

# The Charter of Women Workers

An Agenda for Change for Women  
in the Informal Economy



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# **The Charter of Women Workers**

## **An Agenda for Change for Women in the Informal Economy**

“Women hold up half the sky”, the Chinese saying goes. But we need to recognize that it is not an equal world for women, globally and in India. Women’s inequality is perpetuated by a number of obstacles, and the most insidious and universal of these is their economic disenfranchisement. Across the world the overwhelming majority of women own minimal property, receive unequal wages, face unequal conditions at work, and the labour they do is unrecognised and rendered invisible. Economic vulnerabilities of women are often the basis for other forms of discrimination and oppression, including violence.

In India, despite the quest for equality in property ownership and in wages, as seen in advances made in law and jurisprudence on the issue, the actual dispossession of women and the widespread prevalence of unequal wages is several times justified in society. In contrast to other “re-emerging” economies the participation of women in the workforce, which was low to begin with, has been declining. In the last decade, 21 million women have exited the workforce in India. Unpaid and unrecognized drudgery in domestic and other spheres continues to be justified through tired tropes of ‘feminine work’.

There is need to spread knowledge on issues faced by women across the realms of unpaid, underpaid and forced work of women. There is a need to resist the invisibilisation of women’s work and campaign for the recognition of women’s work and celebrate them as workers. We need to support the efforts of women workers to hold the State accountable and demand their rights as workers. We need to strengthen the agency and capacities of women

farmers, MGNREGA workers, street hawkers, home-based women workers and domestic workers, and supporting the processes for their collectivisation through the formation of workers' collectives, farmers' collectives, cooperatives and networks of women workers.

This *Charter of Women Workers: An Agenda for Change for Women in the Informal Economy* focuses on the most vulnerable of women workers. It has emerged through consultations held with women workers across a range of occupations and spread over many states. The document first presents a list of key issues regarding women workers in the informal economy that need to be dealt with. It then sets out an agenda for change that should be included in the recently passed legislation and the bills under consideration, namely The Code on Wages, 2019, the draft Code on Social Security, 2019 and the draft Code on Occupational Safety, Health and Working Conditions, 2018. Finally, this document lists sector specific issues that need urgent resolution to protect and promote the rights of women in the world of work, and especially the most vulnerable women workers in the informal economy. This document seeks to set out an agenda for change for women workers, focusing on women dependent on the informal economy.

# **Key Issues Needing Resolution for Women Workers in the Informal Economy**

## **Recognition and celebration of women's work**

- >> Union and State Governments should collect gender-disaggregated data on all indicators of labour and employment, with special attention to workers in the informal economy.
- >> Union and State Governments should adopt time-use survey as a methodology to capture where and how women are engaged, to identify all factors preventing women from fully participating in the economy.
- >> The Government should introduce and extend labour cards to all women informal workers, whether employed or self-employed, so that they may access social security and get loans to initiate market-oriented formations, micro-enterprise or other collective entrepreneur-based models.

## **Access to Decent Work and Fair Wages**

- >> The national minimum floor wage, representing the minimum level of wage for all employment should be no less than Rs 18,000/- and it should be statutorily binding and be incorporated in the Rules of The Code on Wages 2019.
- >> To ensure equal wages, in line with the Code on Wages 2019, state governments, under the leadership of Women's Commissions should set up Wage Watch mechanisms and cells. These mechanisms and cells must monitor, redress grievances and intervene in cases where wage discrimination is faced by women

- >> The state should take a comprehensive review of the gender wage gap across different economic sectors in India, both in formal and in informal settings and devise measures and incentives to close this gap.
- >> State governments should collect gender disaggregated information on all indicators of labour and employment and submit gender segregated reports on the status of informal workers including women.
- >> The government should link skill building programs with employability and encourage members of the women workers' collective, unions to participate in those programs.

## **Promote Social Security**

- >> While all workers should enjoy universal social security, the state should increase social security budget for all women workers and introduce a worker-friendly single window mechanism to access social security provisions as the situation demands.
- >> Universal Pension Scheme should be introduced for all people at the age of 58 years. For workers in occupations with high levels of work-induced infirmity or trauma, pensions should be provided at the age of 50 years. Special efforts should be undertaken to ensure that all women workers are reached.
- >> Social security provisions for women such as maternity leave for 6 months and paternity leave for 3 months should be ensured, as well as provision for health insurance card which is applicable to use for treatment of communicable and as well as non-communicable diseases.
- >> The government should set up Worker's Facilitation Centres, and promote awareness on decent work, minimum wage, existing legislations and labour policies through convergence of different departments including labour, women and child, education and information and broadcasting.
- >> The Union Government should facilitate the formation of inter-state coordination committees between source and destination states to monitor work and living conditions of migrant workers, review special schemes and offer recommendations to industry

and urban authorities for improvement in the conditions of migrant workers, especially women workers.

- >> State Governments should allocate social housing space in the city development plans specifically for the workers – they must introduce rental housing and workers’ hostel for women workers with special emphasis on migrant women workers.

### **Setup, Strengthen and Sensitise Redressal Mechanisms for Issues Faced by Women Workers**

- >> The government should introduce a Women Workers’ Help Line to ensure access to justice and support for women workers in case of wage denial or discrimination, sexual harassment at workplace, and inability to access or deprivation of social security among others.
- >> The state should set up fast track labour courts to address issue of non-payment, low payment and exploitation in any form of women workers.
- >> The state should make functional the Local Complaint Committees under The Sexual Harassment of Women at Workplace Prevention, Prohibition, and Redressal Act 2013

# **Labour Codes & Informal Women Workers**

## **The Code on Wages, 2019**

### ***Need for gender inclusive language***

It is regretful that only the pronoun “he” is used for workers in the Code on Wages, further making invisible the work of women and obscuring the identity of women as workers. The model rules of the Code on Wages should state that the pronoun “he” should be read as “they” to include workers of all genders.

### ***Make effective the promise of removing gender discrimination***

We welcome the clear statement in clause 3 against discrimination on the ground of gender in matters relating to wages, recruitment and conditions of employment. However, we must recognize that most of the work done by women in different sectors is largely invisible in nature and gets classified as “unskilled work” and will continue to attract lower wages, defeating the purpose of the Code. We ask for the constitution of a technical committee with adequate representation of women and experts on women workers to list the skilled work being done by women workers. There should also be a committee to review piece rate work and ensure that home-based women workers are paid adequately for their labour.

### ***Ensuring a decent wage***

The Code on Wages speaks about a centrally fixed “floor wage” for “different geographical areas”. It also speaks about state government fixed “minimum wage”. To ensure that different States do not enter a race to the bottom, as a result of trying to match the centrally fixed “floor wage” applicable to them, the rules should clearly call for independent review of what constitutes a decent wage by the committee of employers, employees and

independent persons with proven expertise in the field, supported by research the committee calls for. The centrally fixed “floor wage” should function simply as a final check rather than a guide for fixing minimum wage. Revision of minimum wage should be mandated for revision every five years, with revision directed at the basic pay component, rather than total wage. In the case of delay all workers should be paid arrears.

### ***Ensuring gender equality in workspace***

The Code on Wages subsumes the Equal Remuneration Act, however the Code only specifies that no discrimination will be done in wages. The rules must specify that no employer shall, while making recruitment for the same work or work of a similar nature, or in any condition of service subsequent to recruitment such as promotions, training or transfer, make any discrimination against women. The rules need to provide for plans and schemes to promote women’s participation in work through skill development and strengthening capacities of women workers, as the Code on Wages is regrettably silent on this.

### ***Restore the 8-hour workday***

It was in the late nineteenth century that working people had won the right to “Eight hours for work, eight hours for rest and eight hours for what you will.” At a time when several countries are reducing work hours from 48 hours a week, it is regretful that the draft model rule is increasing the work day to nine hours. Furthermore, the draft rules allow employers to create a 12-hour work schedule with “breaks” in between. There is need to ensure the 8-hour workday, or 8.5 hrs including a half-hour break. The limit to overtime period needs to be set, the proposed 12-hour period is detrimental to workers if used on a sustained basis. Lack of regular hours affects women workers the worst.

## **Proposed Code on Social Security, 2019**

### ***Need for gender inclusive language***

It is regretful that, except for sections related to maternity benefits, only the pronoun “he” is used for workers in draft Code on Social Security. As mentioned above such language further makes

invisible the work of women and obscures identity of women as workers. The Code on Social Security should use the pronoun “they” to include workers of all genders, except when the context clearly refers exclusively to women workers.

Furthermore, the categorising of nominated members as married and unmarried daughter needs to be changed. Daughters’ claims, whether married or unmarried, over her natal family resources should be reinstated to end gender gap in society. The definition of family needs to be extended to siblings of the worker, irrespective of whether they are married or women.

### ***Adequate representation of women in social security advisory bodies***

There is no provision or mention of how women’s representation would be ensured in the constitution of the central board of trustees of social security advisory bodies. It must include 50 per cent reservation for women in the numbers of officials, representatives of employers and representatives of employees.

### ***Need to recognize different categories of women workers and different occupations***

The draft Code fails to recognise different categories of women workers and has no scope of mapping different occupations in which women are employed. The scope does not include employers of workers in settings such as small dyeing units, sub contracted waste pickers, workers into manual scavenging work, domestic workers, home based workers etc. In the last section we present issues faced by women workers across a variety of occupations to underscore the need for recognising sector-specific issues faced by women workers.

### ***Social Security for Informal Workers***

There is a need to recognize the challenge of ensuring social security measures for women dependent on the informal economy, and the code for social security needs to have creative measures to provide this. For instance, the clause of five years employment for the payment of gratuity excludes large number of workers such

as persons employed in malls, parlour chains etc. who frequently change employers. The Code for Social Security needs to create universal provision for social security to all women dependent on the informal economy.

***Need for universal provision of maternity benefit***

The draft Code restricts eligibility to maternity benefit only to women who have worked for at least 80 days in the last 12 months preceding the expected date of delivery. It is difficult to establish continuity of work for women in the informal sector for even a relatively short period of eighty days. The Code must instead imbibe universal nature of maternity benefits, otherwise a majority of women who work in the informal sector would be excluded from its purview. Furthermore, the Code must not penalize women who have two or more surviving children, by denying them maternity benefit. This violates a woman's reproductive rights and also the rights of the mother and the child to post-natal care.

The language of the Code seems to penalize women who are forced to go back to work soon after delivery, miscarriage or medical termination of pregnancy. The Code must instead ensure adequate maternity benefit to women in the informal sector where this is most often the case, so that the adverse circumstances are mitigated.

The Code prevents a pregnant woman from being required to perform any work "of an arduous nature" which in any way is likely to interfere with her pregnancy or adversely affect her health. The Code needs to define "work of arduous nature", so that employers can be held accountable.

Rather than specifying the quantum of maternity benefit as an average daily wage of a three calendar month period, the benefit should be calculated on the basis of the daily wages due for the period of her actual absence as it is difficult to establish the average daily wage for women in the informal sector subject to a period of three months as they may not work under one employer for three months.

## **Proposed Code on Occupational Safety, Health and Working Conditions**

### ***Need for gender inclusive language***

In the proposed Code on Occupational Safety, Health and Working Conditions (OSH Code) too, the pronoun “he” is used for workers. As mentioned above such language further makes invisible the work of women and obscures identity of women as workers. The OSH Code should use the pronoun “they” to include workers of all genders, except when the context clearly refers exclusively to women workers.

### ***Need for enabling provisions rather than restricting and prohibiting employment of women on the name of safety***

Under sections 41 to 43 in Chapter X the proposed code speaks about the restriction (section 42) and prohibition (section 43) on employment of women out of interest of safety and to protect from “dangerous operation”. Government or any person, authorized by it in this behalf should ensure that adequate safeguards exist in a factory or work place as regards occupational safety and health, adequate protection of their dignity and safety and during their journey from the factory or workspace premises to the door step of their residence. Any restriction or prohibition on employment of women must be made by notification in the Official Gazette, after due consultation with, and obtaining the consent of, women workers, representative organizations of women workers, the employer, representative organization of the employer, representative organization of workers of the concerned factory or group or class or description of factories and workspace, subject to such conditions as may be specified therein.

Government or any person, authorized by it in this behalf should ensure that provision of shelter, rest rooms, lunch rooms, night crèches and ladies toilets, should be made to enable women’s employment and transportation.

It should be the duty of every employer to ensure and to maintain that the working place and establishment is free from all forms of gender discrimination and secure for women workers, that

adequate and effective measures should be taken against the problems the women workers undergo- like long working hours or working hours not being fixed, gender discrimination, atrocities, lack of safety measures and others. The draft code is silent on provisions for needs of pregnant women workers such as specific hours of rest, special safety precaution, health and nutritional aspects. This needs to be mentioned as enabling provisions for employment of women workers.

***Safeguard against gender discrimination should be universal not restricted in working hours***

The draft code prohibits gender discrimination, but it is confined to working hours, whereas it prevails in recruitment, transfer and promotion. There is no provision for prohibition of gender discrimination in all these spheres, the code should prohibit all forms of gender discrimination.

***Need to consider employment of women in establishments having less than 10 workers.***

The draft code has limited itself to establishments with more than 10 or 10 workers. Thus, implying that small units with less than 10 workers located in a cluster can continue to function without any legal provisioning for ensuring safety and health of workers. Such units are common sight when it comes to tie and dye, envelope making, thread & paper cutting, electrical switch assembling and like units functioning in slum clusters /resettlement areas which often employ women in large numbers. In addition, there are large number of women employed in beauty industry these days in new age parlour chains (again employing less than 10 persons) and are exposed to different kinds of chemicals day after day. They work for less minimum wage and social security. There is dearth of impact studies on health of such workers and their work conditions. There is a huge force of women informal workers working as 'cleaners and sweepers' employed in 'malls' and like establishments. These women work more than 10 hours without rest, are not allowed to sit and eat lunch and are without toilet facility. Similarly, the security guards in multi- storied apartments across metros face similar precarious work conditions – lack of

resting place, no lunch break, no fans etc are a common sight. The Code is blind to issues of these new forms of informal employment in metro cities. The OSH Code should take into its ambit women workers in all such establishments.

# **Sector-wise Specific Demands for Women Workers**

## **Rural Women Workers (including MNREGA workers)**

- >> Recognition of women as farmers including landowners and women working on others' lands with a special focus on most marginalized in accordance to the National Policy for Farmers 2007.
- >> Inclusion of women tenant farmers, livestock-rearing women farmers, fisherwomen and women dependent on forests to be included in the definition of women farmers.
- >> Provide all women farmers identity cards and Kishan Credit Cards so that they can access agricultural loans, crop damage relief, input subsidy support etc.
- >> Technical support to women should be provided in the form of agriculture implements, tools and technologies to reduce drudgery of women farmers.
- >> Promote and support women farmers' cooperatives and collectives to do ecological farming, with special emphasis to landless, women in share cropping, women working as agricultural labourers, Adivasi, Dalits.
- >> Technical and financial support to be provided to women's farmer collectives as Farmers Producers Organizations (FPO), to lease or develop infrastructure for maintaining grain banks, seed banks, godowns for storage of crops and primary agriculture processing.
- >> The land which is cultivated by the women farmers to be developed with support of MGNREGA and ecological farming must be promoted in convergence with horticulture and agriculture department.

- >> Inclusion of millets and other coarse grains in government's food and nutrition schemes and priority to women collectives in aggregation and marketing and supply.
- >> Equal and decent wages to women agriculture labourers by recognizing them as skilled workers.
- >> All farm women including labourers should be able to access universal coverage for all social security schemes such as pension, maternity entitlements (for at least six months), Rashtriya Swasthya Bima Yojana (RSBY), accident and life insurance etc.

### **Women Fish workers and Fisherfolk**

- >> The Government should have a gender policy in inland fisheries which would be based on gender de-segregated data of women involved in fisheries.
- >> Women fish workers should have specific schemes and entitlements to help them in both procurement and selling of fish and fish products.
- >> Special skill building programmes should be designed to enhance women fish workers skills in financial and technological management aspect of fishery trade.
- >> The voice of women fish workers should be ensured in different stakeholder consultations, boards etc.
- >> Women fish workers should be provided social security - including old age pension, insurance and health benefits.
- >> Set up toilets, creches and safe drinking water facilities at worksites – fish depots, where fish trade is organised etc.
- >> Fish workers should also be brought in purview of POSH Act so that they can complain under the Act if any violence is faced from contractors/ middlemen or in marketplaces.

### **Tea Garden Women Workers**

- >> Increase minimum wages to a living wage standard.
- >> Ensure payment of Thika (wage incentive) to each worker who plucks more than 25kg of leaves.

- >> Amendment of pro-rata salary reduction mechanism (if a worker is not able to collect 25kg leaves).
- >> Not to employ supervisor and other staff on daily basis. Also assign these posts to women.
- >> Regularisation of maternity benefit and other social security and protection benefits.
- >> Stopping night shift of women workers.
- >> Effective implementation of Anti-sexual harassment at Workplace Act to protect women working in plantation estates.

### **Coffee Estate Women Workers**

- >> Enactment of new legislation for the plantation workers.
- >> Implementation of 6 months maternity leave and 1-month paternity leave to all women workers.
- >> Childcare centres in all estates.
- >> Provision of social security such as EPF, ESI, Gratuity, pension of 5000 INR/month & Insurance.
- >> Provision of housing site & dignified houses in the name of women workers.
- >> Effective implementation of Anti-sexual harassment at Workplace Act to protect women working in plantation estates
- >> Registration & recognition of women workers by labour department.

### **Woman Pastoralists**

- >> To increase pastoral women entrepreneurship especially in dairy and animal husbandry, there is need to set up pastoral women cooperatives.
- >> The state should set up district level centres to sell produce of such cooperatives
- >> Special skill building and awareness workshops for such women workers should be organised so that they can link their produce with market.
- >> Need to set up women police stations and patrolling of police officials in public spaces should be increased.

- >> Provisioning for safe toilets and transport should be ensured.
- >> 50% reservation in government jobs for women should be ensured.

### **Women Beedi Workers**

- >> The system of a middle-person who reaches out to women for beedi rolling should be abolished. The company should employ women directly.
- >> All women in beedi industry should be issued a labour card.
- >> Many women face health related issues such as TB and lung related diseases as they age. This is because these women work with bare hands while rolling tobacco. There is dire need for special health services and facilities for such workers. Need for health insurance and improved access of these workers to health system.
- >> As the work is done from homebased locations there is no safety gear, which should be mandated to be provided by the employer.
- >> Pension at the age of 45 years as the work is done in hazardous conditions.

### **Women Handloom Weavers**

- >> Ensure minimum wages of Rs 18000/- per month.
- >> The handlooms should be upgraded and opportunities for skill building in contemporary designing of products should be initiated.
- >> Provide social security- PF, pension etc.
- >> Special Health Insurance packages should be designed as many women workers suffer from work related diseases due to cramped places, uncomfortable working stations, sitting/standing in odd positions etc.
- >> Right to form associations and unions should be upheld.
- >> GST on yarn, dyes, chemical, as well as the product again ends up making handloom products expensive, and in the end weavers are left with low benefits. The GST on such products should be removed.

- >> Increase budgetary allocations for handloom sector weavers.

### **Women Anganwadi Workers, ASHA and health workers**

- >> The workers are front line of entire health system there is therefore need for recognising them as workers /employees of state.
- >> Recognise them as workers and not have an activity-based payment system. Need for a fixed salary and ensure minimum wage of Rs 18000/- per month.
- >> Need to map unpaid nature of work done by health workers and accordingly revision in compensation should be done
- >> Include travel allowance as the workers travel for delivery of services.
- >> There should be no delays in payment of wages
- >> Delays in supply of ration and other materials should be minimized.

### **Women Construction Workers**

- >> The labour department should conduct awareness programmes in all areas where construction workers live, at work sites and at labour addas. Special drives on benefits and schemes for women workers should be done.
- >> Initiation of labour facilitation centres near / at addas to create awareness and referral facility for women workers
- >> The labour department should ensure a mechanism to track delivery of welfare benefits and any disputes thereof to the aggrieved workers especially women workers and their dependents.
- >> To construct shelters for workers (for women esp) at the addas as safety for rain, heat and other problems at appropriate places near the addas.
- >> To create free toilet and drinking water facility at the addas.
- >> To provide a crèche facility at the adaa where women workers are found more in number. A mechanism to set up facility like a mini- anganwadi set up should be facilitated.

- >> To form an advisory committee to address the issues of workers (especially women's issues, appropriate wages, regular work etc), for providing them security and to reduce grievances.
- >> To initiate a toll free 24X7 helpline for the unorganised and construction workers, for solving workers' problems.
- >> Skill development of men and specifically women in construction workers should be given priority and government must allocate more funds for it.

## **Women Domestic Workers**

- >> National Comprehensive legislation for the domestic worker to adhere to ILO convention 189 and recommendation – 201.
- >> Registration of Domestic Workers, Employers & Service Providers, and registration of the migrant workers who are in domestic work sector.
- >> Maintenance and digitization of cards/ records.
- >> Regulation of placement agencies in case of domestic workers and for any other form of migration which in a way can reduce exploitative terms and introduce contract between the agency and the worker.
- >> Regulating work by introducing agreement between workers and employers which will be monitored by state authorities.
- >> The employer and worker should enter a Contract agreement between them which should include terms of work, payment, weekly off, sick leave, annual leave and explained to the worker.
- >> Inclusion of the domestic workers under State Minimum Wage schedule and Fixation of minimum rate of wages.
- >> Enrolling domestic workers under ESI and provide benefit of health cover, including maternity to women workers.
- >> Constitution and activation of State and district level Domestic Workers Regulation of Work, Wage and Welfare Board.
- >> Comprehensive Social security provisions, payment of maternity benefit to the female beneficiaries; and provision of loan or subsidy to the workers through the welfare board.

- >> Creation of Welfare Fund: 1% of House Tax collected by the Local bodies as contribution towards Welfare Funds of Domestic Workers should be credited to Domestic Workers Welfare Fund every month.
- >> Set up fast track labour courts at district level to address issues of non-payment, low payment and exploitation in any form.
- >> Complaint Committees should be active at district level and workplaces to prevent, prohibit and redress sexual harassment against women workers.
- >> Working women hostel, rental housing scheme for the domestic workers.
- >> Training/skill development of domestic workers for upskilling.
- >> Access to toilets, rooms for resting or taking care of child.

### **Women Commercial Vehicle Drivers**

- >> Need for scheme/policy by government to ensure that at least 50%drivers recruited by app based and other vendors are women.
- >> Wages should not be fixed on target or hour basis but a standard living wage of not less than Rs 18000/- per month
- >> Fixed hours of working (8-9 hrs) to facilitate work life balance of workers.
- >> Washroom facilities (constructing more public toilets & mandating the hoteliers, malls & restaurants to make available the washrooms for women).
- >> Providing special subsidies for women to own vehicle.
- >> Dedicated GPS Tracking system and emergency helpline to ensure protection to women which would encourage women to work night shifts.

### **Women Garment Workers**

- >> Ensuring a Living Wage of Rs.18,000 per month for women garment workers.
- >> Ensuring the “Right to Sit” for all women garment workers employed in Textile industries.

- >> Ratification of ILO convention C-190 (To combat all forms of gender-based violence against women informal workers)- Setting up of Internal Complaints Committees (ICC) and Local Complaints Committees (LCC) in all garment industries.
- >> Fixed working hours of 8 hours per day.
- >> Payment of wages for Overtime (OT) done by women garment workers.
- >> Abolition of the Sumangali Scheme and other similar schemes deployed by textile/ garment industries to recruit rural girls throughout the country, and rehabilitating victims trapped through the schemes.

### **Women Home Based Workers**

- >> Recognize and acknowledge the role of home-based workers in supply chain.
- >> Introduce a system of registration of home- based workers.
- >> Ensure fair wage/ piece rates for finished product.
- >> Initiate system of formal written legal work contract between home-based worker and employer and protect interests of home-based workers from delays, cancelation of orders and no payments.
- >> Address concern of children below 14 years of age being involved in homebased work.
- >> Initiate system of grievance redressal on issue of wages and working conditions of home-based workers.
- >> Home based workers should also be brought under the purview of POSH Act so that they can complain under the Act if any violence is faced from contractors/ middlemen.

### **Women Manual Scavengers**

- >> Periodic survey should be done by state to identify the people, particularly women engaged in manual scavenging or those who are released and entitled for rehabilitation.
- >> The process of contracting municipal responsibilities should be stopped as that encourages manual scavenging.

- >> The women identified as manual scavengers should be paid compensation, provided with scholarship for children, allotment of housing under IAY and other state entitlements.
- >> In case any accident is reported during the process of work, due compensation should be paid to the family.
- >> The rehabilitation should not be a one-time activity but a process in which the state should time and again monitor that the women does not fall back into the system due to societal pressure.

### **Women Street Vendors**

- >> Strengthen implementation of Street Vendors Protection Act 2014 and ensure that women vendors are part of Town Vending Committees.
- >> Create women vending zones /markets in cities and towns
- >> All street vending women should be linked to social security provisions.
- >> Provide safe public transport to women workers for these vending zones.
- >> Improving street lighting.
- >> Set up toilets, creches and safe drinking water facilities near vending zones.

### **Women Choultry /Marriage Hall workers**

- >> Registration with labour department
- >> Living Wage of Rs 18000/- per month
- >> Protection against sexual harassment by fellow men/contractors or others.
- >> Protection to their children when they are away from family on work (3-7 days they travel out of station).
- >> Ensure social security provisions like ESI, PF & Pension provisions.

## **Women Workers in Disasters**

- >> Ensure livelihood compensation cover other than agriculture which would ultimately benefit women engaged in small economic activities such as drying fish, vegetable selling, small shops etc.
- >> Inclusion of more activities, specially rehabilitation activities under MGNREGA to support women workers.



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