immediate assistance in cases of harassment.
- Implement legal aid and support for abused workers, facilitating filing cases against abusive employers.
- Collaborate with civil society for outreach and support mechanisms.
- Establish a committee to study deaths and suicides of Indian workers in Gulf countries, ensuring justice and dignity for migrants.
- Regulate sub-agents, penalizing unethical practices.
- Enforce penalties for defaulting intermediaries and incentivize ethical practices.
- Public sector agencies to set recruitment standards and foster transparency.
- Adopt liberal policies respecting women's rights in recruitment procedures.
- Establish information centres to provide accurate details about overseas employment.
- Conduct campaigns to combat misinformation and build confidence.
- Provide skills training programs with a rights perspective for domestic workers.
- Make rights-based skills training mandatory for recruitment.
- Set up accessible skills training centres in source regions.
- Involve domestic worker organizations in skills training initiatives.



Networking

- Our Mobilizers at the community level participated in a network meeting where various organizations focused on children, women, and youth collaborated. During the gathering, they collectively discussed the challenges faced by migrant workers in their respective localities and explored ways to provide support to their family members.
- We have been an active part of networks like Migrant Rights Coalition and Jesuit migrant services, Jesuit migrant ministry external (JMMEX) in the local level, Center for International Migration Studies, National Workers' Welfare Trust in the national level and Migrant Forum Asia in the international level. Through these network engagements strong policy level dialogues and initiatives have been carried out.
- Apart from that, the TNDWWT has collaborated and extend its network with various government departments like Commission for rehabilitation and welfare of Non-resident Tamil, and State Human Rights Commission.



STAFF TRAININGS

The organization has provided ample space for the staffs to build their capacities. Three staff trainings were organized during the fiscal year upon Crisis Assistance for Migrants, Digital Literacy and Strategic Planning.

Awareness building through digital campaigns: The training session on "Awareness building through digital campaigns" at Dhyana Ashram, Mylapore, conducted by TNDWWT, featured Marketing Mafia Team's Manju and Mohan. They covered design, resolution, and digital media's importance, emphasizing clear visuals and effective messaging. Content types suitable for social media campaigns were discussed, focusing on testimonials, education, and branding for the organization's context. Practical sessions introduced video editing apps like inshot and content generation tools like Answer the Public. Staff members practiced shooting and editing videos, enhancing their understanding of digital media tools. A Q&A session concluded the training, providing clarity and addressing queries. Overall, the session aimed to equip staff with skills for impactful digital campaigning.



Training on providing Crisis Assistance for Migrant Workers: The training session for staff members working with migrant workers at Dhyana Ashram, Mylapore, was led by Adv. Hubertson Tom Wilson. It commenced with introductions and interactive discussions. Key topics covered included the collection of essential documents by field workers, procedures in case of death or criminal charges, and self-initiated rescue methods for stranded migrant workers. The importance of white passports for emergency travel and the role of state governments, particularly Tamil Nadu, in repatriating migrants, was highlighted. Detailed checklists for investigation and document collection were provided, covering various aspects such as migrant worker details, recruiting agents, medical test centers, travel agencies, and sponsor details. Additionally, procedures for obtaining assistance through the Indian Community Welfare Fund (ICWF) and avenues for legal recourse, including re-postmortem examinations and filing writ petitions, were discussed. Overall, the training aimed to equip staff with comprehensive knowledge and resources for effectively assisting migrant workers in various situations.



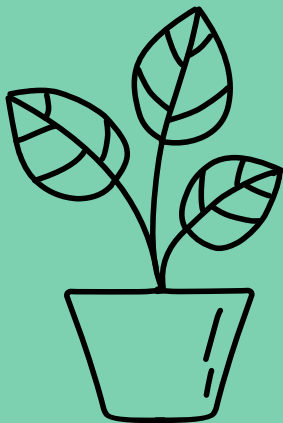
Strategic Planing and Goal Setting: A two-day staff orientation on strategic planning held at Imbavanam, Coimbatore among the staffs of the organization. Led by Mr. Gladstone Xavier, the session covered various topics including goals, vision, mission, objectives, planning, target groups, approaches, value systems, resource identification, and recommendations. Activities included personal history reflection exercises, discussions on organizational history and staff growth, envisioning the organization's future, framing vision and mission statements, setting values, exploring approaches, and identifying target groups, problems, and solutions. The training magnified the milestones and challenges faced by the organization, starting from its inception in 1985, highlighting the efforts of staff members and key achievements over the years. It emphasized the importance of community leadership, social change, and innovation in addressing issues such as domestic worker rights, child labor, migrant worker exploitation, and social discrimination. The recommendations of the training included providing training and support services for domestic workers, advocating for policy changes, promoting safe migration practices, and strengthening community-based organizations and so on. The training concluded with reflections on lessons learned, strategies for implementation, and the application of strategic planning in individual contributions to the organization's goals.



OUR OTHER INITIATIVES

Tree Plantation:

The Tamil Nadu Domestic Workers Welfare Trust joined hands with Hindustan Petroleum Corporation Limited with the support of Forest Department and TNUHDB has taken a commendable initiative to bring some green to Greater Chennai Urban development areas. Perumbakkam is now witnessing the planting of 1000 trees as part of this flagship initiative. After nearly a week of planning and preparations in the location, the tree plantation event took place on 14th July 2023 at Government Primary School, Perumbakkam. Amal Raj I.P.S Tambaram Police Commissioner, Mr. Sanjay Mathur, HPCL General Manager and Mr. Nagesh Gupta were the special guests for the event. Over 200 women and students participated in the event. Mr. Vivekananda, the event coordinator, expressed his gratitude to TNDWWT and Social Development Officer, TNUHDB- Mr. Darwin Mosses, for the constant support.



Eye Camp:

On May 13, 2023, the Tamil Nadu Domestic Workers Welfare Trust orchestrated a significant Eye Check-up Camp in Perumbakkam, recognizing the paramount importance of early detection and effective management of vision-related ailments among domestic workers. By facilitating these camps, the trust not only underscored its commitment to the well-being of these workers but also ensured their sustained productivity. The initiative offered accessible and preventive healthcare services, catering to a crucial aspect of their occupational health needs. By focusing on proactive measures, the camp aimed to enhance the overall quality of life for these workers, reaffirming the trust's dedication to their welfare and prosperity.



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