

Report on

SDG 1: No Poverty

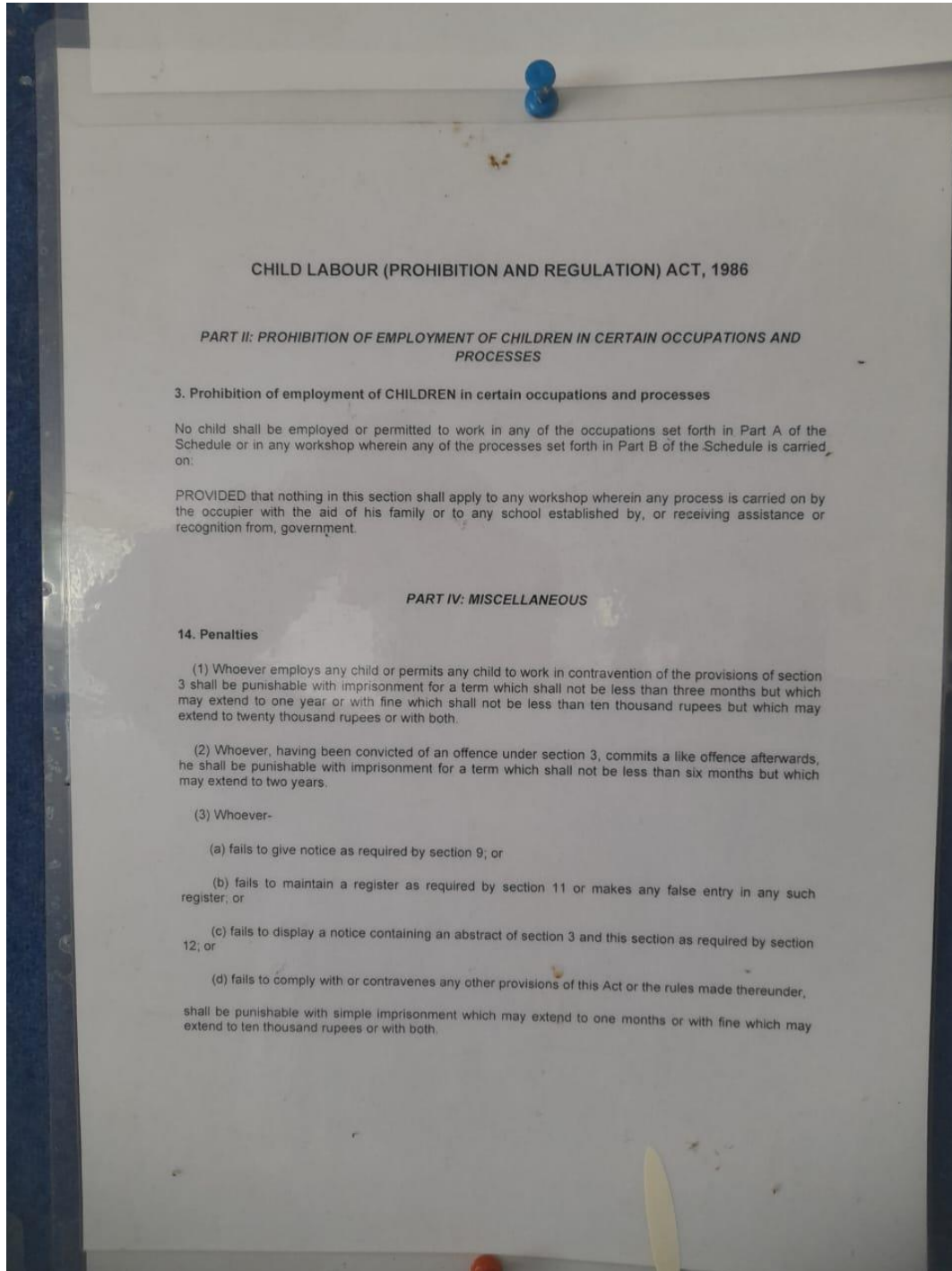


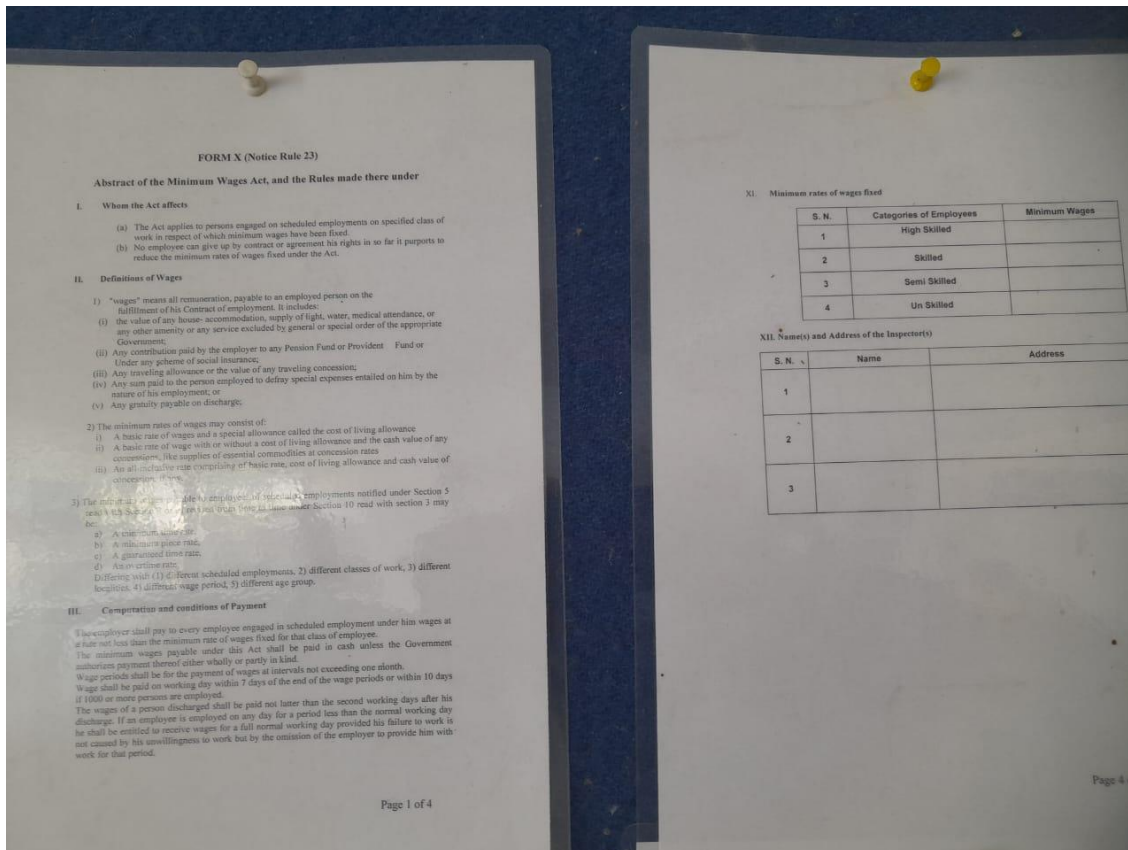
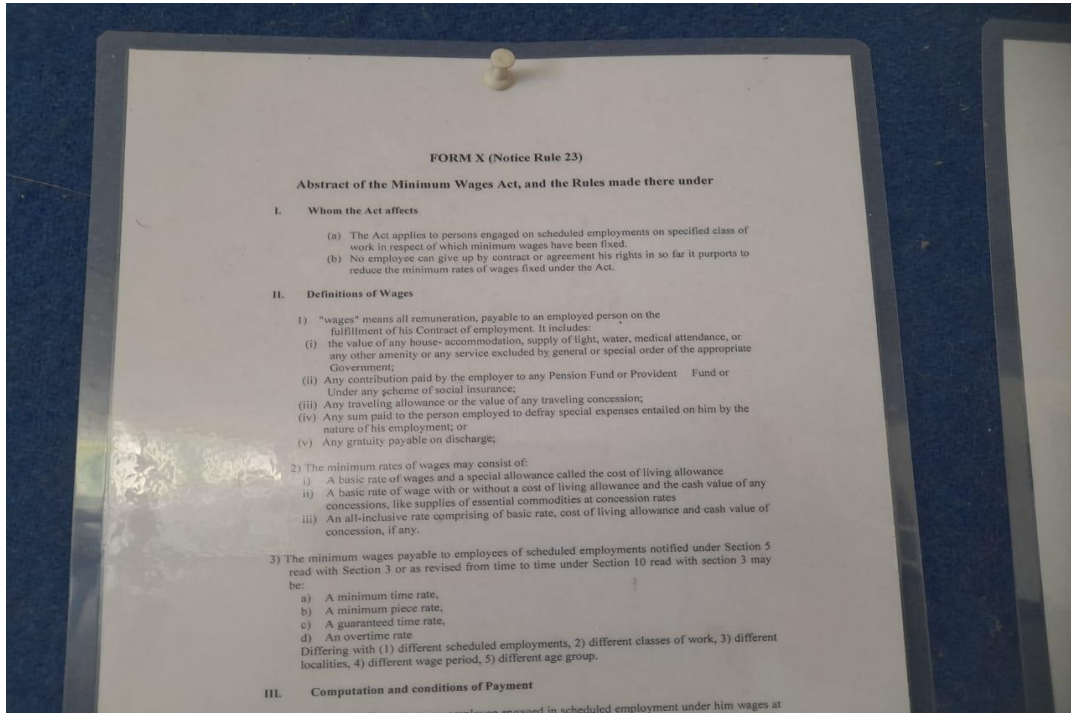
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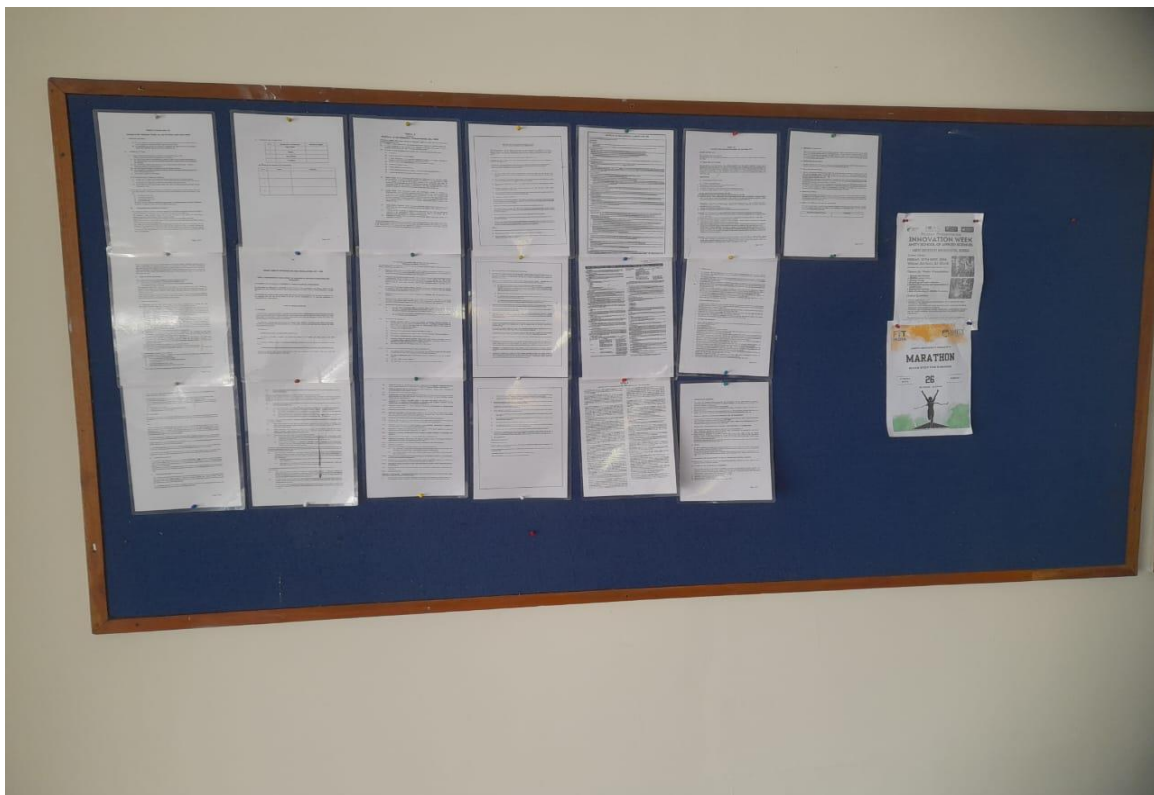
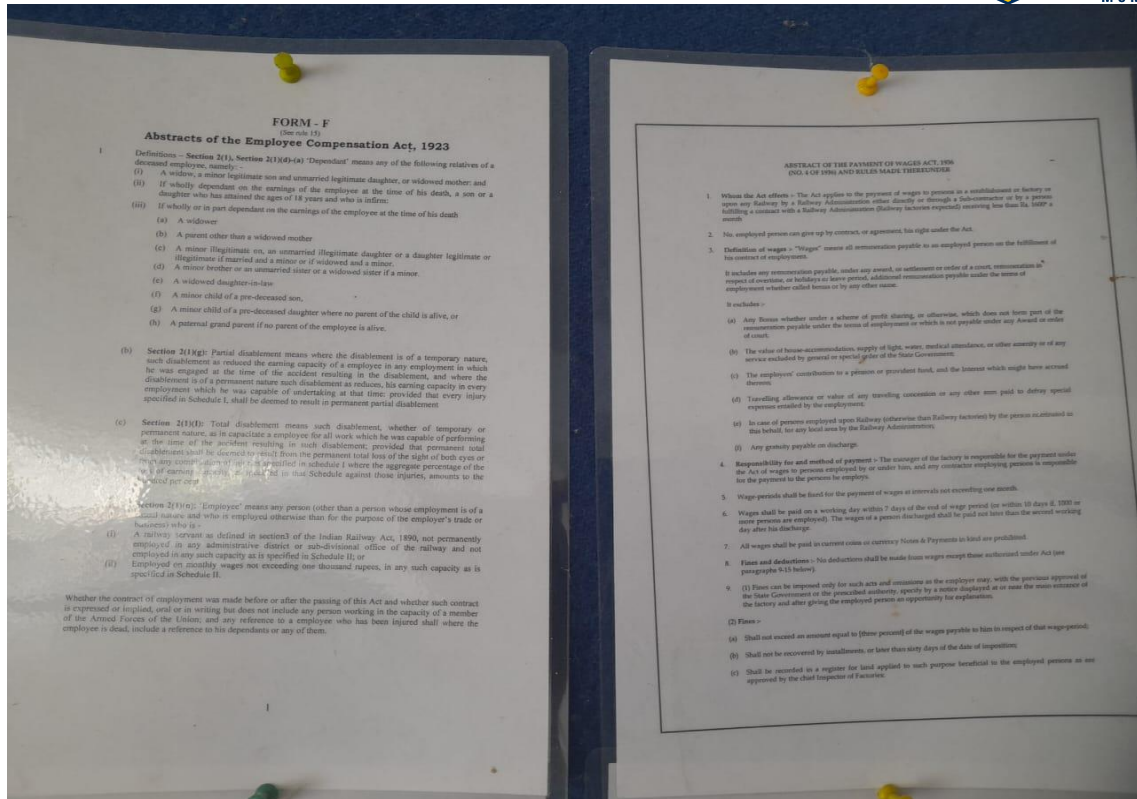
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SDG 1: No Poverty

Minimum Wages Act Displayed on Notice Boards







FORM "U"
Abstract of the Payment of Gratuity Act and Rules, 1972

1. EXTENT OF THE ACT:

The Act extends to the whole of India:
 Provided that in so far as it relates to plantations or ports, it shall not extend to the State of Jammu and Kashmir
 [Sec 1(2)]

2. TO WHOM THE ACT APPLIES:

The Act applies to (a) every factory, mine, oilfield, plantation, port and railway company; b) every shop or establishment within the meaning of any law for the time being in force in relation to shops and establishments in State, in which 10 or more persons are employed, or were employed, on any day of the preceding 12 months; and c) such other establishment, or class of establishments, in which 10 or more employees are employed or were employed, on any day of the preceding 12 months, as the Central Government may, by notification, specify in this behalf. [Sec 1(3)]

3. DEFINITIONS:

(a) "Appropriate Government" means.

- (i) in relation to an establishment;
 - a) belonging to, or under the control of, the Central Government,
 - b) having branches in more than one State,
 - c) of a factory belonging to, or under the control of, the Central Government,
 - d) of a major port, mine, oilfield, or railway company, the Central Government.

ii) in any other case, the State Government. [Sec 2(a)]

(b) "Completed year of service" means continuous service for one year, [Sec 2(b)]

(c) "Continuous Service" means uninterrupted service and includes service which is interrupted by sickness, accident, leave, lay-off, strike or a lock-out or cessation of work not due to any fault of the employees concerned, whether such uninterrupted service was rendered before or after the commencement of this Act.

Explanation I: In the case of an employee who is not in uninterrupted service for year, he shall be deemed to be in continuous service if he has been actually employed by an employer during the 12 months immediately preceding the year for not less than-

- i) 190 days, if employed below the ground in a mine, or
- ii) 240 days, in any other case, except when he is employed in a seasonal establishment.

Explanation II: An employee of a seasonal establishment shall be deemed to be in continuous service if he has actually worked for not less than 75% of the number of days on which the establishment was in operation during the year. [Sec 2(b)]

(d) "Controlling Authority" means an authority appointed by an appropriate Government under Sec. 3. [Sec 2(d)].

(e) "Family" in relation to an employee, shall be deemed to consist of-

- i) in the case of a male employee, himself, his wife, his children, whether married or unmarried, his dependant parents and the widow and children of his predeceased son, if any,
- ii) in the case of a female employee, herself, her husband, her children, whether married or unmarried, her dependent parents and the dependent parents of her husband and the widow and children of her predeceased son, if any:
 Provided that if a female employee, by a notice in writing to the controlling authority, expresses her desire to execute her husband from her family, the husband and his dependent parents shall no longer be deemed for the purposes of this Act, to be included in the family of such female employee unless the said notice is subsequently withdrawn by such female employee.

Explanation- Where personal law of an employee permits the adoption by him of a child, any child lawfully adopted by him shall be deemed to be included in his family, and where a child of an employee has been adopted by another person and such adoption is, under the personal law of the person making such adoption, lawful, such child shall be deemed to be excluded from the family of the employee. [Sec 2(h)].

ABSTRACT OF THE CONTRACT LABOUR ACT, 1971

The Act aims at the abolition of Contract Labour in respect of such categories as may be notified by the appropriate Government and at regulating the service conditions of Contract Labour where abolition is not possible.

APPLICABILITY

This Act applies

- to every establishment in which twenty or more workmen are employed or were employed on any day of the preceding twelve months as contract labour [Section 1(4)(a)];
- to every contractor who employs or who employed on any day of the preceding twelve months twenty or more workmen [Section 1(4)(b)].

To whom does it not apply ?

It shall not apply to establishments in which work only of an intermittent or casual nature is performed [Section 1(5)(a)].
If a question arises whether work performed in an establishment is of an intermittent or casual nature, the appropriate Government shall decide that question after consultation with the Central Board or, as the case may be, a State Board, and its decision shall be final [Section 1(5)(b)].

For the purpose of this sub-section, work performed in an establishment shall not be deemed to be of an intermittent nature:

- if it was performed for more than one hundred and twenty days in the preceding twelve months; or
- if it is of a seasonal character and is performed for more than sixty days in year.

Administration

The Act is administered by the Central or State Advisory Boards, as the case may be, whereon the Labour Commissioner will be a member [Sections 3 & 4].

Who is principal employer ?

The Head of any office or department of Government or local authority or, in a factory, the owner or occupier of the factory or a person named as the Manager of the factory under the Factories Act, 1948, is the principal employer under the Act [Section 2(g)].

What are 'Wages' ?

For the purpose of this Act, the expression 'wages' shall have the same meaning assigned to it under the Payment of Wages Act. Wages will, therefore, comprise Basic Pay (B.P.), Dearness Allowance (D.A.), City Compensatory Allowance (C.C.A.), Overtime Wages (O.W.) and Production Incentive. The term also includes encashment amount of leave, terminal dues, such as, notice pay, retrenchment compensation for Layoff etc., if the contract between the worker and the immediate employer so provide [Section 2(h)].

Who is a 'Workman' ?

Workman means any person employed in or in connection with a work of skilled, semi-skilled or unskilled, manual, supervisory, technical or clerical nature for hire or reward, whether terms of the employment are express or implied. The expression 'workman' includes:

- (a) any person employed mainly in a managerial or administrative capacity; or
- (b) a person being employed in a supervisory capacity but draws wages exceeding 500 rupees per mensem or exercises either by the nature of the duties attached to his office or by reason of the powers vested in him, functions mainly of a managerial nature; or
- (c) a person who is a out-worker, that is to say, a person to whom any articles or materials are given out by on behalf of the principal employer to be made up, cleaned, washed, altered, ornamented, finished, repaired, adapted or otherwise processed for sale for the purposes of the trade or business of the principal employer and the process is to be carried out either in the home of the out-worker or in some other premises, not being premises under the control and management of the principal employer [Section 2(i)].

Contractor to make payment of wages

The Contractor shall be responsible for payment of wages to each contract worker employed by him, such amounts as wages and at such intervals as are agreed upon in the contract. The Contractor should ensure that the wages are disbursed in the presence of authorised representative of the principal employer.

The obligations of the principal employer

In case the Contractor fails to make payment of wages within the prescribed period or makes short payment, then the principal employer shall be liable to make payment of wages in full or the unpaid balance due, as the case may be, to the contract labour employed by the Contractor and recover the amount so paid from the Contractor either by deduction from any amount payable to the Contractor under any contract or as a debt payable by the Contractor [Section 21].

Employer's Obligations

Every principal employer of an establishment shall, under this Act, make an application to the Registering Officer in Form 1 for registration of his establishment. If the establishment fails to so register, it is prohibited to employ contract labour after the expiry of the period permitted for making the application [Section 7(1) & (2)].

Licensing of Contractors

No employer shall undertake any work through Contract Labour except under the licence issued by the Licensing Officer [Section 11]. Such licence will contain conditions as to hours of work, fixation of wages and other essential amenities for the contract employees. Such licence shall be valid for a specific period whereafter the employer may apply for renewal [Section 12(2)]. Any appeal against an order of the licensing officer may be made by the employer within thirty days before the Appellate Officer nominated by the Government [Section 15].

Welfare, safety and health measures

Every principal employer governed by this Act is responsible for maintaining such standards of welfare, safety and health of contract labour as prescribed in detail in the Act [Sections 16 to 21].

Registers and records

Registers of contractors : Every principal employer shall maintain in respect of each registered establishment a register of contractors in Form XII [Rule 74 of 1971].

Employment card : (i) Every contractor shall issue an employment card in Form XIV to each worker within three days of the employment of the worker, (ii) The card shall be maintained up-to-date and any change in the particulars shall be entered therein [Rule 76 of 1971].

Service Certificate : On termination of employment for any reason whatsoever the contractor shall issue to the workman whose service have been terminated a Service Certificate in Form XV [Rule 77].

Muster Roll, Wages Register, Deduction Register and Overtime Register : (a) Every contractor shall in respect of each work on which he engages contract labour [Rule 78]:

- maintain a Muster Roll and a Register of Wages in Forms XVI and XVII respectively ;
- Provided that a combined Register of Wage-cum-Muster Roll in Form XVIII shall be maintained by the contractor where the wage period is a fortnight or less;
- maintain a Register of Deductions for damage or loss, Register of Fines and Register of Advances in Form XX, Form XXI and Form XXII respectively;
- maintain a Register of Overtime in Form XXIII recording therein the number of hours of, and wages paid for, overtime work, if any;
- Every contractor shall, where the wage period is one week or more, issue wage slips in Form XIX, to the workmen at least a day prior to the disbursement of wages;
- Every contractor shall obtain the signature or thumb impression of the worker concerned against the entries relating to him on the Register of Wages or Muster Roll-cum-Wages Register, as the case may be, and the entries shall be authenticated by the initials of the contractor or his authorised representative and shall also be duly certified by the authorised representative of the principal employer in the following manner :
The authorised representative of the principal employer shall record under his signature a certificate at the end of the entries in the Register of Wages or the Register of Wage-cum-Muster Roll), as the case may be, in the following form :
Certified that the amount shown in Column No. _____ has been paid to the workman concerned in my presence on _____ (date) at _____ (place).

Display of the Act

Every contractor shall display an abstract of the Act and rules in English and Hindi and in the language spoken by the majority of workers in such form as may be approved by the Chief Labour Commissioner (Central). The contractor shall also display notices showing rates of wages, hours of work, wage period, dates of payment of wages in conspicuous places at the establishment and the work-site [Rules 80-81(1) & (2)].

Returns

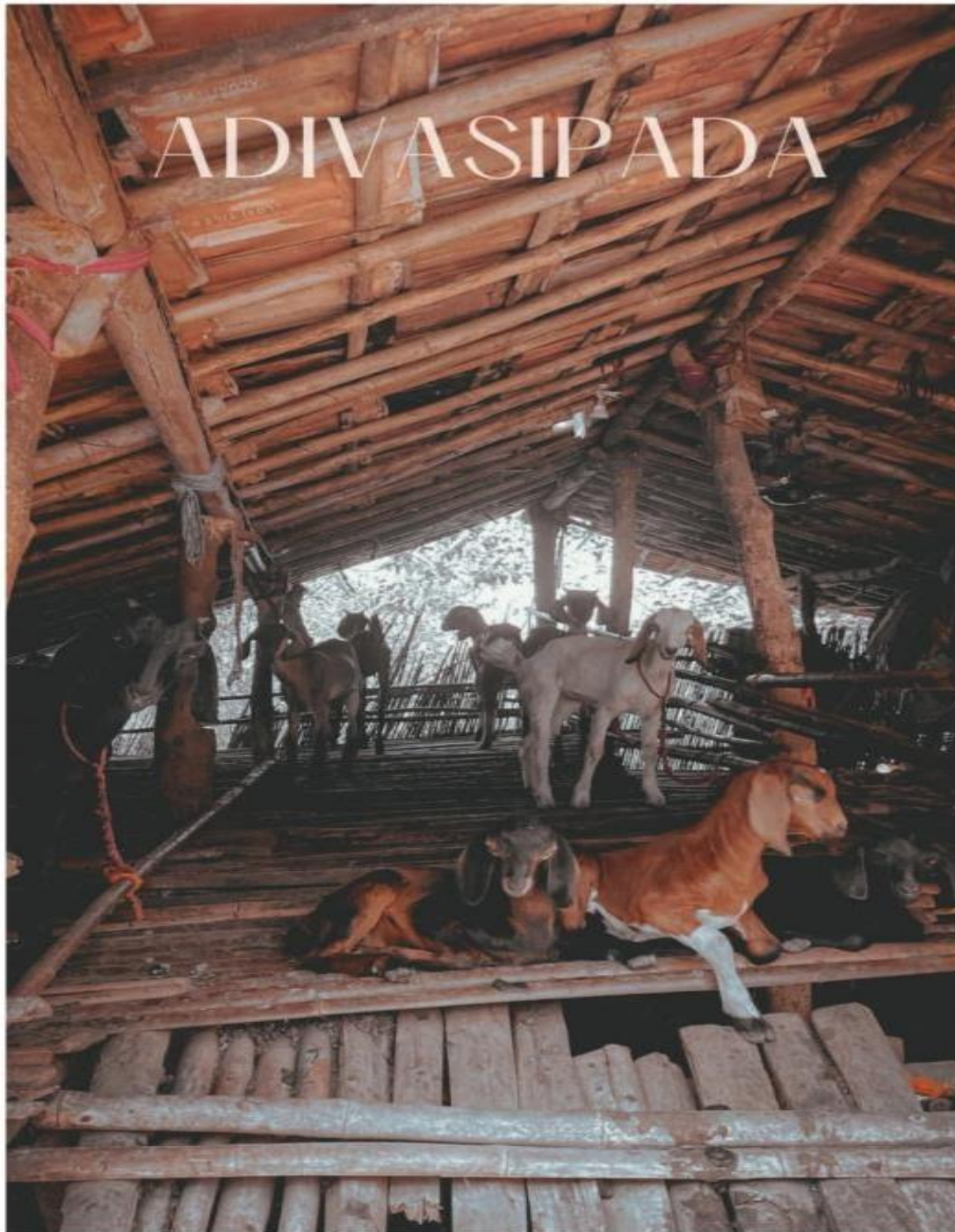
Every principal employer shall, within fifteen days of the commencement or completion of each contract work under each contractor, submit a return to the Inspector, intimating the actual dates of commencement and completion of such contract work in Form VI-B [Rule 81(3)].
Every contractor shall send half yearly returns in Form XXIV (in duplicate) so as to reach the Licensing Officer concerned not later than thirty days from the close of the half year [Rule 82(1)].

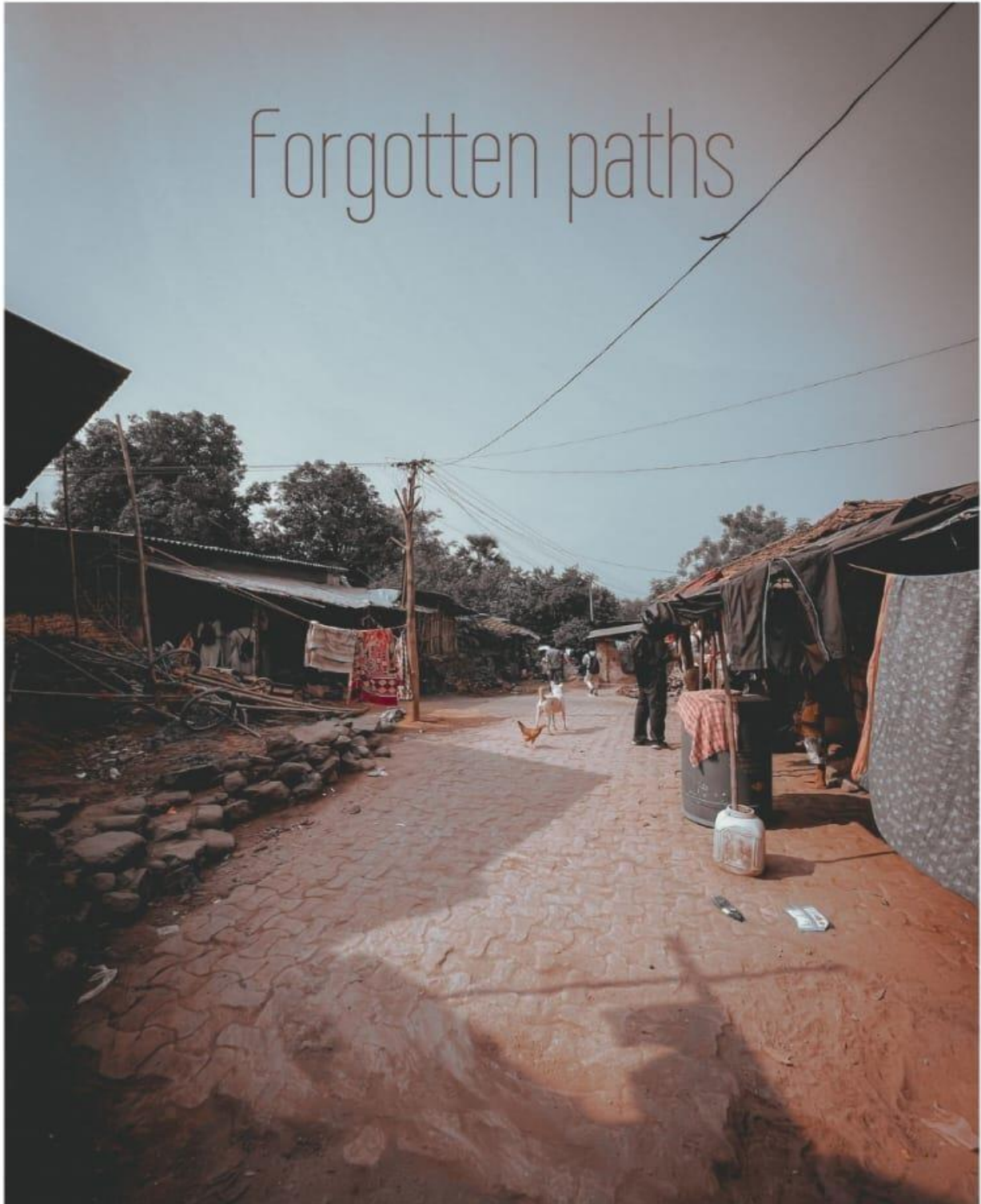
Every principal employer of registered establishment shall send annually a return in Form XXV (in duplicate) so as to reach the Registering Officer concerned not later than fifteenth February following end of the year to which it relates [Rule 82(2)].

Penalties

Contravention of provisions of the Act will attract punishment by way of imprisonment or fine or both.

Tribal Visit to Adivasipada, Fanasawadi





Participated by Students of

B.A. in Applied Psychology (Honours with research), Semester 7 and B.Sc. in Clinical Psychology (Honours with research), Semester 7

Amity Institute of Behavioural and Allied Sciences (AIBAS) Amity University Mumbai

Date and Time: Sunday, 24th November 2024, 9 AM – 4 PM.

Place: Fanaswadi Village, Amity University Road, near Amity University, Mumbai.



Program Structure: The Tribal Visit was structured and divided into following stages:

Research Survey: The students from Semester 7 had been allocated into groups of 3-4 individuals and were tasked with establishing rapport and conducting a baseline survey for the members of the village and tribal community. The students used their learnt techniques and few survey scales such as the Aggrawal's Socio-Economic Status (SES) Scale and the WHOQOL- BREF questionnaire to assess and understand the well-being of the respondents. An additional screening questionnaire - the WHO-ASSIST scale was also administered for the families that reported use of substances amongst their family members. The students even designed and included a checklist of official documents that they were expected to have along a checklist of the policies and welfare schemes made available to them to encourage growth and support for the tribal population.

The survey was smoothly conducted over a time period of 2 hours where students visited the village houses and interacted with the family members personally. The results of the survey presented that a majority of individuals were unaware of the welfare schemes and policies and often failed to receive the true benefits of the same. These families were also working multiple jobs and were working progressively towards upskilling themselves and their children but often experienced a lack of support and resources in terms of transportation, facilities alongside access to quality services and opportunities.

Creative Session



Artistic Zone:

Especially curated for the children of the village; the Artistic Zone Segment included some artistic activities that could help rejuvenate the children while also showcasing a message and fun time for the children. Initially, an art session was arranged where the children were provided with art supplies and blank canvases that they filled with their poignant masterpieces and

imagination curating a fun and empowering moment while breaking barriers between the children and the students

This was followed by a live musical performance where a student played the guitar and another gave a heartfelt musical performance that brought smiles to the audience as they enjoyed the rhythm of the music. Consequently, a dance session was also arranged where children along with the students danced their hearts out to some groovy tunes and beats while fostering a sense of connection and mutual joy amongst everyone present.





b.) Psychoeducation



A small informative session was also included in this segment which aimed to address and raise awareness of some important events that could benefit the residents of the village. Initially, a small informative session was conducted mainly for the children of the village on the theme of Good Touch and Bad Touch where the students highlighted the concerns of safety and the action steps for the children if they were to experience such unfortunate experiences. Psychoeducation focused on the mental health issues, de-addiction of substance usage by children, and prohibition of child marriages.

The session was truly informative and specially designed for the children and was able to captivate the children's attention and deliver the message in a powerful manner.

c.) Skit: Women Empowerment



The students also demonstrated a powerful skit addressing the issues of domestic violence and gender inequality while showcasing the struggles and mistreatments that women are often susceptible to. The skit also displayed how this did not simply affect the victims but also made a lasting impact on the children and their future generations, which empowered the audience to advocate for a better and safer future for themselves and their children. The audience felt touched and moved by the performance which exhibited that the skit had successfully shed light and emphasized on these societal issues!



Informative Session

Yoga Session:

Amongst the students, a dedicated Yoga practitioner who also facilitates Yoga workshops and classes regularly, conducted an engaging session to empower the audience with the benefits of Yoga. An informative dialogue was held where the student explained the benefits and applications of Yoga in our daily lives to achieve and maintain balance and stability in our lives.

The practitioner then conducted a few activities ranging from breathing exercises and meditation to promote balance and alertness followed by demonstrations of two Yoga Poses to be done in early morning and late evening to help prepare the body for the day and also relax after a tiring day to empower and ensure a stronger and relaxed feeling for the next day! The attendees were very enthusiastic and quickly followed suit in practising these exercises which showcased that the session was empowering and productive indeed!



a.) **Life Skills and Personal Hygiene:**

The students also ensured to curate safe spaces for the women and the children so that they could feel comfortable in discussing personal hygiene practices that are vital for their daily lives. The students along with the facilitator held discussions on the topics of personal and overall health hygiene where they promoted certain measures to safeguard their personal

hygiene while also conducting a demonstration showcasing the correct methods to use sanitary pads and its disposal.



These discussions further extended to their life skills and practises where the women discussed topics such as early marriages that remain a common occurrence in the village and the widespread use of substances amongst the children and adults and how this had a consequent impact on the quality of life for the individuals themselves. The community members were interactive and continuously engrossed in these conversations enabling the students to facilitate a productive and engaging discussion as well!

b.) Welfare Scheme Awareness

This was then followed with an informative session by the students where the families were explained about various welfare schemes that are specially designed for tribal families and how they could check their eligibility and benefit from the same. It was a truly enriching and informative session which showcased how the individuals were unaware of these policies and often did not even receive the benefits and provisions that have been disbursed or allotted to them due to various barriers.

Donation Drive



Towards the end of the program once all activities were completed, the students conducted a donation drive which was an important highlight of the entire program. Considering the challenges and conditions of these villagers, the students have specially curated small kits which included blankets, hygiene products and other daily essentials that could be utilised and would benefit the community members.

The students in the preceding days had also held smaller collection drives through which they gathered various forms and materials of donations in clothes, blankets and home essentials that was also distributed amongst the villagers as a token of support and as a move to provide immediate relief for their most pressing needs. These donations and kits were provided to the community members individually and accompanied with bright smiles and photos that curated the best way to end the day with joy and a sense of togetherness.



Conclusion:

The Tribal Visit Program aimed to enhance community outreach and provide base level insight and understanding amongst the students for the lack of awareness and barriers that exist amongst individuals while focusing on the needs of the community members. The structure of the program right from the research survey to the donation drive aimed to inculcate an understanding of various methods and strategies that can be used to provide assistance and support for the tribal populations.

While not only providing an opportunity for students to demonstrate and practice their skills like rapport building and conducting research; the program presented a sense of realization towards the complexities of the challenges present amongst the community and the importance of psychological concepts such as empathy and cultural sensitivity in practice. Many students also reported feeling touched and motivated to further work along marginalized communities for their upliftment and betterment with an emphasis to advocate for mental health and well-being of the community members.

Acknowledgement:

The Community Outreach Program was a powerful initiative which was smoothly executed as a result of relentless efforts and careful planning by the volunteers, facilitators and the community team. We would like to take a moment to express gratitude towards the Sarpanch of the Adivasi pada village, Mr. Sanjay Gharat who helped us arrange and facilitate these sessions in their community Centre. We extend our thanks to the Anganwadi workers who provided uninterrupted support and resources to ensure the success of the program and the women's self-help groups volunteers for their continued dedication and unwavering insight that helped us mould this program to provide in-depth relief and awareness amongst the Tribal communities!



Perspective



FREEDOM



responsibility vs opportunity



पहाड़ों के उस पार वाली दुनिया...

