

## Charter of Demands by the unorganized women labour of West Bengal

1. Each adult member of a family either salaried or self employed, should be recognized as “workers”.
2. The unorganized or unprotected labour should get minimum wage determined by the Government.
3. Each section of unorganized labour should be divided into skilled, semi skilled and unskilled worker according to their capability and their wage rate should be determined accordingly.
4. The working condition, welfare provision and the social security of the workers should be protected (provided and maintained) according to the ILO guideline. Include maternity benefit for each and every women labourer.
5. In case of dispute the alleged women should get an interim to continue his/her work and would enjoy all rights and entitlements in line with the Prevention of Unfair Labour Practices Act 1971 introduced by Maharashtra.
6. Recruitment policy and social security provisions of the unorganized or unprotected sector should be determined by the tripartite welfare boards.
7. Those welfare boards where participation from the Government, employer and employee should be mandatory.
8. Separate welfare boards should be established for the domestic workers, sweepers, sex workers, zari workers.
9. This registration process should be simple and should be done at local level.
10. Proper system and infrastructure should be developed for registration of the workers in the welfare boards and the workers should be sensitized accordingly. In the sensitization process trade unions and Non Governmental organization should be involved.
11. Government should provide and maintain proper Social security system for the unorganized sector.
12. Unorganized worker should get pension at the rate of half of their original salary just as the organized sector.
13. Instead of running separate health schemes for the unorganized sector the government should utilize existing ESI infrastructure for the health care facility.
14. The persons engaged in fish processing and fish vending should also be recognized as fisherman according to ILO convention 188 which is not ratified by India.
15. Sex work should be enlisted in the labour list and the sex workers should get workers recognition.
16. ITPA which criminalizes the sex workers should be repealed.
17. Provision for night stay in fair price should be provided and maintained by the Government for the goods transport workmen who lives out of station for a long period.
18. Entitlements and schemes for the unorganized sector should be displayed in public place in local languages for sensitization of the workers.
19. Help line should be introduced for the unorganized labours.