



17 OCT 2025

ಬನ್ನಿ ಮಾತಾಡೋಣ - ಒಟ್ಟಿಗೆ ಸುರಕ್ಷಿತ ಸ್ಥಳಗಳನ್ನು ನಿರ್ಮಿಸೋಣ (Banni Mathadona: Ottige Surakshitha sthalagalannu nirmisona)

A GLIMPSE INTO OUR WOMEN AT WORK EVENT!

The event conducted on 17th October brought together members of the **Women at Work** community and other stakeholders to celebrate and reflect on women workers' right to dignity, and safety in workplaces.

The *Women at Work* programme is dedicated to ensuring workplaces are safe, nurturing, and enabling for women and girls. Sexual harassment remains one of the most significant deterrents to women's participation in the workforce, particularly in the informal sector, where protections are weakest. We work with flower vendors, BBMP wastepickers (pourakarmikas), domestic workers, etc. Through WAW, women gain the tools to understand the structures of Brahmanical patriarchy and how these shape power and exclusion in the workplace. They build awareness of their rights as women and workers, address mental health challenges stemming from unsafe environments, and learn to critically examine power relations to resist and dismantle harmful dynamics. As a result, women not only learn how to address sexual harassment and gender-based violence but also how to hold their ground, demand accountability, and advocate for systemic change. Workplace safety is not just protection, it is the foundation of economic justice and long-term financial security..



The evening began with a **felicitation ceremony of 100 BBMP pourakarmikas**, recognising their dedication, resilience, and leadership within their communities. The atmosphere was filled with joy as community members performed the traditional **Kolata** dance.



This was followed by an **incredible panel discussion** that explored the intersections of **safety, workers' rights, and access to public spaces**. The conversation, moderated by Durga team member, **Theju**, included **two pourakarmikas, Annama and Gangarathna, Deepika Nagendrs, CGI Partner-Manager HRBP, and Shameema** also from the Durga team. Together, they discussed why it is essential to extend conversations about *safe spaces* to **informal women workers**, and how we cannot look at “safety” in isolation from **workers' rights** or vice versa. Panelists reflected on how **safety extends beyond corporate workplaces** and it includes **fair wages, access to rest, and dignified conditions**, as well as the **need for collectivisation** among women workers. They also unpacked the **barriers** that make it difficult for women to speak up or organise collectively, ranging from social hierarchies and gender norms to lack of institutional support.



The discussion invited the **audience to participate**, sparking a more **well-rounded and reflective conversation** about solidarity, shared responsibility, and the collective effort required to create safe and equitable public spaces for all.

The event concluded on a celebratory note, with participants of the event dancing their hearts out to loud music, reminding us that **collective joy is essential to enable social justice!**



A huge thank you to everyone who attended this event, celebrated with us and stood by us in solidarity to enabling just workplaces for everyone! Also a deep gratitude to those of you who have supported us through the years!

REACH OUT!

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