

Memorandum of Understanding

Signed between

Disha Foundation, Nasik

(Disha Foundation 25-, Saileela Tower, Raca Green Square, Gangapur Panchavati Link Road,
Nasik 422 005, Maharashtra. India)

And

V. M. Salgaocar Law College, Goa

(V.M. Salgaocar College of Law, Miramar – Panjim, Goa)

1. Purpose of MoU

This Memorandum of Understanding is signed for extending support to migrant and unorganized sector workers to ensure their rights and entitlements

2. Introduction of Disha Foundation- Work Experience and Achievements

Disha Foundation is Nasik based pioneer and specialized NGO in labour migration sector is acting as nonprofit Organization, registered vide registration number MAH/NSK/7813, 2002 in Maharashtra under Societies registration act 1860.

Disha started its migration program in 2002 in Maharashtra. Migration Resource Centres (MRCs) are core of all activities of Disha at destination and source of migration, they provide registration facility of out/in-coming migration, pre-departure trainings to migrant's for informed and safe migration, access to available social security services, and public services, legal aid and support and skilling's, job linkages and entrepreneurship activities to strengthen their livelihood. Currently Disha is scaling up its migration program in NCR Delhi, Goa, Odisha and Jharkhand.

Since livelihood migration among Scheduled Tribe and Scheduled Caste population is highest in India, Disha has special focus on these groups. Based on Disha's consistent efforts and contribution in the field, Tribal Development Department, Government of Maharashtra has adopted their model to address tribal livelihood migration in Nasik. They have jointly set up state level migration resource centre in Nasik, which is also supported by Ministry of Tribal Affairs (MoTA), GOI as an innovation.

In 2016, this model was studied by National Commission for Scheduled Tribes (NCST), GOI. Commission has prepared national policy recommendations to address tribal livelihood migration. These recommendations are meant to create integrated, convergence based national level approach to address migration in two ways:

1. To strengthen tribal livelihood at source areas to reduce distress migration
2. To provide facilitation support to migrants through migration support centres at source and destination level.

Disha has provided technical expertise and support to the NCST Commission during the preparations of these policy recommendations. Further, the commission has sent these recommendations to MOTA for its implementations.

MoTA has engaged Disha to operationalize these recommendations, through its partnership with UNDP. National level work-plan is recently completed and co-ordination with various national ministries is underway for creating pro-migrant policy environment. MoTA has also commissioned national level action research study through Disha to understand state level situation of tribal livelihood migration and identify immediate possible solutions to address it.

MoTA has also signed MOU with Disha in November 2017 as a technical agency to support their national initiative 'National Resource centre on Tribal Livelihood' which is anchored by MoTA's National Scheduled Tribe Finance and Development Corporation (NSTFDC). Disha's role is to support NSTFDC to build convergent action and resource mobilization for strengthening tribal livelihood to reduce distress migration.

Recently Ministry of Tribal affairs has recognised Disha's efforts as 'Centre of Excellence in Migration and Development'. The centre is planning to work with major sending states of

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migrant workers and destination states where these workers migrate for livelihood for policy dialogue and convergent actions to extend state support to ensure rights and entitlements of migrant workers. Disha's expertise and extensive experience in implementation of migration resource centres is well recognised by various agencies, at national and state levels.

Disha is working closely with Labour department, and Tribal Department Goa for the implementation of recently set up Migration Cell for data management and facilitation support for migrants to ensure awareness and access to social security schemes.

3. Effective Date, Duration, Amendments, and Termination

This MOU shall be effective when signed by both parties. The initial duration of this MOU is established at **3 years** from signing. However, the duration may be extended beyond this period if both Parties agree in writing. In addition, this MOU may be amended if both parties agree in writing. Either party may terminate this MOU at any time upon advance written notice to the other party with such termination becoming effective upon the date set forth in such written notice.

4. Meeting and Reporting

Parties can decide to meet at least once in a quarter periodically assessing the effectiveness of the communication and outreach strategy and recommending improvements to the procedures.

5. Proposed role of Disha Foundation for strengthening migrant labour support programme of Goa Labour Department

Disha conducted situational assessment of migrant workers in Goa working in fishery and construction sector last year. As per study findings every year approximately 10,000-15000 workers migrate from Jharkhand and Odisha to Goa for employment in fishery sector. They are not covered under any social security protection by Fishery or labour department of Goa. They also face acute occupational health problems, which needs to be addressed with immediate attention.

Under this MOU, Disha will determine whether and how Disha collaboration might enhance the impact and enduring results of each organization's respective investments.

To that end, Disha foundation will (Tentative Activities):

1. Endeavour to align resources to scale up or enlarge the outreach of the program to Registration of migrant workers under existing government schemes such as unorganised sector workers welfare board and Building and other construction welfare board as appropriate in consultation with the Ministry of Labour and Employment of Government of Goa, which can provide social security coverage to these workers.
2. Create financial inclusion of workers to bring them under formal banking system, as per mandate of Government of India. Disha Foundation will support these workers to facilitate their access to government banking mainly for bank account opening, remittance support and small credits.
3. Disha will conduct health programme for workers on basic health awareness and health literacy, facilitate accesses to preventive and curative health care; in tie-up with health department of Goa.
4. Develop need based skill development (on the job and off the job skilling), and job placement support. Develop an evidence base to support above activities such as - case studies, compilation of best practices, research backed articles, various communication materials.
5. Disha Foundation also proposes to provide legal support to migrants and informal workers by set up of legal aid support cell. In connection to generate resources and seeking professional support, Disha foundation will have collaboration with V. M. Salgaocar College

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of Law, Goa, and the college administration has agreed to be partner and extend voluntarily support in legal aid and registration of unorganized workers and construction workers through the law students and faculties.

6. Develop a select number of high impact communication and outreach strategy to have better access to the target workers for proposed activities.
7. Create awareness and promote success to the migrant, construction and unorganized workers by promoting public relations, case studies, and testimonials;
8. Conduct need based research and reviews on labour related issues and provide technical inputs and support to Labour Department, Goa.
9. Conduct regular sharing meeting to track and monitor progress of the Initiative; and Jointly share best practices.
10. Any other need based support activities for these workers after consultation with labour department, Goa.

8. Role of V. M. Salgaocar Law College

- I. The college will support Disha for conducting various research on labour related issues, policies and programs through law students and law faculties.
- II. The college will provide law students for various field activities such as awareness, enrolment of unorganised and migrant workers in various labour welfare schemes, and legal support.
- III. The college will support to set up legal aid support centre within the college for construction and other unorganised sector workers in Goa in collaboration with Disha Foundation and Labour Department.


7. **Financial Considerations:** The MOU would be non- financial in nature.

8. MOU Management:


Disha Foundation and V.M Salgaocar College of Law will appoint a designated officer to execute the MOU on behalf of their respective office to take care of the day to day operations of the program.

IN WITNESS WHEREOF, the parties, each acting through their duly authorized representatives, have caused this MOU to be signed in their names and delivered as of this 24th day of August 2021.

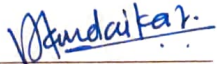
PARTY A REPRESENTATIVE

Signature: 
Name: Dr. Anjali Borhade
Position: Director
Date: 24/08/2021

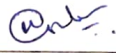
PARTY B REPRESENTATIVE

Signature: 
Name: Dr. G. Shaber Ali
Position: Offg. Principal
Date: 24TH AUGUST 2021

Witness

Signature: 
Name: Vinit Kundaikar
Position: Operations Manager
Date: 24/08/2021

Witness

Signature: 
Name: Dr. Kim Couto
Position: Associate Professor
Date: 24TH AUGUST 2021