

Married Students' Welfare Committee (MSWC), SBRA (A-L, Y & W Block)

Indian Institute of Technology, Kanpur

Office
Warden-in-Charge
SBRA

Ref: 02/MOM/SBRA-MSWC/2013-14

Dated: May 27th, 2013

MSWC Minutes held on 18th May, 2013

Members Present:

Sabah Haider (BR-CD)	Zubair Akhter (BR-AB)	VVS Reddy (BR-W)
Ajay Jha (BR-KL)	Kartik B (Member)	Anurag Singh (Member)
Ankush (BR-Y)	Manoj Kumar (BR-GH)	Rajesh Agarwal (Convener)
Kanna Bhaskar (Member)		

The following issues were discussed in MSWC meeting that was held on 18th May, 2013 at Jhula Park. The meeting was open to all female residents of SBRA:

1 General guidelines regarding payment for maids and nannies at SBRA:

In order to ensure that there is some amount of uniformity in terms of payment that is made to domestic helps as well as nannies at SBRA, MSWC invited female residents to deliberate regarding the aforementioned matter and the following payment guidelines were set. Residents are free to pay more than what is laid down depending on the workload at their respective homes. These are guidelines to ensure that there isn't too much of variability in payment for household chores and for taking care of children within SBRA premises.

Type of work	No. of people : 2	No. of people : 3	No. of people : 4
Washing clothes	250	300	300
Cleaning utensils (twice a day)	200	250	250
Sweeping & Swabbing of floors	200		
Nanny/Ayaa (per hour for a month)	250 per hour for a month (previously 200) negotiable based on number of hours the services are required.		

Kindly note that these are just guidelines. MSWC cannot enforce these guidelines as rules. These guidelines are negotiable between the residents and their domestic helps and nannies. MSWC only intends to ensure that we maintain some semblance of uniformity in pay as it will not be feasible to pay what the faculty members are paying in the nearby apartments, and to keep the ever increasing ceiling limits in check.

2 Prior notice ought to be given to maids and nannies before removal from work, and same expected of maids and nannies before they quit work at SBRA:

Residents are supposed to inform the domestic helps and nannies a week in advance regarding their termination from work. Similarly maids and nannies are supposed to give a weeks' notice in advance. In case they plan to quit work at SBRA, failing which, one week's pay can be deducted. In case, Residents remove them without notice, they are liable to pay them full month's salary.

Another alternative that was proposed pertains to keeping 10 days of the pay as security deposit, and in case, the maids or nannies do not inform in advance, then that deposit becomes non-refundable.

Please ensure that both the parties follow the guidelines, and the rights of neither are violated in any manner.

3 Reporting to SIS control room as well as SBRA convener in case of any theft:

Keeping in view the spate of thefts at SBRA, it was proposed that in case of any theft, the resident should give a complaint in writing to SIS control room, and also send a mail to SBRA convener regarding the matter. The convener, SBRA, will then send out a cautionary mail to all residents regarding the maids/nannies (with their Photograph), who are suspected of theft. The residents keep these maids/nannies at their own risk, thereafter. MSWC will not compel any resident to let go of any maid/nanny on the basis of suspicion alone.

Any maid/nanny who intends to take any item/goods out of SBRA entrance gate should carry a written consent/approval of the resident who has given the item away. (Security guard has already been given instruction in this regard)

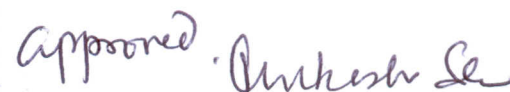
4 Posting of a female SIS guard at SBRA security check post:

Application for posting a female security guard at SBRA entrance gate will be put to authorities to check female housemaids and nannies to ensure no items are taken out of SBRA without the permission of the Residents.

MSWC would like to thank all female Residents who attended the meeting and put forth their opinions and suggestions. We look forward to more such participatory interactions and exchanges!



Rajesh Agarwal
Convener, MSWC



Mukesh Sharma
Warden-in-Charge, SBRA