A Handbook on
Unionizing Domestic Workers

Domestic Workers are also Workers
Treat domestic workers with dignity
Pass comprehensive legislation for Domestic Workers
Ratify ILO Convention 189
Implement Social Security Act

National Domestic Workers Trade Union (NDWTU)
A Handbook on Unionizing Domestic Workers

National Domestic Workers Trade Union (NDWTU)

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CONCEPT OF A TRADE UNION

PART I Groups

Methodology: Discussion

Objective:
1) To understand the meaning of groups
2) Benefits of being part of a group

Instruction: Begin discussion by asking the group the following questions

1) What is a group?
2) What are the different types of groups?
3) What are the characteristics of a group?

Instruction-Note down on the board all the words, sentences related to the definition of a 'group'. Relate it to the definition as stated. Relate the definition then to the characteristics

Group can be defined as two or more humans who interact with one another, share similar characteristics, and collectively have a sense of unity.

Example: - Self Help Group, Mahila Mandal
Types of groups

Social Groups
These groups provide for our safety and solidarity needs and they help us develop self-esteem. Examples of these groups would be families and social clubs.

Work Groups
Work groups function to complete a particular task. The group members pool their expertise to accomplish the task. Examples-workplaces, campus organizations, or juries. There are several types of work groups. Doctors and Nurses in hospital settings. Social Workers in voluntary sector.

Groups
Groups form to accomplish some objective. The objective may be to complete some kind of task or it may be to promote the interpersonal relationships between the group members. Many groups, however, fulfill both of these functions.

Trade Union
A Trade union is an organization of workers who have banded together to achieve common goals such as protecting the dignity of labour, leave and other benefits, workplace safety and better wages.
Characteristics of a group

- Members engaged in frequent interaction
- Those involved define themselves as group members
- They feel a sense of collective responsibility
- Others define members as belonging to a particular group
- They identify with one another and share values;
- They share common norms and mutual interests
4) What are the differences being part of a group and being alone?

*Instruction* - Write on the board all the differences. Relate it to the differences stated. The group may come up with more differences than expected.

---

**Group vs Individuals**

Time and again in the history of mankind it has been proved working in groups have been more effective and sustainable. The strength of the individual members and their skills and capacities are pooled together to reach the expected goal of the group. On the other hand, being individual keeps the person isolated and problems pile up.
Advantages of a group

- Make higher quality decisions as the decisions gain higher acceptance (by group members rather than an individual)
- Help catch and correct individual errors as other members of the group may pick up on the error
- Members feel more committed to the decision as they were involved in making it.
- Pool the individual talents and resources of individuals
- Developing collective work spirit and Solidarity
- Common benefit
Trade Unions

Methodology: Discussion

Objective:
(1) Definition of a trade union

Instruction—Ask the group what they feel would be beneficial in the context of demanding rights. Demanding rights in an organised manner, collectively? or individually?

Considering that NDWTU is Trade Union, will it be better then to demand rights in an organised manner?
(The unanimous answer would be a ‘Yes’. Move on then to the definition of a trade union)

1) Relate the terms to the legal definition as given in the Act
Example: if there is a point on working, then relate it to the point of relationship between employer and workmen

2) Try to get as many points as possible from the group. The legal definition stated below should be used for reference

3) Refer to the diagrammatic presentation at page 9.

Trade Union is a group of employees in a particular sector (work) whose aim is to negotiate with employers over pay, job security, working hours, etc. using collective power of its members.
Objectives and Functions of Trade Union

Methodology: Discussion

Objective:

(1) Objectives of a Trade Union
(2) To understand the differences between being part of a group and Trade Union
(3) To know the purpose of Trade Union and its functions
(4) Functions of a Trade Union

Now that the group is aware of differences, ask the group about the benefits of being part of a trade union? List them and relate to the roles and functions.
Classification of Functions of Trade Union

A trade union can perform militant and fraternal functions

Militant functions

These functions help in the betterment of the positions of their members in relation to their employment. The aim of such activities is to ensure adequate wages, better conditions of work, and employment and get better treatment from employers. When the unions fail to accomplish these aims by the method of collective bargaining and negotiations, they adopt an approach and put up a fight with the management in the form of strike, gherao, boycott etc. hence these functions of the union are like fighting functions.

Fraternal Functions

Ask the audience to guess what fraternal function could mean?

These relates to the set of activities of rendering help to members in times of need and improving their efficiency. They arrange for legal assistance for their members, undertake welfare activities, like education, reading rooms, indoor and outdoor activities, etc. Some trade unions also undertake publication of magazines etc.

These activities are undertaken by the unions depending on availability of funds. At times political activities are also taken up by unions to achieve their objectives.
## Difference between trade union and other organization

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<th>Other Organizations</th>
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<tbody>
<tr>
<td><strong>Membership</strong></td>
<td>Yes</td>
<td>Not necessarily</td>
</tr>
<tr>
<td><strong>Leadership</strong></td>
<td>Elected at regular intervals</td>
<td>Self appointed or co-opted</td>
</tr>
<tr>
<td><strong>Funds</strong></td>
<td>Compulsory membership fee and donation</td>
<td>Membership not necessarily, govt. aid/grants/donations from individuals/foundations/corporates</td>
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<tr>
<td><strong>Member service</strong></td>
<td>Can support for the welfare members</td>
<td>Cannot support for the welfare of members</td>
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<tr>
<td><strong>Structure</strong></td>
<td>democratic</td>
<td>One or a group of people deciding</td>
</tr>
<tr>
<td><strong>Advocacy</strong></td>
<td>Large scope</td>
<td>Limited scope</td>
</tr>
<tr>
<td><strong>Political affiliation</strong></td>
<td>Often politically affiliated</td>
<td>Not necessarily affiliated</td>
</tr>
<tr>
<td><strong>Accountability and transparency</strong></td>
<td>Accounts are open to members and subject to scrutiny by the members and general public</td>
<td>Accountable to funding agencies and to the Government.</td>
</tr>
<tr>
<td><strong>Monitoring and evaluation process</strong></td>
<td>Takes place constantly by members and governing body</td>
<td>No clear monitoring and evaluation policy</td>
</tr>
<tr>
<td><strong>Sustainability</strong></td>
<td>Is ensured and</td>
<td>No fund no work</td>
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Structure of Trade Union

Methodology: - Lecture

Objective:
(1) To understand the general structure of a trade union in India

There is no statutory provision which has outlined a definite structure and laid down a specific basis for the formation of trade unions in India. There are different varieties of structure. The reason for this can be understood, from the views of the National Commission for Labour. It says, the basis on which a trade union should be organised is a matter to be determined by workers themselves, in the light of their own needs and experiences. They have to grow according to the dictates of their members, but within the constraints set on them by the law of land.

Since the growth of unions are spontaneous and automatic there is no definite classification that is followed all over the country. However for clear gaps of differentiation the unions have been classified into the following categories.

1) Primary unions
   Workers of the same trade/service form the primary union

2) Industrial Production.
   Workers of the same production unit/industry form the Industrial Union

Examples of Primary Trade Unions

Shoe Makers’ Union

Interested Shoe Makers of particular geographical area Volunteer to create the Union

Auto Drivers’ Union

Interested Auto Drivers of particular geographical area Volunteer to create the Union
Example of Trade Unions Federation

Auto Drivers Unions sharing common ideologies and interest from different localities come together to form a auto drivers trade union federation at taluk / district / state level

Example of Trade Unions Confederation

Auto Drivers Unions federation sharing common ideologies and interest from different District / State come together to form the Auto drivers trade union confederation

Instructions
Group Discussion: Encourage the members to discuss and discover the structure and function of NDWTU
Benefits of Joining Trade Union

Methodology-Story telling and discussion

Instructions -Give the following situation to the group

Situation 1

Sunita works at a house as a sweeper and cleaner. But she is paid only 700 a month for working daily, without any leave. The employer is rude, cuts her salary if she takes even a single leave. Sunita wants to leave her job but she does not have any other support system. Sunita has two children to support. Her husband does not work much as he is a drunkard.

What should Sunita do?

List down the answers given by the group on the board about the options Sunita has. After that, compare it with a situation where Sunita is a part of a union.

An individual employee has very little bargaining power as compared to that of an employer. The only option is usually to resign and move to another job. However, changing a job is always not feasible as it puts an extra financial and mental stress on the worker. The better course would rather be to join a union and take action accordingly. The threat or actuality of a strike by a union is a powerful tool to make employers accept demands.
Instruction - since Situation 1 has been discussed with reference to greater bargaining power; ask the group now to consider a situation where

Sunita goes alone to the head of the building where she and many like her are employed.

Ask the group
- Will the residential committee listen to her?
- The residential committee will listen to her or the employer? Why?

Now consider a situation where

**Sunita and 500 other women go to the residential committee to discuss Sunita’s Problems and demands**

Ask the group same questions listed above. Stress on the point that Sunita is now a part of the larger network. She can also sit with the members and discuss her issues to relieve her stress.

**MAKE VOICES HEARD**

The NDWTU becomes a platform where domestic workers can come together to discuss the problems at work, feelings, opinions and propose demands and union actions. Union leaders can represent the grievances and demands to the employers and government officials. The collective voice of the domestic workers can be powerful enough to pressurize the employers to listen to the workers’ demands and consider them.

**END DISCRIMINATION AND ABUSE**

Union educates the members about payment for their work, health and safety at work, working hours, quality of food given at workplace, ending violence and abuse at work etc. When dispute arise and the member request for the union to represent on behalf of the domestic worker, the Union will represent her issues and demands.

**SENSE OF PARTICIPATION**

In the Union the members are part of the decision making process which affect them. The office bearers in the trade union are elected democratically.

Union members get the opportunity to participate in trainings and activities to know about domestic workers rights, government policies and schemes.

**SENSE OF BELONGINGNESS**

When coworkers are members of the trade union it gives a sense of unity and solidarity.

**PLATFORM FOR SELF EXPRESSION**

The domestic workers want their problems to be heared by the employers and they are solved. Trade Union creates such a condition through bargain and negotiation.
Procedures and requirements for membership in the NDWTU

Methodology - Lecture method

Memberships

- Any domestic worker working with in each state/India irrespective of caste religion, gender, nationality and ethnic identity can be a member
- Age should be 18 years and above

Identity Card Issuance (options)

- At the time of Registration
- After paying the prescribed membership fee (and/or) Cost of Id Card
- After a few months as an active member

Requirements

Duties and Responsibilities

- Members have to pay annual membership fees
- Attend annual general body meeting
- Abide by the rules and regulations of the union
- Participate in social actions of the union
Skills
Union Leadership

1. What is leadership?

Objective:
(1) To understand the meaning of leadership in the trade union

Instruction: Begin discussion by giving the following situations

Situation 1 - During the auto rickshaw strike recently, who do you think went to have discussions with the government?

Situation 2 - 13000 contract workers of Neyveli Lignite Corporation in Tamil Nadu went on a month long strike. A tripartite meeting was held to solve the issues of the labourers. Who were there in the Tripartite?

In all the above stated situations, there are persons whom everybody else trust and follow. He/she is a leader.

Definition: Union Leadership is a process where a person exerts, inspires, motivates, listens and directs others and the union activities to achieve their goals.

Trade union leadership is a collective responsibility and all decisions are taken in democratic and transparent process.
2. Characteristics of a Good Trade Union Leader

*Animator- Ask the group to list down different characteristics which they expect the domestic workers, union Leader to display. Jot the same down on the black board. Compare it with the list given below.*

- Be knowledgeable about domestic workers’ rights in the state/country.
- Consult members/team when making decisions.
- Be true and accountable to the union.
- Be honest and sincere to the union.
- Participate in union activities actively and regularly.
- Inspire and motivate union members to participate in union activities.
- Show fair treatment, display empathy to the members.
- Have confidence and be courageous to represent the union.
- Persevere to accomplish the union goals, regardless of obstacles.
- Know about other trade unions and influence them to draw support.
- Use the union resources only for its purposes.
- Use sound judgment to make a good decision on right time.
- Be vocal and speak with confidence.
- Have uncompromising commitment to the union.

*Now that you are a leader, apart from the above, being a union member, you should keep in mind the following*

- To be assertive,
- To be visible and known;
- To be accessible

*Instruction : Ask each one in the group to list down.*

- Which among the above characteristics you want to improve in order to be a strong union leader ?
- What you have to do for that ?
3. Roles and responsibilities of a union leader

Methodology: Discussion

Objective:
To make the audience aware of its roles and responsibilities

Instruction: Begin discussion by asking the group the following questions

What do you think is the role and responsibilities of a union leader?

Instruction: List down all the roles and responsibilities as shared by the group. Relate it to the following:

1) Visualizing and setting objectives
2) Planning, organizing, implementing and monitoring of a project
3) Decision making
4) Having a balance between keeping the team on track and allowing the team to make its own decisions
5) Communication with ones group and other stakeholders
6) Accomplishing objectives
7) Setting an example
8) Motivator

4. Challenges of leadership

1) Creating and maintaining a diversified team - a leader has to consider everybody's opinion, views and then take a rational decision
2) Inspire others to share the group's vision
3) Should facilitate clear communication. Different communication signals may give a wrong impression on the leader
Animator - Ask the group if they can come up with specific functions for their own leader. Compare it with the ones listed below.

1. Taking lead in any situation (meeting, organizing an event, dealing with a case etc).

2. Making and maintaining good contact (with workers, different groups within the organization, with employers and their groups, govt. officials and others)
   - It is best to “make contacts yourself, to be open”
   - Let people know that you are a trade union leader
   - Ask questions: to know who works where, who is a member …
   - Know your supporters!

3. Make contacts. Ask yourself the following questions
   - Do you know all the people in all departments of the government?
   - Do you know the different functions of the government office?
   - Do you know your new worker who has joined the TU?
   - Do you have contacts with all teams?
   - How well versed are you with your basti? If not, try and get the answers to the same.

4. Welcoming new workers

5. Structure a good discussion
   a. The preparatory phase
      - Start by talking about the weather
      - Objective: show interest in mutual relationships, create an atmosphere of trust
   b. Collect information
      - Start with an open question,
      - Ask clear and simple questions,
      - Ask 1 question at a time
      - Give people time
      - Show signs that you are listening
   c. Process information
      - Summarize regularly what has been said
      - Summarize by asking questions
      - Avoid being judgmental
      - Try to have a clear view of the situation and to know what needs a follow-up or not and if the person has any additional questions.
6. **Membership recruitment:**

Begin discussion of membership by the following questions. This can be handled by using the following sentences-

* “Is it ok if I drop by?”
* “Do you have a spare moment this week…”
* Do not start the discussion by asking immediately if the person wants to become a member
* Ask questions such as:
  - “How come you are not a member **yet** of the trade union?”
  - “Have you never considered becoming **yourself** a member of the trade union?”

7. **Know the reasons for NOT becoming a MEMBER.**

Animator-Read out the reasons why a woman may not be interested to become a member. Ask the group about ways in which these reasons could be tackled. Then read the solutions as mentioned.

a) The membership fee is too expensive (point out the benefits as listed)

* Benefits for union members, strike compensation, member publication,…
* “When you see what we already have achieved: salary increase, meal vouchers,…”
  “You can always contact us if you have any question”
* Fee based on solidarity to guarantee good services: individual - collective
* It is logical, to make all this possible

b) “I do not need the trade union, I handle it myself”

* “The trade union is not only necessary when you have problems”.
* “If you really have a problem or a question, you'd better not to be alone”.
* “In order to reach our goals, we need to be influent. This can happen only if we handle this together.”

c) “I used to be a member, but it did not make sense”

  a. You certainly benefited from it at that time. The advantages are not gifts from the employer or the minister”
  b. “Being a member of a trade union is not only necessary if you are in trouble or if you lose your job”.
  c. “If you happen to need information or advice or if you are in trouble, it is better to be a member. We can not do the same for non-members as for members.”
d) “When I needed the trade union, they did not help me”
   * “This is most regrettable. What was the problem exactly?”
   * “In each organization, there are sometimes problems. It should have been different.”
   * “If something similar would happen now, we would certainly try to help”.
   * “You have no say anyway”
   * “Non-members certainly have no say.”
   * “If you think the situation could be better, it is better to discuss it within the trade union itself. This is the only way to change things for real.”
   * “What exactly would you like to change?”
   * Tell something real, from your own experience

8. “I do not want problems with the boss”
   * “The management does not know who is a member of the trade union. Nobody has to know it.”
   * “We already have a lot of members in the company, so there is no need to worry about this.”
   * “Being a member of a trade union is an individual right.”
   * “As a member of the trade union, you do not have to push yourself forward. This is precisely why your spokespersons are there. Including for the tougher issues.”
   * “Our management sees absolutely no reason to be against the trade union. The point of social consultation is precisely to look for solutions together.”

9. Encouraging membership recruitment
   * Always have registration forms at hand
   * Small attention for people who recruit new members
   * Pay tribute to the “people who recruit new members”

   ▶ Meet the employees who are no longer members.
   ▶ Ask why they are no longer members
   ▶ Are they dissatisfied? Is it due to oblivion?
   ▶ List once again what you have done recently

10. Members follow-up
    * Not only recruiting new members is important, but also keeping existing ones.
    * Follow carefully the evolution in the number of members
    * Introduce yourself and provide recent information to new members
Advocacy, Lobbying, Networking Skills

**Advocacy** is a political process by an individual or a large group which normally aims to influence public-policy and resource allocation decisions within political, economic, and social systems and institutions.

Advocacy can include many activities that a person or organization undertakes including media campaigns, public speaking, commissioning and publishing research or poll or the 'filing of friend of the court briefs'. Lobbying (often by lobby groups) is a form of advocacy where a direct approach is made to legislators on an issue which plays a significant role in modern politics.

**Lobbying**

*Lobbying* is the act of attempting to influence decisions made by officials in the government, most often legislators, or members of regulatory agencies.

Some basic rules for lobbying:

- Be clear about your issue, your facts and your position
- Be careful not to speak "on behalf of people" unless you have consulted them and involved them in developing your lobbying strategy
- Target the right people - analyze who has the power to make a decision on your issue and target your lobbying at these people
- Build a lobby group - analyze who [individuals and organizations] can influence the decision-makers and try to mobilize them to support your issue. Never try to lobby alone. People with political power are often most sensitive to grassroots mobilization that represents their voters.
- Prepare for opposition - analyze the opposition's position and develop counter arguments to that since they may also be lobbying the same person
- Think about your target audience - how the decision-maker can benefit from agreeing with you and include this in your arguments. Most decision-makers will agree more easily if they can see how your proposals link to their concerns
- Never use blackmail or bribery or even gifts and favours to persuade someone. That is corruption, not lobbying.
Common methods of lobbying
Support base/network

Try to get organisations or individuals who support your cause to also use the methods discussed below.

Campaigns

Letters, Fax, E.mail, Phone Calls
Letters and post cards are the easiest method to use to lobby but they are not always the most effective. Make letters as personal as possible and avoid getting different organisations and individuals to send exactly the same letter. Get as many people as possible to phone the decision-maker. Also use faxes and e-mail if possible. Try to get some influential and well-known people also to phone.

Submissions
Submissions are usually made to committees, or chairpersons of committees in government, and it is important to structure them in such a way that you get your points across powerfully. The submission will be more effective, if it is supported by signature campaign. Here is a recipe you can follow. State clearly:
1. The group or organisation you represent, and contact details.
2. The topic or issue that you want to make a submission about
3. Why your group is making the submission e.g. your concern, how you are connected to the issue and your expertise or experience on the issue.
4. The specific actions you would like the committee to take.
5. The reasons why you would like them to take this action this is where you give the facts and make your main points. Be as brief and accurate as possible.
6. The reasons why the actions you recommend will be good for the interests of the committee e.g. how it will improve the quality of service, make a contribution to the welfare of the community, save money or generally please their constituents.
7. It is sometimes useful to outline briefly what would happen if no action is taken. Be careful not to sound as if you are threatening the decision-maker.
8. Offer further information or face-to-face meetings on request.
Aides, PAs and secretaries

Make sure that you get to know them and spend time explaining your issues to them and building relationships. If they take you seriously it will be easier to get access to, and attention from the decision-maker.

Meetings

Ask if you can have face-to-face meetings to present your case. Visit the person in their office or invite them to attend a meeting with your union members. Always state the importance of the meeting clearly and provide an agenda and a list of possible outcomes from the meeting. Remember to stress what is in it for the decision-maker e.g. “This meeting will provide you with the opportunity to make direct contact with more than 100 domestic workers and to hear their concerns on the issue.”

Inspections

Invite decision-makers to come and make on-site inspections if it is appropriate, e.g. to come and look at the bad health and safety condition at the work place. It sometimes helps to get publicity for inspections and you can then say in your invitation that you have also invited the press to witness the inspection.

Publicity

Media attention is a powerful persuader and the more publicity you can get for your issue the better. It always helps to make individual contact with a reporter who is prepared to follow the issue through.

Note: Keep very careful records of all the communications with the decision-maker.

Demonstration, Rally

Demonstration and rallies are effective medium of attracting the policy makers. It also displays the strength of the union and the popular support to the cause.

Press Conference and Media Campaign

Press conferences helps in directly conveying the message to the media groups and it reaches the masses concretely. Media campaigns are expensive but have a strong reach to the target audience.
ANNEXURE - 1

History of Trade Unions

Methodology: Discussion & Lecture

Objective:
To understand the history of trade unions in India

Instruction-ask the group- why is it that we all have gathered here? (The expected answer would be to get the rights etc, ask the question- why we need rights. The expected answer- because we don’t have them, etc. Then, begin by saying that is how even the earlier trade unions were formed. Because of exploitation of employers)

Originating in Europe, trade unions became popular in many countries during the Industrial Revolution, when the lack of skill necessary to perform most jobs shifted employment bargaining power almost completely to the employers’ side, causing many workers to be mistreated and underpaid.

Indian trade union movement can be divided into three phases.

The first phase (1850 to 1900)

During this period, the working and living conditions of the labor were poor and their working hours were long. In addition, the wages were also low and general economic conditions were poor in industries. In order to regulate the working hours and other service conditions of the Indian textile laborers, the Indian Factories Act was enacted in 1881. As a result, employment of child labor was prohibited.

The growth of trade union movement was slow in this phase and later on the Indian Factory Act of 1881 was amended in 1891. Many strikes took place in the two decades following 1880 in all industrial cities. These strikes taught workers to understand the power of united action even though there was no union in real terms. Small associations like Bombay Mill-Hands Association came up by this time.
The second phase (1900 to 1946).

This phase was characterized by the development of organized trade unions and political movements of the working class.

- Bombay Millhands Association (1890)
- Amalgamated Society of railway servant of India (1897)
- Printers Union, Calcutta (1905)
- Postal Union, Bombay (1907)
- In 1908, Bombay textile workers organized strike. Like Indian peasants, workers in urban areas from all over India became politically conscious and participated in National freedom struggle (1914-1918).
- In 1917-1918, Gandhi organized a peasants’ satyagraha against European Indigo Planters in Champaran, Bihar.
- In the history of labour movement, the first time large-scale strikes were organised in important industrial centres like Bombay, Calcutta, Madras, Kanpur, Ahmedabad, Shollapur and Jamshedpur against low wages and economic distress. Workers slowly involved in the National movement for independence. (1918-1920).

In 1920 All India Trade Union Congress (AITUC) was formed by N.M.Joshi, Lala Lajpat Raj, Joseph Baptist and others to coordinate all the workers organisations in the country to further the interest of the working class in Socio, Political and Economic matters. Later nationalist leaders like C.R Das and V.V.Giri joined in it.

The working class movement was also politicized along the lines of political parties. For instance Indian National Trade Union Congress (INTUC) is the trade union arm of the Congress Party. The AITUC is the trade union arm of the Communist Party of India.
The National Domestic Workers Trade Union

The National Domestic Workers Trade Union is associated with the stories and lives of millions of domestic workers and children in domestic work, who are systematically deprived of their basic rights as workers, children and human persons. These workers are powerless, voiceless and are often subject to all kinds of abuses and inhuman conditions at work. The number of domestic workers migrating to cities and even outside the country to support their families is on the increase.

The union envisages to bring together all the domestic workers in the country and to empower them by building their capacities to bargain and negotiate for their labour rights and social protection. The workers will enhance their capacities, develop their leadership and represent their issue at all levels and find space for participation at all levels.

The National Domestic Workers Movement, which initiates this process will stand by the workers and provide all necessary support and assistance they require and journey along to accomplish rights, dignity and justice.

VISION FOR TRADE UNION OF DOMESTIC WORKERS

The NDWTU envisions a society that affirms domestic work as decent and dignified work; where domestic workers have dignity, respect, recognition and enjoy labour rights.

NDWTU will mobilize domestic workers and strengthen their capacity to represent and defend the rights and interests of domestic workers.

By joining a union, domestic workers will empower themselves to get out of the shadow, stand up and unite to demand fair labour standards, decent living and working conditions and an end to exploitation and oppression of DWs, by strongly advocating:

1. National legislations that recognize labour rights for domestic workers
2. Establishment of a framework protecting domestic workers’ rights
3. A fair remuneration for domestic work
4. Entitlement to social protection including maternity protection for domestic workers

Mission:

* To support self-organizing efforts of local adult domestic workers in India.
* To provide assistance to member organizations in strengthening their formations and in sustaining their initiatives
* To advocate for policies and programs for domestic workers, in local and international levels, that will effect change in valuing the work of domestic workers, in providing them access to social services and in promoting their rights as workers
* To mobilize the support of different social partners and stakeholders, both in the local and regional levels, for the cause of domestic workers
Strategies:

- Capacity Building: Strengthen the capacity, skills and knowledge of member organizations by sharing organizing, training and lobbying strategies.

- Campaigns: Support campaigns and advocacy activities of domestic workers’ organizations by exchanging solidarity messages, providing assistance to their events, securing media coverage and linking them to social partners.

- Networking: Link up with other domestic workers organizations in India and exchange updates on efforts on the domestic work issue; Bring in more social partners and stakeholders to the cause of domestic workers.

- Alliance-building: Building alliances with other social movements and engaging stakeholders to promote the cause of domestic workers at local, regional and international levels.

- Lobbying: Work for legislation to promote and protect the rights and welfare of domestic workers.

- Strengthening network and organizational structure in a democratic manner.
The National Domestic Workers' Movement (NDWM) is a Movement and a non-governmental organization working with domestic workers, child domestic workers and migrant domestic workers. We are currently active in 17 states of India and work towards achieving dignity for domestic work and justice for workers, at both the national and international level.

NDWM encourages participation and leadership in the hands of domestic workers. Together we stand for the rights of domestic workers, seeking justice and legislation for them. We create a strong public awareness to enable domestic workers to achieve a healthy recognition in society…

- NDWM organizes Domestic Workers, empowering them through leadership and capacity building programmes and informing them of their rights.

- Various awareness campaigns are conducted to sensitize the public, governing bodies and policy makers of the plight of domestic workers.

- NDWM constantly works towards providing due justice to domestic workers along with recognition and dignity of labour.

- In addition, the Movement intervenes in crisis situations and helps trafficked women and child domestic workers to be re-instated with their families, before they are given necessary trauma counselling and support along with medical aid.

- Advocacy, campaigns and lobbying with governing bodies, policy makers and the society remain the agenda for the Movement to help liberate Domestic workers.

In the journey of 27 years, NDWM has also worked for other related issues and concerns:

- Globalisation and its effect on Domestic Workers
- Human rights and domestic work
- Worst forms of child labour
- Trafficking for forced labour and domestic work
- Domestic Work as a contemporary form of slavery

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