

Selected NTL occupations being promoted by network members



Toll-plaza operators

Retail sales

Auto-mechanics



E-rickshaw drivers

Plumbers

Carpenters



Mobile repair mechanics

Bamboo roof construction

Professional Chauffeurs



Commercial Chauffeur

I'm a HOME APPLIANCE TECHNICIAN

Mason work in house construction



Diverse Membership

25 organisations and 8 individuals

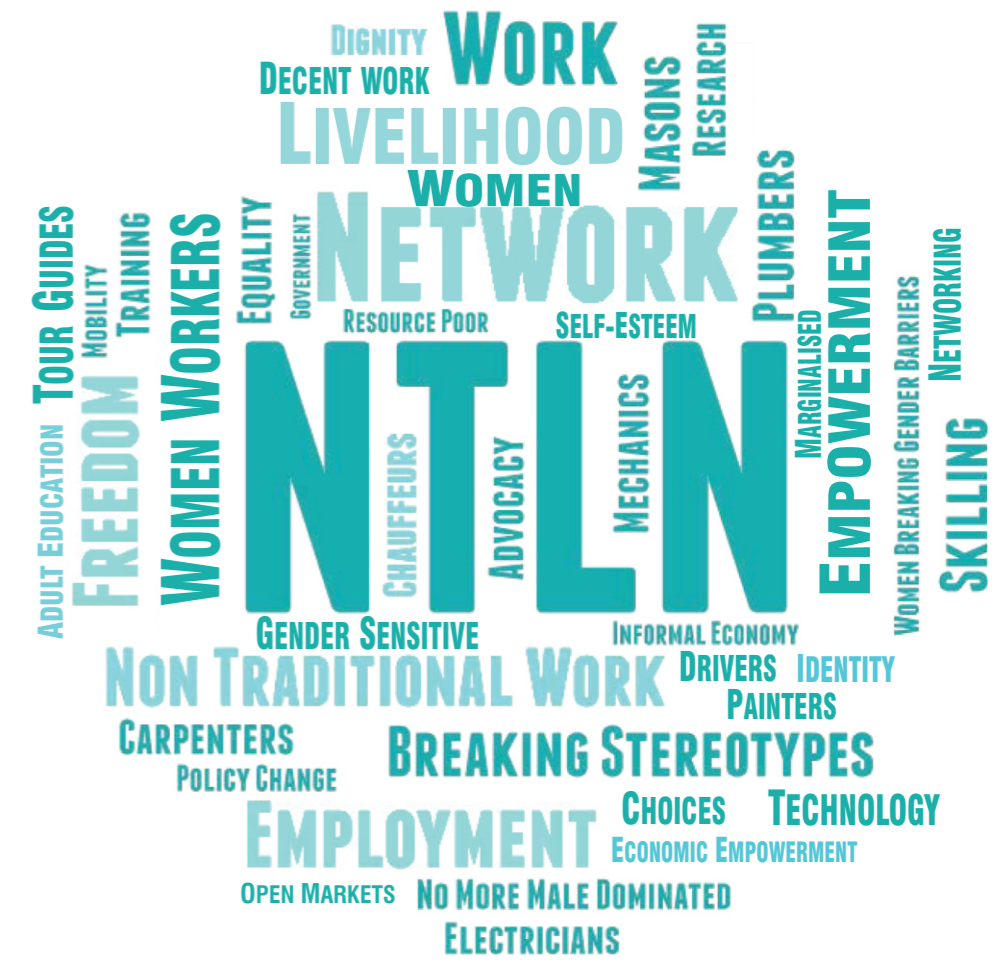
NTLN Steering Group

1. Archana Dwivedi, Nirantar Trust, New Delhi
2. Baitali Ganguly, Jabala, Kolkata
3. Meenu Vadera, Azad Foundation, New Delhi
4. Nandita Shah, Akshara Centre, Mumbai
5. Rajendra Bandhu, Samaan Society, Indore
6. Thresiamma Mathew, Archana Women's Centre, Kottayam

Individual Members

1. Adil Ali, New Delhi
2. Ashutosh Tosaria, Bangalore
3. Gurjeet Kaur, Lucknow
4. Josefina Oraa, New Delhi
5. Nasreen Rustomfram, Mumbai
6. Nilanjana Sengupta, New Delhi
7. Nisha Dhawan, New Delhi
8. Sujata Gothoskar, Mumbai

Organisational Members



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Why NTL

Participation of women in the labour force and their access to decent work opportunities is critical for creating a gender equitable, inclusive and sustainable world. In India, labour force participation of women shows a declining trend. Systemic exclusion of women from higher education, vocational training, social restrictions on mobility, violence, unpaid care and domestic work burdens, along with gender segregation at work limit women to informal, contractual, low-skilled and low paid jobs.

- Declining women's labour force participation - 17.5%- (SDG India Index, 2019)
- Women in low paid jobs- 92% women in India are earning < INR 10,000 a month. (Global Wage Report, 2018)
- Women in India contribute to unpaid care work equal to 3.1% of the GDP (ILO 2018)
- Unpaid care work restricts participation in education- 65% of girls (15-18 years) drop out of school due to responsibility for household chores (National Commission for Protection of Child Rights)
- Violence, safety and mobility restrictions - 2.5 million crimes against women reported in India (NCRB, 2017)
- The World Economic Forum estimates that raising women's participation in the labour force can increase India's GDP by 27%.

Non-Traditional Livelihoods (NTL) for women aim to break the gender divide at work by expanding opportunities for better education and skilling of women and gender minorities (across intersectionalities)—to have decent and remunerative livelihoods. This focus constitutes a challenge to gendered notions of work and skilling, enhances mobility and better income for women, and builds an empowered sense of identity and dignity.



Non-Traditional Livelihoods are defined as “livelihood practices that help women break stereotypes emerging from the intersections of gender, caste, class, religion, sexual orientation, disabilities and other marginalities and oppressive structures, within a dynamic context of space and time.

Non-traditional livelihoods increase the set of viable livelihood choices available to women and give them access and control over skills, technology, market, mobility and resources. They create economic stability along with psychological, social and political empowerment. Some examples of the same include training women to become drivers, masons, electricians, etc.” (NTLN charter, 2017)

The non-traditional livelihoods sector includes women as commercial and private vehicle drivers/ chauffeurs mechanics, masons, carpenters, painters, electricians, plumbers, Ferro-cement workers, bamboo workers, brick makers, tour guides and the list constantly is expanding—with women breaking existing social and gender barriers through occupational choices.

THE NON-TRADITIONAL LIVELIHOOD NETWORK (NTLN)

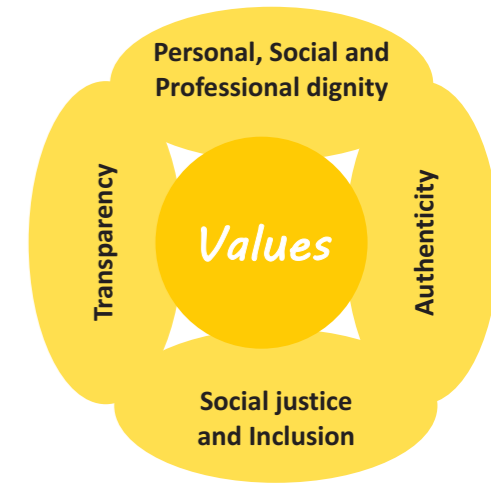
NTLN is a collective of organisations and individuals working to promote higher education, technical skills and advocate for gender sensitive markets for women and gender minorities to access and pursue non-traditional livelihood opportunities. The network was formed in 2017, as the culmination of a three year journey of learning and dialogue among like-minded organisations. Initiated by Azad Foundation, which currently holds the networks' secretariat, its members include 25 organisations and eight individual members, with a six-member Steering Group to guide its agenda.

The NTL network aims to challenge the beliefs, practices and policies that contribute to the exclusion of women from traditionally male-dominated livelihoods due to gender-biased social norms, lack of knowledge and skills. It recognises that skill building requires an engendered approach that is rights based, focusses on transformative education and training (beyond technical skills). The network highlights the need for an adaptive market and ecosystem that supports women's workforce participation by addressing issues like unpaid care and domestic work, safety and social security.

The network's agenda is to promote non-traditional livelihoods for women as a critical arena of mobilisation and advocacy in the overall context of women and work.

Objectives

- To work towards building a collective for projecting and giving visibility to the need of mainstreaming NTL for women within the policy discourse of government and non-government sectors.
- To advocate for enabling social structures and infrastructure which facilitate women's participation and retention in NTL.
- To create a body of knowledge on new avenues of NTL for women and strategies to access them.
- To share challenges and learnings of organisations on Non-Traditional Livelihoods for women.
- To identify areas of collaboration, capacity building and build synergies in promoting NTL for women, including engagement/ advocacy with the state and other stakeholders.



Strategies

- Capacity building of member organisations to mobilise, educate, skill and create market linkages for women to take up non-traditional livelihoods and enlist customer acceptance of women offering NTL goods and services.
- Create and share knowledge through evidence based research on women and work, especially non-traditional livelihoods.
- Policy advocacy with government, corporate/ industry, civil society and donor organisations, at the local, national and international level. Three core agendas adopted by the network currently include:
 - Creating Gender Sensitive Markets
 - Training and Education on Non-Traditional Livelihoods
 - Unpaid Care Work.
- Documentation and communication with the perspective of showcasing women who have broken gender barriers and made employment choices that were previously male dominated.