

PROMOTION OF WOMEN'S RIGHTS AND EMPOWERMENT



HEALTH CARE AND HEALTH PROMOTION

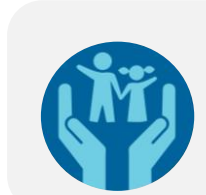
# NEWSLETTER

PERIOD: 1<sup>ST</sup> TO 31<sup>ST</sup> OCTOBER 2024

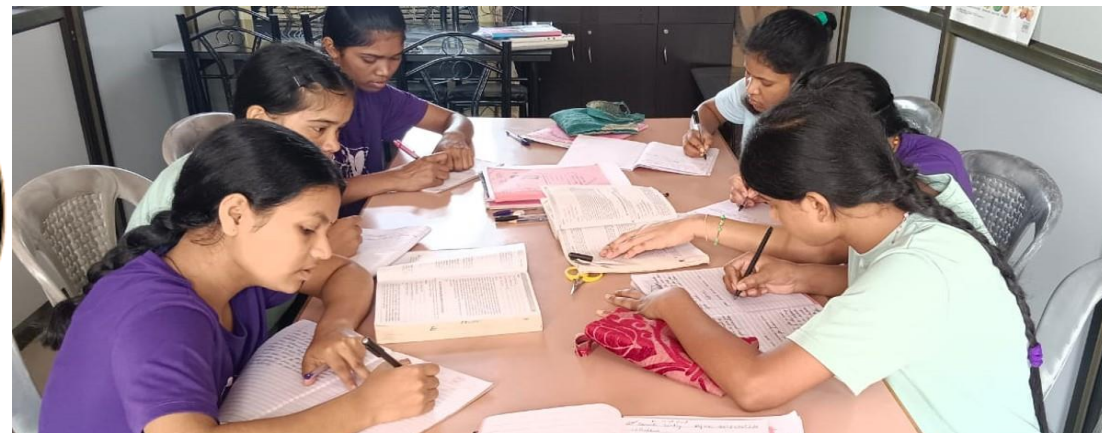
**CDI** is "Committed to a Civilization of Love", where people live in unity based on the values of justice and love.



MICRO-CREDIT AND ENTREPRENEURSHIP DEVELOPMENT



CHILD RIGHTS AND CHILD PROTECTION



Name of the Activities/Social Security Schemes	Approx. Numerical Data
Home, Workplace, Relief Camp Visits	55
Identification of Beneficiaries	49
Identification and Registration	88
Meeting with employers	4
Identification and Registration of Employers	3
Contacted Employers for Placement	28
Bank Account Applied	2
ABHA Card Applied	19
ABHA Card Received	4
Ration Card Applied	1
MSME UDYAM Registration	1
PMMVY Scheme	4
No. of Domestic Workers Placed	41
Ration Card Applied	1
PAN Card Applied	1
Aadhaar Card Applied	1
Aadhaar Received	1
Caste Certificate Received	3
Birth Certificate Received	1
Affidavit Received	1



# HIGHLIGHTS...!

## Diwali Mela

A Diwali Mela was organized by CDI and its beneficiaries in Assam Don Bosco University and Royal Global University on 29 and 30, October, respectively. The objectives were sales of self-produced products and commercial exposure. As such, stalls were set up by both the CDI production unit's staff and the domestic workers. The former sold products such as handbags, edibles, Gamosa, clothing, pouches etc., while the latter traded foodstuff, shawls, pickles, mufflers and many more. The two-day long event was quite a success which was possible due to effective support from faculties of both the universities as well as effective collaboration from CDI's staff and the beneficiaries. It yielded a great return in that, the domestic workers gained immense confidence, motivation and broadened their commercial competency.



# HIGHLIGHTS...!

## ***CRISIS INTERVENTION: A LIFE-THREATENING ACCIDENT***

On 25 September, 2024, Mrs. Pranita Das, a 57 year old seasoned domestic worker from Dhopguri, Mirza in Guwahati suffered a life threatening left ankle injury and severe burns when a pressure cooker exploded unceremoniously while she was cooking in her home. The staff was swiftly informed of her predicament and she was taken to Palashbari in Mirza where the doctor took her X Ray and for further treatment she was referred to Multi-Specialty Hospital, also within Mirza, where she was screened for Diabetes, blood pressure and where her wound dressing was done. The staff covered the costs. Discussion with the doctor revealed that the concerned person needed surgery within two days and they could either get the operation done in a private hospital which would cost them Rs.1,30,000, or in another hospital in Boko which would incur Rs.70,000. They chose the latter and the operation was successfully done at Ayuskalpa Hospital in Boko. Presently she is taking bed-rest as advised by the doctor and gradually recovering. She is in extreme gratitude for the timely medical care and genuinely expressed her profound thankfulness to the staff and CDI.





# PROMOTION OF WOMEN'S RIGHTS AND EMPOWERMENT

**Schemes and Entitlements:** To empower the domestic workers through welfare measures, entitlements like bank account, and ABHA card were applied and received, application was done for ration card, PAN card, Aadhaar card, birth certificate and caste certificate, while registration process was completed for MSME UDYAM. PMMVY scheme was procured for three beneficiaries, while an affidavit was obtained for one.

**Domestic Workers Group Meeting:** Domestic work groups under New Hope project were met and the following activities were undertaken:

- **Discussion:** Workplace conditions, social security schemes, daily schedules were discussed and informed and encouraged them to participate actively in the upcoming activities. Income generation activities, working conditions and the challenges they are facing in the workplace, also their personal problems, their significance and handsome contributions towards the society were deliberated.
- **Action Taken:** Informed them about the imminent donors visit, collected the names of those wanting to apply E-Shram Card and educated them on the purpose and maintenance of group record book. One new domestic work group was established in Kohima City on 22 October, 2024.

• **Observation:** Observed that the beneficiaries had made sticky rice local bread for sale. There was a specific case where MDC Bungmual group went inactive after the death a beloved member, for this purpose the needed follow-up and re-arrangement were done, the re-activation meet up happened soon. Likewise, two gatherings were organized, especially for the leaders of the beneficiaries with clear intention of improving their leadership skills. They were enlightened on the concept, importance, roles and responsibilities of a group leader.

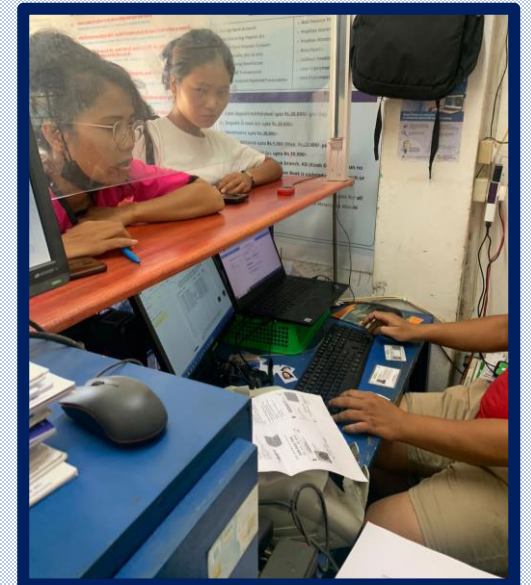
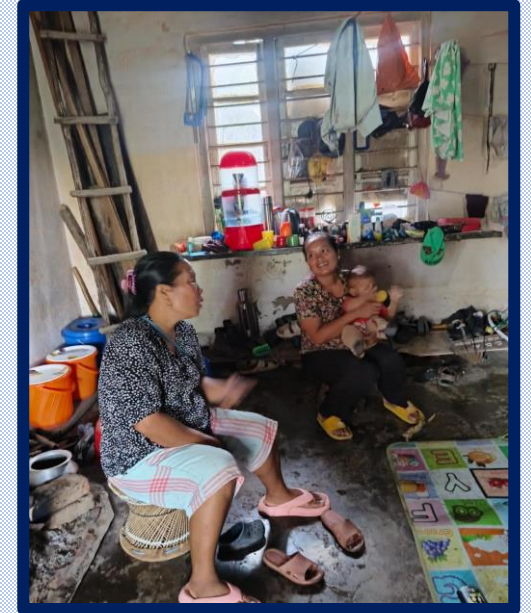


# PROMOTION OF WOMEN'S RIGHTS AND EMPOWERMENT

**Visits to Beneficiaries for Empowerment:** The beneficiaries are perpetually visited to monitor their condition, learn about the pressing issues, concerns and subsequently resolve them, which lead to their positive motivation and credibility in the staff, project and the organization as a whole. During the visits in this reporting period the following tasks were completed.

- **Deliberation:** About their well-being, the availability of domestic workers and their identification with a women president at M Songgel, along with working condition, domestic workers movement and placement hub. Furthermore, an employer was also met who communicated her desire to employ one more part-time domestic worker due to the massive unmanageable workload at home.
- **Action Taken:** Informed them about the upcoming group meeting.
- **Learned:** One domestic worker from Tuibuang area wanted to shift to another household for some reasons, which was followed-up. the staff intently listened to the personal struggles, living and working situation of a beneficiary staying in a relief camp.

**Collaboration with Stakeholders:** This reporting period witnessed CDI's partnership with significant external stakeholders with respect to carrying out necessary intervention endeavours for the beneficiaries. The staff visited CSC centre to enquire about health card for the clients, met vendors for purchase of needed goods and materials, paid a visit to UCO bank, held a dialogue with an Anganwadi worker and went to a post office. Tura Municipal Board Office, District Court and DC Office, Social Welfare Office, District Hospital and Labour Office too were visited. Such partnerships are pre-requisite and perpetually needed to realise the objectives and goals of the projects and the organization.





# PROMOTION OF WOMEN'S RIGHTS AND EMPOWERMENT

**Placement for Financial Security:** To achieve financial security for the poor and marginalized domestic workers, CDI's staff in Aizawl, Champhai and Tura facilitated their job placement. The staff cooperated with the potential employers and beneficiaries through which the realization of employment was made possible. As such, 41 were placed in Aizawl, 1 in Champhai and 1 in Tura in Meghalaya. Out of the 43, 41 received part time placement while the remaining 2 full time. In Tura, the hired beneficiary was employed for Elderly Care with a monthly salary amounting to Rs. 10,000.

**Quarterly Joint Meeting in the Tea Garden Belt:** Three quarterly joint meetings were endeavoured in the tea gardens and the topics that were taken up for deliberations were maintenance of migrants register, promotion of safe migration, regularity of attendance in school and in tuition centres to ensure zero dropout rate and health, hygiene and nutrition. The deliberations motivated the participants towards promotion of fitness and healthy living, education and ensuring adequate protection in times of migration. They made a decision to properly monitor the school children's attendance.

**Interception Project:** During this monthly reporting period, the staff intercepted several cases, some of which are: ran away from home following an argument with her elder sister and boarded a train without money, trying to make their way towards a metropolitan city to escape arrange marriage, secretly left home to migrate for work and avoid attending school, poor young girls looking to migrate for better financial opportunities. In total, 11 cases were intervened by the staff, and they all shared similarities in that they were all from poor families, they were mostly minors and majority of them left home clandestinely generally for work and better financial opportunities.





# PROMOTION OF WOMEN'S RIGHTS AND EMPOWERMENT

**Solidarity and Direct Intervention:** In expression of solidarity, CDI's staff visited a domestic worker who was ill and bed-ridden and gave her the needed emotional support. A sick beneficiary in Makha Leikai was paid a visit and support extended.

Furthermore, direct assistance was provided to a beneficiary in accessing a government scheme and follow-up was carried out on regarding a client's newly created bank account and ATM card. There was one serious medical emergency that the staff encountered where Mrs. Pranita Das burned her left ankle due to an unanticipated pressure cooker explosion, but their quick action prevented any untoward incident. Additionally, the staff assisted a domestic worker in seeking legal aid for a legal case, while a 50-year-old beneficiary named Mrs. Minati Basumatary from Adabari was assisted in purchasing medicines for her broken right leg which she sustained from a bathroom fall. Another 42-year-old domestic worker by the name of Mrs. Tarulata Das suffering from bone infection was taken to a hospital for medical test and basic treatment. Also, a 38-year-old beneficiary with fractured patella was treated in Dr. BA Saikia Memorial Nursing Home, however, she wasn't able to proceed with further treatment due to lack of funds.

**Paralegal Volunteer Training Programme:** An event called "Paralegal Volunteer Programme" was organized by Social Action for Human Rights (SAFHR) in collaboration with Manos Unidas, Bakdil and Labour Migrant Commission at Walbakgre Bakdil on 18 October, 2024. Three staff from CDI viz., Ms. Nisha, Ms. Jhanchira and Ms. Tenia graced the third day of the programme, actively participated and effectively learned about the undertaken subject matters, thereby, enhancing their intervention effectiveness in working for the well-being of the domestic workers and other marginalized beneficiaries.





# MICRO-CREDIT AND ENTREPRENEURSHIP DEVELOPMENT

**Manos' SHG Meetings:** While meeting the SHG groups under Monas Unidas project, the staff carried out progress assessment and assisted the domestic workers in repaying seed money they had taken previously. Discourse was undertaken on effective communication and on ways to strengthen and improve an SHG group functioning. Similarly, awareness was given on fund raising programme for legal aid. The staff too provided guidance to the beneficiaries on the nitty gritty of detergent making.

**Monitoring Start-Ups Progress:** Monitoring visits were carried out to assess start-ups progresses. It was found that Nangrime group in Sonanpara was engaged in a livelihood activity that is manufacturing and supplying different types of pickles to local shops, thereby generating lucrative returns, while the three members of Bolsal Achik have started food processing business by utilizing the capital they had received and a group from Balchakra is producing chips and supplying them to stalls and shops at wholesale rates leading to high profits. Project assessment also occurred, and collective cleaning drive was also carried out by the members in their respective areas. The following are the specific beneficiaries that have independently or in partnership initiated income-generating businesses:

1. Mrs. Satarin has started tailoring venture with the money she received
2. Mrs. Sapme Marak has initiated a clothing business
3. Mrs. Sobitha Sangma has begun tailoring-cum-detergent start up
4. Plastic bag production supplementary livelihood has been started by Mrs. Salomi and Mrs. Kabitha
5. Mrs. Sengmilla and Mrs. Dilche are producing and selling detergent soap
6. Food production and sales as an alternative livelihood income has been initiated by Mrs. Babitha





# MICRO-CREDIT AND ENTREPRENEURSHIP DEVELOPMENT

## Kamrup's Domestic Workers' Group Meeting

**Discussion:** Seed money concept, its criteria and return policy, ways to utilize seed money for livelihood activities, current activities and their outcomes, women's safety at workplace, employee-employer relationship, mental health and other health conditions of the beneficiaries and their kins including possible solutions, techniques to augment start-up profit, extra income and monthly wage, income generating activity options, time management and salary increment were discussed. Besides, existing family issues, social security schemes, benefits and ways to earn supplementary income, SHG formation and its benefits, proper planning for quick benefits, account responsibility of the leader, activities progress, future plans, importance of maintaining dairy, confidence building for self-advocacy and bargaining and methods to apply government schemes were topics that were touched upon too. Furthermore, working condition, minimum wage and job placement too featured.

**Awareness:** The beneficiaries were given awareness on digital literacy, mobile scams; health, hygiene and method for operating washing machine and western toilet. Disadvantages and advantages of online payment techniques and net banking also featured in the sensitization process.

**SHG's Progress:** Bank details of 50 domestic workers for seed money were collected and submitted to head of finance and account.

**Inquired:** Enquiry was made on living, working and health condition; their minimum wage, how they manage their schedules, what available livelihood options would they invest their seed money in. The progress of their startups and their activities regarding seed money were also queried.





# MICRO-CREDIT AND ENTREPRENEURSHIP DEVELOPMENT

**Educated:** They were educated on the process of schemes application, budget dairy maintenance and ways to scale their businesses.

**Motivation:** Motivated towards daily meditation and collaborative group efforts, also towards weaving and extra work activities.

**Action:** Information taken on their plans regarding seed money and startups future, assisted domestic workers in paying back seed money via instalment system and signatures taken in declaration. Emergency helpline numbers shared and assessment being carried out. Reminded about food preparation training to be on 22 October along with other details. Assisted trainees to interact with domestic workers about their work activities, interest, sales, profit and loss, among others. Coordinated and collaborated for Diwali Mela with RGU faculty at RGU, and budget diary was also checked.

**Learned:** Found that they are planning to produce detergent, dish wash and incense sticks. Meanwhile, they are working on Eri Silk.

**Monitoring and Observation of Kamrup's Domestic Work Groups:** A number of monitoring visits were undertaken of which the subsequent findings are described below:

- Majority of them have a hectic work life but are enthusiastic about initiating livelihood businesses and are planning detergent production-based start-up by investing seed money.
- Mrs. Sajida Begum, a domestic worker earning 8500 for 9 hours of daily work said that despite her loyalty and great work ethic her salary hadn't increase and she hadn't gotten a day leave even in situations where she experienced health issues. So, the staff found a better household for her. She is also a diabetic patient exhibiting conditions like high blood pressure, thyroid and uric acid abnormality. Therefore, further medical intervention is being planned for her.





# MICRO-CREDIT AND ENTREPRENEURSHIP DEVELOPMENT

- Some are unable to form SHG group due to their nomadic lifestyle. So, the staff has decided to find a permanent residence for them.
- Bordoisila group completed the instalment of the previous seed money and has received the startup money of the second phase.
- Making of detergent and toiler cleaner is being planned
- 16 beneficiaries are interested in engaging in alternative livelihood business

**Mobilization for Residential Skills Training:** CDI staff working in the tea gardens visited drop out girls, as well as those at the cusp of leaving school, as education didn't interest them, for the purpose mobilizing them for CDI's residential skills training programme. The staff found that, some of the girls under the blessing of their parents were interested in joining the course. The mobilization paid off as on 12 and 18 October, 2024, two and one trainee girls arrived in CDI with their guardians to be enrolled into the skilling programme. This training is offered with the twin objectives of human trafficking deterrence and livelihood empowerment leading to financial independence achievement of better quality of life.

**Home Visits to Domestic Workers of Kamrup:** While visiting the homes of the beneficiaries, the staff inquired about their health, livelihood activities and how they were utilizing the disbursed start-up funds. The kind of businesses they initiated, the amounts of investment, current yields and losses, among others were queried too. A special awareness drive was carried out on ABHA health card and deliberation was held on income generating activities and the associated challenges. Knowledge about professionalism was shared as well.





# MICRO-CREDIT AND ENTREPRENEURSHIP DEVELOPMENT

**Income Generating Activities (IGA) in the Tea Garden Belt:** A number of meetings were striven in the tea gardens between the staff, VVC and Mahila Samiti wherein deliberation was achieved on:

1. Their personal opinions regarding IGA
2. IGA fund utilization
3. Generation of income
4. Method of cooperative operation of sustainable generating businesses
5. Sustainable business generation
6. Purchase of piglets
7. Initiative of IGA
8. Importance of tuition centres, education in reference to human trafficking and
9. The needed socio-economic development

Furthermore, significant knowledge was disseminated on the present proven market strategies for optimum financial gain and long-term business growth. They were sensitized on start-up significance, pig rearing and the associated financial benefits. In one of the meetings, the beneficiaries signed the fund agreement and submitted applications regarding fund requirement and their respective business plans. Besides, the concerned individuals were informed about the return of previous year's IGA fund, availability of fresh fund for which they were encouraged, their upcoming business plans, the appropriate utilization of the funds and the needed and the immense possibilities of financial growth in the village were subjects that were touched upon. Additionally, pre-requisite documents were collected from Jiban Jyoti Jeevika SHG in lieu of IGA. On 18 October, 2024, the staff were duly informed that fresh IGA funds had been sent along with the anticipated further actions they had to undertake.





# MICRO-CREDIT AND ENTREPRENEURSHIP DEVELOPMENT

**Housekeeping and Food Preparation Training:** Several trainings were endeavored under the umbrella livelihood skilling programme “Housekeeping and Food Preparation Training” where the beneficiaries were skilled in detergent making and housekeeping.

On 9<sup>th</sup> October, 2024, 16 domestic workers were skilled in **manufacturing detergent** at Bori, Jalukbari to enable them to invest capital and begin a livelihood venture. The partakers were firstly imparted on the ingredients which comprised of their names and uses, along with the ingredients’ operational procedures. Subsequently, capacitation was carried out on the systematic pragmatic method of detergent production. The day was marked by a great zeal and active collaboration from all the participants. Moreover, critical knowledge like bussiness professionalism, successful sales strategies, method of labeling and its content, market condition and business logistics were inculcated and deliberated in minute details.

Two other **detergent production trainings** were striven at Upper Matchikol and Nikwatgre in Tura on 3<sup>rd</sup> October, 2024 under the mentorship of Miss Sheema Dey, a certified trainer from CDI. The entire detergent making process was covered in which mixing techniques and safety precautions were underscored due to their major significance. By the event’s end, the attendees were duly equipped to manufacture the product independently thereby opening doors to the fantasied generation of supplementary income. Project Manager Mr. Nirmal Singh and Assistant Director Sr. Salemthangi were also present.

Another two-day training that was carried out for the domestic workers was **housekeeping**. This particular event occurred in Tura from 4 to 5 October, 2024. Yet again, Miss Sheema Dey was the resource person. She imparted the participants on the concept of domestic worker, domestic work and its classification, which was followed by elucidation on personal protection equipment’s (PPE) importance. The subject matters covered under housekeeping were





# MICRO-CREDIT AND ENTREPRENEURSHIP DEVELOPMENT

household tasks like dusting, laundry; the process, methods and safety measures of ironing, the different types of dustbins and method of waste disposal, home remedies for repelling insects, technique of cleaning a refrigerator effectively and kitchen safety. Detailed explanation and guidance were provided on every aspect all the while fostering participants' lively interaction throughout the event. They were encouraged to ask questions, share their experiences and clarify doubts. This open dialogue created an engaging and collaborative learning environment, wherein everyone could contribute and learn from each other. It was ensured that the participants were comfortable and actively involved, making the session both informative and interactive. Important helpline numbers were provided and feedbacks were collected from the participants, who genuinely appreciated the endeavor.

On **22 October, 2024**, the trainees were trained on the method of momo, veg roll and samosa preparation. Other subject matters covered were personal and kitchen hygiene, personal protection equipment (PPE), its uses, benefits etc.; emergency numbers and financial management. It was held at Padumbori in Jalukbari wherein 46 trainees partook. The beneficiaries were first theoretically enlightened on the necessary ingredients, the quantities and procedures, following which they were guided and taught systematically about the preparation process of the fast-food in question, of which by the end led to their effective proficiency.

Furthermore, a fast-food skilling session was carried out on **25 October, 2024** in Guwahati with 41 trainees. The trainees were skilled in making chowmein and Potato Cutlet Fritters. The former is a Chinese dish comprising of stir-fried noodles prepared mostly with vegetables and sometimes meat, whereas the latter is an Indian snack made out of boiled potatoes and a variety of spices. Part of the session was dedicated to assure insights into personal protection equipment (PPE), discipline, personal and kitchen hygiene and for sharing of emergency numbers





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The participants were effectively clarified on the concepts involving the recipe items, the needed amount and the preparatory procedure. They were engaged in the actual preparatory technique through which they were able to achieve expertise in it. The general market condition and business knowledge were also passed over to the trainees. **On 25 October, 2024**, a training programme on mushroom cultivation was held in Tura, Meghalaya with members of self-help groups and students. The attendees were successfully taught about the constituted procedure, materials, conditions involved in mushroom farming.





# CHILD RIGHTS AND CHILD PROTECTION

**Shelter project Tuition Centres:** The tuition centres under Shelter Project witnessed supervision and instruction on the following subjects: Assamese, general knowledge, English, Math, Hindi, science, rhymes, drawing, dictation and storytelling. A formal assessment on dictation, writing drills were conducted, while children's exam preparation was properly supervised. Additionally, hand writing test and distribution of free copies to children were undertaken. The featured co-curricular activities include kabaddi, lively and friendly football games, drawing, singing and dancing competitions, among others. Sr. Caroline Hembrom paid a visit to centres located in Badlapara, Dimakuchi and Borengajuli, interacted with the children and staff and dispensed black boards, chalk and tarpaulin. Moreover, Mr. Romanius Kujur, the coordinator visited shelter clubs situated in Dihira Basti, Tura Basti, Doomni Line, Madhupur, Doomni Milan Samaj and Dhansripur for the purpose of assessing their situations. Madhu Shelter Club. A survey to assess the progress of the project and the children has been initiated.

**Missio Tuition:** In this project period, the tuition centres were active and playing a crucial role in supporting the educational needs of the children in the tea garden areas. These centres instructed the children in mathematics, science, Assamese and English. However, it is to be noted that the activities of the centres were briefly interrupted by celebration of Durga Puja. However, the centres were activated soon post the culmination of the 4-day event. The district coordinators were requested to monitor the tuition centres to facilitate better performance. Post Diwali, the centres functioned as expected and the children were provided daily supervision and instruction and engaged in uplifting co-curricular activities.





# CHILD RIGHTS AND CHILD PROTECTION

**Children's Club Orientation:** Children's club orientation was conducted at several places in the tea gardens wherein the following topics were taken up: Right to Education Act 2009, education's importance, human trafficking, health and hygiene, games and sports, the prerequisite regular attendance in the tuition centres and in schools, the achievement of zero dropout rate for children falling in the ages club between 6 to 14, good and bad touch, ending of trafficking and stranger safety. The outcomes of the meetings were positive as the children have become more interested in education and there is unconditional support to make the tea gardens a drop-out free region. Additionally, there is an increased zeal and aspiration to turn the gardens into a trafficking and exploitative free haven.

Furthermore, two child beneficiaries who were selected to partake in a district level sports meet failed to participate due to negligence from their parents. This would be effectively followed up and efforts would be made to prevent the occurrence such an incident again in the future.

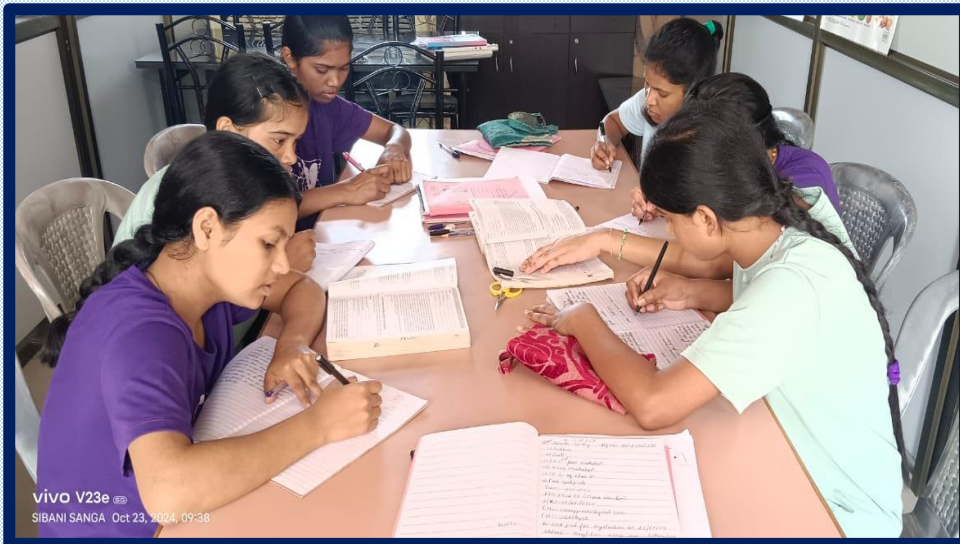
**Home Visits and Counselling:** Homes of the prolong absentees were visited and encouraged to come back to the tuition centres. Also, those who were eligible for CDI's residential training were met, counselled and inspired to join the training programmes. Moreover, a counselling session was undertaken at Subansri Adivasi Community Hall where the youths were advised about vocational training, its associated benefits and motivated for enrollment.





# CHILD RIGHTS AND CHILD PROTECTION

**NIOS Coaching Centre:** Classes are being held regularly and post completion of each chapter, assessment is being carried out to evaluate and improve their performance. The continuous teaching and assessment have discovered that some are good in subjects like Home Science, data entry, basic computing, whereas, others are performing well in Hindi, painting and Assamese, while a few are finding tremendous difficulty in subjects like English, Assamese and Hindi. They are making constant efforts to catch up to their peers. Additionally, co-curricular activities liking singing, dancing and many more are being endeavoured. Home science students have made amazing progress which is substantiated by the fact that the pickles that they made were commercially sold in the recently concluded Diwali Mela held in Assam Don Bosco University and Royal Global University. Likewise, the painting students are making desirable progress in that they have learned to differentiate between the tools used, the different types of shading and have mastered the art of basic 3D sketching, a human face and parts of the human body. Regarding instructors, Home science is being taught by Sir John, painting by Sir Nirmal, English by Ms. Bokali, basic computing and sociology by Ms. Sibani, Assamese by Sr. Anima, Hindi by Sr. Valeri and data entry operations by Sir Charles, respectively.





# HEALTH CARE AND HEALTH PROMOTION

**Programme on Health and Hygiene:** To educate the beneficiaries on personal hygiene, sanitation practices and basic health care, a programme known as “Health and Hygiene” was conducted on 10 October, 2024 wherein 66 participants partook and were skilled on the art of critical health and hygiene practices. The event encompassed such topics as significance of handwashing, maintenance of cleanliness in living spaces and disease prevention strategies. Also, the influence of health and hygiene over a person’s overall well-being, happiness, and reduction of incidents of illnesses was concisely understood.

Another similar programme was endeavoured within the same project area on 22 October, 2024 wherein, the domestic workers were instilled on knowledge regarding oral hygiene importance of regular bathing, maintenance of cleanliness of the surroundings, proper handwashing techniques and the necessity of sufficient sleep.

