

## Common Interest Group of Domestic Workers

### Summary:

Domestic work is increasingly emerging as an alternative livelihood for poor urban women in Vishakhapatnam and is an important source of regular income. In partnership with MEPMA and Greater Visakhapatnam Municipal Corporation, Dhan Foundation has formed Common Interest Groups (CIGs) of domestic workers intending to increase their earning through upgrading their existing skills and knowledge. (Foundation, 2017)

### Objectives:

The programme aims to improve domestic workers' awareness regarding their rights and entitlement around payment, working conditions, and improving their collective bargaining power. It envisages addressing urban poverty through the components of skill-building and livelihoods advancement. This project aims to:

- Provide identity to the servant maids by organising them in CIGs.
- Identify their health issues and work on it.
- Provide and ensure social security

### Key Stakeholders:

- Greater Vishakhapatnam Municipal Corporation
- MEPMA
- Domestic workers of Vishakhapatnam
- Dhan Foundation

### Implementation strategy:

The process of the formation of the CIG is outlined below:

Social Mobilisation	<ul style="list-style-type: none"> <li>• Awareness seminars involving domestic workers, Resident Welfare Associations (RWAs), NGOs, other public representatives, and associations on the objectives and outcomes of the project</li> <li>• Survey and online registrations of the 2500 domestic workers to identify opportunities for improving the livelihood prospects</li> <li>• Issuing identity cards to the domestic workers</li> <li>• Formation of CIG—one CIG includes around 50 domestic workers</li> <li>• Capacity building of the CIG and its members</li> </ul>
Skill enhancement	<ul style="list-style-type: none"> <li>• Domestic workers were trained on household management skills including topics such as personal hygiene, developing intrapersonal communication skills, understanding components of the urban meal, managing urban kitchens, serving cooked food in a formal environment, handling domestic pets, and handling kitchen gardens, electricity and electrical appliances and providing first-aid</li> </ul>
Ensuring Entitlements	<ul style="list-style-type: none"> <li>• Health camps are organised for health screening and facilitating access to health insurance</li> <li>• Financial inclusion through opening bank accounts and providing bank linkages</li> </ul>

### Resource Utilisation:

The project relies heavily on CIGs and includes collaboration and mentorship under various organisations based on the three components mentioned above. Before the formulation of the plan, mapping major livelihoods in the community was conducted in 2015, which triggered the need for the intervention in domestic workers' livelihoods. (Foundation, 2017)

### Impact/ Outcomes (Anticipated):

- CIGs can self-sustain and enrich themselves to groom leadership skills in women and graduate them into Civil Society Organisations.
- CIGs go beyond economic health and work towards improving the spheres of health, education, and skill-building to empower women.

**Challenges/ Lessons Learnt:**

- The time and availability of women participants may pose as a challenge.

**Replicability & Sustainability:**

- This model shares similar values with DAY-NULM and may be upscaled based on the success it attains.

**Fact Sheet:**

<b>Thematic area</b>	Social Security of Urban Domestic Workers
<b>First-year of the program</b>	2017
<b>Responsible institution</b>	Dhan Foundation, MEPMA and Greater Visakhapatnam Municipal Corporation
<b>Target audience</b>	Urban Domestic Workers
<b>Coverage</b>	Vishakhapatnam