

## **CBCI Office for Labour Report 2016-18**

### **Brief History**

CBCI Office for Labour was established as a result of the decision taken in the plenary meeting of the Catholic Bishops' Conference of India held at Bangalore in 1971, where they resolved to set up a commission to deal exclusively with the problems of labourers and equip our leaders to effectively innerve in this sector. From then on, the CBCI Commission for Labour (now CBCI Office for Labour) gathered momentum to reach out to different sections of workers, specifically, domestic workers, construction workers, migrant workers etc.

CBCI Office for Labour has been recognised as the national office of the Pontifical desk for Pastoral Care of Migrant and Iterant people in Rome under the Dicastery of Vatican for Promoting Integral Human Development headed by Card. Peter Terkson. It is also affiliated to the International Catholic Migration Commission (ICMC), Geneva and is an active member of South Asian Desk of ICMC, Manila. Both deal with the issues of refugees and migrants.

The Office of CBCI comprises of three bishops and a secretary appointed by the CBCI. Most Rev. Dr. Oswald Lewis, Bishop of Jaipur is the chairperson, Most Rev. Mar Jose Porunnedom, Bishop of Manathavady and Most. Rev. Dr. Thomas Ignatius Macwan, Archbishop of Gandhinagar are the member Bishops. Fr.Jaison Vadassery of the Archdiocese of Verapoly from Kerala is the national secretary to the office for labour since Feb.2013.

### **Indian Labour Scenario**

There are more than 500 million workers in India, the second largest after China. 94% of these workers are in the unorganised sector. They remain mostly unskilled. The low level of formal education and training among the unorganised workers held them up into a sector where low wages and all kinds of exploitations prevail. These workers do not have any privileges like social security and other worker place benefits which are enjoyed by their counterparts in the organised sector.

The recent events of demonetization of currencies and implementation of GST without appropriate and enough preparation have thrown the poor workers in the unorganised sector into more misery and suffering. The poorest workers like farmers, agricultural labourers, construction workers, migrant workers, women daily wage workers lost their livelihood and are driven into poverty and indebtedness. The implementation of GST on the produce of local artisans, rural products and items and small scale entrepreneurs has drastically affected the millions of workers in the rural areas and small merchants in the urban centres.

The restructuring of the labour laws of the country under four labour codes brought out by the present government is another serious concern. The labour law should protect the weaker sections in the labour market but ironically it calls the powerful to exercise authority over the weak. Many rights of the workers are being eroded in the new conceptualisation of the labour law and many of the workers are excluded from the benefits of labour law totally. The already available laws in India are not properly functioning. Instead of bringing in new laws, should we not practice the existing ones? The importance of labour laws is diminishing in our country. There are more contractualisation and informalisation of labour happening in India. In many of the industries the production is contracted and further subcontracted. The owners shirk themselves of their responsibilities related to labour.

In the post independent India the labour legislations were pro-poor and pro- peasants. The industrialisation and urbanisation gave the Dalits of the country an opportunity to save themselves from untouchability which existed in rural areas. It balanced the power equation between the employer and the employee. The trade unions in the current context lost their importance which they enjoyed earlier. Not only the forming of a trade union is a difficult process, but to establish its authority over the employer is more difficult now. Trade unions do not overcome the issues of caste and ethnicity. They do not care about those workers who are on contract basis and the issues of the unorganized sector. They seldom work for the vulnerable sections like domestic workers, street vendors, fishermen etc. They do not seriously consider the unemployment status in the country.

The protection of 96 % of women workers who are in the unorganised sector is another serious concern. Action needs to be taken to prevent violence against women in the process of development. There are tendencies to cover the violence against women under the curtain of sexual violence. Poor working conditions of women,

fewer amenities at work place for women and poor implementation of labour laws that satisfy the gender needs of women are also violence against women. Therefore the legislations that protect the rights of the women workers in the unorganised sector need to be brought about, like a comprehensive legislation for the domestic workers in the country.

Workers India Federation is a response of the Catholic Church in India against the challenges the unorganised workers face in the contemporary world. Since the huge majority of the workers are still not included in any form of organisation and are not even aware of their rights and privileges, the scope of CBCI Office for Labour and WIF is relevant. But we do realise the fact that the organisation of the un-organised workers is quite difficult and challenging. Yes, we are progressing at a slow pace, but unitedly we can do something better for the poor workers of India. During this tenure, we are trying to build up an organisational structure which will be able to take up the activities of Labour empowerment nationally. Besides this we initiated two important steps. First, we brought out Human resources manual which is intended to help those who are engaged in management of institutions to stream line their operations in accordance with the church documents and laws of the land. The second one is a web portal to manage the tracking of migration, hoping that it will help to track the migrant people in their destination and provide them local assistance and identity.

### **Workers India Federation (WIF)**

Workers India Federation (WIF) is the national conglomeration of the different National Labour Movements and Regional Labour commissions/ Movements promoted by the Regional Bishops' Councils and Religious Congregations. In 2010 CBCI Office for Labour organised them under Workers India Federation (WIF) and registered as a civil society organisation with REG. No. S/68817. At present five national movements and 14 regional labour movements are part of WIF. The national movements are National Domestic Workers Movement (NDWM), Christian Workers Movement (CWM), Young Christian Workers Movement (YCWM), Pastoral Care of Nomads in India (PACNI) and the Apostleship of Sea (AOS). The active regional movements are Kerala Labour Movement (KLM), Tamil Nadu Commission for Labour, Karnataka Regional Labour Commission, Telugu Catholic Bishops' Council (TCBC) Commission for Labour, Bihar Regional Labour Commission, North Eastern Regional Labour Commission etc. There are 81 workers facilitation centres promoted by CBCI Office for Labour/ Workers India Federation in different parts of the country.

### **Vision**

**'A just and equitable society where love, peace and harmony prevails'**

### **Mission**

**'Solidarity with the struggles of the working class and endeavour to promote the dignity of the workers'**

### **Aims and Objectives**

The Catholic Church through CBCI Office for Labour & Workers India Federation wants to identify herself with the struggles of the working class and endeavour to promote the dignity of the workers as the children of God. In order to achieve this we are committed to do the following,

- Publication and Dissemination of Social Teachings of the Church on labour, migration and related issues.
- Capacity building of the leaders of the Church on matters of labour.
- Educate the workers about their duties and rights.
- Formation of labour fora of workers to effectively intervene in the policies and programs of the Government.
- Strengthen the national and regional labour movements to become effective instruments to reach out to the poor workers.
- Formulate and effectively implement good labour practices within the church institutions and organise social security programs for the church workers.
- Advocate with Government on labour matters and effective liaison with the authorities in the formulation of good labour policies in the country.
- Provide legal aid and services to the workers and other stakeholders for the better practice of labour laws in the country.

## **CBCI Labour @ CBCI Centre**

The National Office of CBCI Office for Labour/ WIF which was functioning from CBCI Centre, 1 Ashok Place, New Delhi – 110 001, has moved back to CBCI Centre from December 2017 from Flat No.5, Star Residency, Palam Colony, Raj Nagar Part 2, West Delhi. At Star Residency the office operated for two and a half years commencing from August 4, 2014. Bishop Theodore Mascarenhas blessed the new office on December 6, 2017 and finally we are back to CBCI Centre.

## **National Conference of CBCI Labour & General Body Meeting of WIF**

Every year the National Conference of CBCI Labour and the General Body Meeting of WIF is organised. The representatives of the 14 Regional Labour Commissions under the Bishops' Councils and the National Labour Movements are the members of this conference. The Annual National Conference of CBCI Labour was organised in 2016 at Montfort Social Institute (MSI), Hyderabad on 27<sup>th</sup> November 2016. 32 members from 11 regions and 4 national movements attended the meeting. In 2017 it was held at Sadbhavana, Okhla, New Delhi from Dec. 8 to 10. 45 Members from 5 National Movements and 12 regional movements attended. The Hyderabad meeting discussed the theme 'Housing and Livelihood Rights of the Unorganised Workers' and at Delhi 'the Decent Work Decent Life'.

## **[www.wifmdm.com](http://www.wifmdm.com) inaugurated**

The Migrant's Data Manager, [www.wifmdm.com](http://www.wifmdm.com), a web portal for the interstate migrant workers and overseas to register for their safe migration was launched by His Eminence Baselios Cardinal Cleemis Catholicos, President of Catholic Bishops Conference of India (CBCI) at a function held at CBCI Centre on March 15, 2017. The program intends to ensure the protection of migrant workers in their departure, destination and the process of migration and it will promote the orderly migration of the informal workers into different parts of the country as well as abroad in view of their livelihood. It will promote the culture of a structured and regulated migration in search of jobs reducing the vulnerability of both the employee and the employer. This will also give the facility of mapping of the migrants from origin to destinations. Ultimately this program looks forward to the capacity building of all the stakeholders in the process of migration and to achieve better social inclusion of migrant workers and their families by making use of the labour situation at the departing and target points.

## **Meeting on Global Compact 2018**

Bishop Oswald Lewis, Chairman CBCI Office for Labour and Fr. Jaison Vadassery, Secretary CBCI Office for Labour represented India at the preparatory meeting for the Global Compact 2018 organised by the Migrants & Refugees Sections of the Dicastary for the Integral Human Development, Vatican. The two days' consultative meeting on the global situation of migrants and refugees started with the holy mass celebrated by His Excellency Bishop Oswald Lewis, Chairman CBCI Office for Labour at 8 a.m. on 12<sup>th</sup> June 2017, in the chapel of the Migrants & Refugees Section, Palazzo San Calisto 16, Roma, Italy. The meetings had the presentations from various countries on the situations of migrants & refugees and the challenges we face in our encounter with migrants and refugees issues. Bishop Oswald Lewis presented the Indian situation and explained in detail the need to have a comprehensive legalisation in India to favour the needs of the refugees and migrants irrespective of their religion, belief and ethnicities. The fact is India has not been the signatory to the 1951 United Nations Refugee Convention or its 1967 Protocol. In India the migrants and refugees issues have more of a political overtone than a humanitarian one. The two days meeting discussed on the sixteen action points for Advocacy on Global Compact 2018 to welcome, protect, promote and integrate refugees and migrants. The meeting ended on 13<sup>th</sup> June 2017 with a decision to go ahead with further debate and resource sharing using mass media and Google suite created for this purpose.

## **ICMC Asia Working Group Meeting**

International Catholic Migration Commission (ICMC) Asia Working Group Meeting was held at Bangkok from 14 to 16, February 2016. Bishop Oswald Lewis, Chairman CBCI Office for Labour and Fr. Jaison Vadassery, Secretary CBCI Office for Labour represented India during the three days' conference on migration and human trafficking. Bishop Oswald Lewis presented the Indian situation of migration and human trafficking. He presented the Indian situation of internal migration and labour mobility due to poverty and underdevelopment in some parts of the country and the vulnerability of people with regards to migration and human trafficking. India is also the source, destination and transit point of human trafficking. CBCI Office for Labour and Workers India Federation through its network of labour commission of the dioceses and workers' facilitation centres

imparted awareness on human trafficking and helped to create human watch on the abominable issue of our time. Asian Working Group of ICMC has decided to create more opportunities for the members to work together in the Asia Pacific level to combat effectively varied issues concerning migration and human trafficking. Fr. Jaison Vadassery explained to the group the new initiative of CBCI Office for Labour and Workers India Federation, [www.wifmdm.com](http://www.wifmdm.com), a web based data manager to track and facilitate safe migration internally and internationally from India.

### **May Day Messages Published**

May Day Message 2016 had the theme, 'A Call for Revolution of Tenderness' in the Jubilee Year of Mercy. The message highlighted the need to be just to our own workers and the poor working class of our country in order to practice real mercy. May Day message 2017 published with the theme 'Migration & Human trafficking.' It has very specifically drawn attention to the migrants who end up as victims of human trafficking. Migration and human trafficking are interlinked since unorganized workers and un-informed people leave their home for work or are brought to work," said Bishop Oswald Lewis of Jaipur, chairman CBCI Office for Labour. In the month of January, papal message on the World day of Migrants & Refugees is printed and circulated every year. So also on June 11, the day against child labour was observed with the online poster campaign.

### **Celebration of May Day 2016 at CBCI Centre**

May Day 2016 was grandiosely celebrated at CBCI Centre on 30th April 2016. The theme for May Day was, 'A Call for Revolution of Tenderness in the Jubilee Year of Mercy.' The May Celebration was inaugurated by Most Rev. Dr. Anil J. T. Couto, the Archbishop of Delhi. Most. Rev. Oswald Lewis, the Chairperson, CBCI Office for Labour presided over the meeting. Bishop Theodore Mascarenhas, the new Secretary General of CBCI was the guest of honour. To mark the day a National seminar on 'Child Rights and Child Labour Issues' was also held jointly organized by CBCI Office for Labour and Mother's Care Agency, Noida (BREAD) with the local collaboration of the Labour Commission of the Archdiocese of Delhi. May Day has been celebrated in various parts of the country as well with colourful programs under the auspicious leadership of different Labour commissions of the Dioceses.

### **Guidelines for Human Resources Management in Catholic Institutions**

'Guidelines for Human Resources Management in Catholic Institutions' approved by the Standing Committee of Catholic Bishops' Conference of India held at Bangalore on 1st March 2016 was released in the May Day Celebration held at CBCI Centre on 30th April 2016 by Bishop Theodore Mascarenhas, the new Secretary General of Catholic Bishops Conference of India. 'Guidelines for Human Resources Management in Catholic Institutions' outline the employee benefits, employee responsibilities, and employment procedures for the establishments. Bishop Oswald Lewis congratulated everyone who worked hard to bring out this document namely Fr. Jaison Vadassery, Secretary CBCI Office for Labour, Mr. Joseph Jude, president of WIF, Mr. M Rajan HR Manager Petronet, Kochi and Ms. Alph Mini Mary, Financial Consultant, Kochi.

### **Social Campaign on the new Labour Codes**

The ministry of labour, Government of India is in the process of condensing 44 labour laws into four codes, namely wages, industrial relations, social security and safety, health and working conditions. In the primary level it gives the impression that it caters to the rights of the workers. But the deeper analysis will give us the understanding that these codes in a greater extent snatch the labour rights of both the organized and the unorganized workers. The rights of the workers to form unions and for collective bargains are greatly compromised in the labour relation code. Social security code is an eye wash that the government is committed to the social security and safety of the workers. In reality the government has not made any commitment to the social security of the workers. Instead they have an eye on the huge amount of money of the workers lying in the corporations of workers like Pension Fund and ESI and want to make use of it for other purposes without giving the benefit of it to the poor workers. CBCI Office for Labour and Workers India Federation has conducted various levels of discussions and deliberations in different parts of the country to raise awareness and generate public opinion in this regard. Workshop has been conducted in Kochi on 4<sup>th</sup> of January where leaders of prominent trade unions leaders from Hindu Mazdoor Sangh, Bhart Madoor Sabha, CITU etc were present. In Delhi CBCI Office for Labour was actively involved in the 'Campaign for Universal Social security for all' in collaboration with the likeminded labour activists and NGOs.

## **Guidelines for persons accompanying the domestic workers**

Guidelines for persons accompanying domestic workers for employments in Church Institutions was formulated by CBCI Office for Labour in the context of illegal arrest, intimidation, false accusation etc., when some of the religious sisters tried to accompany the domestic workers to employ them in the Church institutions. CBCI Office for Labour with members of legal fraternity in Delhi analysed the above mentioned situations and realised that the people who accompanied them did not comply with the proper documentations to prove their intentions of employing them in a better environment. Moreover there were no documents to prove that they have been employed, no employment contract and no statement to prove that they have come along with them out of their free will, and without fear, fraud, coercion and with due permission and concurrence of their guardians. In the above circumstances the police had booked them under different sections of the following act such as Prevention of human trafficking act 2014, The Immoral Traffic (Prevention) Act, 1956 (ITPA), Interstate migration workmen act 1979, Juvenile justice (Care and Protection of Children) act 2015 etc. We enquired with the Government of India under the right to information act whether any rule or act was framed by the Government to regulate the transportation of people for jobs to any other part of our country. The Ministry of Labour & Employment, Govt. of India replied that Govt. had not enacted any law, rule, guidelines and procedure with regard to the transportation of domestic workers from one state to another and they were in the process of formulating a national policy on domestic workers. In the above circumstances some guidelines were formulated. 1. To recommend the procedures and formats with adequate information to safeguard persons who accompany the domestic workers to employ them in the Church institutions. 2. To give information on the service conditions and legal compliances in case of employing interstate migrant workers in our intuitions.

Series of Meetings have been conducted with the religious legal fraternity in Delhi along with CLAP of CBCI to formulate these Guidelines. Thanks to Bishop Theodore Mascarenhas for the support and encouragement in this effort.

### **Study on Interstate Migrant Workmen Act 1979.**

In the context of widening issues of interstate labour migration in India CBCI Office for Labour decided to conduct a comprehensive study on the Interstate Migrant Workmen (Regulation of Employment and Conditions of Service) Act, 1979. The crux of the study was to understand why the act was not implemented by any state government while their population in migration was widely exploited in the host states. Dr. Sophy Joseph, Asst. Professor at National Law was entrusted with the responsibility to look at the possibilities of conducting a study. A consultation meeting was held at New Delhi on 18<sup>th</sup> October 2017. The meeting brought out numerous important issues faced by the interstate migrant workers and how to get this Act implemented in all the states particularly where the migrant population is large in size. The following was proposed as the scope of the Study:

- The flaws in the Interstate Migrant Workmen (Regulation of Employment and Conditions of Service) Act, 1979 and possible amendment for better implementation.
- Interconnectedness of other Labour Laws in view of the safe migration of the interstate migrant workers.

### **Study on Tribal Migrants into Construction Activities in Delhi**

A Study on Tribal Migrants into Construction Activities in Delhi has been initiated by CBCI Office for Labour in July 2017, with following objectives: 1. To understand the socio – cultural and economical status/ background of the tribal migrant workers and the reason for migration to Delhi. 2. To study the various problems these migrant workers face during their day today life. 3. To assess their job satisfaction with their income and expenditure pattern 4. To study the government policies and help provided by NGOs. The study has entrusted to Dr. Lata Jayraj. She has conducted various consultations to finalise the methodology of the study. Samples have been collected, verified and are under tabulation. The final report of the study will be brought out by CBCI Office for Labour at the earliest.

### **Zonal Meetings of Labour Movements**

Two zonal meetings of labour movements associated with CBCI Office for Labour were organised at Bangalore and New Delhi. Bangalore meeting has taken up the theme, ‘Caring for Migrants’ as the follow up of series of meetings held at different southern parts of the country. 64 participants from different states such as Karnataka, Tamil Nadu, Kerala and Andhra Pradesh attended. The New Delhi meeting has taken up ‘Food for all Campaign’. 65 members from Delhi, Agra and Punjab attended the two day meeting.

### **‘Caring for Migrants’ South Zone Meeting at Bangalore**

South Zone Meeting on ‘Caring for Migrants’ was held at Montfort Spirituality Centre at Indirannagar, Bangalore on 1st and 2nd June 2016 and 64 members participated. Most. Rev. Dr. Bernard Moras, Archbishop of Bangalore inaugurated the meeting. Bishop Derick Fernandez, Bishop of Karwar and Chairman of Labour Commission Karnataka Region presided over the meeting. The following topics were discussed, ‘Gender, Poverty Reduction & Migration’, ‘Migration- both interstate and overseas, and how to intervene’, and ‘Remedies for mitigating migration’. There was sharing of experience by the Migrant Workers from Bangalore City. The meeting came out with an action plan which will be carried out by the respective labour commission of the regions

### **“Food for All Campaign” North Zone meeting at New Delhi**

“Food for All Campaign” North Zone Meeting was held at the Indian Social Institute (ISI), 10 Institutional Area, Lodhi Road, New Delhi on 25<sup>th</sup> & 26<sup>th</sup>, March 2017. Bishop Oswald Lewis, Chairman CBCI Office for Labour, inaugurated the program. Mr. Colin Gonsalves, the senior advocate Supreme Court was the keynote speaker. Discussions were held on the possibilities and opportunities of Public Interest Litigation (PIL) to ensure the welfare of the unorganized workers. Organizing the poor masses is an important task, the organization like CBCI Office for Labour/ Workers India Federation has to take it up. Offering charity alone will not work in the long run but concerted efforts to address the human rights of the poor people is an important task. Ms. Jyotsana Sitling, Joint secretary, Ministry of skill development and entrepreneurship explained the opportunity of associating with Skill India Program of the central government and the different schemes of skill India. The two days training program was attended by 65 participants from the northern regions of India.

### **Capacity Building of Leaders of Labour Movements**

Capacity Building of the labour commission leaders of the regions and labour movements held in different parts of the country. The directors, leaders of labour networks, clergy and religious sisters were participants of the meeting conducted on various subjects connected to labour issues and problems. A total of 546 participants were given training through 10 meetings conducted by the CBCI Labour Office/ Workers India Federation in the reporting year.

1. Training for Religious Sisters on Anti-Human Trafficking and Safe Migration conducted at CBCI Centre, 1 Ashok Place, New Delhi on March 15 & 16, 2017 where 67 sisters attended the two days program.
2. Awareness program held for the labour commission members of Ahmedabad and Rajkot diocese on March 4 to 6, 2017 where 69 persons participated.
3. Awareness Training conducted for the Christian workers movement and labour commission members of Jabalpur diocese, Madhya Pradesh on April 30, 2017 and the number of participants were 21.
4. Training for the Directors and leaders of labour fora of Kerala conducted at Pastoral Orientation Centre, Ernakulam on January 28 & 29, 2017. The total number of participants were 90.
5. May Day Celebration and Awareness Program on labour rights conducted at Star Residency, Dwaraka, Delhi on May 1, 2016 Where 30 workers attended.
6. Leadership training conducted at POC Palarivattom, Kochi on July 16 -17, 2016 where 41 members participated.
7. Leadership Training conducted at Varanasi, UP on August 1, 2016. The number of participants was 38.
8. A colloquium on Labour Right was organized at Yusuf Sadan, Delhi on 29<sup>th</sup> October, 2017. No. of Participants 42.
9. Training on social security scheme, MSY was conducted at HOPE, Pune on 6th November 2017. 110 Unorganized Workers, Five Animators and Four Sisters attended the training.
10. Training on MSY given to Karunya Social Service Society at Kalyan, Maharashtra on 7<sup>th</sup> November. The staff of the Centre attended the training program.

### **National Movements**

1. **The Apostleship of the Sea (AOS)** provides pastoral care to seafarers through chaplaincies in ports in all continents of the world. There are 14 major ports in India and 14 chaplains to look after the social

and spiritual needs of the seafarers. Bishop Oswald Lewis, Chairman CBCI Office for Labour is the Episcopal Promoter and Fr. Claude Corda is the national director. This year the World Congress on “Fisheries”, was held at Kaohsiung, Taiwan from 1<sup>st</sup> -7<sup>th</sup> October 2017. Seven port chaplains and Bishop Oswald Lewis represented India. The annual gathering of the port chaplains of India was conducted at St. Joseph Vaz Renewal Centre in Goa.

## 2. **Pastoral Care of Nomads in India ( PACNI)**

Fr. Renato Rosso is the pioneer of the pastoral care of nomads in India. Archbishop Dr. Leo Cornelio of Bhopal is the president of the Movement. Fr. Simon James SVD is the national secretary. PACNI seeks to reach out to the Gypsies and all nomadic groups irrespective of caste, creed and religion. There are groups like Narikuravas and Lambadas affiliated to protestant Churches and there are many Bhils and Bhilalas who are Catholics. PACNI provides assistance such as health, educational, awareness generation, spiritual and counselling services etc. There are 452 non-formal schools run by the pastoral workers for Gypsy children. Classes are organized for children near the work places of their parents, lessons are given to street children under the trees, voluntary doctors give free medical check-up to children, health care and nutrition planning are taught to mothers, small saving schemes are organized by the pastoral workers, Gypsies are enlisted in the voters’ list, child labour and child begging are prevented. They are empowered through education. Tamil Nadu region conducted the regional level meeting from 29<sup>th</sup> November to 1<sup>st</sup> December 2016 at Madurai. 134 members attended from Tamilnadu and Andhra Pradesh. The status of *Narikuravas* (gypsies in Tamilnadu) and nomads in Telangana and Andhra Pradesh were the focal points of discussion.

3. **Christian workers’ movement (CWM) – india** was started by Cardinal JOSEPH CARDIJN in 1966 for the overall development of the workers. Methodology and inspiration of CWM is drawn from the Cardijn “See, Judge and Act. CWM- India work through 40 affiliated diocesan CWM units and 5 contact movements. Total Membership of Christian Workers in India is 18,163 (Female - 8439 & Male - 9724). Bishop Oswald Lewis is the Bishop Promoter and Fr. Jaison Vadassery is the National Chaplin. Mr. Rocky Green of the Archdiocese of Bangalore is the National President.

## 4. **Young Christian Workers Movement (YCWM)- India**

The Indian YCWM was started in 1947-48 by a French priest Fr. Gaudart at Madurai in Tamil Nadu. YCW- India lives the vision, determination and dedication of its founder, Cardinal Joseph Cardijn. 12 dioceses in India are affiliated to this movement. Bishop Oswald Lewis is the Bishop Promoter and Fr. A Arokiam of Tanjore diocese is the National Chaplain. Mr. John Vincent Veda is the national president.

## 5. **National Domestic Workers Movement (NDWM)**

In 1985 Sr. Jeanne Devos, ICM, a missionary from Belgium had started to work with a small group of Domestic workers. The Catholic Bishops Conference of India (CBCI) was also concerned about women, girls and children who were leaving the village out of poverty and reaching the cities and ending in bondage, behind the closed doors of their employer’ house – the work place. CBCI requested Sr. Jeanne to work with these women, girls and children. Now this organization works in 16 states of India and has a national presence. It works directly with over 1 lakh domestic workers and their children. Justice, dignity and Empowerment of Domestic Workers are the key objectives of NDWM. Fr. Felix of the Archdiocese of Mumbai is the president of NDWM Trust and Sr. Christy ICM is the national director.

## **Regional Level Programs**

Out of the 14 regions only two have regional secretaries appointed by the respective bishops’ councils. Among them 8 regions are quite active with a number of programs for the working poor of our country at the regional and diocesan levels. 4 regions have put their foot down in favour of labour programs and appointed the regional secretary to initiate the programs. The last national conference of CBCI Office for Labour held at Delhi from December 8 to 10, 2017 was remarkable with the participation of 12 regional movements and 5 national movements.

## **Kerala Labour Commission Meet Kerala**

At the Labour Movement Directors’ Meet held at Manathavady, Wayanad in the presence of Mar. Jose Porunedom, Vice Chairman CBCI Office for Labour on 6<sup>th</sup> & 7<sup>th</sup> April 2016, 20 Directors and leaders of the Kerala Labour Movement were present. The Meeting discussed various issues of the unorganised workers and the social security scheme of the government for the unorganised workers.

The Workshop on ‘ Cities and Urban Life, Housing Rights of the Poor’ was conducted at POC, Kochi on 5 & 6, August 2017. Most Rev. Bishop Theodore Mascarenhas, the Secretary General of Catholic Bishops’ Conference of India (CBCI) inaugurated the conference where he reiterated the commitment of the Catholic Church for the welfare of the working poor of the country.

**Andhra-Telangana Labour Commission Meet** Andhra- Telangana Labour Commission Meet was held at Satyodayam Retreat Centre, at Tarnaka, Hyderabad on 23rd and 24th April 2016. The meeting was jointly organised by CBCI Office for Labour and TCBC Commission for Labour. 35 delegates from different dioceses and religious congregations attended the meeting. Bishop Prince Anthony, TCBC Chairman, Commission for Labour inaugurated the meeting.

One day Workshop on Labour migration was organised at HASSS, Hyderabad on 24<sup>th</sup> February 2017. 45 members participated. Members decided to identify unorganized workers at parish level and organize meeting for them to avail welfare measures from the government, help the workers to get registered in the Labour Board, extend pastoral support to the migrants in the parishes, introduce and implement the minimum wages of the state in church related Institutions including institutions and parishes and involve more lay people to participate in the commission and get their collaboration at all levels.

Followed by this meeting from 25<sup>th</sup> to 27<sup>th</sup> the delegation of labour commission comprising Sr. Rani from CBCI Labour, Delhi and Sr. Tessa from TCBC Labour visited three dioceses Visakhapatnam, Vijayawada and Guntur. They met the bishops and social service centre directors and explained about social security programs and migrant data manager promoted by CBCI Office for Labour.

**Punjab Labour Commission Meeting** A consultation on the unorganised labour welfare was organised on 7th May 2016 at Navjeevan Charitable Society for Integral Development, Jalandhar. Sr. Rani HCM, and Mr. Alicester Tony from CBCI Labour and Mr. Nitin, Manager of South Indian Bank, Jalandhar explained about Atal Pension Yojana (APY) and MSY.

#### **Tamil Nadu Labour Commission Meet at Ooty**

TNBC Labour Commission Meet was organised at St. Theodore’s Sanatorium, Wellington, Ooty on 8th and 9th April, 2016. Archbishop Antony Anandarayar, the Chairman of TNBC Labour Commission inaugurated the meeting and Bishop A. Amalraj of Ootacamund presided over the meeting. The meeting explored issues and challenges of interstate migrants in Tamil Nadu and the assistance that can be offered to the migrant workers of Tamil Nadu. A Core Committee has been formed to take up programs for the migrants in Tamil Nadu. 56 delegates from different dioceses and religious congregation attended the meeting.

In 2017 TNBC Labour Commission meet held at the same venue from June 27 to 28. The meeting discussed the topic, ‘the issues and challenges of the unorganised workers in Tamil Nadu’. Archbishop Dr. Antony Anandarayar, Chairman, TNBC Labour keenly attended the two days seminar. The meeting decided to work for the dignity of labourers through the network of the Catholic Church in Tamil Nadu. The meeting chalked out the following strategies, 1. Pressurise Govt. to implement the interstate migration act. 2. Help to avail various welfare schemes for the workers in TN. 3. Track the migrant workers through helping them to register [www.widmdm.com](http://www.widmdm.com). 4. Implement the minimum wages in the Church Institutions.

**North East Labour Commission Meet at Guwahati** Seminar on Understanding of trends of Out-Migration and Human Trafficking from North East was held at North East Diocese Social Forum, Guwahati on 20th & 21st June 2016. Archbishop John Moolachira, Chairman of North East Labour Commission inaugurated the seminar. Bishop Oswald Lewis, Chairman CBCI Office for Labour presided over the meeting. The meeting selected the following as the priority sectors for immediate action: Tea Garden, Migrant Domestic Workers etc. A core committee was formed with the following members: Fr. Valerian Castelino, Sr. Prema, Fr. Hippoletus Toppo, and Stephen Ekka. 54 participants from different dioceses and religious congregation attended the meeting.

In 2017 a similar workshop on ‘labour legislations and social security for workers’ was held at NED social Forum on 26 & 27 August. 47 representatives from labour commissions of 7 dioceses, 5 organizations and youth activists from Tea Gardens participated in the program. The meeting discussed the labour law reform proposed by the central government and its implication on the unorganised workers in North East. Dr. Virginius Xaxa, professor of Eminence & labour law specialist from Tezpur University was the main resource person. The meeting also discussed the law minimum wage of Domestic Workers and Tea Gardens in North East, Human Trafficking and Safe Migration, Child Labour issues in Arunachal Pradesh.

The CBCI team visited Nongstoin Social Service Society, one of the facilitation centres in North East to evaluate and guide the subscribers of MSY Scheme of which they are members. 50 members attended the meeting. The following day the team visited Women Development Centre in Guwahati, another facilitation centre and evaluated the progress of the MSY, the social welfare program facilitated by CBCI Office for Labour.

### **Odisha Regional Labour Commission Meeting**

‘Catholic Church is to promote safe migration of the interstate migrant workers, free movement of people to progress their life and living condition should be encouraged, ensuring their safety in the process of migration. Church can do effective service for the interstate migration at the origin and the places of destination. These were key elements of discussion at Odisha Regional Labour Commission held at Bhubaneswar on 5<sup>th</sup> & 6<sup>th</sup> August, 2016. 2.5 million Migrant workers are from Orissa to different states. The seminar brought out the plight of migrant workers from Orissa in different parts of India. Inaction of Government towards the welfare of these people is mere negligence. OROSA, the social forum of the State along with the representatives of different Dioceses has brought forth different measures to tackle the problems of migrants from Orissa. Registration in the web portal, pre departure training for the migrant workers, linking the migrant workers with the facilitation centres at the destinations were some of the plans brought out.

Seminar on “Labour and Safe Migration Issues, Concerns & Way forward in Odisha” was held at Bhubaneswar on 30<sup>th</sup> & 31<sup>st</sup> October, 2017. 90 participants attended the meeting. Bishop Sarat Chandra Nayak inaugurated meeting. The focus of the seminar was the safe migration for better working condition. The following were the suggestions that came up. 1. Set up facilitation centres in all dioceses to help the migrant workers. 2. Be a friend of the migrants. 3. Teach them local language, 4. Help them to find out the right place to stay and buy food items etc., without getting exploited. 5. Work for uniform laws and policies throughout the country. 6. Bring all stakeholders together for a unified effort to ensure basic rights for the unorganized labourers. 7. Regularise the contractors who are recruiting the migrant labourers. 8. Promote the unionisation of the labourers.

### **Agra Regional Labour Commission Meeting**

Agra Regional Training for Labour Commission Directors and Leaders of Workers India Federation was held at Sadhana Sadan Pastoral Centre of the Diocese of Allahabad in the City of Allahabad in Uttar Pradesh on 31<sup>st</sup> October and 1<sup>st</sup> of November 2016. 42 members from 8 dioceses attended the training program. The main theme of the meeting was the problems and issues of the unorganized workers in the states of Uttar Pradesh and Rajasthan. Bishop Oswald Lewis, the Chairman of CBCI Office for Labour inaugurated the program. The meeting also discussed the issues of the migrants, refugees and the bonded labour in the states of Agra region.

### **North Region Labour Commission Meet**

North region workshop on migrants and human trafficking called for collective action by the different dioceses and congregations in Delhi to address the menace of distress migration to the capital city of India, Delhi. Archbishop Kuriakiakose Bharanikulanga inaugurated the workshop at Faridabad Bishop’s House, New Delhi. The workshop analysed the functioning of the construction welfare board in Delhi and resolved to take concrete efforts to our workers in the welfare board of the government. The minimum wages of the workers was another concern discussed at length throughout the workshop and it was decided to alert all concerned to take the issue of minimum wages of workers within the Church as well, very seriously. 47 members participated from Delhi, Haryana and Punjab.

### **Western Region Labour Commission Meet**

Two days training for Western Region Labour Commission was held at Sarvodaya, Goregaon, Mumbai on 18<sup>th</sup> & 19<sup>th</sup> August 2017. The regional chairman Bishop Jose Chittooparambil inaugurated the meeting. Labour Migration and Entitlements of the unorganised workers were the main topics of discussion. 22 participants from different dioceses and religious congregations attended the training. The following decisions were taken: 1. Register the migrant workers in [www.wifmdm.com](http://www.wifmdm.com), web portal for migrants of CBCI Labour. 2. Identify the Govt. welfare schemes for the unorganised workers and Implement them. 3. Help the migrant workers to get Identity Cards 4. Pastoral care for Catholic Migrants. 5. Legal aid services. 6. Compulsory payment of Minimum wages in the Church Institutions.

## **Mazdoor Suraksha Yojana (MSY)**

This is the program for the unorganised workers initiated by CBCI Office for Labour/ WIF to get them enrolled in the social security schemes of the Government. In the year 2016-17, 16768 subscribers renewed their MSY subscription paying their annual premium of Rs.1200/- and that was deposited in their pension fund account with the government, PFRDA. 35 Swavalamban subscribers superannuated this year and their pension will be sent to their pension account. 18 death claim benefits are received by nominees of Swavalamban subscribers. 11 members got life insurance benefit under JBY.

The training programmes on Mazdoor Suraksha Yojana Schemes (MSY) have been conducted in different parts of Delhi – NCR and Uttar Pradesh. Total number of members who attended the Social Scheme training programs was 434, which were held at Dwarka Sector 19, Goyla Dairy, Najafgarh, Bhagvanpura (U.P), Bachraun (UP), Varanasi, DasnaMasoori (Ghaziabad, (Sarvodya (Ghaziabad), Jasola Appolo, KheraKhurd, Palam, Yasingarh etc.

The training programmes for the children of the subscribers of MSY schemes (Social Security Schemes) were organized at Najafgarh, Jesus and Convent school (Goledhakhanna), VasantKunj, Bachraun (UP), Jahangiripuri, DasnaMasoori (Ghaziabad, (Sarvodya (Ghaziabad), JasolaAppolo, KheraKhurd, Faridabad, Yasingarh etc. A total of 727 children attended the programmes on Creative Thinking, Personality Development, Importance of Education, Goal Orientation programme, and morality. Childrens parliament is also held under the auspicious leadership of the facilitation centres. The children's groups are formed in above places and they are functioning well.

## **Mothers' Care**

Mothers' Care is an educational assistance program supported by BREAD Noida. The selected children of the Mazdoor Suraksha Yojana (MSY) will be given a scholarship and educational assistance.

A total of 829 Mother's Care children are part of the scheme now. Along with the financial support for the children, orientation trainings are given to the children on goal setting, social interaction, carrier development, personality development, life skills etc. In the reporting year three programs for the Mother's Care Children were conducted in Delhi and NCR and 111 Children attended. The parents of Mother's Care were also given training on life skills, parenting and social welfare benefits of the Unorganized Workers.

## **Local Interventions**

Series of meeting of CBCI Office of Labour/ Workers India Federation have been organised at different parts of Delhi and NCR. Meeting of workers was held at Jahangirpuri, Delhi in collaboration with S D Sisters on 27th February 2016 where 70 women participated and at Santh Nagar, Greater Kailash, New Delhi with the support of the parish priest of Greater Kailash where 30 people gathered in the church after the Holy Mass, on 28th February to discuss about the issues of the unorganised workers and their welfare schemes. Office for Labour Team organised Seminars and Workshops at Prabhat Thara, R K Puram, New Delhi on March 8, on March 12 at Gaziabad U.P and on March 13 at Kherakhurd where 20 workers attended. The meeting elected leaders to pursue further activities for the unorganised workers in those areas.

## **Acknowledgment**

Working for the poor workers of our country is not an option for the Catholic Church in India but a responsibility. Realising this in depth the Church has established CBCI Office for Labour and Workers India Federation. CBCI Plenary Assembly is an auspicious occasion for us to place on record our gratitude towards all stakeholders for the generous support we are given all the time.

We want to thank all the bishops of Catholic Bishops Conference of India (CBCI) for their unflinching support and encouragement. A very special mention of gratitude to CBCI office bearers, President- His Eminence Baselios Cardinal Cleemis Catholicos, Major Archbishop of Trivandrum ( Syro-Malankara), Vice-President I – Most. Rev. Andrews Thazhath, Archbishop of Trichur, Vice-President II- Most. Rev. Filip Neri Ferrao, Archbishop of Goa and Daman, Secretary General- Most. Rev. Theodore Mascarenhas, SFX, Deputy Secretary General- Rev. Msgr. Joseph Chinnayan.

We are deeply indebted to all the members of the CBCI Office for Labour, Chairman- Most. Rev. Oswald Lewis, Bishop of Jaipur for his committed accompaniment for the last eight years, Members- Most. Rev. Jose

Porunnedom, Bishop of Manathavady & Most. Rev. Thomas Ignatius Macwan, Archbishop of Gandhinagar and Secretary, Fr. Jaison Vadassery.

Workers India Federation has emerged as a national level organisation for workers within a short span of time. We want to thank the office bearers of WIF, President- Mr. Joseph Jude, Kerala, General Secretary- Mr. Alwin Devadoss, Pune, Treasurer- Mr. Jesuraj, Dharmagiri, Tamil Nadu and all the Governing Council Members of WIF. We are extremely thankful for the funding support of Caritas India and Bread Noida without their assistance none of our programs could be actualised. We thank the collaboration of the 5 national movements, 14 regional labour commissions and 78 facilitation centres. We thank the cooperation of the Pension Fund Regulatory Development Authority of India (PFRDA), LIC and SIB for the implementation of MSY. We thank all the other stakeholders, trade union associates, government agencies and departments for our meaningful association with CBCI Office for Labour & Workers India Federation (WIF).

\$\$\$\$\$\$\$\$\$\$\$\$\$\$\$\$