

UNITED IN STRENGTH AND SOLIDARITY



Domestic workers organising for rights, dignity and justice

NDWM Annual Report 2025



Mission

As a Movement we commit ourselves to promote and ensure participation of domestic workers in their struggle for rights and justice. We empower domestic workers to fight against all forms of injustice and discrimination

Vision

To create a just society for all women in domestic work, where they are treated with dignity and justice, their rights are upheld, they are recognized for the contribution they make towards the economy and development, their voices heard and recognized. We also envision a society where child domestic work is abolished and all children enjoy mainstream education and full childhood.

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Editorial

During 2025, NDWM reached the significant milestone of completing 40 years of its operations. I am reminded of a poem of Robert Frost, that seems relevant in the context of our movement. It speaks of 2 roads and choosing the one less travelled by, making all the difference. Looking back, NDWM could have chosen the path of charitable welfare measures for domestic workers, but we chose the rights- based approach and that has paid dividends. Not that welfare measures are unimportant, but need to be sought in the context of rights, not handouts.

On January 29, 2025, the Supreme Court in one of its judgements, called for the creation of an expert committee to examine the need for protective legislation for domestic workers. In its report, the Committee acknowledged that domestic workers must be accorded rights and benefits available to all categories of workers. However, it concluded that introducing a new legal framework for domestic workers is not desirable, as they are covered under the provisions of the four labour codes. The report further opined that mechanisms such as the e-Shram portal, are evidence of inclusion of domestic workers within the State's social security and welfare framework.

The National Platform for domestic workers has found the report to be disappointing. While the report asserts that domestic workers are covered by the labour codes, it does not demonstrate how such coverage has translated into enforceable rights, like minimum wage compliance, access to social security benefits, grievance redressal mechanisms and labour inspections for domestic workers. Sector-specific legislations and welfare frameworks, such as those governing beedi workers or construction workers, have demonstrated the value of targeted regulation. The E-shram portal functions primarily as a database for potential welfare delivery; it does not create enforceable rights. A sector-specific legislation is therefore not only justified, but necessary to ensure recognition, enforceable entitlements, and genuine formalisation of domestic work in India.

During 2025, knowledge and economic empowerment of domestic workers were achieved through capacity building and skills training programs. With increased consciousness of their rights, domestic workers enthusiastically participated in rallies, street plays, post cards, posters and signature campaigns, press conferences and public hearings, for pressurising the Government for comprehensive legislation, at the centre and state levels. Advocacy efforts included submission of memoranda and face to face meetings with legislators.

Seed money for additional income generation and projects undertaken by worker cooperatives continue to enable workers to augment their incomes. The issues of migrants were addressed through safe migration training and other welfare measures. Increasing number of workers could benefit from social security benefits, through assistance for procuring identity documents, bank accounts and follow- ups of applications.

Setting up of Children's Parliaments by several CRM groups resulted in greater appreciation of child rights. It also highlighted the potential of young children to channelise their energy into socially beneficial projects. Solidarity among domestic workers and CRM groups was in evidence during the enthusiastic celebrations of special event days.

To conclude with another of Robert Frost's poems, we still have promises to keep, and we will continue to empower our workers and children along the miles to go, to achieve the objectives of the movement.

Francis Fernandes
Communication Officer

Message from Sr. Jeanne Devos

After a jubilee of 40 years of our movement – a journey that makes a difference with growing justice, encouraging dignity and variety of empowerment, my gratitude is so strong that I again start writing after I promised last year (at the age of 91), to entrust it to the wind, so that it still reaches you.

Dear domestic workers, every member of the movement and the unions, leaders, coordinators, sympathisers and supporters ...



The past 40 years have shown (as we mentioned already in the 25 years' jubilee) that a wonderful power leads our movement, and takes us beyond ourselves in the strength of solidarity. I really enjoy looking at the growth and strength of our movement. It leaves me with a sense of **gratitude**, as well as a sense of **wonder**.

Why **wonder**, you ask? I wonder at the pattern of the growth of NDWM; with a very small beginning, how it grew from one thing into another. A bit like Dag Hammarskjold wrote, "The threads are already there, the shuttle is in our hands, and as we let it pass through, the pattern becomes clearer to us." That is what I experienced, it grew from one into the other.

It followed the Way by doing each day what is possible and then discovering that we are busy with what we and everyone thought impossible. All these years we were searching for a way, looking for models and patterns; and the wonderful thing is that the "Way" comes to us.

We received so much from working in groups where we discover together, and work with different talents to come to a new result. Trusting the group is such a strength and support. It takes away all hesitation -- what I cannot do, maybe others can. Nothing is impossible. And it is wonderful what happens working together.

Looking at our movement after 40 years puts me also into the mood of **gratitude** -- that's the second thing I want to say. It's one big act of thanksgiving. I've encountered so much goodness and creativity in NDWM and in CRM, in our sharing together, in support, help, encouragement, acceptance, and perseverance.

Together **we move on** by doing today what is possible,
tomorrow what has to be done
and suddenly we are doing what was impossible.

Our strengths come from knowing that; we are not alone, we are in solidarity, with all women, everywhere, we are trusted by sympathisers and donors.

We understand each other, and support each other. We are being led by the wonderful power on the WAY.

So dear DWers, continue by taking risks because;
***"If the highest goal of a captain would be to keep his ship forever,
he would keep it for always in the harbour"*** - Thomas van Aquino.

Listen to the needs of others, answer with your creativity working in solidarity. As long as people are left behind, we will struggle for justice. What we build together we continue together and dignity, freedom and peace will be our experience.

Organisational Impact During 2025



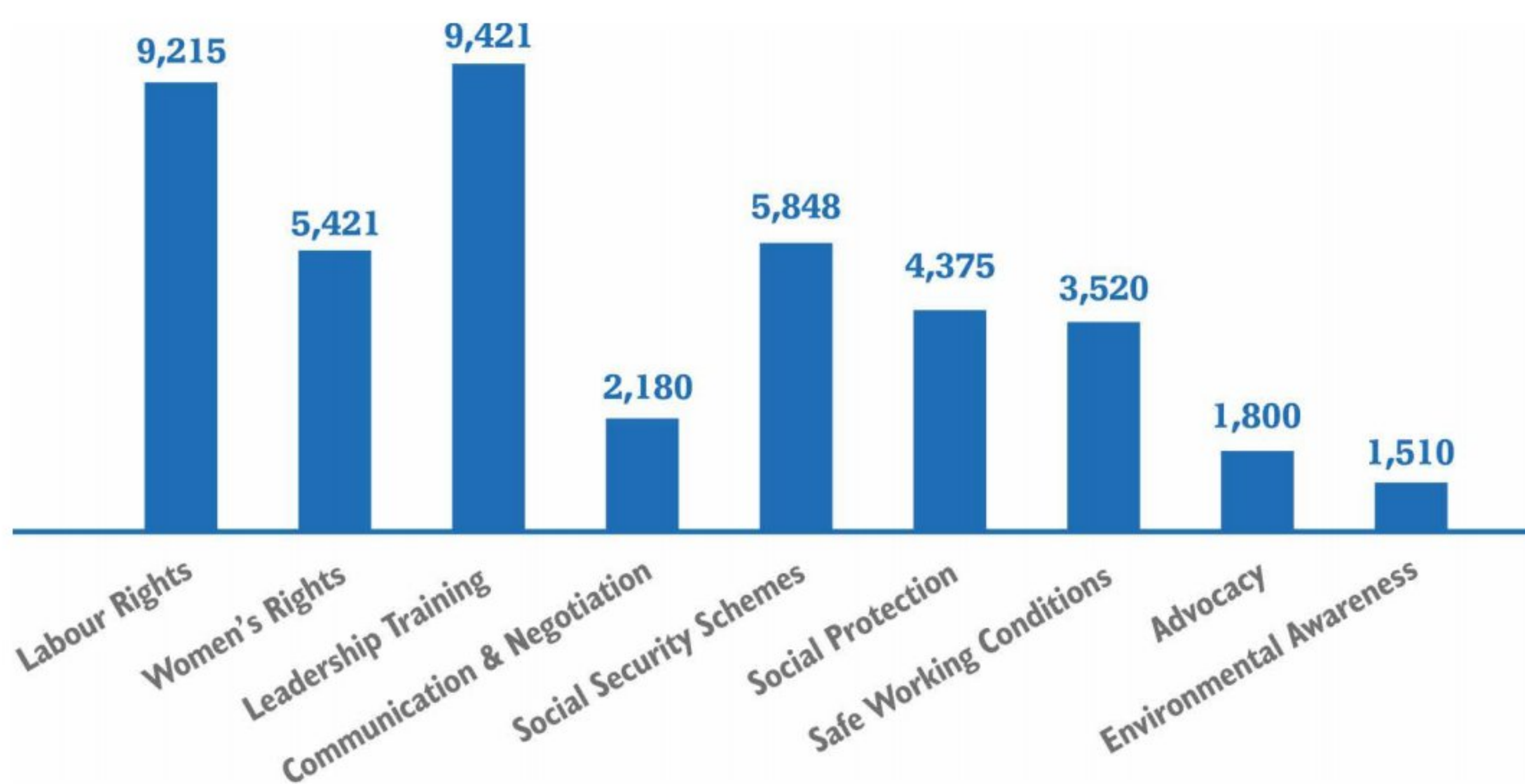
- NDWM has always placed domestic workers centerstage in the movement's thrust to achieve dignity and justice for their work. Capacity building programs have been instrumental in empowering them with greater rights consciousness and equipping them with communication and leadership skills. During 2025, 43,290 domestic workers underwent training on various aspects of their jobs and life skills. In addition, 16,271 workers took advantage of skills training programs to augment their skills and incomes.
- Advocacy remained central to NDWM's efforts to secure legal protection and recognition for domestic workers. During the year, NDWM representatives met **118 MPs and MLAs and 79 government officials** to raise policy concerns and advocate for comprehensive legislation for domestic workers. Public awareness campaigns included **13 signature campaigns, 17 postcard campaigns, and the display of over 31,500 posters** across multiple states. Press conferences, rallies, street plays, and public meetings were also organized to highlight domestic workers' contributions and the urgent need for legal protection, fair wages, and social security coverage.
- Improved access to social security schemes was achieved through awareness programs and concerted efforts to streamline the applications process. Nearly 11,031 domestic workers benefitted from various welfare schemes. In Tamil Nadu alone, workers received around Rs. 20 lakhs from the schemes of the Social welfare board. Income generation programs funded by seed money enabled 1096 domestic workers to pursue profitable businesses with confidence and self-reliance.
- NDWM also provided humanitarian support to vulnerable domestic workers, particularly elderly workers, single women, and those facing illness or unemployment. During 2025, 9,749 beneficiaries received assistance including food supplies, winter clothing, medical aid, and legal support.
- Networking with like-minded organisations and solidarity within the movement enabled workers to present a united front to Government and employers and also resolve work crises.

- 4953 migrant domestic workers and 1529 workers attended capacity building and skill training programs .Financial support was provided to 69 migrant domestic workers to start self-employment activities.
- NDWM continued its efforts to eliminate child labour in domestic work and promote children’s education. In 2025, 314 children in domestic work were identified, with 234 rescued or rehabilitated. 171 children were supported to continue mainstream education, and 85 received vocational training.
- Through **265 Children Parliament groups involving 7,907** children, NDWM also promoted leadership, awareness of child rights, and community participation through Children’s Parliaments and awareness campaigns.
- The success stories of domestic workers and the testimonies of employers and supporters attest to the transformation in the lives of domestic workers and the growing appreciation of the work of NDWM in providing hope for a better future for domestic workers.

Training and Capacity Building

As as a result of training programs, domestic workers demonstrated improved confidence in discussing employment conditions and negotiating wages and work responsibilities with employers. Participants showed increased ability to identify relevant government welfare schemes and participate in enrolment processes with required documentation. Domestic worker groups formed and strengthened through leadership sessions began sharing information on workplace standards, grievance channels, and benefit opportunities. Many participants reported greater clarity regarding acceptable working conditions and increased willingness to seek assistance from worker collectives or support organisations when facing workplace disputes or unsafe environments.

Capacity Building Training Programs





IMPACT in 2025

During 2025, around 43,290 domestic workers underwent training programs on worker rights, social security, advocacy, women empowerment and life skills.

These capacity building initiatives have contributed to long-term improvements in workplace dignity, social protection access and collective empowerment among domestic workers. Enhanced awareness of rights has helped reduce vulnerability to exploitation and strengthened workers' abilities to secure safer and better employment working conditions. Increased participation in welfare programs due to greater awareness of benefits improved social security coverage and resilience against health and income shocks. At the community level, stronger worker solidarity and leadership engagement led to broader recognition of domestic work as decent work deserving fair treatment and dignity.



My name is Mary Abraham, and I am 63 years old. For the past 30 years, I have dedicated my life to domestic work. I am also a proud member of the NDWM. Joining this organization was a turning point in my life; it has truly helped me improve my standard of living. Through the movement, I had the opportunity to attend various skill training sessions and workshops. These programs didn't just teach me new crafts they brought about a positive change in my personality and my outlook on life. Today, in addition to my domestic work, I have started my own small-scale business. I make pickles, snacks, wine, and jams, which I sell to local shops and households. This has become a significant source of income for me and yields a good profit. Beyond my business, I stay busy with small-scale farming. I raise two goats, keep poultry and ducks, and maintain a vegetable garden. Being a member of this community and receiving the financial support it provides has empowered me. It has allowed me to lead my life with dignity and move forward with confidence.





I am the employer of Juli Sagar, who belongs to NDWM, Odisha. She shared about the movement's activities, membership, different skills training and capacity building training. I am very happy that NDWM is working for the rights of domestic workers. I am also happy to know that they are working for the poor and marginalized people. I am very happy with Ms Juli, who has been working as a part time worker in my house, for the last 6 years.



**Mrs. Veena Sarangi,
Employer.**

Skill Training

The focus of the skills programs was twofold: improving domestic work skills like house-keeping, cooking, child and elderly care and making and selling food articles and other items, during after work hours. These inputs helped domestic workers to be multi skilled and thereby command better wages. During 2025, skills programs were attended by 16,271 workers across all states

Specialised programs were conducted for domestic workers in food processing like making different types of cuisines, pickles and savories, as well as making herbal soaps and detergent powders. Basic accounting and inventory skills and business tips were also shared with the workers. Apart from raising their income levels, workers also profited from learning to manage their time and money wisely.



Skill Training Programs in 2025

State	Types of Programs	Numbers Participated
Madhya Pradesh	Cooking, Making torans, Jewellery	147
Uttar Pradesh	Elderly And Baby Care, Cooking, Making Malas, Phenyl, Detergent, Pickles, Snacks, Housekeeping, Kitchen Gardening, Marketing Skill.	1272
Assam	Making Detergent Powder, Harpic, Dish Wash Liquid, Phenyl, Flower and Decoration Items	1248
Goa	Making Sweets, Cakes, Pickles, Mehndi Decoration, Basic Beautician Skills, Making Friendship Bands, Rakhis, Diyas and Mats	357
Maharashtra	Making Spices, Chocolates, Cakes, Burfis, Papads, Cashew Processing, Nutritious Laddus, Snacks, Bhadang Bhel, Broaches, Artificial Jewelry, Cotton Bags, Toran, Artificial Flowers, Phenyl, Paper Bags, Soap Candles, Qadiya Painting, Rakhis	8397
Nagaland	Making Baskets, Dish Wash, Jewellery, Tailoring, House-Keeping, Elderly and Child Care	595
New Delhi	Making Candles, Soap, Vaseline	249
Jharkhand	Cooking, Making Joint Pain Oil and Flowers	616
Tamil Nadu	Cooking, Making Masalas, Phenyl and Soaps, Detergent Powder, Health Drink Malt, Jewellery, Bangles	450
Kerala	House- Keeping, Elderly Care, Cooking, Making Bags, Handicrafts, Tailoring, Herbal and Kitchen Gardening, Marketing, Job Related Skill Training	1209
Karnataka	Cooking Different Food Items, Embroidery Work on Saris, Elderly and Baby Care	176
Bihar	Making Fast Food, Sauces, Chutneys, Pickles, Snacks, Sweets, Tea and Coffee Bangles, Candles, Bags, Purses Making, Madhubani Painting	765
Odisha	Making Pickles, Jams, Squashes, Decoration Items, Artificial Flowers and Garlands, Handicrafts, Phenyl, Floor Cleaners, Cooking Fast Food Items	271
Meghalaya	Child and Elderly Care, House-Keeping, Making Bouquets, Hair Accessories, Kitchen Gardening	165
Rajasthan	Cooking, Making Snacks, Pickles, Bags, Decoration Items, Diyas.	354



My name is Murugamma from Karnataka. Thirty years ago, I migrated from Tamil Nadu with my family. I have two sons, one daughter, and a sick husband. For the past 20 years, I have been working as a domestic worker, and my family depends on my income. Life was very difficult. My earnings were not enough for my children's education, food, rent, utilities, and my husband's medical expenses. I worked in three houses a day but earned very little. I was afraid to ask for a salary increase because I feared losing my job. One day, an NDWM staff member visited our area and introduced us to their work. She conducted weekly awareness programs and trainings on skills, leadership, communication, motivation, and negotiation. I attended many of these sessions, as well as press meetings and rallies on Domestic Workers' Day. These experiences encouraged me to stand up for my rights. Over time, I gained confidence and courage to negotiate with my employers. Some employers even increased my salary and gave me a yearly bonus after seeing my dedication. Today, I happily work as a cook for four families and earn a good income. My family's financial situation has improved. I am now recognized as an area leader, guiding about 50 domestic workers. I am grateful to NDWM.

**Murugamma,
Domestic Worker, Bangalore.**

Domestic Worker Cooperatives



NDWM continues to promote domestic worker cooperatives as a sustainable pathway for economic empowerment, collective entrepreneurship, and financial security. Across several states, domestic workers have been introduced to the concept of cooperatives and trained in cooperative governance, entrepreneurship, financial literacy, and income-generation activities.

In 2025, cooperative initiatives progressed at different stages of development, including registered cooperatives, cooperatives under registration, and states where awareness and preparatory work is ongoing.

Registered and Functioning Cooperatives

Some states have successfully registered domestic worker cooperatives that have begun implementing economic activities and supporting members through collective initiatives.

- **Jharkhand – Gharelu Kaamgar Swalambi Sahkari Samiti Ltd. (781 members)**

The cooperative has been actively involved in self-employment initiatives such as production and sale of pickles, phenyl, joint pain oil, flowers, and running small businesses including cloth shops, beauty parlours, and grocery outlets.

- **Uttar Pradesh – Adarsh Gharelu Kaamgar Sahkari Samiti Ltd., Lucknow (515 members)**

Members are engaged in small business activities such as selling sarees, pickles, and phenyl, along with receiving training in cooperative functioning, marketing skills, and self-employment.



- **Bihar – Patna Mahila Gharelu Kamgar Swavalambi Sahkari Samiti Ltd.**
(594 members)

The cooperative operates several livelihood initiatives including ration shops, meal corners, vegetable and tea stalls, and a low-cost clinic for members. It also supports placement of part-time domestic workers.

- **Maharashtra – Gruhshramika Mahila Audyogik Utpadak Sahkari Sanstha**
(2,839 members)

This cooperative focuses on skill development, legal awareness, safety training, and financial literacy for members while exploring economic opportunities.

Cooperatives in Registration or Preparation Stage

Several states are currently in the process of completing registration or fulfilling formal requirements such as drafting bye-laws and mobilizing member contributions.

- **Kerala:** Online registration process completed with 500 members, currently focusing on awareness and training.
- **Tamil Nadu:** Bye-laws being prepared with 175 members, training provided on cooperative management, financial literacy, and skill development.
- **Odisha:** Bye-laws under drafting with 50 members, orientation on cooperative functioning and income-generation activities.
- **Assam:** Bye-law preparation in progress with 2,811 members, training conducted on cooperative management and collective benefit.
- **Karnataka:** 600 members mobilized; registration pending completion of share contribution collection from members.

Awareness and Early Mobilization Stage

In some states, efforts are focused on building awareness and understanding of cooperatives before formal registration.

- **Delhi:** 60 members trained in cooperative functioning, entrepreneurship, and board governance.
- **Meghalaya:** 20 members undergoing orientation on cooperative formation and management.
- **Madhya Pradesh:** 170 members trained on cooperative benefits and procedures; earlier contributions returned while strengthening understanding of cooperative processes.
- **Nagaland:** Initial training conducted, but workers currently remain hesitant to form cooperatives, highlighting the need for continued trust-building and awareness.

Income Generation Programs

With the rising cost of living and the low minimum wages earned by domestic workers, many struggle to meet their basic needs. This situation is especially challenging for single mothers who are the sole breadwinners of their families. Their income is often insufficient to support their households and provide proper care and education for their children. Therefore, this self-employment initiative had been introduced to create additional income opportunities for domestic workers, particularly single mothers, to help improve their financial stability and overall quality of life. During 2025, NDWM provided 1096 capable workers with seed money and training in basic business skills to start small businesses, in their after - work hours.



State	Type of Activity	Beneficiaries
Maharashtra	Selling Vegetables, Spices, Cashews, Wet and Dry Fish, Selling Papads, Snacks, Flower Garlands, Agarbattis, Ladies' Garments, Tiffin Service	141
Goa	Selling Fish, Vegetables, Fruits, Cold Drinks, Homemade Sweets, Catering, Beauty Parlour	35
Nagaland	Petty Shops, Tea Stall, Vegetable Selling, Basket Making, Second Hand Clothes Business, Piggery Business	18
Kerala	Selling Garments, Flowers, Milk and Eggs, Catering, Making Candles, Detergents, Poultry Farming, Rearing Goats, Petty Shop	28
Delhi	Vegetable Carts, Tea and Snack Stall, Tailoring	30
Karnataka	Vegetables Vendors, Selling Eggs, Fruits, Coconuts, Flowers, Petty Shops, Tea Stall, Cloth Business, Tailoring	59
Jharkhand	Selling Vegetables, Eatables, Clothes, Toys, Brooms, Bangles, Paints, Shoes Sanitary Goods Grocery Shop, Tea Shop, General Store, Hotel, Tailoring Shop, Xerox Shop, Making Detergents, Dairy Farm, Poultry Farm, Pig Farm, Mushroom Farming	207
Tamil Nadu	Canteen, Selling Fruits, Vegetables, Tender Coconuts, Milk, Snacks, Flour, Clothes, Petty Shop, Grocery Shops, Small Hotel, Tailoring	54
Rajasthan	Canteen, Cloth Shop, Selling Ladies Items	10
Odisha	Vegetable Vendors, Grocery Shop, Fast Food Stall Snacks And Tea Stall, Selling Cosmetic Items and Readymade Garments, Tailoring	196
UP	Vegetable Shop, Chaat Shop, Chicken Shop, General Store	42
MP	Selling Vegetables, Fruits, Sarees and Petty Shops	10
Bihar	Selling Eggs, Vegetables, Fruits, Tea, Biscuits, Snacks, Masala, Canteen, Mud Ovens, Toys, Readymade Clothes, Bangles, Phenyl, Joint Pain Oil	232
Meghalaya	Petty Shop, Fast-Food Shop	20
Assam	Vegetables Selling, Chiken Shop and Tea Stall	16



My name is Shubhra Lahari. I am residing at Pune. Ms. Meena Jokare Tai has been working with us as domestic workers for the last 7 years, and we have always had good communication. She often tells me that she is a member of the NDWM organization, that she has an identity card of the organization, and that she has to attend meetings every month. NDWM, I met an animator of NDWM, spoke to her, and saw their work first-hand. Because of NDWM, domestic women workers receive proper guidance and are able to speak up for their rights. This is a very positive and commendable thing.



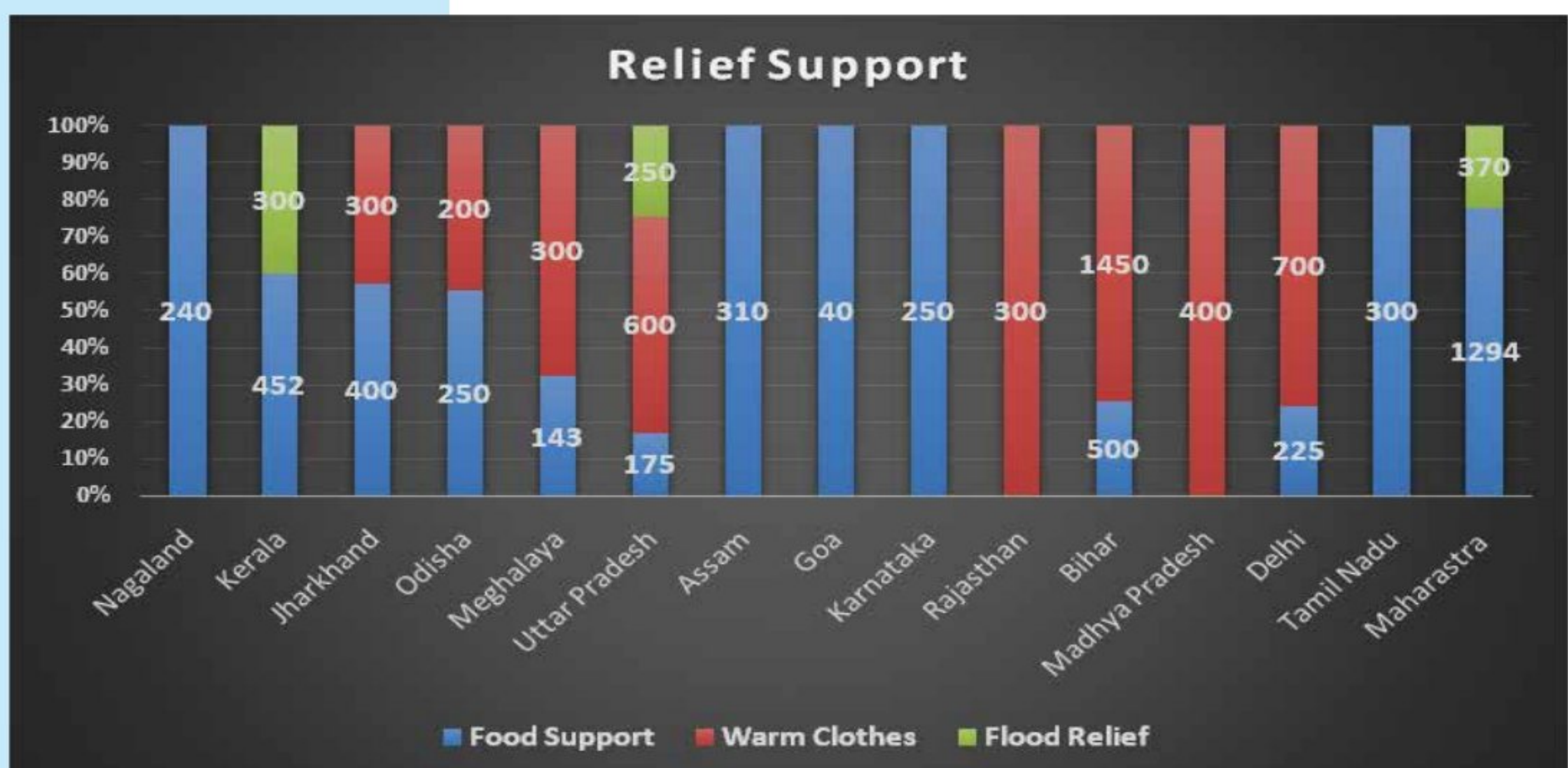
Shubra Lahari,
Employer, Pune

Relief activities in 2025

In 2025, NDWM provided support to elderly, single head workers and unemployed workers who faced financial insecurity and lack of resources to face illness or bad weather. Assistance was provided in the form of food supplies, dry rations, warm clothing, medical aid, legal assistance ensuring basic sustenance, dignity and protection for those in need.

A total of 9,749 beneficiaries across multiple states received aid under the following categories:

- **Food Support and Dry Rations:** 4,579 beneficiaries
- **Warm Clothing for Winter Relief:** 4,250 beneficiaries
- **Food Relief:** 929 beneficiaries



Lobbying and Advocacy

Although domestic workers are raising their voices on various platforms and awareness activities are being carried out simultaneously, lobbying and advocacy with policy makers, government officials, MLAs and MPs and senior authorities remain the most important strategy for bringing policy level changes. Though continuous engagement and evidence based case stories presented during this interaction, efforts are being made to influence the decision makers



IMPACT in 2025

During 2025, NDWM continued lobbying for domestic workers' rights with the Central and State Government authorities and bureaucracy.

Some of the highlights were:

- *118 MPs and MLAs and 79 government officials were met by Advocacy Committee members*
- *13 signature and 17 post card campaigns were conducted to reach out to political leaders, including the Prime Minister.*
- *31,572 posters were displayed through 15 posters campaigns conducted across the country.*
- *To raise widespread public awareness, domestic workers participated in rallies, marches and demonstrations, to press for change.*
- *17 press conferences held with 91 media persons in attendance and coverage in print and electronic media*
- *13,746 domestic workers participated in rallies, marches and demonstrations, to press for change*

Across multiple states in India, extensive advocacy, public mobilisation, and awareness campaigns were conducted to advance the rights and legal protection of domestic workers. Campaign activities included poster campaigns, signature drives, postcard campaigns, street plays, public awareness meetings, press conferences, stakeholder consultations, and policy advocacy meetings with elected representatives and government departments. The campaigns aimed at demanding implementation of



I am Shashi Yadav, MLC of the CPI(ML) party in the Bihar Legislative Assembly. I have had the privilege of closely knowing and engaging with the National Domestic Workers Movement - Bihar for more than a decade. Over these years, our paths have crossed many times in our shared commitment to defend the rights of marginalized communities and the vast section of unorganised workers who continue to face exploitation, invisibility, and injustice. My association with the Movement has allowed me to witness firsthand the depth of their commitment and the integrity of their work. In a society where domestic workers often remain unrecognised and deprived of basic rights, the National Domestic Workers Movement - Bihar has played a transformative role in restoring their dignity, identity, and collective strength. Their tireless efforts to organise workers at the grassroots level have created spaces where workers can speak openly about their struggles, share their experiences, and unite for common causes. What distinguishes this organisation is its unwavering focus on empowering workers rather than speaking on their behalf alone. Beyond their organisational achievements, the Movement has built a culture of dignity, unity, and resilience among domestic workers. They have not only addressed immediate concerns such as wage theft, violence, and false accusations but have also worked tirelessly to create long-term awareness about labour rights, social security, and social recognition for domestic workers. As someone committed to social justice and workers' rights, I feel proud and honoured to be associated with the journey of the National Domestic Workers Movement - Bihar.

Supreme Court directives, minimum wages, social security coverage, and comprehensive legislation for domestic workers.

Street plays conducted mainly in Kerala helped effectively communicate workers' issues and received strong public and official appreciation. Public hearings and stakeholder meetings, including one in Karnataka, brought together labour officials, union leaders, and domestic workers to discuss legislation and welfare measures. Rallies were organised in several states, to highlight key demands.



Securing Social Security Benefits



IMPACT in 2025

NDWM's efforts in educating domestic workers about relevant welfare schemes and assistance in applying for them, enabled them to secure social security benefits.

- During 2025, 11,031 domestic workers received social security and social welfare benefits, under various schemes.
- Domestic workers constitute one of the most vulnerable informal work force, often lacking written contracts, income security, health protection, and access to institutional welfare systems.
- To address this exclusion, NDWM implemented a coordinated social security facilitation initiative aimed at linking domestic workers with existing government welfare systems through awareness sessions, documentation support and continuous follow-up with relevant departments. Workers were supported to enroll in major public schemes, alongside bank account opening, identity correction, and women-focused assistance schemes.
- Active Social welfare board engagement was reported mainly from Kerala, Jharkhand, Odisha, Bihar, Maharashtra and Tamil Nadu, while several other states currently do not operate functional welfare boards specifically covering domestic workers.

Benefits received through Welfare schemes:

Type of Schemes	Number of Beneficiaries
Old Age Pension, NPS, Madhu Babu, Atal Pension, Sambal Yojana	309
Death, Family Benefit, Marriage Benefit, Widow Pension	536
Ayushman, RSBY, Jan Arogya, PM Bima Yojana	1300
Cycle Benefit and Student Scholarship	671
Maternity Benefit, Janani Suraksha Yojana, Arunoday	208
Ujjwal Gas, Khadya Suraksha, Food Security, Garib Kalyan	165
Housing support / Utensils	478
E Shram, Labour Card	1475
Ladli Behen yojana, Laxmi Yojana, Sukanya Samriddh	4767
Free Medical Camps	697



NDWM has been carrying out highly commendable and impactful work across various districts of Rajasthan, including Udaipur, Kota, and Chittorgarh. The organization has remained steadfast in its commitment to safeguarding the rights, dignity, and socio-economic development of women domestic workers. Through sustained advocacy, the organization has continuously raised demands before the government to ensure minimum wages, social security coverage, and legal protections for women engaged in domestic work. These efforts reflect a strong dedication to inclusive labour, justice and social equity. The organization also regularly conducts welfare-oriented programs for women domestic workers and children, providing free legal assistance, ration distribution, and essential materials in accordance with organizational norms.

On this occasion, I extend my sincere congratulations and best wishes to NDWM. I am confident that the organization will continue to expand its efforts by organizing capacity-building workshops and awareness programs, enabling women domestic workers across Rajasthan to become more empowered, articulate their concerns confidently, and effectively represent their interests before government authorities.

Saurabh Gupta,
National General Secretary,
Social Security Federation of India,
New Delhi



I am Kiran, 36 years old, from Delhi. For the past seven years, I have worked as a domestic worker in three different households to support my family. My husband is a driver, and together we do everything we can to give our children a secure and hopeful future. Since 2018, I have been an active member of NDWM.

A few years ago, my life took a painful turn when I was diagnosed with kidney stones. The constant pain made even simple daily tasks difficult, and going to work became a struggle. Along with the physical pain, I carried the fear of losing my income and not being able to provide for my children, as we did not have the money needed for the operation. During this critical time, NDWM came forward to support me. They stood by me when I felt alone and ensured that I received the medical care I urgently needed. With their help, the surgery was successful, and my health gradually improved. Today, I am happily going to work again without pain or fear. I carry deep gratitude in my heart for the kindness, care, and solidarity shown to me by NDWM. Their support not only healed my body but also restored my hope for the future.



Kiran,
Domestic worker,
Delhi

Status of Registration with Social Welfare Boards

State	Number of Registrations	Number of Beneficiaries
Kerala	468	52
Jharkhand	1813	1596
Odisha	1800	1300
Tamil Nadu	1360	573
Maharashtra	7145	0

Promoting Safe Migration for Migrant Workers

Migration from rural areas to cities is a growing phenomenon, due to poverty and lack of employment opportunities. However, migrant domestic workers are vulnerable to exploitation linked to trafficking by unscrupulous agents, absence of protection mechanisms, social and cultural isolation due to language and cultural differences, lack of clear terms and conditions of their employment and absence of labour law coverage and enforcement.



NDWM seeks to safeguard vulnerable migrant domestic workers from trafficking and exploitation by raising awareness about safe migration and trafficking, through various campaigns and awareness programs. Skill development and training are also provided to enable them to secure decent employment, income support and resources for self-employment. Ensuring access to legal aid, crisis intervention, health care for victims of trafficking and exploitation and facilitating community engagement and collective actions to enhance the rights and dignity of migrant domestic workers are other initiatives undertaken by NDWM.



IMPACT in 2025

Awareness programs were organized on labour rights and social protection to enable the migrant domestic workers to avail Government benefits and social protection. These programs were attended by 4953 migrant domestic workers.

- *Skill trainings on cooking, making bags, phenyl, dish wash powder, artificial flowers, cutting and tailoring were given to 1529 migrant domestic workers and financial support provided to 69 migrant domestic workers to start self-employment activities like food stalls, selling vegetables, eggs, flowers, making candles detergents, grocery shops to earn additional income for financial stability.*
- *24 migrant workers were provided legal aid, 213 with food support, 18 workers with medical assistance, 15 migrant workers were counselled, and 3 migrant domestic workers who were not having proper accommodation and food were rehabilitated.*
- *In collaboration with NGOs, stakeholders and migrant cells were contacted for lobbying and advocacy for rehabilitation of victims of trafficking, creating job opportunities and other collective actions to improve working conditions of migrant domestic workers.*



I have known the National Domestic Workers Movement for more than 30 years. The organization has been consistently working for the welfare of domestic workers. It takes sincere efforts to enroll domestic workers in the Welfare Board and actively promotes decent wages and dignified living and working conditions for them.

The trainings that domestic workers undergo through the Movement builds their capacity, awareness, and leadership skills. Collective bargaining has given them confidence to speak up for their rights and responsibilities. Two domestic workers are working in my family, and both are very active in the movement's activities. Because of their involvement, they are aware of their rights and are receiving all the benefits meant for domestic workers. I have personally witnessed positive changes in their confidence, responsibility, and overall well-being.

Grace, Employer.

Networking



The National Domestic Workers Movement (NDWM) plays a leading role in the National Platform for Domestic Workers (NPDW), in which 39 Unions and members based organizations are members. Every year the Platform organises joint actions and campaigns to demand the Government to pass legislation for the Domestic workers, to ratify ILO Convention

On 3rd August 2025, NPDWM convened a meeting with platform convenors and key stakeholders to strengthen advocacy efforts for domestic workers' rights. The meeting focused on finalising a Public Interest Litigation (PIL) to be submitted to the Supreme Court seeking the implementation of the Court's directive to frame legislation for domestic workers. It also initiated preparations for a Tripartite Discussion on domestic workers' rights to be held in New Delhi in November.

As part of these advocacy efforts, NPDWM representatives met several Members of Parliament from Rajasthan, Bihar, Goa, Tamil Nadu, and Kerala, as well as the Joint Secretary of the Ministry of Labour and Employment. The purpose of these meetings was to seek their support in implementing the Supreme Court's directive and advancing a national law for domestic workers. The meetings yielded encouraging results, with four Members of Parliament writing to the Labour Minister urging compliance with the Court's order and calling for the enactment of legislation.

A significant initiative during the year was the National Tripartite Discussion on the Rights of Domestic Workers, organised by the National Platform for Domestic Workers on 13 November 2025 at the India International Centre,

New Delhi. The discussion was held in the context of the continuing absence of comprehensive national legislation for domestic workers, despite India's support for ILO Convention 189 in 2011. The objective was to create a structured dialogue among domestic workers and their organisations, government representatives, employers' associations, legal experts, academics, and civil society organisations, and to develop recommendations for legal and policy reform.



The discussion brought together more than 250 participants from across the country, including domestic workers from trade unions, representatives of national and state organisations, government officials, employer representatives, legal professionals, and civil society organisations. The event highlighted the critical contribution of domestic workers, most of whom are women and migrants, whose labour enables the functioning of the wider economy. Despite this essential role, domestic workers remain largely unrecognised and excluded from labour protections.

Domestic workers shared powerful testimonies of their lived experiences, including wage theft, long working hours, violence, police harassment, and lack of access to justice or social security even after decades of work. Policy makers, legal experts, and academics participating in the discussion acknowledged the urgent need for legislation and noted that domestic workers have been demanding legal protection for several decades. While initiatives such as the e-Shram registration provide some recognition, participants stressed that workers are demanding enforceable labour rights rather than limited welfare schemes.

Representatives from employers' associations and other stakeholders also participated in the dialogue and acknowledged that domestic workers are excluded from the present labour codes. The discussion highlighted the need for a separate and comprehensive law that recognises the unique nature of domestic work while ensuring dignity, fair wages, reasonable working conditions, and social security for workers.

The meeting concluded with a strong call for concrete action. Key recommendations included the enactment of comprehensive central legislation aligned with ILO Convention 189, mandatory written employment agreements for domestic workers, regulation of placement agencies, and the strengthening of Domestic Workers' Welfare Boards across states. Participants also emphasised the need to ensure social security measures such as health coverage, old-age pensions, and effective grievance redressal mechanisms.

Salient highlights of NDWM's networking relationships are as follows:

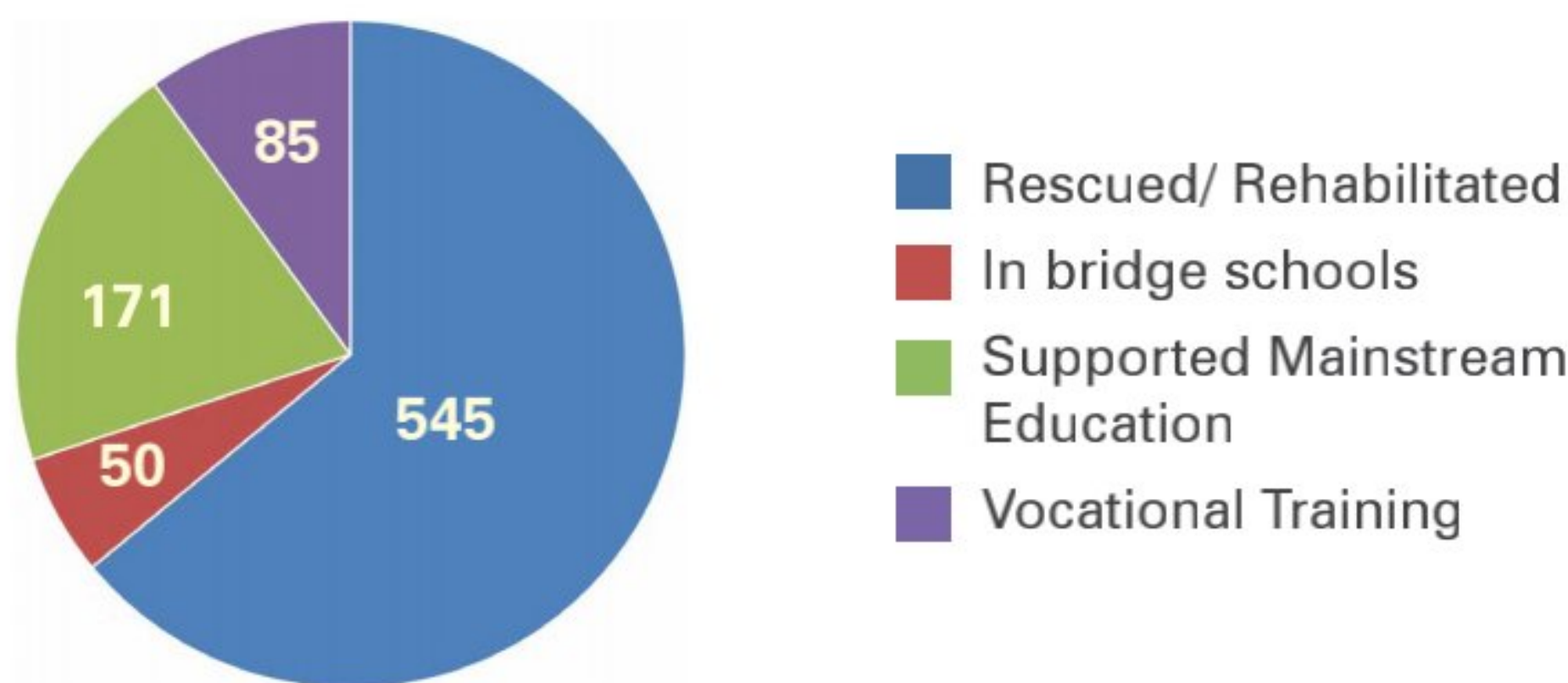
State	Network Partners and Issues
Uttar Pradesh	SEWA, CFTUI, TUCC, Mahila Sashaktikaran Seva Samiti, Vigyan Foundation, Domestic Workers' Day events, Stakeholder consultations, Advocacy for draft bill and minimum wages
Rajasthan	Arpan Sansthan, Janvadi Mahila Sangathan, Aravali Union, Rajasthan Mahila Sangathan, Seva Sansthan, Sakhi Center, Campaigns for social security, minimum wages and labour rights
Goa	Caritas (Bandhu Pravasi), Migrant Action Group, Don Bosco Goa, Goa Muslim Women's Association, Bailancho Saad, E-Shram and ABHA enrolment, health camps, addressing domestic and sexual violence
Jharkhand	SEWA; Mahila Housing Trust, Adarsh Sewa Sansthan, Domestic worker issues and action plans, IPTA, Nishchay, Sanskriti, CINI- Education for children of domestic workers, S.P. Foundation, Sanskriti, Health and treatment support
Meghalaya	NLRM NGO - Leadership training; Indian Red Cross Society - Climate awareness; District Legal Services Authority - Legal aid and documentation; Seng Samla; Garo Students' Union - Community networking
Maharashtra	Rationing Kruti Samiti; Ration cards and food security; Vasai Municipal Corporation; Self-employment initiatives; Hind Mazdoor Sabha; State Platform for Domestic Workers; Advocacy and lobbying; Ghar Hakka Samiti; Housing rights
Nagaland	Childline - Rescue and restoration of children in domestic work; District Legal Aid Cell - Legal awareness on workers' rights; Trade unions - Joint campaigns; SAKHI - Support for women in distress; Vocational training centres - Skills training; Community Service Centre - E-Shram enrolment
Bihar	CNLU; Centre for Social Justice; Navjyoti groups; Gandhi Sangrahalay; Right to Food Campaign; Gender Resource Centre; UNFPA; ActionAid; INTUC; Labour Department - Social security schemes, workers' rights advocacy, caste census awareness and social benefits
Delhi	National Platform for Domestic Workers - Campaigns for domestic worker rights; ILO; Martha Farrell Foundation - Training programmes and discussions on worker issues
Tamil Nadu	Unorganized Workers' Federation - Welfare board registration and social security schemes; Tholaimai; Children's Network - Women and child rights protection
Odisha	National Platform for Domestic Workers; AICTU; HMS; SEWA - Joint advocacy and lobbying; Kalinga Foundation; Central Board for Workers' Education; RMS; Government scheme awareness; Gharai Karmachari Sanghathan; Bhubaneswar Domestic Workers' Union; Poster campaigns
Assam	High Court advocates; Legal advice for workplace disputes; SEVA ; Platform building for domestic worker rights

Kerala	Prathyasha ; Training programmes; Quilon Migrant Commission; Safe migration initiatives; SAFF; Housing project; Kulirma - Greenhouse livelihood project
Madhya Pradesh	Indore Police Commissionerate; Training on addiction prevention and safe mobile use (Safe Life, Safe Click)
Karnataka	State Platform for Domestic Workers; Domestic Worker Unions, Meetings and advocacy for domestic worker rights and collective action



Safeguarding Rights of Children

IMPACT in 2025



NDWM is committed to protecting children from the evil of child labour, especially in the area of domestic work and restoring their childhood and rehabilitating them through proper education. In this task, it works in cooperation with police and Government child welfare agencies to identify and rescue children and provide shelter and counselling services, before handing them to their families. Older children are



We, Mrs. Judis Ryntathieng from One Stop Centre and Mrs. Diamond Syiemlieh from the Women Help Line, present this testimony regarding the work of the National Domestic Workers Movement (NDWM).

Through our collaboration, we have observed NDWM's strong commitment to promoting the rights, justice, and empowerment of domestic workers. The Movement has consistently worked to address their concerns and safeguard the dignity of women in domestic work. We affirm that NDWM has played an important role in supporting many women, especially during times of crisis. Their timely interventions and continuous support have helped address issues related to livelihood, maintenance, and overall welfare. Based on our professional experience and association, we acknowledge and appreciate the valuable services rendered by NDWM in upholding the rights and well-being of domestic workers.



I have been actively involved in the Child Rights Movement in Guwahati for 2 years. During this journey, I have attended many awareness and training programs on children facing challenges such as child labour, school dropouts, abuse, and lack of protection. These realities motivated me to help the communities, parents, and schools to safeguard children's rights.

Through awareness programs, campaigns, and community meetings, we helped parents and children understand the importance of education, safety, and child protection laws. Networking with NGOs like Child Friendly Guwahati, we participated in their programs and their organization coordinator conducted training for us. So together, we were able to identify vulnerable children, support their rehabilitation, and ensure access to education and welfare services. One of the most meaningful outcomes of this movement has been the growing awareness within communities. Children themselves have gained confidence to speak and express their concerns. As a leader, I strongly believe that collective action and networking are key to building a safe, just, and child-friendly society. This movement has helped me to continue my journey in this movement."

Karishma Das,
CRM Leader, Guwahati.

provided vocational training so that they can equip themselves with employable skills after completing their education.



Children Parliament Programs



IMPACT in 2025

The participation of the CP children in the programmes have improved and there are some visible changes seen such as care taking of their houses and keeping the surroundings neat and clean. Leaders are involved in decision making and are actively participating in the local level trainings

- *During the year, 265 CP groups with membership of 7907 children across 10 states actively participated in training programs, campaigns against child labour as well as projects undertaken by Children's Parliaments for neighbourhood improvement.*
- *During the Children's Parliament training in Jharkhand, children were informed about the roles*

of various ministers and encouraged to identify issues in their local areas such as cleanliness, education, health, and safety

- *120 children and parents in Maharashtra benefitted from a free ENT medical checkup camp, which also provided medicines and spectacles.*
- *In Assam, an orientation program on Child Protection Policy was organised, making children aware of safe and unsafe behaviours and institutional responsibility toward child safety.*
- *In Bihar, 55 children staged a Nukkad Natak (Street play) and organised a Human Chain on the occasion of Anti Child Labour Day.*
- *In Nagaland, a program was organised on International Day against Drug abuse, with the aim of creating awareness about the harmful effects of drug abuses and to promote healthy drug free life style among children.*
- *An interactive session on Entrepreneurship in Meghalaya, empowered children with basic entrepreneurial knowledge and life skills.*

CRM Groups in 2025

CRM groups in all states organized programs on Child rights, Children's Parliaments, Career guidance, POCSO, Stress management, Cyber security, Health and hygiene, in which 1537 children participated. Skills training was also conducted for 188 participants in making artificial flowers and decorative articles.,



I am Gunja kumari aged 20 years. I reside in Chittupur, Varanasi, Uttar Pradesh. I joined the CRM Movement in the year 2018. When I joined the CRM group I knew nothing very especially about the rights of children. In the group I got many chances and opportunities to express myself. I became the group leader. Beginning I was very much reluctant and submissive to express in the group and public, but trainings on leadership and communication helped me to cultivate courage within me. I have gained self confidence and feel empowered and ready to share my opinion in the group.

In 2023 the CRM group was changed into Children's Parliament. In the group I was elected as the Prime Minister of Bal sansad KIRAN BEDI. Again this helped me to boost my self confidence. We have tuitions in my village; I started excelling in my studies. At present I am doing my BSc. With my leadership around 5 school dropout children were motivated to come to the tuition. I and my group members are very much thankful and grateful to NDWM family for encouraging us to be the part of CRM and Baal sansad group.



Gunja Kumari
Baal sansad, Prime minister.
Chittupur, Varanasi, U.P.

State	Number of CRM Groups	Number of Children
Assam	37	713
Meghalaya	15	200
Madhya Pradesh	24	700
Uttar Pradesh	21	469
Ranchi	18	195
Rajasthan	16	330
Maharashtra	22	870
Bihar	27	555

Crisis Interventions

Domestic workers undergoing abuses were supported by leaders and fellow members to resolve the situations with employers or even their own families. A few instances across states are recounted below:

Sr. No.	Place	Type of Problem	Situation in brief	How it was resolved
1.	Nagaland	Domestic violence	GD, a mother of 3, works as a domestic helper. Her husband drinks with his friends instead of taking care of the children. After drinking, he comes home and abuses his wife both verbally and physically.	As G shared her story, the staff intervened and counselled the husband. Then he shared his feelings and asked forgiveness from his wife. Now they live happily after he compromised to change his habit.
2.	Meghalaya	Unfair treatment by employer	RL, a domestic worker, reported ill-treatment by her employer after nearly three years of service. She was often asked to stay late but sent home at night without concern for her safety. When she requested a salary increment, the employer responded rudely and began assigning heavier work, such as washing blankets without extra pay. Despite RL's repeated demand for fair wages, the employer continued verbal abuse and exploitation	The leaders decided to intervene in her case. The rights of domestic workers and rights of employers were discussed. The employer admitted her fault and apologised. R was paid 15 days salary with extra wages for washing the blankets.

3.	Tamil Nadu	Non-payment of wages	S was working as a domestic worker in four households. In one household, the employer failed to pay her wages and continued to give her excessive work. Due to non-payment, she stopped working in that house. The employer would give only verbal assurances without payment.	The leaders called the employer for a discussion and clearly explained NDWM's role in protecting domestic workers' rights. The employer who had withheld wages apologised and paid the pending amount.
4.	Uttar Pradesh	False accusation of theft	One day, in the house of an employer, where SD a domestic worker was working, a robbery had taken place. The employer blamed her and stopped her wages for one month.	The leaders spoke to the employer. After queries, the worker was found innocent. The employer paid one month's wages to the domestic worker.
5.	Assam	Unfair dismissal	A domestic worker was terminated without notice after demanding fair wages	Negotiation with the employer led to compensation and referral to an alternative employer.

Success stories

For many domestic workers, association with NDWM and its operations has been a life changing experience. A few of success stories are given below:

Shobha, 62, lives alone in a small house in Porvorim, Goa. Widowed for many years, she raised her two daughters through 36 years of hard work as a domestic worker. As she grew older, health challenges made heavy household work difficult, and her income became irregular.

At this critical time, the National Domestic Workers Movement (NDWM) supported Shobha to start a small self-employment activity suited to her age. She now makes and sells diyas, earning about Rs. 500 – Rs.1,000 a day. This has brought stability to her life and allows her to work with dignity without straining her health.



Through NDWM's support, Shobha is also enrolled under the ABHA Card and Ayushman Bharat scheme and has opened her own savings bank account, ensuring better health security and financial inclusion. Today, she manages her expenses confidently and lives with renewed self-respect, showing how timely support can help elderly domestic workers regain independence and dignity.

My name is Rinky Das, resident of D. Colony, and a mother of two. I spent my days doing household chores and working in other people's homes without any knowledge of my rights. However, a friend introduced me to NDWM. Through their awareness programs, I slowly began to learn about domestic worker's rights, minimum wage and legal protection. Now I know how to talk to employers about my rights regarding holidays and time management. I can confidently say that I am who I am today is because of NDWM. I know my rights and how to fight back when they are being ignored. I am now happily living with my children and am able to manage my daily life effectively.

Rinky Das, Domestic Worker, Nagaland

National Programs



Children's Parliament Training Program Report

A three-days training program for the Children's Parliament project took place from January 21 to 23, 2025, at Sarvodaya, with the theme, 'Children are the seeds of change we plant today, to harvest a better tomorrow'. This training brought together 30 enthusiastic participants, including 11 state coordinators and staff members eager to learn and engage with the Children's Parliament project. The resource person, Mr. Gynasekar Dhanapal was the Global Director of the Children's Parliament Network.

Mr. Dhanapal provided an in-depth explanation of Children's Parliament, its history, vision, and mission. He elaborated on the concept of sociocracy, a governance model that ensures everyone's voice is heard in decision-making processes to promote democratic participation and inclusivity. A documentary titled "Power to the Children", was screened depicting success stories from the Children's Parliament Network. Specific roles and responsibilities of the various ministries were explained through games. The Game of Governance was introduced to explain the four pillars of democracy.

Core principles of the Children's Parliament were explored, including neighborhoodization and multi-tier federation, by breaking them down into smaller, digestible parts like smallification, numerical uniformity, subsidiarity, convergence, recallability, and sociocratic elections. Procedure for conducting meetings was also discussed. Finally, the concept of Dreamworld Neighborocracy, a vision of a harmonious community where children have an active voice was shared. The importance of incorporating

fun and entertainment into meetings and making general knowledge sessions a mandatory component for empowering the children within the Children's Parliament was emphasised.

Fr. Felix the President of National Domestic Workers Welfare Trust spoke to the participants about the importance of the Children's Parliament project and how empowering children can change the world. The session wrapped up with a discussion on how to leverage various social media platforms such as Facebook, Instagram, Twitter, LinkedIn, YouTube, and Medium to promote and empower Children's Parliament groups. Finally, a SWOT analysis was conducted with each state's team. The resource person guided participants through this reflective process, helping them assess the internal and external factors that could influence their Children's Parliament initiatives.

National Level Coordinators and Staff Training

National level training programs for coordinators and the staff were organised in Delhi from April 1 to 3 and in Chennai from April 13 to 15, bringing together all coordinators and staff members from 15 States. The programs aimed to strengthen the coordinators and staff members' capacities in promoting economic empowerment of domestic workers (DWs), building sustainable organizational models, enhancing documentation practices, and ensuring financial accountability. The sessions were facilitated by Fr. Chetan Chandran, Director of Jan Vikas Samithi.



1. Economic empowerment through cooperatives

The first session highlighted the transformative strategies for empowering DWs economically. NDWM's contributions in transitioning DWs from informal to formal structures were noted. Key strategies discussed included:

- **Entrepreneurial Opportunities:** DWs could form service enterprises such as housekeeping, catering, day care centers, and laundry services. Formalizing such initiatives would enable workers to access social security benefits like ESI and PF.



My name is Hussain Ali, VDP Secretary, Tila Basti. My connection with NDWM began long ago. As a child, I remember hearing stories about their work, but never imagined that one day I would be an integral part of the mission. What started as a childhood curiosity eventually turned into a life-changing partnership. I began my journey by supporting the organization's grassroots efforts, helping to mobilize the community and offering my assistance whenever it was needed. By attending awareness sessions, I began to see the world and my own potential differently. These experiences were the building blocks of my personal growth. NDWM also provided platform that I needed to develop my skills and more importantly, my confidence. I transitioned from a supporter behind the scenes to a leader who can stand on his own two feet and advocate for the rights of our people. Today I am proud to serve as the VDP Secretary of Tila Basti. I owe these milestones to the mentorship and empowerment I received from NDWM.



- **Cooperative Models:** Fr. Chetan emphasized that cooperatives are a sustainable way for DWs to build collective strength. Different cooperative types (credit, producer, consumer, multipurpose, housing, marketing, service, and worker cooperatives) were explained.

Service cooperatives were identified as most relevant for DWs, enabling them to pool resources, share ownership, and distribute profits collectively.

- **Challenges and Support Needs:** Forming a cooperative requires legal registration, navigating bureaucracy, and sustained training of members. Marketing of services and building trust with clients were recognized as critical hurdles.

The discussion stressed that a cooperative is member-owned, with shares and savings forming the financial backbone. Members can access loans at easier terms than commercial banks. For sustainability, cooperatives should also adopt MIS software for data management, transparency, and accountability.



2. Strengthening documentation and reporting practices

The second set of sessions focused on efficient and transparent documentation. Staff were trained to use AI tools and digital forms for daily and monthly reporting.

- **AI Tools and Google Forms:** Participants practiced filling out structured reports, uploading photos/ documents, and using geo- tagging features to ensure authenticity and transparency in field reports. Structured, timely, and complete reporting was highlighted as essential for organizational credibility. This training equipped staff with skills to produce reliable digital documentation that enhances accountability and aids organizational decision-making.

3. Case Studies, Success Stories & Testimonies

Another important component of the program was learning to document human stories that reflect the struggles and achievements of DWs and their families.

- **Case Studies vs. Success Stories:**
 - Case Studies focus on challenges, struggles, and interventions.
 - Success Stories highlight positive outcomes, achievements, and personal transformation.

- **Testimonials:** Collecting real-life experiences from DWs, their children, and supportive employers/ community members was emphasized. Testimonials, whether written, audio, or video, can build donor trust, strengthen public awareness, and inspire community solidarity.

The final session strengthened financial management skills for cooperatives and community organizations. It covered tracking income and expenses, ensuring transparency through quotations and bills, complying with statutory requirements .

National Convention

To commemorate the fortieth anniversary of NDWM, a convention was held at Sarvodaya, Mumbai on November 6 and 7, 2025. The 89 participants included domestic workers from 14 states along with their animators, State Coordinators, Fr. Felix D’Souza, President, NDWM and Sr. Christin Mary, National Coordinator.



Ms. Sadhana More, a domestic worker from Maharashtra, ably compered the felicitation session. In her opening address, Sr. Christy shared her joy and gratitude at reaching the milestone of 40 years. NDWM, which had begun as a small seed of hope, had now become a tree of life, solidarity, recognition, dignity and justice for thousands of domestic workers. She expressed her gratitude to Sr. Jeanne for being the guiding force behind NDWM. She welcomed long serving stalwarts of NDWM including Ms. Vergil D’Samy, Sr. Escaline for her commitment and passion for people, and Fr. Felix D’Souza for being a pillar of NDWM through moments of joy and struggle. Also welcomed were Ms. Pushpa, General Secretary of NDWF and Ms. Nisha from Jaan Foundation, along with all the coordinators, staff and domestic workers who are the heart and soul of NDWM.



Ms. Pushpa recalled the struggle, tears and hope of NDWM's historic journey from a time when domestic workers' voices were subdued to pursuing their dream for dignity and equality. She lauded Sr. Jeanne, founder of NDWM, for leading the movement despite challenges and opposition. In her personal message relayed from Belgium, Sr. Jeanne shared her happiness at the jubilee and congratulated everyone for their commitment to NDWM. Looking back over 40 years, she recalled the joy of working together, facing challenges creatively and always following the right path towards justice and equality for domestic workers.

Ms. Vergil D'Samy, Sr. Escaline and Nisha from Swapnalaya Shelter Home shared their emotional journeys with NDWM and encouraged workers to continue striving for justice and dignity. Fr. Felix D'Souza thanked all the workers for turning the dream of NDWM into a reality, reminding them that the vision and goal of the movement should continue to guide its future.

During the seminar, workers were divided into groups to evaluate the impact of key activities of NDWM on their lives. These included promoting dignity, capacity building, social security and decent work, child rights and Children's Parliaments, migration, cooperatives, advocacy and networking.

Participants shared that dignity of domestic workers was promoted through leadership development, skill training, rights awareness, advocacy and dialogue with government authorities. Many employers have changed their attitudes and begun to treat domestic workers with greater respect. However, challenges remain such as lack of legal protection, caste discrimination and limited media attention to domestic worker issues. Participants stressed the need to expand membership, strengthen lobbying with government and build better relations with employers.

Capacity building programmes on leadership, communication, legal awareness, advocacy and skill training have empowered workers. Suggestions were made for additional training on mobile usage, electrical appliances, computer skills and banking procedures. Exposure visits, learning about cooperatives and accessing government schemes were also recommended.

Discussions on social security and decent work highlighted experiences from the Tamil Nadu Domestic Workers Welfare Board and the need for easier access to benefits, especially for migrant workers. On child rights, participants shared how awareness programmes and training had helped children develop leadership and communication skills, leading to greater respect for child rights within families and communities.



The migration group discussed the causes and risks of migration such as trafficking, language barriers and abuse by employers or agents. The participants emphasised the importance of pre-departure training, safe working conditions, collaboration with local authorities, and inter-state networking to support migrant domestic workers.

The group on cooperatives noted that training and skill development programmes had helped workers understand the benefits of collective economic initiatives. However, reluctance to save regularly and delays in government registration remain challenges. Workers stressed the need to motivate members to build confidence in savings and cooperative models.

The advocacy group highlighted several achievements including recognition of domestic workers as workers, inclusion under minimum wage schedules in several states, establishment of welfare boards, adoption of ILO Convention 189, inclusion under the Sexual Harassment Act, prohibition of child domestic labour and private bills introduced in Parliament. Workers also shared that they had gained confidence to negotiate with employers and government authorities for better wages and working conditions.

On the second day, NDWF held its 4th Congress and General Body meeting under the theme "United We Win." The report highlighted relief activities during the Covid period, livelihood and self-employment programmes, support for elderly domestic workers and continued advocacy with the government. Elections were held among representatives from 14 states. Surekha Jadhav was elected President, Nidhi Rutkumar - Vice-President, Usha - Secretary and Sarita Tirkey - Treasurer, along with other members of the Executive Committee.

During the seminar, states presented cultural programmes including songs, dances, skits, poems and videos depicting the struggles, hopes and aspirations of domestic workers. Pioneers from each state who had supported the organisation over the years were felicitated with plaques marking the 40-year journey of NDWM.

In her closing address, Sr. Escaline encouraged the workers to remain committed to the goals of the movement. She reminded them that unity and solidarity would continue to strengthen the struggle for dignity, justice and a better future for domestic workers and their families

Special Day Events

International Domestic Workers' Day

In **Uttar Pradesh** this day was celebrated with an awareness rally in a slum in Varanasi and a program at the district labour commissioner's office in Lucknow. The chief resource person stressed the importance of recognizing domestic workers rights and the need for government level protection, fair wages, minimum wages and social security. 223 domestic workers, children and supporters participated in a rally at Varanasi, voicing slogans and displaying placards. A poster campaign was organized in Lucknow and Varanasi to raise awareness about the implementation of Supreme Court orders related to the rights and protection of domestic workers. Posters were strategically displayed in public places, labour chowks, residential colonies, markets, and near railway stations, for maximum visibility.



IDW Day was observed in **Jharkhand** through public meetings and rallies with the participation of 960 workers in Ranchi, Saraikela, Khunti and Bokaro District. Memoranda were submitted to local MLA MP and the governor of Jharkhand. The main objective of the rally was to show respect for the Supreme Court's order. Participants raised slogans and held placards emphasizing dignity, rights, and fair treatment for domestic workers. Speakers at the rally highlighted the critical contributions of domestic workers to society and urged policymakers to act swiftly in formalizing their rights through legal frameworks.

Odisha hosted a 2-day celebration comprising of State level domestic workers' day and later International Domestic Workers' Day. 120 workers took part in the state level event, while the IDW day event drew a gathering of 250 workers. The speakers of the day appreciated the unity and power of the women and stressed that change could only come about through their solidarity and unity. A few domestic worker leaders were felicitated for their commitment, while children of domestic workers were honoured for excellent performance in their exams. A poster campaign highlighted two key issues- enactment of Comprehensive Legislations for Domestic workers and Implementation of the supreme court order to the Central Government to enact National Legislation for Domestic workers.

In **Karnataka**, 250 workers participated in the celebrations. The guest speakers spoke about the rights of domestic workers as per ILO 189. They also emphasized the Supreme Court Order to bring a comprehensive legislation for the domestic workers. Several domestic workers shared their work experiences.

The celebrations in **Bihar** witnessed the participation of around 800 domestic workers, who came together in a powerful show of solidarity and collective strength. The chief guest and other speakers stood firmly in support of the rights of domestic workers. The gathering echoed a united demand for a comprehensive and separate legislation to protect domestic workers rights in India. Participants also called for the ratification of ILO Convention 189.

IDW Day was celebrated in **Guwahati** with domestic workers distributing 2000 pamphlets and sticking posters in different parts of the city, to raise awareness on the rights of the domestic workers and the need for comprehensive legislation. A press conference was also conducted, in which 2 domestic workers, a staff member and state coordinator along with 2 news channels and 4 newspaper media persons participated. The press conference was uploaded on Face book and YouTube.

Maharashtra started the IDW Day celebrations with a poster and post card campaign, jointly organised with NPDW in 9 districts of Maharashtra. The posters conveyed the message about the Supreme Court judgement to form an expert committee for domestic workers legislation. Around 3500 posters were posted in areas like railway stations, public places and, labour offices. Post cards were sent to the PM's office and the Central Labour Ministry. Memoranda were submitted to 4 MPs to support the Supreme Court judgement.

At a Press Conference in Thane, three staff and 10 domestic worker leaders presented the domestic worker issues regarding registration, in the presence of 22 reporters. A demonstration cum meeting held at the labour office with the participation of 700 workers ended with a memorandum being submitted to the Asst. Labour Commissioner. Human chains were held at Thane, Kalyan, Palghar and Pune with a large participation of domestic workers and media coverage. Public meetings were also held at Nagpur and Kolhapur with submission of memoranda.



In **Meghalaya**, IDW Day celebrations were attended by 307 domestic workers. Against the backdrop of violence against 2 domestic workers, the need for justice, protection and knowledge of safe migration were highlighted by the guest speakers. Domestic workers were encouraged to contact women's helpline 181 in case they encountered domestic or workplace violence. Among the demands to MPs were enactment of a comprehensive central Legislation for domestic workers, fair wages, social security and legal rights and immediate implementation of the Supreme Court's judgement of January 29, 2025.

Over 200 domestic workers gathered in **Madgaon**, South Goa, to commemorate IDW Day. The event provided a common platform in the light of the recent Supreme Court judgment urging the formation of an expert committee to draft legislation for domestic workers. The speaker of the day called for government intervention, increased awareness of legal rights, and inclusion of domestic workers in labor welfare boards. The event received media attention. A poster campaign was also organised.

In **Delhi**, IDW Day was observed to recognize the contribution and rights of domestic workers. Several speakers elaborated on their rights, importance of social security benefits, and the need for stronger legal protection. The session helped participants better understand their entitlements and encouraged them to collectively work towards securing their rights. Around 170 participants attended the program.

IDW Day was celebrated in **Nagaland** on June 16, with the theme “From the Shadow to spotlight: Valuing domestic workers contribution”. The event brought together over 300 domestic workers and their supporters. The celebration emphasized the need for domestic workers to be recognized under labour laws and provided access to healthcare, education and social protection.

In **Rajasthan**, IDW Day was observed at Udaipur, Chittorgarh and Kota by over 360 domestic workers. The event was a culmination of weeks of preparation, including the submission of memorandums, press conferences, poster campaigns, post cards and collaborative efforts with civil society groups and networks. Speakers of the day called for stronger protections for domestic workers with policies grounded in humanity, dignity, and justice.

In **Tamil Nadu**, celebrations were held at Madurai and Chennai bringing together domestic workers, community leaders, and social activists. It was pointed out that Tamil Nadu remains the only state with a dedicated Domestic Workers Welfare Board, disbursing nearly Rs.1 crore monthly in benefits since 2007 with the added assurance that the District Legal Services Authority would extend all possible legal support to domestic workers in resolving their grievances. In Chennai, 25 children of domestic workers who scored above 500 marks in their 12th-grade exams were felicitated. The events concluded with a collective pledge to strengthen the domestic workers’ movement.

700 domestic workers took part in the celebrations of IDW day at **Kerala** with a public meeting in which speakers advocated action to enact comprehensive laws and roll out social security schemes. A poster campaign was organised to reach out to around 1000 employers through residents’ associations to spread awareness about fair treatment and rights for domestic workers. The event was a resounding success in advocating for the recognition and welfare of this vital segment of society



International Women’s Day

Celebrations were held at Nagaland, Odisha, Assam, Kerala, Goa and Maharashtra with the enthusiastic participation of large groups of domestic workers. The speakers of the day emphasized the importance of gender equality, a greater awareness of discrimination and the need to celebrate women’s social, economic, cultural and political achievements. The programs reaffirmed the transformative role of women in building a better society and called for continued commitment to their empowerment and participation. Cultural programs were also put up by domestic workers.

World Day against Child Labour

This day was observed with a human chain and a poster-making event at **Patna** by CP children, supported by community stakeholders. Placards, slogans, and banners highlighted the importance of education, child protection, and government accountability. Posters were displayed publicly, engaging passersby in important conversations around the need to protect children's rights

At **Jharkhand**, an awareness program was attended by 30 CP children. A signature campaign was organised, inviting people from all walks of life to sign in support of ending child labour. The initiative was designed to raise awareness among the public, society, and government authorities, urging them to take stronger action against child labour practices.

Anti-child Labour Day was observed in **Nagaland** to raise awareness about the issues and impact of child labour. It was witnessed by 120 participants including community leaders, parents and children. The program highlighted the causes, consequences and legal aspect of child labour and focused on educating the public about protecting children's rights and ensuring their access to education and safe childhood.



In **Assam**, the program sensitized participants on the importance of education and protecting children's rights. The programme motivated families to support schooling and ensure a safe childhood for every child. Creative games were conducted to help participants to understand child labour and child abuse.

In **Uttar Pradesh**, an awareness rally organized by on Anti-Child labour Day, with the theme: 'Eradicate Child Labour and Promote Education.' 163 children took part in the program. A video awareness campaign on Child Rights, with special focus on child labour, was attended by 99 children from different slums children along with parents, and community members

Day of Hope

Hope Day was observed in Uttar Pradesh to inspire children through career guidance and motivational sessions, helping them build confidence and clarity about their future aspirations. The resource persons shared insights on different career options and encouraged children to set goals early in life. An interactive session and fun activities were included to keep children engaged.

In Nagaland, Hope day was celebrated with the theme; “Inspire Hope, Create Change”. The Chief Guest shared anecdotes, including the story of a butterfly to illustrate the importance of resilience and learning from challenges.

International Decent work Day

International Decent Workers Day was commemorated on October 7, 2025 in states including Nagaland, Meghalaya, Jharkhand, Kerala, Assam, Goa, Karnataka, Delhi, Odisha, Uttar Pradesh, and Tamil Nadu and Maharashtra . The events highlighted the theme “**Democracy that delivers Decent Work**” and emphasized the importance of fair employment opportunities, dignified working conditions, and the relevance of ILO conventions in the current context.

Speakers addressed the challenges faced by domestic workers, such as low wages, long working hours, lack of social security, and absence of specific legal protection. Participants collectively demanded recognition of domestic work as dignified labour, inclusion under labour laws, fair wages, and access to social security benefits. The urgent need for a **separate state-level law** and **the implementation of the Supreme Court’s directive** to protect domestic workers’ rights was strongly emphasized.

The programmes provided a platform for workers to share their experiences, highlighting the gap between policy and reality. Awareness was also created about government welfare schemes available to workers. Cultural performances by domestic workers and their children added vibrancy to the events.

Memorandums outlining key demands—including separate legislation, fair wages, social security, and legal recognition of domestic work—were submitted to authorities. Poster campaigns, press conferences, and conventions were also organized to call for the implementation of the Supreme Court judgment and the formation of an expert committee to enact legislation for domestic workers.



आशा दिवस समारोह पर बच्चों के लिए एक दिवसीय कार्यशाला सम्पन्न..



उत्तरप्रदेश संवाद

वाराणसी/विवेक सिन्हा। राष्ट्रीय घरेलू कामगार संगठन के तत्वाधान में छित्तपुर, बीएचयू स्थित एक विद्यालय में आशा दिवस समारोह के अवसर पर 'कैरियर गाइडेंस एव मोटिवेशन' विषय पर एक दिवसीय कार्यशाला का आयोजन किया गया। समारोह के मुख्य अतिथि छित्तपुर के पार्षद प्रतिनिधि महेंद्र पटेल रहे। इस अवसर पर संगठन प्रमुख सिस्टर फ्रांसिस्का कुजुर ने बताया कि संगठन द्वारा आज आशा दिवस समारोह के आयोजन के माध्यम से बच्चों में शिक्षा का प्रचार-प्रसार को लेकर एक कार्यशाला चलाया जा रहा है। हमारी संगठन द्वारा गरीब एवं कमजोर तबके के बच्चों को निशुल्क कोचिंग द्वारा शिक्षित किया जाता है। कार्यशाला में छित्तपुर, सीर सहित अन्य क्षेत्रों के तकरीबन एक सौ पचास बच्चों ने सहभागिता की। कार्यक्रम में पार्षद प्रतिनिधि पटेल ने बच्चों के कैरियर गाइडेंस के बारे एवं बच्चों के सर्वांगीण विकास हेतु तथा शिक्षा को बढ़ावा देने के लिए प्रोत्साहन किया। इस अवसर पर मुख्य रूप में पार्षद पति महेंद्र पटेल, फ्रांसिस्का कुजुर (एनडीडब्ल्यूएम), राहुल यादव, अर्पित तिवारी, विक्रम कुमार, सोनी कुमारी, प्रिया कुमारी, महिमा कुमारी, गरिमा कुमारी सहित अन्य गणमान्य लोग उपस्थित रहे।

घरकामगार कायद्याच्या अंमलबजावणीसाठी मागण्या

आंतरराष्ट्रीय घरकामगार दिनानिमित्त १६ जूनला ठाण्यात मानवी साखळी

ठाणे :

महाराष्ट्रात २०११ मध्ये लागू करण्यात आलेल्या महाराष्ट्र राज्य घरेलू कामगार कायद्याची आजही प्रभावी अंमलबजावणी होत नसल्याचा आरोप राष्ट्रीय घरकाम चळवळीचे राज्य समन्वयक ज्ञानेश पाटील यांनी शुक्रवारी ठाण्यात पत्रकार परिषदेत केला. घरकामगारांच्या हक्कांसाठी व कायद्याच्या अंमलबजावणीसाठी आंतरराष्ट्रीय घरकामगार दिनानिमित्त १६ जून रोजी ठाण्यात शासकीय विश्रामगृहाजवळ मानवी साखळीचे आयोजन करण्यात आले आहे, अशी माहितीही त्यांनी दिली. यावेळी दि नॅशनल डोमेस्टिक वर्कर्स ट्रस्टच्या ठाणे जिल्हा समन्वयक रेखा जाधवही उपस्थित होत्या. ज्ञानेश पाटील यांनी

सांगितले की, घरकामगारांना आजारापणाचा खर्च, कुटुंबीयांच्या आजारपणाचा खर्च, शिष्यवृत्ती, अपघात विमा, कौटुंबिक आरोग्य उपचार यांसारख्या सुविधांसाठी कायद्यात तरतूद असली तरीही त्यांची योग्य अंमलबजावणी होत नाही. या पार्श्वभूमीवर त्यांनी सरकारकडे अनेक मागण्या केल्या आहेत: तालुका पातळीवर घरकामगार नोंदणी यंत्रणा स्थापन करावी.

जिल्हा पातळीवर त्रिपक्षीय घरकामगार मंडळ स्थापन करावे. त्रिपक्षीय मंडळात घरकामगार संघटनांना प्रतिनिधित्व द्यावे.

भांडी वाटप व धक्कित सन्मानधन त्वरित वितरित करावे. कलम १० अन्वये नोंदणीकृत घरकामगारांना

शिष्यवृत्ती, अपघात विमा व आरोग्य सुविधा द्याव्यात.

मुख्य मालकांची नोंदणी सक्तीची करावी. सामाजिक सुरक्षा अंतर्गत राज्य कामगार विमा योजना, भविष्य निर्वाह निधी व निवृत्ती वेतन लागू करावे.किमान वेतन, साप्ताहिक रजा, बोनस यांचा स्पष्ट उल्लेख करून त्या अंमलात आणाव्यात.

एजन्सी व कंपन्यांवर नियंत्रण ठेवावे जेणेकरून शोषण होणार नाही.

कल्याण मंडळासाठी आर्थिक तरतूद वाढवावी आणि त्यासाठी विशेष कर आकारावा.

घरकामगारांचा शोषण थांबवून त्यांच्या हक्कासाठी लढा सुरू असल्याचे पाटील यांनी स्पष्ट केले.

घरेलू कामगारों के लिए बने सुरक्षा बोर्ड

संवाददाता, पटना

राष्ट्रीय घरेलू कामगार संगठन व बिहार घरेलू कामगार यूनियन ने सोमवार को आइएमए हॉल में प्रेस वार्ता कर घरेलू कामगारों के सुरक्षा बोर्ड व कानून बनाने की मांग की. कहा गया कि बिहार समेत पूरे देश में शहरीकरण के कारण घरेलू कामगारों की मांग बढ़ती जा रही है. आज देश में घरेलू कामगारों की संख्या चार करोड़ के करीब है. इनमें अशिक्षित वर्ग की महिलाएं अधिक हैं. इसलिए उनके लिए सामाजिक सुरक्षा बोर्ड का गठन किया जाना चाहिए. वेतन



बढ़ाया जाये, घरेलू काम को कुशल श्रेणी लाने की व्यवस्था की करनी चाहिए. घरेलू कामगारों के लिए घर की व्यवस्था होनी चाहिए. मीके पर

मौजूद लोकसभा की पूर्व अध्यक्ष और कांग्रेस नेता मीरा कुमार ने कहा कि ये मांगों को जायज हैं और इनसे इन कामगारों को न्याय मिलेगा.



ಮನೆಗೆಲಸ ಕಾರ್ಮಿಕರ ಕಾಯಿದೆ ಜಾರಿಗೆ ಒತ್ತಾಯ

■ ವಿಶ್ವಸಂಸ್ಥೆಯೊಳಗೆ ಬಿಂಗಣುರು

ಗೃಹ ಕಾರ್ಮಿಕರ ಕಾಯಿದೆ ಮತ್ತು ಕಲ್ಯಾಣ ಮಂಡಳಿ ರಚಿಸಲು ಕೋರಿ ಕರ್ನಾಟಕ ರಾಜ್ಯ ಗೃಹ ಕಾರ್ಮಿಕರ ಯೂನಿಯನ್‌ಗಳ ಒಕ್ಕೂಟವು ಸೋಮವಾರ ಕಾರ್ಮಿಕ ಇಲಾಖೆಯ ಹೆಚ್ಚುವರಿ ಆಯುಕ್ತ ಡಾ. ಜಿ. ಮಂಜುನಾಥ ಅವರಿಗೆ ಮನವಿ ಪತ್ರ ಸಲ್ಲಿಸಿದೆ.

ಗೃಹ ಕಾರ್ಮಿಕರಿಗೆ ಆರೋಗ್ಯ ಓಮೆ, ಭವಿಷ್ಯ ನಿಧಿ, ಇಎಸ್‌ಎಂ, ಗ್ರಾಚ್ಯುಟಿ ಮತ್ತು ಪಿಂಚಣಿ ಯೋಜನೆ, ನ್ಯಾಯಯುತ ಕನಿಷ್ಠ ವೇತನ, ವಾರ್ಷಿಕ ಬೋನಸ್, ಸಾಪ್ತಾಹಿಕ ಹಾಗೂ ಪಾವತಿಸಿದ ರಜೆ, ಅವಧಿ ಮೀರಿದ ಕೆಲಸಕ್ಕೆ ಅಧಿಕ ಅಪ್ಪು ವೇತನ, ವಜಾಗೊಳಿಸುವ ಮೊದಲು ಸೂಚನೆ ನೀಡುವ ಕಡ್ಡಾಯ ನಿಯಮಗಳು ಜಾರಿಯಾಗಬೇಕು.



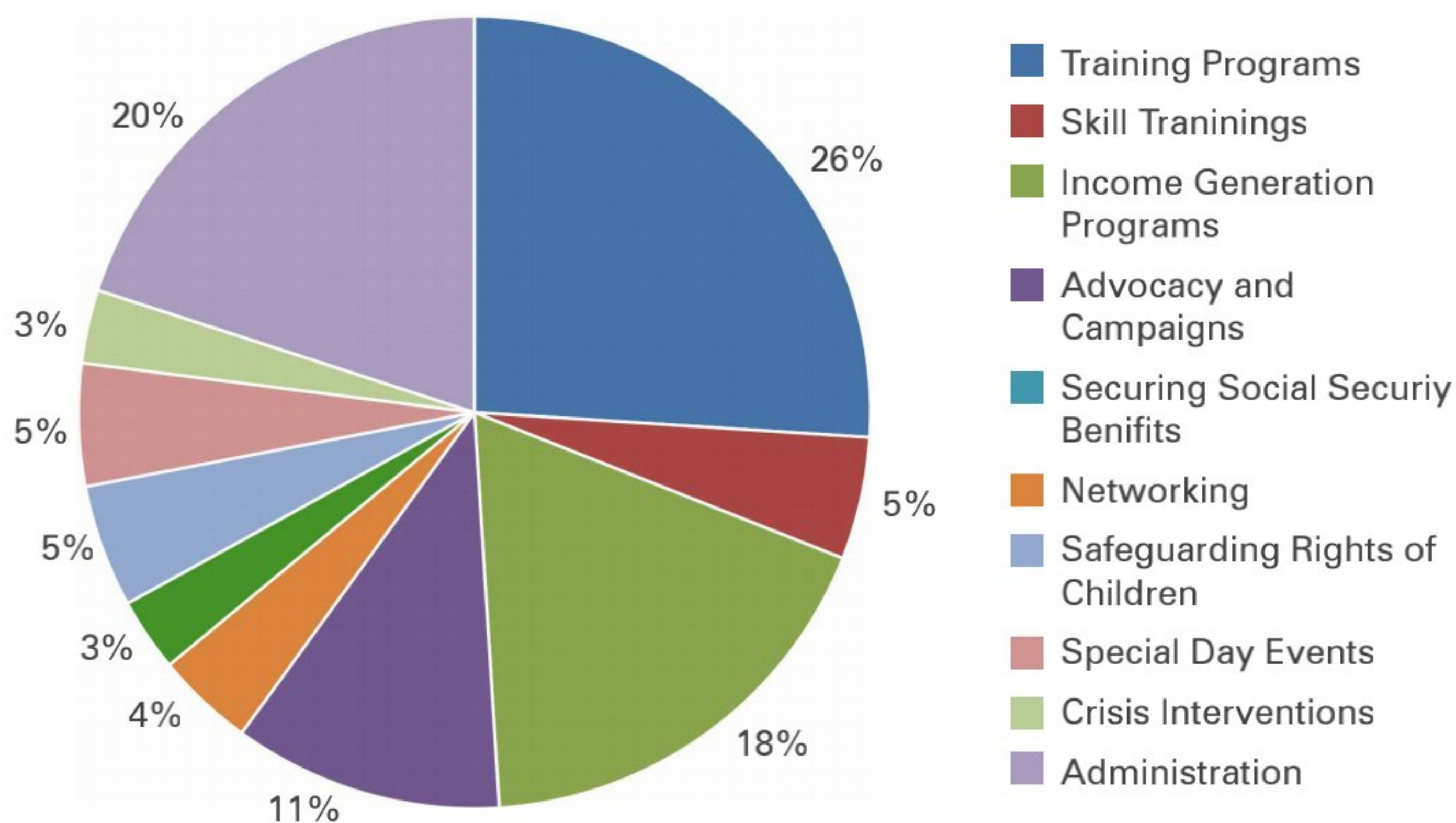
ಕಾರ್ಮಿಕರು ಮತ್ತು ಉದ್ಯೋಗ ದಾತರ ಕಡ್ಡಾಯ ನೋಂದಣಿ, ಐಡಿ ಕಾರ್ಡ್ ನಿರ್ದಿಷ್ಟಪಡಿಸುವ ಒಪ್ಪಂದ, ಕೆಲಸದ ಸ್ಥಳದಲ್ಲಿ ಸಮಾನತೆ ಮತ್ತು ಘನತೆ ರಕ್ಷಣೆ, ಲೈಂಗಿಕ ಕಿರುಕುಳ ಹಾಗೂ ಜಾತಿ ಆಧಾರಿತ ತಾರತಮ್ಯ ತಡೆಯುವಿಕೆ, ಬಾಲಕಾರ್ಮಿಕ ನಿಷೇಧ, ಆರೋಗ್ಯ ಸೌಲಭ್ಯ ಖಾತರಿ, ವಲಸಿಗರ ರಕ್ಷಣೆ, ಶೋಷಣೆ ಪರಿಹಾರ ರಕ್ಷಣೆ ಒದಗಿಸಬೇಕು ಎಂದು ಮನವಿ ಪತ್ರದಲ್ಲಿ ಕೋರಲಾಗಿದೆ. ಅಲ್ಲದೆ, ರಾಜ್ಯ ಮತ್ತು ಜಿಲ್ಲಾ

ಸಲಹಾ ಸಮಿತಿಗಳಲ್ಲಿ ಗೃಹ ಕಾರ್ಮಿಕರೇ ಸದಸ್ಯರಾಗಿರಬೇಕು ಎಂಬುದೂ ಸೇರಿದಂತೆ ನಾನಾ ಅಂಶಗಳನ್ನು ಒಳಗೊಂಡ ಕಾಯಿದೆ ಮತ್ತು ಕಲ್ಯಾಣ ಮಂಡಳಿಯನ್ನು ಶೀಘ್ರ ರಚಿಸಬೇಕು ಎಂದು ಕೋರಲಾಗಿದೆ.

ಈ ವೇಳೆ ಕರ್ನಾಟಕ ರಾಜ್ಯ ಗೃಹ ಕಾರ್ಮಿಕ ಯೂನಿಯನ್‌ಗಳ ಒಕ್ಕೂಟದ ಎಂ. ಕೆ.ಎಸ್.ಎಸ್. ರೇಖಾ, ಮಹರಾಜ್ ಬೇಗಂ, ಸಾಪ್ತಮ್ಯ, ಶರಣಮ್ಮ, ನರಸಮ್ಮ ಉಪಸ್ಥಿತರಿದ್ದರು.

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Funds Utilization



With hearts full of gratitude, we extend our sincere appreciation to all our generous donors and partners who have stood with us throughout the year. Your longstanding support has enabled us to reach out to domestic workers, women, and children in vulnerable situations, ensuring dignity, protection, and opportunities for a better future.

Your contributions have strengthened our mission of promoting justice, empowerment, and decent work. We deeply value your continued partnership and commitment to this shared vision. Together, we remain hopeful and determined to build a more just society. Our Esteemed Funding Partners:

- We Social Movement (WSM)
- ACV Food and Service
- KULEuven KINDERRECHTEN Fonds
- Conrad Hilton Fund for Sisters
- Global Fund for Women
- SOS-Scheut
- Indienhilfe St. Ludger
- King Baudouin Foundation
- GAATW
- Ananda
- Individual Supporters

Pathways for 2026

Walking together to advance dignity, health, and justice for domestic workers across India.



In 2026, the National Domestic Workers Movement (NDWM) will continue to strengthen its commitment to safeguarding dignity, rights, and social protection for domestic workers across India. Building on the progress made during the past year, the Movement will focus on strengthening advocacy, improving access to social security, promoting safe and dignified livelihoods, and prioritising health and empowerment of domestic workers.

Advocating for comprehensive National and State legislations for domestic workers will remain a key priority. NDWM, together with the National Platform for Domestic Workers, will intensify engagement with Members of Parliament, state legislators, and government officials to push for law that guarantees fair wages, decent working conditions, social security, and effective grievance redress mechanisms.

Capacity-building and empowerment initiatives will focus on strengthening domestic workers' leadership, rights awareness, communication skills, and financial literacy. These efforts will enable workers to organise collectively, negotiate better working conditions, and participate more actively in decisions and policy discussions that affect their lives. NDWM will also extend livelihood initiatives, skill development programmes, and cooperative models to enhance economic resilience. These initiatives will help domestic workers diversify income opportunities and build greater financial stability, particularly for elderly workers and those facing irregular employment.

Promoting the health and well-being of domestic workers will be a key focus in 2026. Many domestic workers are vulnerable to occupational health hazards, and limited access to healthcare. NDWM will work to increase access to health services by facilitating enrolment in government health schemes, organising health camps, promoting preventive healthcare awareness. Special attention will be given to the health needs of ageing domestic workers.

NDWM will continue to address the vulnerabilities faced by migrant domestic workers through awareness, legal support, and crisis intervention. The Movement will also strengthen child rights initiatives by supporting children's education, leadership, and participation through children's groups and community programs.

NDWM will also continue to strengthen partnerships with workers' organisations, civil society networks, and human rights institutions to build a stronger collective voice for domestic workers' rights.

Through these efforts, we will continue to stand alongside domestic workers in their struggle for dignity, justice, and equality, ensuring that their voices are heard and their rights are recognised.

Sr. Christin Mary,
National Coordinator, NDWM