



Disha Foundation- Annual Report 2024-25

Reaching the Unreached: Empowering every marginal person



This annual report highlights Disha Foundation's dedicated work in empowering vulnerable communities, especially migrant workers, daily wage earners, and women within India's unorganized sector. Through our comprehensive programs focusing on health equity, gender justice, and sustainable development, we have achieved significant milestones over the past year. Our collective efforts, alongside our dedicated partners and supporters, have transformed countless lives, providing access to vital services and fostering pathways towards dignity and self-sufficiency.

Message from Our Leadership



From the Founder-Director's Desk: Dr. Anjali Borhade

Reflecting on the past year, I am filled with immense gratitude for our collective journey. At Disha Foundation, our mission 'to serve the most vulnerable' has deepened, becoming more responsive and inclusive. A significant milestone this year was the continued evolution of digital support to our communities through ShramGaurav'- our flagship initiative promoting need based services under one umbrella, ensuring no one is left behind.

Our expansion of Migrant Resource Centres and grassroots campaigns for social security entitlements has visibly impacted many lives. These achievements are a testament to our team's dedication, our Shramik Mitra's peer networks, and the invaluable trust of our partners and donors.

Moving forward, we will enhance our data systems, skill development, and community leadership to foster sustainable impact, leaving behind empowered communities capable of driving their own development.

Thanking you all stakeholders for your unwavering support!

Vande Mataram !



From the Executive Director's Desk: Dr. Subhajit Dey

This year has powerfully demonstrated our collective resilience and unwavering purpose. The challenges we faced only strengthened our resolve to serve society's most marginalised. With a strategic focus on migrant workers, construction labourers, and the unorganised sector, Disha Foundation has broadened its reach and deepened its interventions across various geographies.

We have witnessed the profound vulnerabilities these communities face economic instability, limited healthcare, and inadequate social security. In response, we have intensified our grassroots engagement, working tirelessly to ensure rights and opportunities reach those most in need. Our teams have provided access to welfare schemes, financial inclusion, skill development, legal aid, health support, and crisis response, supported by our partners and volunteers. We have also emphasised capacity building and empowering local leaders, especially women. The path ahead demands deeper collaboration and innovation as we continue to amplify community voices and create lasting impact !

Jai Hind !!

Building Bridges...Our Valued Partnerships and Acknowledgements

We sincerely thanks to various government officials who supported our efforts in improving the health and social determinants of low economic groups and migrant workers including access to health services, skilling & job support, legal aid, financial inclusion, and inclusion in social security schemes. We are grateful to Honourable Chief Minister of Goa- Dr Pramod Sawant for his generous support to set up and implement migrant worker cell in Goa. We are thankful to all officials of Ministry of Tribal Affairs for supporting various activities of our Centre of Excellence in Migration, including Secretary Shri. Anil Kumar Jha, Joint Secretary Dr. Naval Jit Kapoor, Director Shri Gopal Sadhavani, Under-Secretary Shri Nadeem Ahmad. We are thankful to Er. Pramod Khairnar (President CREDAI-Maharashtra), Shri Vidyanand Badekar (Hin Secretary), Dr. Dharmveer Bharti (Joint Secretary) for their continued support in our activities at various CREDAI- city chapters. We are thankful to numerous officials of health departments across project locations; mainly- Dr. Chitranjan Das, Deputy Director Health Dept. in NCR-Delhi region; Dr. Rajendra Borkar, State Vaccination officer, Directorate of Health Services, Mr. Ramesh Rathod, Goa AIDS control society, Ms. Rupali Yadav, Health Educator, Urban Health Centre in Panaji, and Public Health centres in Goa; Dr. Sanjay Chilkar, Medical Officer, Health Department Nagpur Municipal Corporation, Dr. Vijay Dohifode, Chief Medical Officer, State TB training and demonstration centre, Dr. Deepak Selokar, District Health Officer, Maharashtra State Health Dept., Dr. Shilpa Jichkar, City TB Officer, NTEP, and Local Urban Public Health Centres in Nagpur; Dr. Kapil Aher, District Health Officer, Nashik, Dr. Bapusaheb Nagargoje, Nashik Municipal Corporation, Dr. Navin Baji, Shri. Swami Samarth Rugnalay, Urban Primary Health Centre, and Dr. Pathak, Mico Hospital in Nashik; Mr. A. S. Patil, Rural Hospital in Shirdi. We are thankful for wholehearted support received from district Legal Services authorities across locations for legal awareness and legal aid for migrants, mainly – Justice Kulkarni, secretary-District Legal Service Authority, Nashik; Justice Deshmukh, secretary-District Legal Service Authority, Nagpur; Justice Fernandes, Secretary-District Legal Service Authority, Nashik; and other officials of District Legal Services Authorities across locations. We are thankful to the financial institutions for their active engagement in the project to support the financial inclusion of migrant workers mainly -Mr. Piyush Sisodiya, Manager, Axis Bank, Delhi, Mr. Vinay Kumar, Manager, Bank of Baroda, Delhi; Officials of Bank of Baroda, Goa, Mr. Anand, LIC, Goa in Goa; Officials of Bank of Baroda and State Bank of India, Nashik; Mr. Sagar Khandizod, Manager, State Bank of India, Shirdi and Mr. Pravin Tayde, Manager, Bank of Baroda, Shirdi. We sincerely thank various government departments for extending their existing services and support towards the project population, which helped immensely bring marginal migrant workers under the social security safety net coverage. We are thankful to The Commissioner, of Labour dept. Delhi; Mr. Raju Gawas, Commissioner, Labour Dept., Goa; Mr. Tulsidas Dhabolkar, Dept. of Civil Supplies, Goa; Mr. Nitin Patankar, Labour Dept. Nagpur; Dr. Ashok Thorat, Civil Hospital, Officials of Building and Construction Works Department, UTIISL (PAN Card Centre), Dr. Zakir Hussain Hospital, Setu office and Food, Civil Supplies and Consumer Protection Department in Nashik;

Also expressing gratitude to representatives of various Civil Society Organizations and Non-Government Organisations for supporting in achieving multiple objectives of the project, Mainly - Mr. Sudhakar Chaubey, Harsil Community Foundation Trust and Mr. Vinay Dwivedi, Udichi Foundation in NCR-Delhi Region; Mr. Shrinivas Patil, LifeLine, Ms. Pushpa Satpal, Foundation Presentation Society, and Sister Grace Rodrigues, Cannosa Samajik Vikas Kendra in Goa; Mr. Vikas Patil, Sahayadri Foundation, Dr. Sanjay Lahane, Sarthak Bahudeshiya Sanstha and Mr. Akshay Dhone, Apollo Tyres Foundation in Nagpur; Dr. Rajendra Kaire, Shri. Guruji Rughnay, Dr. Kalpana Devhane, MVP Medical College Hospital, and Mr. Nilesh Gangurde, Birla Eye Hospital in Nashik; Mr. Sunil Nikam, Saibaba Trust Hospital, and Dr. Yashwant Palgadmal, Pravara Institute of Medical Science, Centre for Social Medicine in Shirdi. We are thankful to NGOs who supported us for Skill Building of the project population mainly Ms. Swati Basu, Tagore Institute of Vocational Studies and Federation of Institutes and Industries in NCR-Delhi region; Mr. Azaan Sheikh, CII MCC Shramashakti Bhawan in Goa; Ms. Deepali Patil, Nari Shakti, Ms. Keren Matthew, ICICI Foundation, Ms. Neetu Mishra, Upay Foundation in Nagpur. We are thankful to educational institutes who supported us for Legal support to project audience mainly - Dr. Shabbir Ali, The Principal, V M Salgaonkar College of Law in Goa, and Mr. Sanjay Mandovkar, NBT Law College in Nashik. We are thankful to agencies who supported us in extending Social Security Services to the project audience, mainly - Mr. Vinay Sankhe, Goa online and Community Service Centre in Goa; Community Service Centre Disha and Siddharth Nandeshwar, Aaple grahak kendra (CSC) in Nagpur; Common Service Centre in Nashik; and Community Service Centre in Shirdi also provided their support in improving the social determinants of migrant workers. This report would not have been possible without the contributions of team members at various project locations of Disha Foundation. First and foremost, it is the result of the vision and dedication of Dr. Anjali Borhade, Founder- Director and Dr. Subhojit Dey, Executive Director of Disha. The commitment and hard work of other team members mainly: Dr. Isha Jain and Dr. Vishika Yadav at NCR-Delhi. Mr. Rahul Vaze, Mr. Vinit Kundaikar, Ms. Nidhi and Mr. Pravin Chavan at Goa. Dr. Shankar Dapekar, Ms. Indira Khambalkar, Mr. Chetan Wandhare, and Ms. Priyanka Bondre at Nagpur Centre. Mr. Kiran Malekar, Mr. Saurabh Ghan, Mr Ravi Sanap at Nashik. Mr. Rahul Borhade, Mr. Suresh Adhav, and Mr. Avinash Gaikwad at Shirdi. Last but not the least, we acknowledge and appreciate the wholehearted participation of workers, migrants tribals and other communities across project locations, without their participation, our activities would not be successful. We are particularly thankful to the Shramik Mitra's (peers among migrant's) Tapas Sarkar (Cleaner from West Bengal), & Krishan Kumar (Security Guard from Bihar) in Delhi; Santosh Ram (Labour from Karnataka) & Pradeep Rajwar (Labour from Uttar Pradesh) in Goa; Lata Motghare (daily wage worker from Madhya Pradesh) & Tufaan Uikey (Labour from Chhatisgarh) in Nagpur; Binoy Paswan (Labour from Madhya Pradesh) & Rahul Kumar (Labour from Jharkhand) in Nashik; Umesh Prajapati (Worker from Uttar Pradesh) & Raju Ahirwal (Labour from Madhya Pradesh) in Shirdi for their active engagement, dedication and support to take the program at next level among thousands of migrant workers across locations.

Our Partners

We sincerely thank all our government and non-government partners and donors for their kind support to our various initiatives to serve the marginal communities.



महाराष्ट्र भूमारत य भूतर गांधकाम कामगार कल्याणकारी मंडळ
Maharashtra Building And Other Construction Workers Welfare Board



GOA STATE AIDS
CONTROL SOCIETY



National Commission for
Scheduled Tribes
Government of India



Collaborating for Change: Our Extensive Partner Network

Our success is deeply rooted in the strong partnerships we forge across various sectors. By collaborating with government bodies, legal institutions, financial organisations, and community aggregators, we ensure comprehensive support for the unorganised sector. These collaborations enable us to provide a wide array of services, from legal aid to housing solutions, creating a robust ecosystem of empowerment.

Legal Aid Services	Local City Police Stations, District Legal Service Authority (DLSA)	NBT Law College, Nashik V.M. Salgaocar College of Law
Social Security Services	Pan Card Common Service Centres (CSCs), PM-SYM, E-shram, ONE NATION ONE RATION CARD SETU Office, BoCW, Municipal Corporation, Civil Hospital	
Financial Inclusion Services	Jan Dhan Bank accounts, PM Suraksha Bima Yojana (PM-SBY), PM Jeevan Jyoti Bima Yojana (PM- JJBY), Sukanya Samrudhi Yojana, Atal Pension Yojana, Rasta Appati Kawach, Common Services Centres (CSCs) & Business Correspondent (BC)	Bank of Baroda, HDFC Bank, Axis Bank, Post Payment Bank, New India Health Insurance
Housing Services	Maharashtra Housing and Area Development Authority (MHADA), Atal Awas Yojana 3 Rural and Urban, Building and Other Construction Welfare Board (BoCW)	Andromeda Pvt Ltd
Other Partners	Employers of workers	Maharashtra CREDAI and its City member partner, Builders and Developers

These strategic alliances are critical to our integrated approach, ensuring that workers receive not only awareness and legal support but also access to housing, social security, and comprehensive

List of Major Donor FCRA and Non FCRA

S.NO.	Name of the Donor
Non FCRA Donors	
1.	Godrej Properties Limited
2.	NHM – NTEP Maharashtra
3.	SIGNIFY Innovations India Limited
4.	Oberoi Realty Limited
5.	Azim Premji Philanthropic Initiatives (APPI)
6.	World Health Organisation (WHO)
7.	Johnson and Johnson
8.	Goa – Tribal Research Institute (TRI)
FCRA Donors	
9.	Stitching Signify. Foundation
10.	Program for Appropriate Technology in Health (PATH)
11.	CTFK (Global Health Advocacy Incubator)

Our Foundation: Vision, Mission, and Core Work

Since 2002, Disha Foundation has been dedicated to improving the lives of workers in India's unorganized sector. Our approach focuses on health, livelihood, and sustainability, empowering low-economic groups through capacity building, livelihood training, and leadership development. We believe that sustainable change begins with equipping individuals to become productive assets within their communities.

Our Vision

To create a just and equal society where every person has equal opportunities for holistic development.

Our Mission

To provide a conducive environment to marginalised communities for their sustainable development by improving their quality of life and well-being, and to provide them with opportunities to become more productive assets of society.



Recognised as a Centre of Excellence (CoE) in Migration and Development by the Ministry of Tribal Affairs (MoTA), Government of India.

Disha has established Migrant Resource Centres (MRCs) across Maharashtra, Goa, and NCR Delhi. These centres are augmented by a digital ecosystem, including the mobile application ShramGaurav and a dedicated helpline, in collaboration with AdyaGaia Pvt Ltd. This unique model has enabled Disha to provide registration, skill training, job linkages, financial support, and enhanced access to social security, health, and legal services to over 11.5 lakh workers in the past decade. Our recent collaboration with NITI Aayog, supported by the World Health Organization, further strengthens our capacity to address migrant worker issues within government programmes.

Our Approach

At Disha Foundation, our approach is rooted in community partnership, system strengthening, and inclusive development. We believe that lasting change in public health and social protection comes from empowering people, strengthening local systems, and fostering collaboration across stakeholders.

Our work is guided by the following principles:

People-Centered Interventions

We put individuals and communities at the heart of every initiative. Our programs are designed to respond to the real needs of vulnerable populations — ensuring accessibility, dignity, and sustainability in every intervention.

Partnership and Collaboration

We act as a bridge between government systems, community organizations, and private sector stakeholders, ensuring convergence of resources and expertise. Through this approach, we create sustainable linkages that enhance efficiency and scale of impact.

Evidence-Based Action

We use data-driven decision-making, field learnings, and continuous feedback loops to refine our strategies. Monitoring and evaluation are embedded into each project to ensure accountability and measurable results.

Capacity Building and Empowerment

We strengthen the capacities of frontline workers, community volunteers, and local institutions to enable self-reliance and ownership. Through regular training and mentoring, we ensure that skills and knowledge are transferred effectively to the community level.

Innovation and Adaptability

Our teams adopt innovative models — such as digital tools for tracking, incentive-based engagement mechanisms, and decentralized service delivery — to improve access, quality, and transparency of programs.

Advocacy and Policy Linkages

Disha Foundation actively collaborates with government departments to advocate for inclusive policies, streamline implementation processes, and ensure that entitlements reach those who need them most.

Through this multidimensional approach, Disha Foundation continues to serve as a catalyst for social change, promoting health, dignity, and opportunity for all — particularly the most underserved and marginalized communities.

2024-25 Year in Review

Quarter 1: April-June 2024

- Planning:** Planned and strengthened groundwork initiatives to ensure effective implementation of awareness and welfare activities at the grassroots level.
- Health & Social Security Linkages:** Conducted focused community awareness and screening drives to identify presumptive TB cases among migrants and vulnerable groups.
- Continued facilitation of Chief Minister's Relief Fund applications across all the project locations, enabling access to critical health support.
- Livelihood Outreach:** Completed follow-up registrations for BOCW and E-Shram cards across multiple worksites of our projects

Quarter 3: October-December 2024

- Outreach Expansion:** Launched awareness drives for Ayushman Bharat and Ladki Bahin Yojna in Ahmednagar, Mumbai, Shirdi, Pune and Kolhapur districts.
- Collaborations:** Strengthened partnerships with District Legal Services Authority (DLSA), Nashik for awareness sessions under the NALSA Scheme for victims of drug abuse.
- Enhanced treatment adherence through regular follow-ups, counselling, and home visits to reduce dropouts.
- Publications:** Shared knowledge materials and beneficiary stories on health entitlements and financial literacy through field newsletters and social media platforms.



Quarter 2: July-September 2024

- Capacity Building:** Conducted training sessions for Migrant Resource Centre (MRC) field teams on community engagement, financial literacy, and digital registration of workers.
- Community Health Drives:** Organized health check-up camps in partnership with the Labour Welfare Board, reaching over 800 workers and their families.
- Strengthened referrals, diagnostic linkages, and Nikshay registrations through close coordination with the Health Department.
- Data & Research:** Released findings from the Tribal Livelihood Migration Survey conducted in South Goa, providing valuable insights for policy and welfare interventions.

Quarter 4: January-March 2025

- Legal Awareness:** Conducted community outreach at Peth Phata Mazoor Naka under the NALSA (Legal Services to Victims of Drug Abuse) initiative.
- Recognition & Reflection:** Documented over 50 individual success stories highlighting improved access to health, education, and social protection through Disha's facilitation.
- Women Empowerment:** Celebrated International Women's Day with the Hirakani Puraskar in March 2025, honoring 36 women workers for their leadership and contributions in the unorganized sector.
- Planning Ahead:** Initiated groundwork for 2026 campaigns focusing on women-led collectives and BOCW registrations and other initiatives for construction families.
- Expanded community outreach, nutrition support linkages, and stigma-reduction activities to promote TB-free communities.

The past year has been a period of significant growth and profound impact. Our dedicated efforts have enabled us to reach hundreds of thousands of individuals, delivering essential services and fostering greater awareness of entitlements. These highlights demonstrate our commitment to empowering vulnerable communities and strengthening their access to vital resources.

Impact at a Glance



11.5 lakhs Migrants Reached

Across Maharashtra, NCR, and Goa



1,54,804 workforce registered under BOCW



3,57,465 Workforce received social entitlements



2,49,265 Workforce received financial literacy training



2,49,265 Workforce received legal aid training



Unlock Rs 500 Cr of social welfare funds through various welfare benefits

In collaboration with AdyaGaia Pvt. Ltd., Disha continues to leverage its 25 years of experience to create socioeconomic impact through innovative solutions for the unorganised workforce. Our partnerships have facilitated crucial registrations under e-Shram and BOCW, mobilising substantial support through government welfare schemes.

OUTCOMES 2024–25

Strengthened Social Protection

- Workers who were previously unaware of entitlements now successfully accessed and received BOCW benefits, e-Shram registration, Ayushman Bharat coverage, CM Relief Fund support, and other welfare schemes.
- Households experienced reduced financial stress due to timely benefits for health, education, and emergencies.
- Women workers became more confident in applying for schemes independently, improving their agency and decision-making.

Improved Health Outcomes

- Early TB detection increased due to better symptom awareness, counselling, and prompt testing.
- Treatment adherence improved, reducing risk of transmission and preventing loss of income due to prolonged illness.
- Stigma around TB reduced as more workers openly sought help, strengthening community support.

Greater Financial and Documentation Readiness

- Migrant workers gained better access to identity documents, banking, and insurance, reducing dependence on middlemen.
- More families shifted towards formal financial services, increasing savings and security.
- Improved documentation readiness enabled smoother renewals and long-term scheme access.

Enhanced Community Trust & Institutional Linkages

- Workers reported greater trust in government systems, preferring direct channels over intermediaries.
- Collaboration between workers, contractors, developers, and government departments became more structured and responsive.
- Project sites in Goa and Maharashtra experienced closer coordination with health units, labour departments, and local authorities.

Increased Community Resilience

- Families are now better equipped to manage medical emergencies, education expenses, and unforeseen crises.
- Communities demonstrated stronger collective awareness and support, especially around health concerns.
- Overall livelihood stability improved through access to welfare, health coverage, and financial literacy.

Stories of Change

Behind every statistic lies a human story — of resilience, courage, and transformation. These voices from the field reflect the real-world impact of our interventions and the power of collective action.

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"I and my colleagues worked as masons at irrigation bridge construction site at Nashik and was promised Rs 33,400 for three months work but after the work was done, the contractor didn't paid remaining Rs 11,400. With Disha Foundation's legal support, we had finally received our rightful payment. We should have the courage to stand up for our rights."

— **Mrs. Kanta Vishwanath Gaikwad and her colleagues**, Masons at irrigation bridge construction site in Nashik

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"पति के जाने के बाद घर चलाना बहुत मुश्किल हो गया था। दिशा फाउंडेशन ने हमें सहारा दिया और योजना की जानकारी देकर मदद की। अब हर साल मिलने वाली राशि से बच्चों की पढ़ाई और घर का खर्च चलाने में थोड़ी राहत मिली है।"

— **आरती यादव**, मनोज यादव की पत्नी, सुरक्षा गार्ड, ओबेरोॅय गार्डन सिटी, गोरेगांव



Jayashri Shankar Harugade

"I work as a construction worker, and managing wedding expenses of my daughter was difficult for me and my family. With Disha Foundation's guidance, we received ₹51,000 under the marriage assistance scheme of Building and other construction worker's welfare scheme. It made my daughter's wedding truly joyful. We are truly grateful to BoCW office and Disha foundation for their support and guidance."

*—Father of beneficiary Shri. Shankar Harugade,
Construction worker in Kolhapur*



Rajaram Chandrappa Lad

"It has always been my dream to see my son become a doctor. His hard work paid and he got admission for medical studies, but our financial situation made it difficult to pay his fees. With Disha Foundation's support, we received Rs 1,00,000 under the educational assistance scheme. With this support he has continued his studies. We are truly grateful to BoCW office and Disha foundation for their support and guidance."

— Father of beneficiary Tushar Rajaram Lad, worked as mason in Kolhapur



Nikshay Mitra – A Bridge of Care

At a private hospital Toshniwal Hospital appointed a Nikshay Mitra who now ensures every diagnosed TB patient is registered on Nikshay and linked to NPY benefits. The clinic reports 100% notification compliance and better treatment success rate as compared to last year.



Ownership in Action

In Latur, a group of private practitioners voluntarily started monthly TB review meetings. Their commitment led to a 118% achievement against the district notification target of TB patients.



Together, we turned challenges into opportunities and ideas into action.

**— PPSA Staff
Monthly Review
Meeting at Nagpur**

Celebrations Round the Year

1st May International Labour Day



Office of the Labour Commissioner and Disha Foundation Jointly organized Shram Gaurav Awards program to celebrate International Labour Day at Shrama Shakti Bhawan, Patto Panjim-Goa. Shramik Mitra and Shrama Sathi Awards were given to 10 peer educators identified by Disha Foundation.



Celebrating International Yoga day

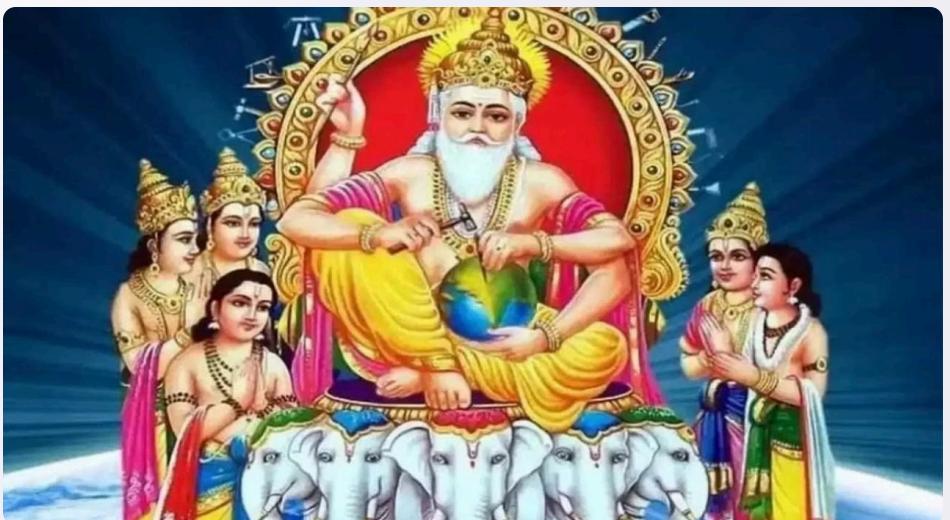
Celebrating International Yoga Day on 21st June 2024 with construction workers at various locations



Independence day Celebrations



Celebrations of Vishwakarma Puja & Shram Divas



Celebrations of Vishwakarma Puja & Shram Divas at our ShramGaurav centres by shramiks in multiple locations, dedicated to Lord Vishwakarma, the divine architect and engineer of the universe.

Ganesh Chaturthi Celebrations at Disha Office



Joyous Ganesh Pooja at Shramgaurav centres with our Shramiks during last 10 Days

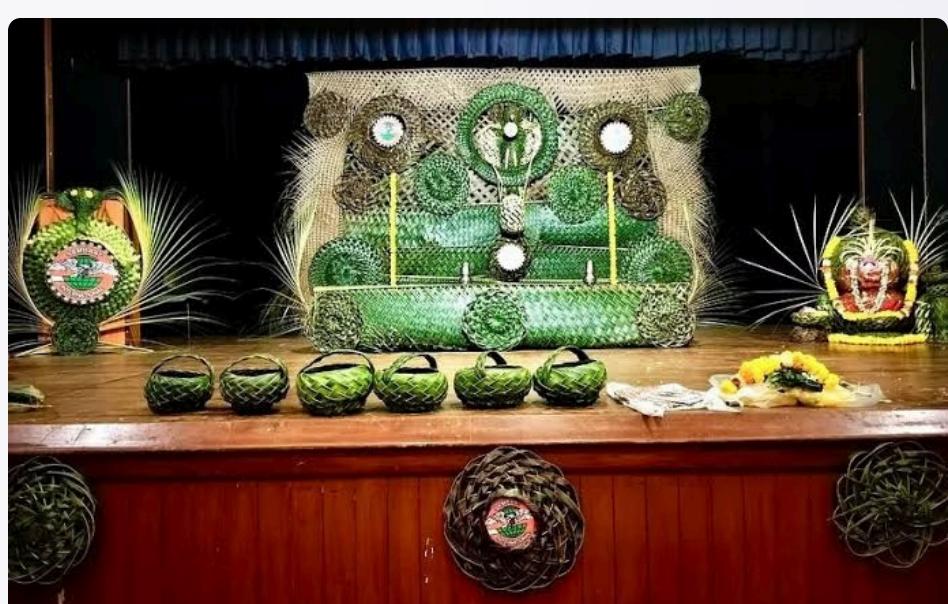
Bhagvan Birsa Munda Jayanti Celebrations



Celebrated 150th Birth Anniversary of Bhagvan Birsa Munda



Celebrated Birsa Munda Jayanti by organising "Coconut Leaf Craft Workshop" at Secondary school, Goa for tribal students



Celebrating Republic Day



Disha Foundation celebrated Republic Day at the Chamunda construction site with construction workers in Goa

International Women's Day Celebrations



Disha facilitated 35 women workers for their outstanding contribution to uplift their fellow workers on occasion of International Women's Day

Recognitions and Honors



Our Founder Director Dr. Anjali Borhade received the Top National Woman Super Achiever Award. I am very grateful to the entire team of Disha Foundation, and my family and friends for being a part of this journey. Look forward to continuing our good work.

- Our leaders met with Union Minister of Law and Justice Arjun Ram Meghwal ji in Nashik where they discussed in length about the work of Disha Foundation with paralegals and DALSA in giving justice to migrant and unorganized sector workers.



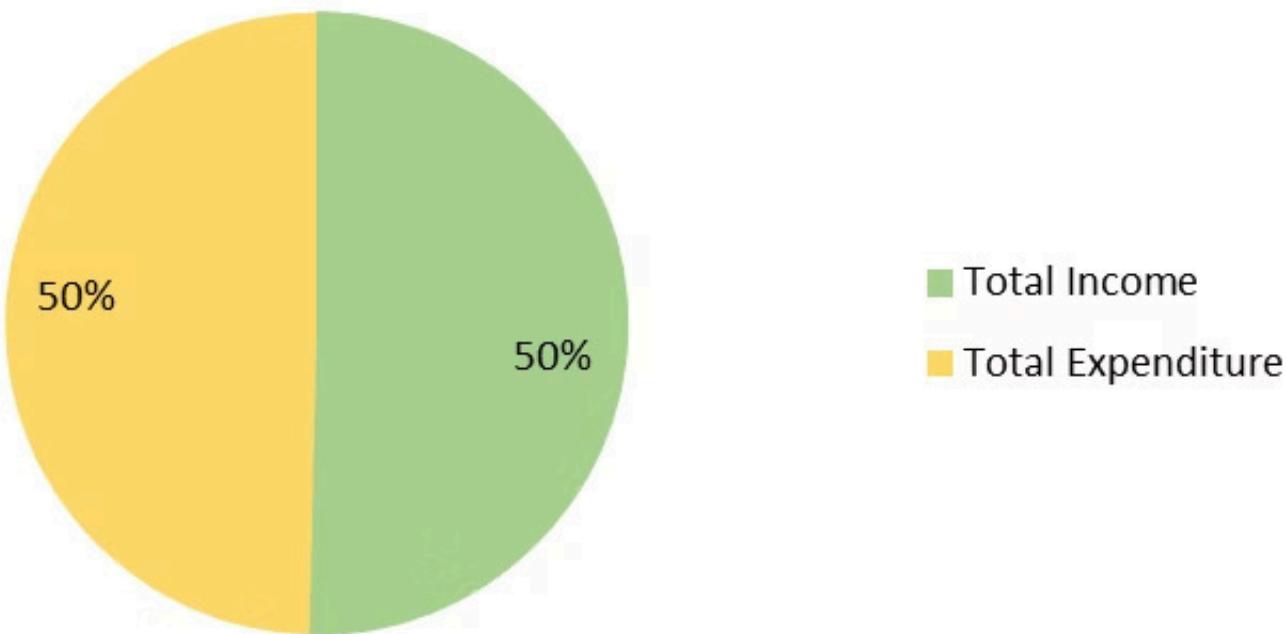
Most Trusted NGO" of India Award by The Fortune Leadership Awards today. Many congratulations to our entire team for their hard work. We will continue to strive to make the world a better place.



Dr. Anjali Borhade, our esteemed Founder-Director, was honored with the prestigious '**Most Inspiring Personality in the Field of Labour Empowerment — Sardar Patel Unity Award 2025.**' The award was presented in Goa by the Union Minister for Power & Renewable Energy, Hon. Sripad Naik, alongside Smt. Hema Malini, recognizing her significant contributions to labor empowerment.

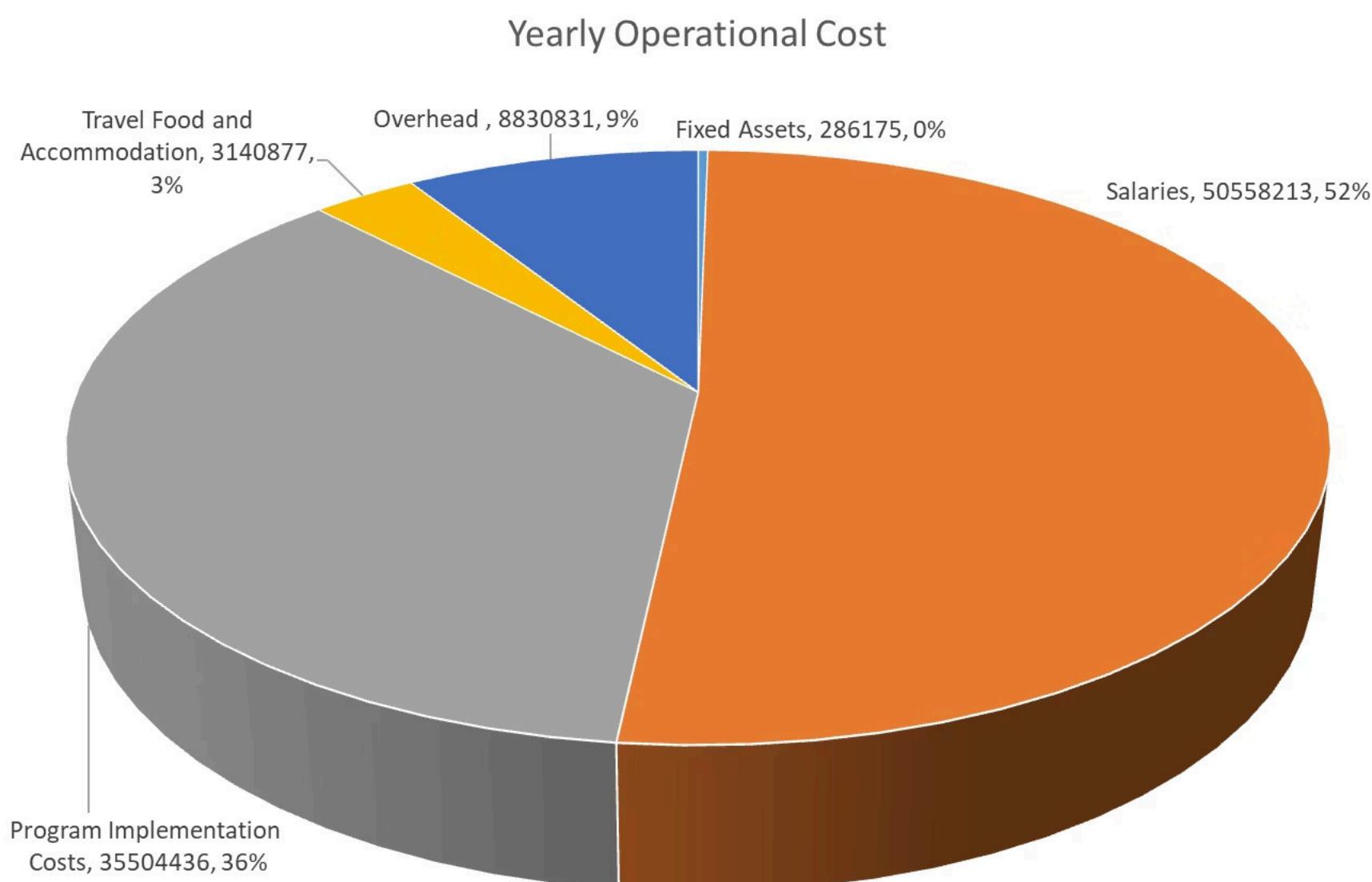
Financial Overview

Revenue-Expense Chart



Yearly Operational Cost

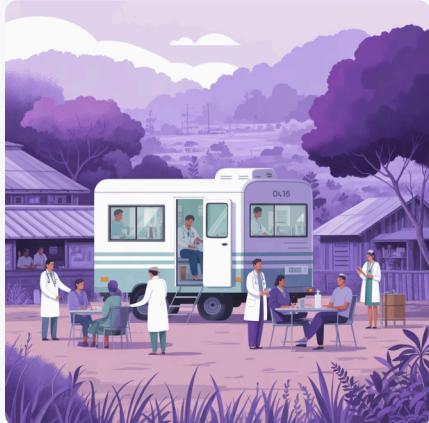
Breakdown of total Expenditure- Rs 98320532



Our Projects In Details



Community Engagement Initiatives



Health and Wellness Programs



Worker Empowerment & Skill Development



Research

Empowering Construction Workers: Strengthening Social Protection

Despite the provisions of the Building and Other Construction Workers (BOCW) Act, 1996, construction workers in India continue to face significant social and economic vulnerabilities due to low awareness, documentation barriers, and limited access to welfare schemes. Although the sector employs an estimated 7.1 crore workers, only 5.7 crore are registered with State BOCW Welfare Boards, leaving nearly 1.4 crore workers, many of them migrants, women, and daily wage earners—outside the social protection net. Further, despite the accumulation of over ₹1.15 lakh crore in BOCW welfare cess funds, a substantial proportion remains under-utilized, indicating gaps in outreach, enrollment, and benefit delivery. These challenges combined with high mobility, poor digital literacy, fragmented data systems, and lack of inter-state portability limit workers' ability to access entitlements such as healthcare, education support, insurance, and safety measures, perpetuating cycles of poverty and occupational risk (MoLE, 2024; IJRSS, 2023).

With the support of funding partners and in collaboration with the Labour Department, Maharashtra, Disha Foundation has initiated a transformative project in five cities across Maharashtra. This initiative is a game-changer for the construction labour community, designed to ensure they receive the entitlements, healthcare, and security they rightly deserve.

Main Objectives

Providing awareness and hand-holding support for BOCW registration and its benefits. Offering end-to-end support to access social security and health services. Building and strengthening the capacities of construction workers.

Project Locations

Implemented in Maharashtra: Nashik, Kolhapur, Sangli, Shirdi, and Mumbai, with plans for further expansion.

This project is paramount due to the inherent vulnerabilities faced by construction workers. It addresses critical gaps in access to entitlements and healthcare, ensuring a more secure and dignified life for this essential workforce.

We have successfully facilitated benefits worth **Rs. 31,27,29,400** for 17,298 workers through various schemes spanning education, financial aid, health, social protection, and other claims.

This represents a significant step towards economic justice and improved well-being for construction workers and their families.

Key Strategies for Project Implementation



Targeted Awareness & Contractor Registration

Awareness sessions were conducted at high-density worker locations (like labour nakkas and road junctions) regarding BoCW schemes and other government benefits. Sessions were organized for small contractors to facilitate their registration with the Labour Department.



Community Empowerment & Training

Training focused on utilising services via the BoCW welfare board, combining theoretical lessons with practical role-play for deeper understanding. Activities prioritized linking socio-economically vulnerable families to welfare schemes through documentation assistance.



Social Security Linkages

Close liaisoning with government officials established crucial linkages for accessing state social security schemes. Comprehensive services included assistance in creating government IDs (Aadhaar, ABHA, E-Shram) and facilitating enrollment in schemes like BoCW, Ayushman Bharat, and Shram Gaurav.

What We Did This Year...

1

Registration of Construction Workers

Migrant construction workers were registered at the BOCW scheme and non-BOCW schemes such as E-Shram, Ayushman Bharat, insurance cards, and ABHA cards. These registrations were done in consultation with the Labour and BOCW departments.

2

Information Education and Communication (IEC)

Counseling and supportive services were provided to the migrant workers. Various existing IEC material was used for the awareness and mobilization of the workers, including brochures, pamphlets, videos, etc. Customized material was developed for the project site.

3

Health Check-Up Camps

With the vision of access to "Quality healthcare is a fundamental human right," health check-up camps were organized through liaisoning with local healthcare centers or hospitals.

4

Awareness and Training Programs

A cadre of Shramik Mitras and paralegals was formed to strengthen outreach services among migrant workers for better access and facilitation of social security programs.

Community Outreach & Engagement: Reaching the Un-reached

To ensure no worker is left behind, Disha Foundation adopted a multi-pronged outreach strategy tailored to the unique challenges of reaching highly mobile, unorganised sector communities. Our approach combines hyper-local presence with peer-led mobilisation and tech-enabled outreach:

Door-to-Door Mobilisation

Field teams conduct regular home visits in urban slums, construction sites, and remote areas, building trust and linking individuals to schemes.

Shramik Mitra - Our Peer Networks

Trained local community leaders act as first points of contact, disseminating information and aiding registrations.

Digital Awareness Campaigns

Targeted campaigns via WhatsApp, SMS, and social media provide updates, health advisories, and safety information in local languages.

Labour Chowks and Labour Adda Meetings

Engaging sessions at construction sites and gathering points foster collective learning and encourage group enrollments.

Impact and Outcomes of the BOCW Project

The Building and Other Construction Workers (BOCW) initiative of Disha Foundation continues to strengthen social protection systems for construction workers and their families across Maharashtra and Goa. The project focuses on empowering workers in the unorganized sector — particularly daily wage earners, women, and migrant laborers — by ensuring their access to government welfare schemes.

Quantitative Outcome in 1 year

Metric	Number
Workers who received awareness training	85,390
Workers who received financial literacy training	85,390
Workers who received legal aid awareness	69,335
Total workers outreached	108,493
Community facilitators/leaders trained	900
Workers received BOCW registration & safety kit	57,500
Workers received at least 1 BOCW scheme	57,500
Workers received 1 non-BOCW scheme	57,500

Funds Unlocked through

57.5 Cr

BOCW safety kit distribution

64.96 Cr

BOCW Benefits

Qualitative Outcome

- **Social Security Inclusion**

Thousands of unorganized sector workers now have access to identity, welfare, and social protection through BOCW registration — ensuring long-term security for their families.

- **Improved Livelihood Stability**

Access to benefits such as educational scholarships, marriage assistance, maternity aid, widow pension, accident compensation, and health support has reduced financial vulnerability.

- **Women's Empowerment and Financial Access**

Dedicated outreach among female workers led to increased scheme enrolment and awareness of gender-specific benefits such as Ladki Bahin Yojana and Maternity Relief Assistance.

- **Collaborative Governance**

Regular coordination with Labour and BOCW Departments, along with partnerships with contractors and developers, helped streamline the verification and claim settlement process.

- **Awareness and Capacity Building**

Over 100 field sessions and information camps were conducted at construction sites and community centers to educate workers about documentation, eligibility, and grievance redressal processes.

- **Restoration of Dignity and Trust**

Success stories such as timely wage recovery, access to medical relief, and educational support have strengthened worker trust in the welfare system.

Challenges and Mitigation Strategies

While the project aims to improve the well-being of migrant construction workers, several challenges hinder smooth implementation. Below are key challenges and the corresponding mitigation strategies:

S.No.	Challenges	Mitigation Strategies
1.	Low Awareness and Resistance to Registration	<p>Conducted targeted awareness campaigns at labour hubs, construction sites, and worker gathering spots (labour nakkas).</p> <p>Engaged with Shramik Mitras and paralegals (trained peer workers) to build trust and provide guidance.</p> <p>Used local languages and pictorial IEC materials (brochures, pamphlets, and videos) to simplify complex information.</p>
2.	Difficulty in Meeting Documentation Requirements	<p>Set up on-the-spot documentation support desks at Migration Resource Centres (MRCs) to assist workers with applications.</p>
3.	Lack of Employer Cooperation	<p>Organized awareness sessions for small contractors to educate them about BOCW schemes and benefits.</p> <p>Highlighted the advantages of worker registration, such as insurance benefits and reduced workplace liabilities.</p>
4.	Challenges in Accessing Health Services	<p>Organized free health check-up camps in collaboration with local hospitals and PHCs (Primary Health Centers).</p> <p>Provided guidance on using ABHA cards and ensure workers are linked to empaneled hospitals.</p> <p>Partnered with community health workers and NGOs to facilitate access to medical support.</p>
5.	Bureaucratic Delays in BoCW Registration and Fund Disbursement	<p>Streamlined coordination with the Labour Department by holding meetings to track application progress.</p> <p>Follow up with workers to ensure they complete necessary formalities and get their entitlements.</p>
6.	Gender-Specific Challenges for Women Workers	<p>Promoted gender-inclusive awareness sessions, specifically targeting women workers for BOCW registration.</p> <p>Facilitated registration for maternity benefits and schemes like Pradhan Mantri Matru Vandana Yojana (PMMVY).</p>

Impact

Transforming Awareness into Empowerment



Strengthened Social Protection

BOCW initiative has significantly strengthened social protection systems for construction workers across Maharashtra and Goa, offering long-term security.



Empowered Vulnerable Workers

Daily wage earners, women, and migrant laborers are now empowered with improved access to crucial government welfare schemes.



Continuous Awareness & Support

Regular awareness drives, registration/renewal camps, and case facilitation simplify entitlement processes for workers.



Trusted Bridge for Accountability

Serving as a vital link between workers, contractors, and government, enhancing accountability and grassroots awareness.



Improved Livelihoods & Confidence

Workers' livelihoods have improved, boosting their confidence to independently assert rights and access schemes.



Increased Women's Engagement

A notable increase in women workers independently approaching authorities for enrolment and claim processes.



Advanced Research & Advocacy

Partnerships with universities like Mahatma Gandhi University have advanced research on migrant welfare and worker protection models.



Policy Contribution

Strengthened evidence-based program strategies contribute to vital regional policy recommendations for worker welfare.

- In summary, Disha Foundation's BOCW project has become a catalyst for systemic change—transforming awareness into access, and access into empowerment. The initiative continues to ensure that every construction worker and their family can live with dignity, security, and hope for a better future.

Future Directions

The BOCW project will focus on expanding:

Inclusive Registration

Expand coverage for construction workers and women workers

Claims Facilitation

Speed up claim processing and payouts



Digital Integration

Connect with e-Shram and state portals

Awareness & Coordination

Promote education, health, safety, and Dept. coordination

Moving forward, the project aims to build a more inclusive and efficient welfare ecosystem that ensures timely and equitable access to social protection benefits for all construction workers.

Glimpses of Our Work in Maharashtra



Awareness sessions at Gajanan Housing Society, Sangli



Awareness Creation and BOCW Card Distribution at Harsul, Nashik



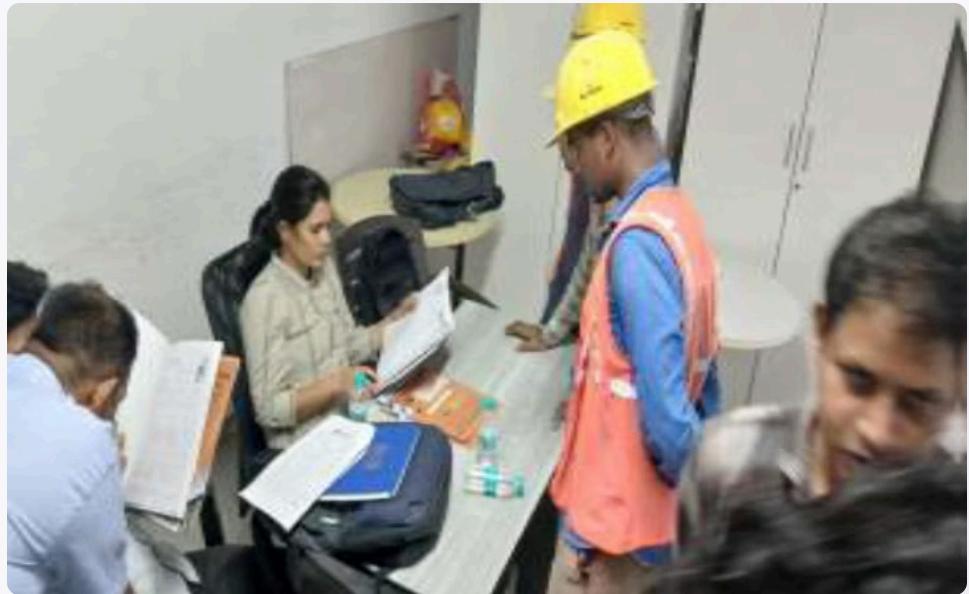
BOCW Card Distribution at Pune



BOCW Card Distribution at Kolhapur



Registration and Enrollment camp at Nashik



Registration and Enrollment camp at Oberoi City Garden, Mumbai



Health Camps at Nashik for BOCW registered workers



Health Camps at Ahilyanagar for BOCW registered workers

Health Initiatives

Building Healthier Communities

Health and well-being form a cornerstone of Disha Foundation's interventions across both Maharashtra and Goa, ensuring that migrant and unorganized sector workers have access to essential health services, preventive care, and awareness on health entitlements. The Foundation's efforts focused on building health literacy, facilitating linkages with government health systems, and promoting safe and healthy workplaces.

Onsite Health Camps and Vaccination Drives

Disha Foundation, in collaboration with the Department of Health Services, Primary Health Centres (PHCs), and local health authorities, organized multiple onsite health camps at construction sites, labor nakas, and industrial clusters. These camps provided preventive and curative care, including screening for tuberculosis (TB), HIV/AIDS, non-communicable diseases (NCDs), and occupational health issues.

COVID-19 Response in Goa

In Goa, Disha achieved a milestone by securing high-level political support for onsite COVID-19 vaccination of migrant workers following direct engagement with Hon. Chief Minister Dr. Pramod Sawant. Over 1,300 workers at major worksites, including Dilip Buildcon, received vaccination support.

Maharashtra Outreach

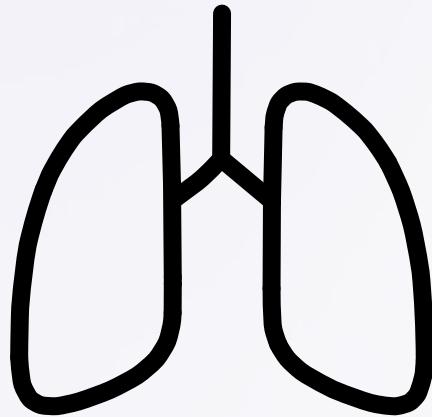
Similar outreach was carried out in Maharashtra, where community mobilization ensured vaccination coverage and routine health services in collaboration with local PHCs and health departments.

Collaborations and Partnerships

The health initiatives were implemented in partnership with the Goa AIDS Control Society, National Health Mission (NHM), Urban Health Centers, and local NGOs such as Lifeline Foundation, Presentation Society, and Destero Eves Mahila Mandal. In Maharashtra, Disha worked with District Health Offices, BOCW Welfare Boards, and Municipal Health Departments to integrate health awareness into livelihood and welfare programs.

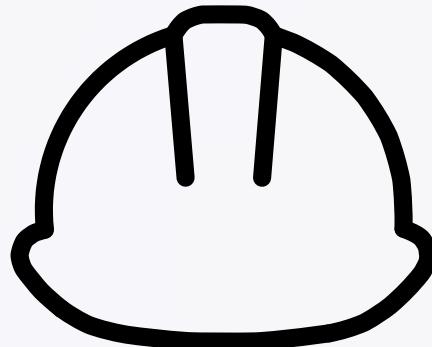
Through these initiatives, Disha Foundation reached thousands of workers and their families across Maharashtra and Goa. The interventions enhanced health-seeking behavior, improved awareness of preventive healthcare, and strengthened linkages between migrant communities and public health systems.

Focus Areas



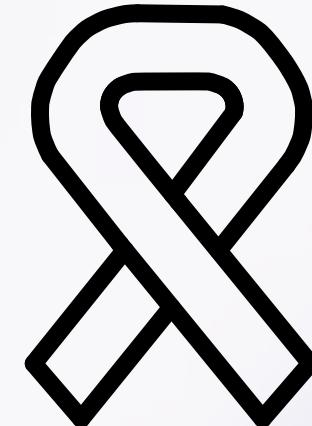
TB Awareness and Screening

Comprehensive tuberculosis screening and awareness programs to identify and treat cases early.



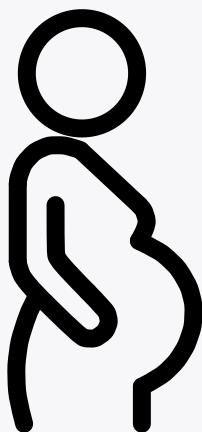
Occupational Health

Workplace safety training and occupational health monitoring for construction workers.



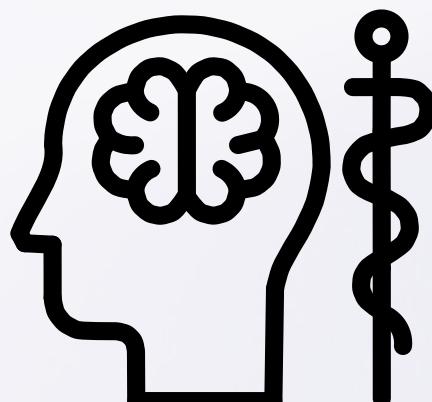
HIV/AIDS Awareness

Testing, counseling, and awareness campaigns to prevent and manage HIV/AIDS.



Maternal & Child Health

Services focusing on maternal health, child nutrition, and preventive care for families.



Mental Health Support

Stress management, counseling, and mental health awareness for workers facing challenging conditions.



Health Entitlements

Facilitation of Ayushman Bharat and ABHA cards for universal health coverage.

Glimpses of Health Camps



General body checkup program in collaboration with Life line Foundation, Goa



HIV screening tests were conducted for sand extraction workers



Health Camps for registered BOCW workers in Shirdi



Health Camps for registered BOCW workers in Shirdi



Health Camps for registered BOCW workers in Nashik



Health Camps for registered BOCW workers in Mumbai

PPSA Maharashtra:

Combating TB Through Private Sector Engagement

Problem Statement

Tuberculosis (TB) remains a major public health challenge in India, and the private sector plays a crucial role in TB care. However, there are persistent gaps across the patient care cascade — including underreporting, diagnostic delays, irrational treatment practices, and high out-of-pocket expenditure.

To bridge these gaps, the Government of Maharashtra engaged Disha Foundation as a **Patient Provider Support Agency (PPSA)** under the National TB Elimination Programme (NTEP) across 14 districts: Nanded MC, Latur, Parbhani, Chhatrapati Sambhaji Nagar MC & Rural, Jalna, Beed, Dharashiv, Hingoli, Nanded Rural, Nagpur MC, Amravati MC, Akola MC, and Chandrapur.

PPSA Objectives

Private Sector Engagement

Building partnerships with private healthcare facilities

Capacity Building

Training healthcare providers on ethical TB management



TB Notification

Ensuring timely reporting through Nikshay platform

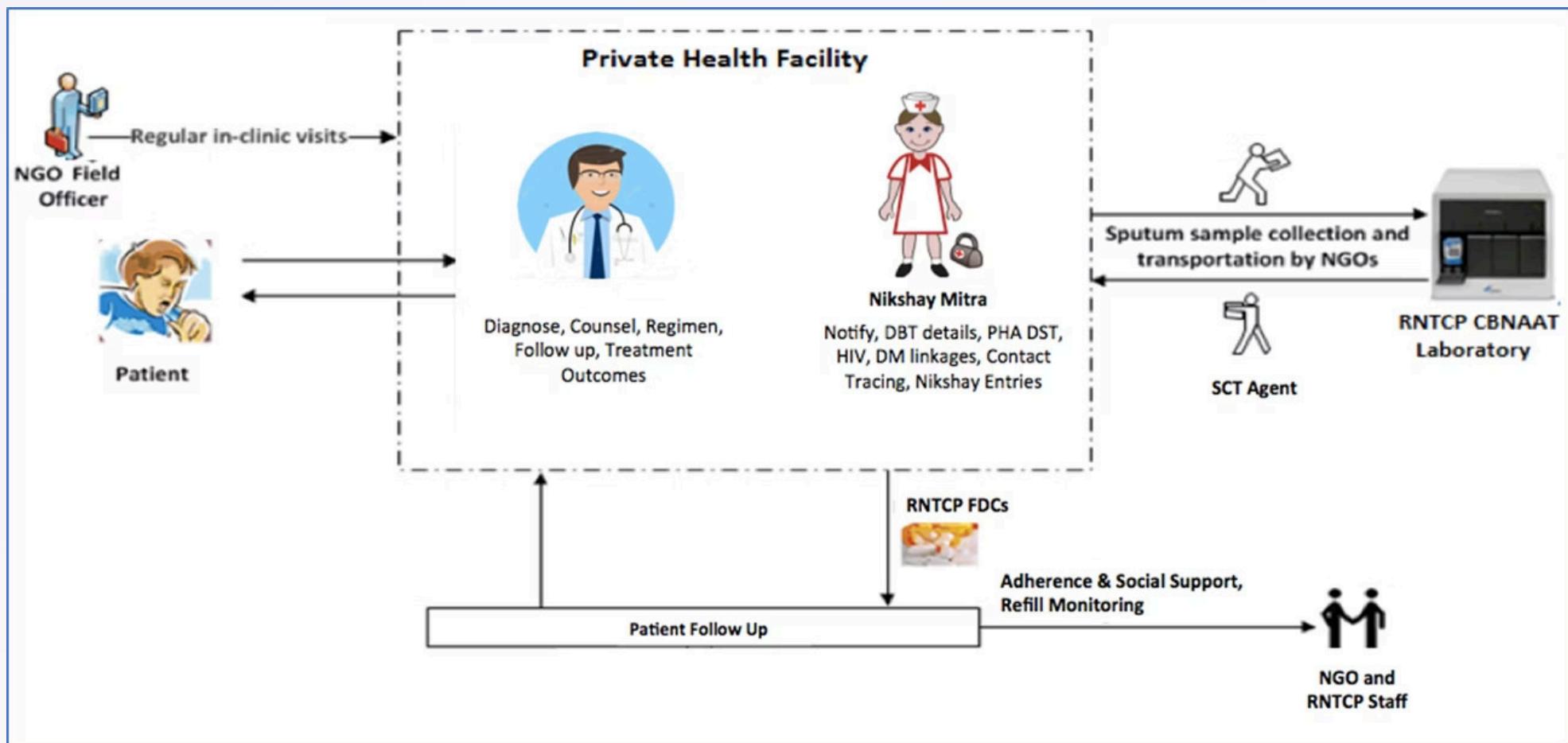
Quality Care

Promoting Standards of TB Care in India (STCI)

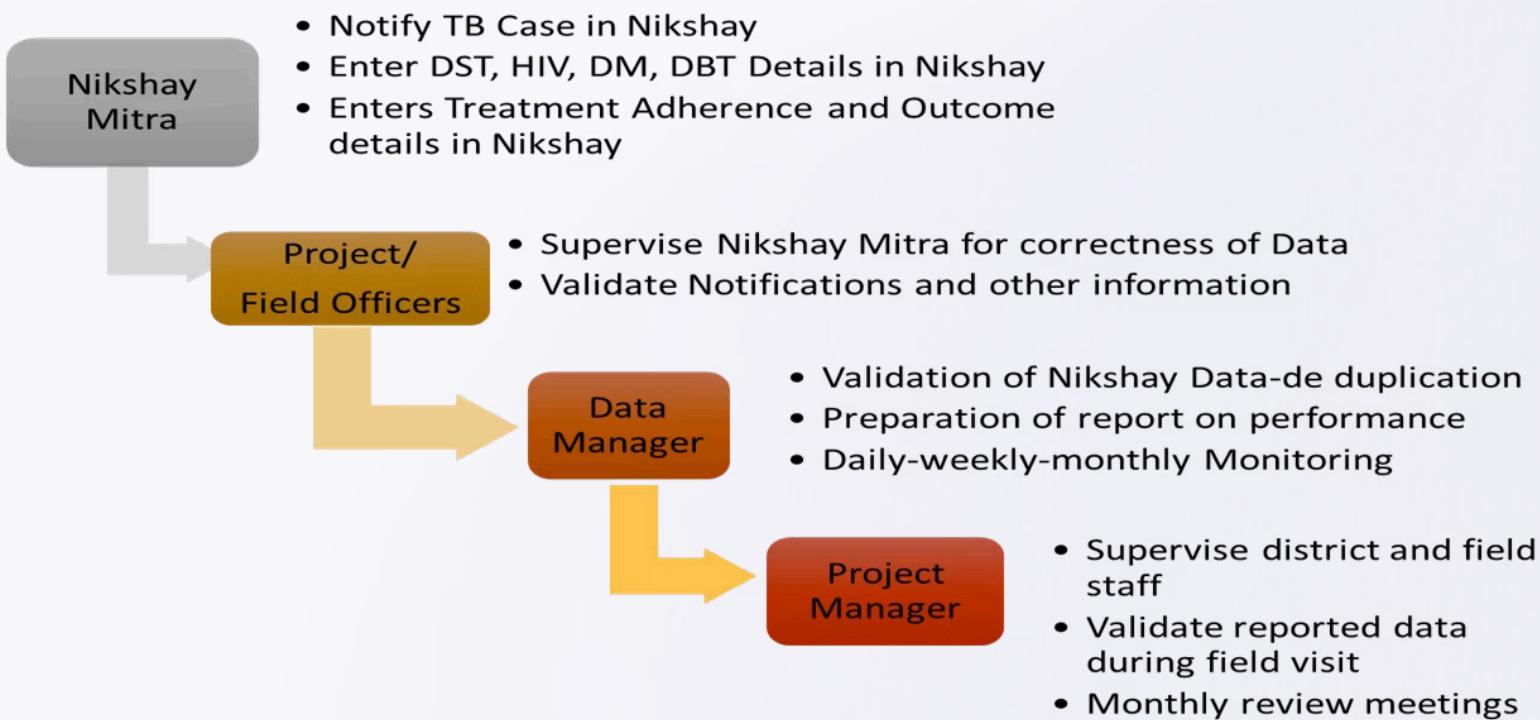
Patient Support

Providing comprehensive adherence and social support

PPSA Delivery Model



Supervision and Monitoring





राष्ट्रीय क्षयरोग दुरीकरण कार्यक्रम

पेशंट प्रोव्हायडर सपोर्ट एजन्सी (PPSA)

टीबी ची मुख्य लक्षणे

- * दोन आठवड्यांपेक्षा अधिक कालावधीचा खोकला
- * दोन आठवड्यांपेक्षा अधिक कालावधीचा ताप
- * रात्रीच्या वेळी घास येणे
- * वजनात लक्षणीय घट * भूक न लागणे

१ पूर्ण नियमित उपचाराची असेल साथ टीबी मुक्त होणार आपण हमचास.
टीबी च्या यशस्वी उपचाराकरिता तीन याचण्या महत्वाच्या: औषधांची

२ संवेदनशीलता(DST), मधुमेह(Diabetes), एच.आय.डी.(HIV) तपासणी.

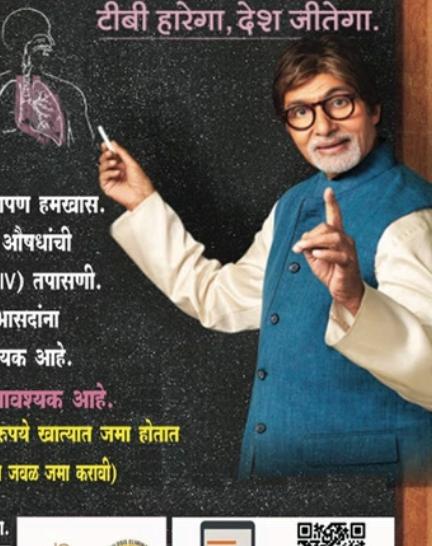
३ रुग्णास फुफ्फुसाचा क्षयरोग असल्यास कुटुंबातील सर्व सभासदांना
टीबी प्रतिबंधात्मक (TPT) औषधोपचार घेणे अत्यंत आवश्यक आहे.

४ टीबी रुग्ण याची सूचना(Notification) शासनाला देणे आवश्यक आहे.
उपचारादरम्यान शासनाकडून प्रत्येक रुग्णाला प्रतिमहा १०००/- रुपये स्थायात जमा होतात
(याकरिता आपल्या बँक पासवरुक व आधार कार्ड वै एक झोरांक्स प्रत निक्षय मित्र जवळ जगा करावी)

अधिक माहिती करिता इथे उपस्थित डॉक्टर/निक्षय मित्र यांच्याशी संपर्क साधाया.

निक्षय मित्राचे नाव : _____
निक्षय मित्राचा फोन नं. _____

अधिक माहिती करीता संपर्क : 18 00 11 66 66



टीबी हारेगा, देश जीतेगा.



NATIONAL TUBERCULOSIS ELIMINATION PROGRAMME (NTEP) PATIENT PROVIDER SUPPORT AGENCY (PPSA) PROJECT

disha FOUNDATION

01 All TB Patients managed by you need to be Notified to National TB Elimination Programme (NTEP) through Nikshay App/Portal

02 All diagnosed TB cases need to be offered Universal Drug Susceptibility Testing (DST), HIV and Diabetes Test as per Standards of TB Care in India.

03 Please inform your TB patients to give their Aadhar Card & Bank Account Details (Bank Name, Account Number, Name of Account Holder and IFSC) to Nikshay Mitra at your Facility.

04 You need to give Treatment Outcome of all TB patients managed by you.

05 NTEP Anti - TB Medicines (FDCs) can be given to TB patients Free of Cost.

All TB Patient will Receive DBT Rs.500/- per Month During their Course of Treatment From NTEP

Download Ni-kshay Seva App for further information scan QR Code

Following are recommended Dosage of NTEP FDCs

Daily Dose Schedule for Paediatric TB (up to 18Yrs)			
Weight category	Number of tablets (dispersible FDCs)		Continuation phase
	Intensive phase	E	
HRZ (3FDC) 50/75/150	100	50/75	100
4-7 kg	1	1	1
8-11 kg	2	2	2
12-15 kg	3	3	3
16-24 kg	4	4	4
25-29 kg	3 + 1A*	3	3 + 1A*
30-39 kg	2 + 2A*	2	2 + 2A*

Daily Dose Schedule for Adults (>18 Yrs)			
Weight band	Number of tablets		Continuation phase
	Intensive phase	E	
HRZE (4FDC) 75/150/400/275 mg	75/150/275 mg	75/150/275 mg	
25-34 kg	2	2	
35-49 kg	3	3	
50-64 kg	4	4	
65-75 kg	5	5	
≥75kg*	6	6	

* Patients >75kg may receive 5 tablets /day if they do not tolerate this dose.

"Let's join hands to End TB" "टीबी हारेगा, देश जीतेगा "

What We Did This Year

Private Sector Engagement

Reached 13,682 private health facilities and identified 1,307 active TB-managing facilities.

Nikshay Mitra Model

Established 1,674 Nikshay Mitras within private facilities to manage TB notification, adherence, and social support.

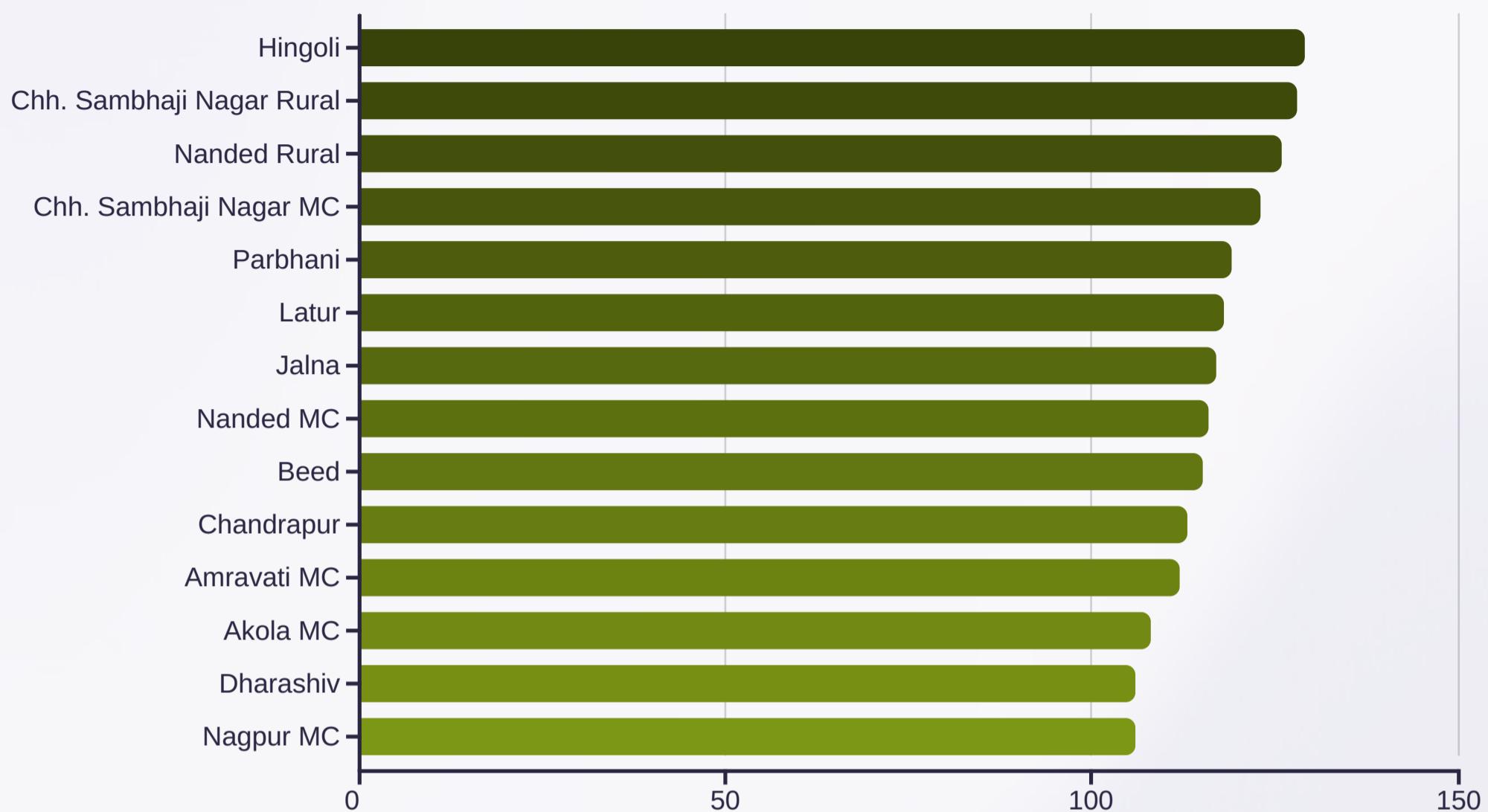
End-to-End TB Services

Provided free diagnostic testing, NTEP treatment supply, ICT-based adherence tools, counselling, and linkages to DR-TB services and Nikshay Poshan Yojana.

Capacity Building

Conducted repeated orientation and counselling sessions for private practitioners on ethical TB notification and STCI-based treatment.

Notification Performance (April 2024 – March 2025)



Overall Achievement: 114% — Successfully notified 21,989 TB cases against a target of 19,225 across all 14 districts.

Best Practices and Innovations

1

Nikshay Mitra Model

Use of existing private healthcare workers as single-window service providers to TB patients

2

Incentive-Based Approach

Cost-effective, quality-driven, sustainable model with performance incentives

3

Behavioral Change

Promotion of professional standards and ownership in TB care among private practitioners

4

Digital Validation

PPSA app-based data validation mechanism for real-time reporting and monitoring

Impact and Outcomes

Outcomes



Impact



Real-time Reporting

Capacity-building led to timely and accurate TB case notifications through Nikshay



Enhanced Ownership

Private doctors increasingly recognize TB management as ethical and professional duty



Improved Adherence

3-tier counselling model significantly reduced treatment default rates



Integrated Support

Linking TB patients to Nikshay Poshan Yojana provided essential social assistance



Sustainable Engagement

Incentive mechanisms strengthened long-term partnerships with private facilities

Future Direction

- o **Scale-Up of Nikshay Mitra Model** to all private facilities and strengthen mentorship.
- o **Digital Strengthening:** Introduce mobile dashboards and automated reminders for follow-ups.
- o **Sustained Capacity Building:** Continuous engagement with private doctors and lab networks.
- o **Enhanced Patient-Centric Interventions:** Incorporate psychosocial support and stigma reduction activities.
- o **Partnership Expansion:** Collaborate with NGOs and CSR partners for resource sharing.
- o **Focus on Quality and Sustainability:** Develop long-term incentive models and quality improvement frameworks.



PPSA Staff Facilitated by District Authorities for their Best Work in TB Program



Nagpur Cluster District Newly Joined PPSA Staff Induction Training Program at Nagpur MC.



TB Forum Meeting for NTEP & PPSA Performance at Collector Office



PPSA Staff & NTEP Staff Monthly Review Meeting

Overall Achievements and Learnings from TB Initiatives (2024–25)



Dr. Shankar Dapkekar- Project Director (TB)

During 2024–25, Disha Foundation significantly strengthened Maharashtra's TB response through extensive public–private engagement, improved diagnostic access, and enhanced care linkages across the Chh. Sambhajinagar Cluster, Nagpur Cluster, and Nagpur Municipal Corporation. Our work enabled thousands of presumptive TB patients to receive free X-ray, EP-TB, and pediatric diagnostic services, and helped private healthcare providers integrate seamlessly into the National TB Elimination Programme (NTEP). Through systematic outreach, continuous training, and strong field support, we ensured substantial improvements in case notification, universal DST coverage, HIV and diabetes co-morbidity screening, and treatment initiation. Digital tools, voucher systems, timely reimbursements, and data triangulation contributed to greater transparency, efficiency, and accountability across the programme.

This year also deepened our organisational learning. We recognised the importance of real-time coordination between private providers and public systems; the need for simplified patient pathways to reduce delays; and the value of digital tracking in strengthening service delivery. Challenges in fund flow, data reconciliation, and provider engagement taught us to refine our internal systems, introduce structured follow-up mechanisms, and adapt rapidly to ground realities. Above all, the year reinforced that TB elimination is achievable only through collaborative partnerships, patient-centric design, and persistent on-ground engagement—core principles that will guide Disha Foundation's work in the coming years.



Disha Footprint's in Goa

State Migration Cell

The State Migration Cell in Goa is a dedicated unit established for the welfare of migrant workers, with its primary goal to create a database of migrant laborers and streamline support services. It addresses issues like legal aid, health, and insurance, and aims to provide a one-stop digital platform to help the government implement policies, bridge service gaps, and extend benefits to migrant workers. The cell was launched in conjunction with the national migrant support portal, ShramShakti [Sand](#) is designed to collect detailed socio-demographic and skill-based information on migrants.

Context and launch:

- The cell was a joint initiative of the Goa government, Disha Foundation and the Union Ministry of Tribal Affairs, launched alongside the national migrant support portal ShramShakti.
- It was established to address the lack of comprehensive data on the large migrant population in Goa, which made it difficult to provide structured support.
- **Goa is the first state to set up such a dedicated cell, according to Chief Minister Pramod Sawant.**

What We Did This Year

1

Awareness and Mobilization for Migrants

Disha Foundation conducted post-migration Shramshathi training sessions for migrant workers arriving in Goa, using the Shramshathi Manual developed with the Ministry of Tribal Affairs. These sessions aimed to ensure safe and productive migration by enhancing awareness of rights, entitlements, and workplace safety.

2

Health Awareness and Linkages

Goa became the first state to secure high-level political support for onsite COVID-19 vaccination for migrant workers following Disha's advocacy with Hon. Chief Minister Dr. Pramod Sawant. Vaccination drives were organized at major worksites, reaching over 1,300 workers.

3

Social Security and Linkages

Disha Foundation organized social security awareness programs across construction sites, labor nakas, and slum areas, in collaboration with Common Service Centres, local NGOs, and government departments.

4

Financial Inclusion

In partnership with the Bank of Baroda, Disha implemented financial literacy programs to educate workers on banking, savings, and money transfers. Sessions focused on account opening, savings habits, expense management, and accessing bank credit.

5

Legal Awareness and Support

Disha collaborated with the District Legal Services Authority, Deputy Commissioner of Labour, and V. M. Salgaonkar College of Law to promote legal awareness and aid among unorganized sector workers.

Key Achievements 2024-25



Workers Mapped

In various sectors across Goa



Workers Sensitized

Across Goa through various campaigns



Migrants Registered

Successfully enrolled in various schemes



Health Awareness

Workers reached through health camps



Social Security

Workers reached through awareness campaigns



Legal Awareness

Workers reached through campaigns

Through indirect interventions, we were able to provide support for around **4,227 migrants**. Overall, these efforts reflect our integrated approach linking awareness with tangible access to services, while addressing the immediate and long-term needs of migrant workers.

Glimpses of Goa



Awareness session at Pal construction, Bichholam



Awareness session at Mopa Airport Second Terminal construction site, Mopa-Pernem



Awareness session at Porvorim labour naka



Awareness session at Ayush Hospital construction site, Velgем



Aadhar card updating camp at construction site, Bicholam



Social Security Awareness camps at Vasco Jetty Fisheries Worker in Vasco-Da-Gama

Tribal Livelihood Migration Survey Goa

In October 2023, the Disha Foundation initiated fieldwork for the Tribal Livelihood Migration Survey in the state of Goa. This crucial survey focused on villages across the South Goa district, aiming to understand and support tribal communities. The comprehensive survey covered villages in Quepem Taluka, Sanguem Taluka, Canacona Taluka, Dharbandora Taluka, and Ponda Taluka.

Comprehensive Coverage

Conducted across 33 panchayats in five talukas of South Goa, reaching 8,924 tribal households with in-depth data on migration trends, income sources, and welfare access.

Community Participation

Promoted involvement of local panchayats, youth volunteers, and grassroots leaders in data collection and validation, strengthening collaboration with local governance institutions.

Evidence-Based Planning

Built a robust evidence base to inform future livelihood and social protection programs for tribal communities, generating actionable insights for policy and program planning.

Advocacy and liaisoning

Generated actionable insights for policy and program planning to enhance livelihood diversification, skill development, and migration management while Strengthening collaboration with local governance institutions to promote data-driven, inclusive development for tribal populations

Glimpses of Survey Planning and conducting at Tribal Research Institute, Khairikattem, Goa



Future Directions for Goa Projects

1. Going forward, Disha Foundation's initiatives in Goa will focus on strengthening social protection, deepening community engagement, and building evidence-based strategies for tribal and migrant populations.
2. Priority will be given to expanding coverage of welfare schemes through targeted awareness drives, improving enrolment in labour, health, and social security programs, and enhancing last-mile facilitation services.
3. The Foundation plans to build stronger partnerships with local bodies, Panchayats, and state departments to support livelihood diversification, skill development, and portability of benefits for mobile workers.
4. Data generated from ongoing research such as the Tribal Livelihood Migration Survey will guide program design, enabling tailored interventions for vulnerable communities.
5. Additionally, efforts will focus on women's economic empowerment, strengthening community leadership structures, and introducing digital tools for case tracking and field monitoring to ensure timely, impactful service delivery across Goa.

RESEARCH

Our Work in Research

Research & Publications This year, our research team significantly advanced understanding and practice in migration, gender, and health through the following key publications:

1. Economic Violence and Its Health Impacts among Married Women in an Urban Slum of Puducherry, South India:

An Exploratory Study Published in National journal of Indian Association of Preventive & Social medicine, this exploratory study delves into economic violence as a critical form of intimate partner violence. It highlights its profound impact on women's mental health, healthcare-seeking behavior, and overall well-being. The findings strongly advocate for integrating economic violence screening into primary healthcare, strengthening social protection systems, and fostering women's financial autonomy.

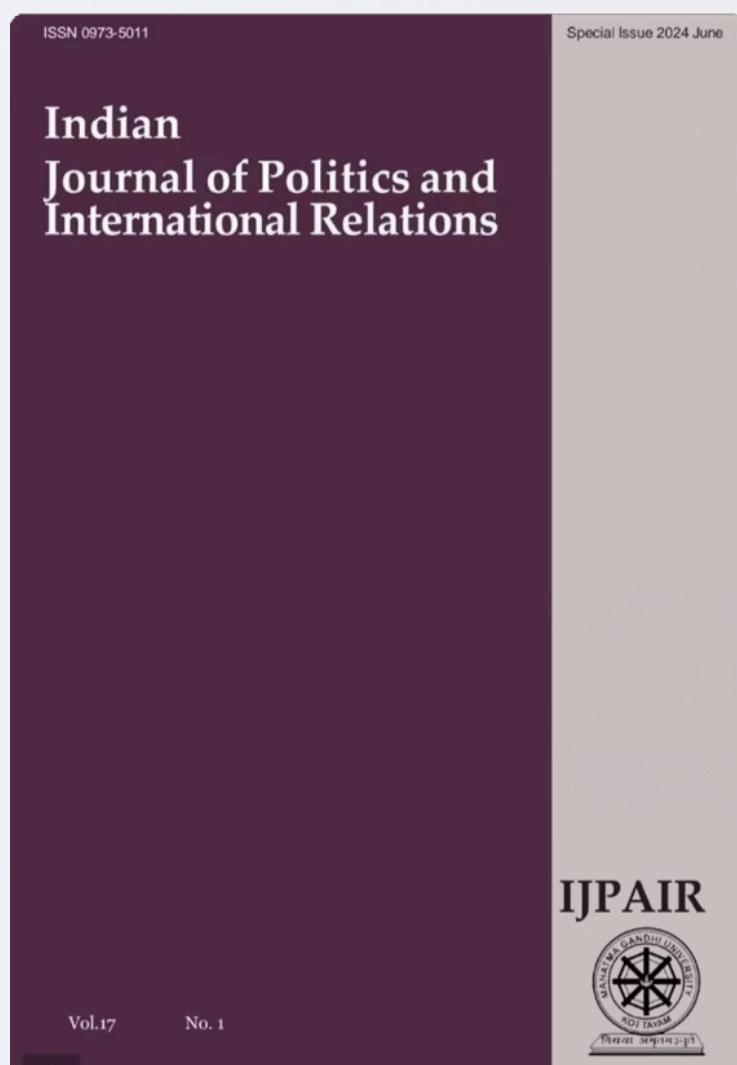


iapsmupuk.org

Economic violence and its health impacts among married women in an urban slum of Puducherry, South India
Background: Economic violence prevails to be one of the unexplored domains of intimate partner violence. **Objective:** To explore the perceived forms of economic violence and its health impacts among married women in Puducherry.

2. Interstate Guest Workers in Kerala: Intersectional Perspectives and State's Response

Published in the Indian Journal of Politics and International Relations (Mahatma Gandhi University), this chapter offers an intersectional analysis of the lived experiences of interstate migrant workers in Kerala. It reveals how gender, caste, class, and region critically shape migration outcomes. Furthermore, it provides a crucial reflection on the evolving policy responses of the state, illuminating both the persistent challenges and emerging possibilities for inclusive governance.



3. Understanding Challenges of Healthcare Access to Forge Sustainable Health Solutions for Migrants.

Disha Foundation strengthened its thought by publishing its research paper in an Oxford. The paper focused on the role of grassroots organisations, community-based groups, and multi-stakeholder partnerships in improving healthcare access for migrant workers within the framework of Universal Health Coverage (UHC).

Drawing from Disha's extensive field experience in Maharashtra and Goa, the paper highlighted systemic barriers faced by migrants and demonstrated how community-led models such as those implemented by Disha can bridge gaps in entitlement access, health awareness, and service delivery.

The publication contributes to national and global discourse on migrant health, offering evidence-based recommendations for integrating grassroots organisations into public health systems. It further strengthens Disha Foundation's position as a practitioner-researcher in migration, social protection, and public health.

4. Tribal Livelihood Migration Survey – Goa

In October 2023, Disha Foundation commenced fieldwork for the *Tribal Livelihood Migration Survey* in Goa, a research initiative aimed at understanding livelihood patterns, migration drivers, and socio-economic vulnerabilities among tribal communities. The survey was conducted across key geographies in South Goa, covering villages in **Quepem, Sanguem, Canacona, Dharbandora, and Ponda** talukas. This study forms a critical foundation for evidence-based programming and policy advocacy to strengthen welfare access, livelihood opportunities, and social protection for tribal households in the region.

Looking Ahead: Scaling Impact and Building an Equitable Future

As we reflect on a year of growth and deepened community engagement, we acknowledge that the journey toward social and economic justice for unorganised workers is ongoing. The vulnerabilities faced by migrant workers, daily-wage earners, and construction labourers demand sustained, systemic efforts grounded in dignity, access, and opportunity.

We Are Proud

We are deeply proud to stand as champions for the most underserved communities, steadfastly ensuring that construction workers, migrant families, tribal households, and women workers not only receive but **realize** the full benefits they are entitled to.

This year, our impactful journey, from delivering vital welfare support and pioneering insightful research to forging powerful institutional partnerships, stands as a testament to our unwavering resilience, groundbreaking innovation, and profound community trust. These are more than mere achievements; they are the living embodiment of our dedication to driving lasting, people-centered transformation.



Our Strategic Focus for the Year Ahead



Enhancing Skill Development

Focus on industry-relevant training, safety protocols, and entrepreneurship, with tailored modules for youth, women, and those seeking stable livelihoods.



Standardised Certification

Partnering with the Quality Council of India (QCI) for standardised skill certification and alignment with national frameworks.



Industry Collaborations

Collaborating with CREDAI and other construction bodies to facilitate BOCW Welfare Board enrolments and upskilling opportunities.



Strengthening MRCs

Enhancing Migrant Resource Centres as one-stop support hubs for health, legal aid, welfare, and skilling in underserved areas.



Expanding Shramik Mitra Model

Training more peer educators and community champions to drive awareness, mobilisation, and follow-up in hard-to-reach communities.



Technology Integration for better implementation

Leveraging digital platforms for outreach, real-time tracking, and enabling access to government schemes and skill portals.



Amplifying Advocacy

Using grassroots evidence to influence inclusive labour practices and improve service delivery mechanisms at state and national levels.

We remain committed to walking alongside workers — supporting their aspirations, amplifying their voices, and co-creating solutions that promote fairness and dignity. With the strength of our community networks and the continued support of our partners, we look ahead with hope, determination, and a shared vision for an inclusive and equitable future.

Words of Appreciation from Our Partners

“Through its innovative approaches and on-ground presence, Disha Foundation has emerged as a valuable partner in advancing the Ministry of Tribal Affairs’ vision for safe, informed, and empowered migrant workers.”— **Dr. Navaljit Kapoor, Joint Secretary, Ministry of Tribal Affairs (MOTA)**

“I extend my heartfelt appreciation to Disha Foundation for its unwavering commitment to supporting migrant and unorganized workers across Goa. Your efforts in enabling access to social security schemes, health services, and welfare benefits have made a meaningful difference in the lives of countless families. The Government of Goa values and acknowledges your dedication toward building an inclusive and empowered society.”— **Dr. Pramod Sawant Hon’ble Chief Minister, Goa**

Oberoi Realty commends Disha Foundation for its remarkable contribution towards uplifting construction workers. Your consistent efforts in driving awareness, enabling welfare access, and building community resilience reflect exceptional commitment and professionalism. We deeply value our collaboration with Disha Foundation and appreciate the positive, sustainable impact your initiatives continue to create.”

— **Mr Ayashkanta Rout, Lead - ESG & Sustainability | Central Projects Office, Oberoi Realty Limited, Mumbai**

“The efforts of Disha Foundation in supporting migrant workers through legal awareness, counselling, and institutional linkage align strongly with the objectives of the District Legal Services Authority and deserve sincere appreciation.”— **Mr. Suhas Bhosle, Secretary – District Legal Services Authority (DLSA), Nashik.**

“Disha Foundation has played an important role in extending labour welfare benefits to migrant and unorganised workers through effective field-level engagement” **Mr. Vikas Mali, Deputy Commissioner – Labour Department, Nashik**

“Disha Foundation’s consistent efforts in promoting legal awareness, social justice, and rights of migrant and unorganised workers are truly commendable. Their collaboration with academic institutions meaningfully bridges theory and practice in legal empowerment.”— **Prof. Harun Rashid Qadri, Principal – NBT Law College, Nashik**

Connect With Us

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Thank you for being part of our journey toward a more just and equitable society. Together, we are reaching the unreached and empowering every marginal person.