



# NEWSLETTER

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## TARANGINI MAHILA ADHIKAR PRASHIKSHEN KENDRA DEMANDING DECENT WORK FOR SOCIAL TRANSFORMATION

### Editorial

Today, more women than ever before are active participants in labor markets around the globe. Nevertheless, growth in the labor force have not led to a significant reduction in gender gaps in the workplace. For instance, women continue to be less likely than males to occupy positions with a regular salary and income. Additionally, they continue to be overrepresented in low-paying, low-productive, and poorly protected professions. As long as women continue to have limited access to social security, unequal pay, and limited access to leadership roles, the progress made so far is insufficient to guarantee decent and productive work for all. The promotion of rights, employment, security, and social discourse within a framework that supports both investment and economic growth constitutes decent work, which embodies the integration of social and economic aims.

The world as a whole should benefit from economic prosperity. Because of this, it has to be made sure that economic development produces

respectable and satisfying jobs without endangering the environment. Worker's right has to be defended to end modern slavery and child labor once and for all. Sustainable development goal number 8, reflects protecting labor rights and promoting safe working environment for all workers including migrant

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workers, in particular women migrants and those in precarious employment. Along with it, target 8.5 aims to achieve full and productive employment and decent work for all women and men, including for young people and person with disabilities, and equal pay for work of equal value by 2030. In order to sustain economic growth and decent work, women's work of all kind has to be respected, recognized and valued.

The society as well as the system finds it difficult to acknowledge women's work as work. Be it a woman looking after the household of a family, a woman working as a domestic worker or a woman aspiring to contribute through the political arena in the nation. A tendency of pushing women's work towards care giving work and lack of monetization in this sector is still prevalent in our country and many South East Countries. According to the International Labor Organization (ILO), 16.4 billion hours a day are spent in unpaid care work. This is the equivalent of US\$11 trillion or 9% of global GDP—twice as much as GDP for the worldwide agricultural sector[1]. The realization of informal work being recognized in which mostly women are engaged not just uplifts the status of women but contributes in the economic enhancement of the country as well. The deep rooted patriarchy and existing social norms and values has been contributing in the creation of an environment where neither a woman's work is recognized nor respected.

Tarangini Foundation demands women's work to get recognized, respected, valued and established as DECENT WORK. For this we have launched a campaign at National and regional level in coordination with different sister organizations along with GAATW International.

As a result at National level this issue is now in the verge of getting converted into a National agenda within political parties and Government structures. With our joint effort we are confident that we will make this change happen. Although the path is not easy however together we have made impossible possible. We would like thank everyone for the solidarity support and sisterhood actions.

From  
The Editorial Team  
Tarangini Foundation

[1] <https://reliefweb.int/report/world/changing-balance-women-care-economy>

## 16 DAYS OF ACTIVISM

GBV is a global challenge that violates basic human rights and human security. Apart from the individual suffering, it carries high cost for society and is a major obstacle to development. Domestic violence has been a persistent problem throughout recorded history and is one of the primary public policy concerns worldwide. Worldwide, over a quarter of women aged 15-49 years who have been in a relationship have been subjected to physical and/or sexual violence by their intimate partner at least once in their lifetime and 38% of all murders of women are committed by intimate partners [1]. In Nepal, 22% of women aged 15-49 years report experiencing some form of physical, sexual, or emotional abuse, and half of all women face violence in the home. Domestic violence has been a persistent problem throughout recorded history and is one of the primary public policy concerns worldwide. There high level of domestic violence prevalent in Nepali society as well. Nepali women and girls are vulnerable to both domestic violence and public violence. Domestic violence includes physical abuse (for example, beating, slapping, hair pulling, kicking, burning, beating with a stick, or using a knife and others) and mental torture (threats, verbal abuse, and neglect and others) by husbands or other family members. Early marriages, dowry-related violence, sexual abuse in the household, polygamy, marital rape including others are also part of violence happening within homes.

In the context of gender discrimination, girls and women of all walks of life are more affected, so more emphasis is placed on the rights of girls and women. This year, the campaign against sexual violence was celebrated with the United Nations slogan, “UNITE! Activism to end violence against women and girls.”

Tarangini believes that violence against women will not end until women’s labor is recognized and respected as the driving force behind the country’s economic and social transformation. Therefore, during the 16 days of activism, Tarangini Foundation conducted several programs, campaigns and rallies in order to advocate for a safe, belonging and respectful environment

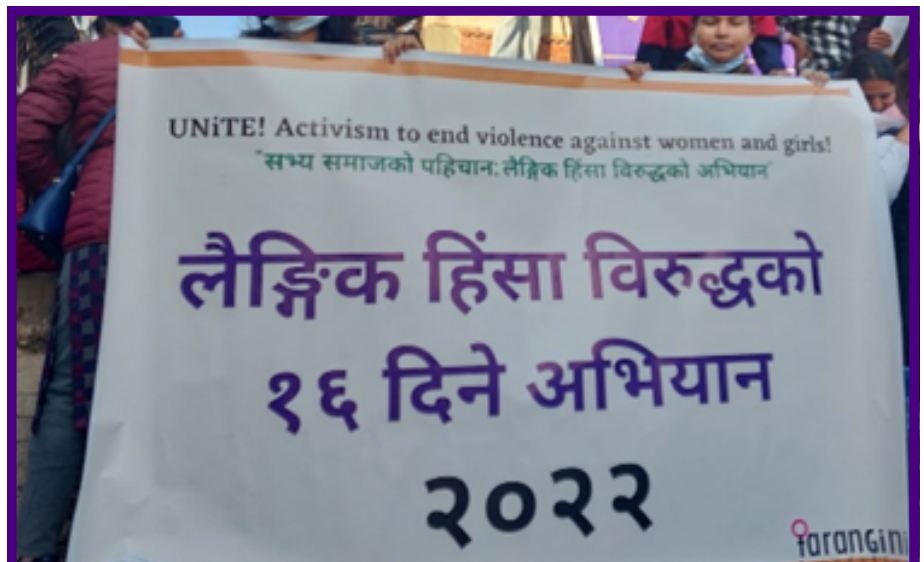


for every home and public place, an environment free from any kind of violence. Tarangini actively involves in the campaign by carrying the objective of advocating for inclusive and long term strategic programs and resources to prevent and eliminate sexual violence in public and private spaces

[1]Violence Against Women Prevalence Estimates, WHO, 2018

along with the creation of an environment conducive to access to justice for those affected by violence and to lay the groundwork for ensuring the right of survivors to self-respect and justice.

During these days of activism, visibility was showcased by conduction of joint rally, press releases, advocacy programs and solidarity. 16 days of activism is celebrated every year for the realization and apprehension regarding gender equality and violence against women however, continuous awareness and action followed by determination is required all year round from every individual and responsible authorities to eliminate violence against women.



## 'RIGHT TO WORK' CAMPAIGN BUILDING- 5 DAYS TRAINING AT BANEPA

Shram Jivi Mahila Sanjaal was formed with the aim of taking the movement building campaign on Women's right to work forward. In this forum, returnee migrant women workers, domestic women workers, entertainment sector workers and sex workers are included who not just have started to dig deep into their issues but are gradually learning and developing skills and strategy to advocate on their issues, make their issues audible and make the change makers highlight the same.

Definition of work, decent work, factors for which the women's work is not considered as work and why this is an issue and it is essential to come together to raise our common voice on this matter were brought forward thoroughly. As, there were workers from different background, it was essential for all to acknowledge that although the working area of women are different, their issue is same and the main cause is same that is the harmful societal values and norms, the patriarchal mindset existing in people and unequal power relation between men and women. There was time, we used to campaign against gender based violence and discriminations for women but this is a high time that now we showcase solidarity and raise voice, advocate for our work, for women's work which is the root cause for all existing violence and discrimination.

The interrelationship between decent work and economic sustainability were discussed. Furthermore, through power map, the entities were identified who might be helpful and powerful for this campaign. In addition to that, the less helpful entities were identified so that together we could work on them and



transfer them towards the helpful entities. As much as it is essential to raise our voice, speak for our issues, it is very much essential we speak correct words in given situation and environment. While, we advocate for our issues there comes time when it is required to speak politely or sometimes, we need to go on the street. Therefore, a campaigner needs to have correct choice of words, proper leadership skills and efficient knowledge on the subject from which the worker can advocate impact fully.

## MAKING THE ISSUE OF WOMEN WORKERS A NATIONAL AGENDA

National advocacy workshop with the theme “Our work, our identity: Decent work for social transformation” was organized successfully by Tarangini Foundation in which there were about 105 participants. In the consultation, there was presence of Mr. Top Bahadur Magar who is, Chairperson of National Human Rights Commission, and Honorable Mr. Gagan Thapa who is recently elected member of House of Representative. Along with it, Honorable Dr. Binda Pandey (Member of Nepal Communist Party) was also present. In addition to this, director of department of women and children Ms. Neera Adhikari, Chairperson of NAWHRD, Former Deputy Mayor of Siddhi Charan Municipality, Thakre Rural Municipality, Baharabise, Chandragiri, Kirtipur and Solududhakunda municipality were present. Further, Deputy Mayors of Tarkeshwor and Dakshinkali municipality were present in the consultation.

On the consultation, the workers presented their issues, their demands and how they plan to take their issues forward asking support and help from the concerned authorities. Tarangini believes that change is only possible when the issue is presented forward by the first person themselves. Honorable Gagan Thapa, who is recently elected member of house of representative, provided his commitment to work on this issue. Furthermore, he also explained that without women’s work being considered as work, there cannot be any development in a country, be it social, economic or political. Furthermore, the Chairperson of National Human Rights Commission addresses this issues and provided to recommend it towards the concerned authorities. The deputy mayors also provided positive response on this issue and would do their best to



support the Shram Jivi Mahila Sanjaal and this campaign as a whole. Patriarchal social structure and values have controlled women’s work, body and identity. The change makers are active in all political movements of the country demanding the transformation of social inequalities however, more solidarity is required. We only believe in a democratic republic, in which human rights are ensured. Universal Declaration of Human Rights – 1948, Declaration of Civil and Political Rights – 1966, Declaration of Social, Cultural and Economic Rights – 1966, Convention on the Elimination of Racial Discrimination, Convention on the Elimination of All Discrimination Against Women – 1979, Conventions Against Torture, the realization that the state is guaranteed to all citizens. We believe that the protection of rights will be possible only if it is done therefore, this campaign will not stop until a woman’s work is considered as work in all manner.

## JOURNEY TOWARDS 'DOMESTIC WOMEN WORKERS FORUM'

Domestic work is not considered as work neither from community level nor from state level and the workers are not getting any sort of services like contract paper, leave facilities, social security schemes which is generally provided to other works. Likewise, Nepal's patriarchal society often treats domestic workers as disposable commodities. Domestic work is often undervalued, informal and invisible, mainly carried out by women and mostly adolescent girls. Violence and harassment against domestic workers, very often seen as normal, part of life or part of culture. The common types of violence and harassment experienced by domestic workers in their workplaces includes economic abuse, psychological abuse, physical and sexual abuse, verbal abuse and lack of access to appropriate food.

With a high level of dependence on their employer, domestic workers are more likely to tolerate violence and harassment, with no voice to fight back. Lack of access to complaint mechanisms, lack of clarity in legislation regarding their access to justice and opportunities to organize and exercise freedom of association also increase their vulnerabilities. In addition to this, poor understanding of what constitutes violence and harassment, low awareness of rights, and a lack of training in occupational safety and health standards contribute to the vulnerability of domestic workers. Moreover, loss of jobs or uncertainty of jobs and fear of losing jobs during pandemic/ disaster/ emergency period causing psychological impact in the women domestic workers.



The problems faced by domestic working women range from physical to socio-economic impacts. To begin with, there is no provision of contract letter and minimum salary or working hours separated for domestic workers due to which they are deprived of getting salary according to their work and time input. According to Goal 8 of SDG, there should be provision of decent work and economic growth which contradicts in this matter. In addition to this, the workers go through physical violence in the workplace, mental torture, discrimination, untouchability in their

workplace. Furthermore, due to their work, the workers have no respect and dignity in their family and community. According to WEIGO, in Nepal there are three million women in labor's market with 90.5% in informal employment. The data also shows that more than 80% of the domestic workers have no contract letter and any kinds of social security provision. Although 90 percent of the employed women are working in informal sector, the informal work sector is yet to be recognized and identified as work by the government of Nepal. The Government of Nepal has introduced social security policy and has amended the Labor Act 2017 to take on the formalization of informal work. However, despite of all of these positive steps, there still is no clarity on how women's work can get identified, recognized and valued.

Tarangini has been working with the women and girls who have been working as domestic workers in household level. A journey of making a domestic women worker's forum with the together initiative and support from community, ward and Tarangini;s joint effort has been started. Tarangini's experience tells that, there exists intersectionality within the working arena of these working women. To specify, there are workers in domestic sector who are also involved in other informal sectors like entertainment sectors or sex industry and vice versa. This signifies that working in one group of marginalized women widens the networking and reach to workers from other areas as a whole which enhances the solidarity and opportunities for change making and social transformation in a long run.

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## OTHER ACTIVITIES :

### FEMINIST MENTORING FOR FEMINIST FUTURES





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## VIOLENCE AGAINST SEX WORKERS DAY

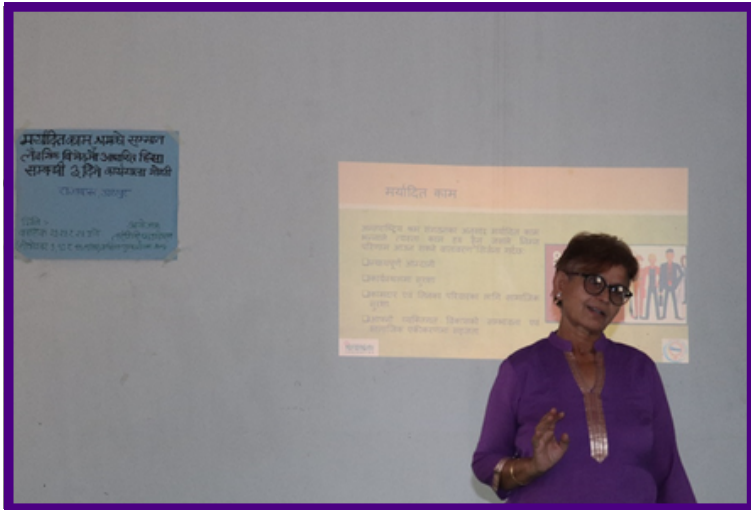


## LAUNCH OF 'SAMBAHAHA'



## RIGHT TO DECENT WORK CAMPAIGN- UDAYPUR (WHRDs) AND KAVRE (SHRAM JIVI MAHILA SANJAAL)





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## SELF CARE SESSIONS BY TARANGINI





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## ABOUT US

Tarangini Mahila Adhikar Prashikshyen Kendra (Tarangini Foundation), established in 2017, is a non-profitable organization working on an initiative for integrated security and feminist documentation. The Sanskrit word 'tarangini' means tranquility in English. This term was chosen for the institute because it better represents the harmonious relationship among the women who have been engaging in the feminist movement of Nepal for a long. The reciprocity and exchange among the women activists and their organizations which has been continuing for more than 25 years are counted as an important asset to take the feminist movement to new heights.

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 **Tarangini Foundation**