

‘Munnade Social Organisation’
Pantharapalya, Nayandahalli, Bangalore 560039

Annual Activities Note: April 2022- March 2023

‘Munnade’ is an esteemed- Non governmental organization, which is **striving hard for the women empowerment and holistic development** of Garment Women labourers. ‘Munnade’ Ngo had its own tremendous history of emerging in society. In relevance to the emerging Munnade Social Organisation , **it's a collective effort of garment women labourers, who were confronted with the inequalities and harassment during their work, those who have a deep sense of knowledge in a particular field.**

‘Munnade’ emerged on **4th March 2011** with the several collective efforts of women labourers. We are located in **Nayandahalli** of **Bangalore Southern region**. We are channelised and working vastly in Bangalore by cherishing our own vision, mission and values.

In continuation of our work and in intervening in fields, we directly work with garment women labourers by **a) forming the SHG Groups, counselling and legal assistance, (b) Munnade supports their children through imparting the knowledge through training and enhancing their academic learning skills and competencies. by our CSC Center. (c) We enable them to access various welfare schemes** through the Workers Welfare Board, Department of Women and Child Development and Department of Backward Class and Minorities among others as a representative-body.

Munnade Scope;- Munnade works with women garment workers in **4** districts of Karnataka- **Bengaluru rural and Bengaluru Urban , Tumkur and Bellary**

Activities Implemented;-

1. Self Help Groups

Munnade is intervening actively in communities by forming SHG Groups among garment women labourer's, in strengthening and improving their socio-economic conditions through SHG activities. Currently we formed **40 SHGs** which are named meaningfully to the particular groups. Each group consisted of **15 to 20 members** and a total of **700 to 800** members who registered in our SHG groups. It's a good number and productive achievement of the year from the organisation.

Many of them were availed for various benefits under their respective SHGs. SHGs groups **enabled the members** to take **loans** from their **savings amount** which they can use for their **children's education**, for **small business activities**, for their **health care**, and for the other **day routine financial challenges** in their life. Result of this, many of socio-economical issues/barriers are reduced. Importantly it also invested its objective in rectifying occupational issues and violations in their workplace. This platform is helping us to play the advocacy role in raising our voice against the addressed challenges of garment women labourers in obtaining justice.



2.Care and Support Center(CSC)

Munnade Social Organization is to ensure the protection, education, holistic development, and participation of garment workers' children, especially girls, **aged 6 to 16 years** has established a **Care and Support Centre** in **Avalahalli, Bengaluru** through **Knowledge Lens Pvt Ltd**. In our CSC centre, **42 children** are getting these benefits.

In this Care and Support Center, we deliver training and sessions on various topics. We conducted life skill training and sessions on **Child Abuse, Child rights, Health and Hygiene, civic education, career guidance and academics improvement**.

Under CSC Program we enhance the nutrition level of children by providing nutritious food which include milk, boiled egg, cereals and pulses. Every day the children will get avail for this. CSC program widely intervening on many aspects. It's an integrated approach which aims in bringing holistic development of women workers' children by enhancing their cognitive and social learning.

The setting up of the care and support center was need-based. The project prioritised the needs of the children in the community which include

- 1) Meaningful and constructive engagement;
- 2) Health and Nutrition

- 3) Academic tutoring
- 4) Environmental education
- 5) Civic education
- 6) Gender sensitization
- 7) Safe and secure space
- 8) Prevention of child labour

Till today CSC trained on several topics like Civic education, Health and lifestyle, Leadership, Life skills , Child rights. Under our CSC, we enhance the health of children through providing nutritious food every day.

In this **2022-23** financial year, we achieved the CSC program annual activities productively and effectively by collective efforts of the staffs. Here we kept a short glimpse of year achievements.

- We gave educational support in bridging the gaps between academic lags and academic improvements. Munnade provided nutritious and healthy diet foods like milk, fruits, eggs, dry fruits, etc. It improved the immunity power of the kids and helped their cognitive and physical growth.
- Munnade organised **Life skill training** to 2 teachers and to 2 helpers on **27th August 2022** at the **Care and Support Center**, which was conducted by **Mr. Mahadev Shivappa Myageri** ,who is designated as **Executive Head** at Programs **Stand-up India Foundation Bangalore**.
- **Child rights training** on **29 th October 2022** at **Care and Support Center** by **Mr. Mahadev Shivappa Myageri** ,who is designated as **Executive Head** at Programs **Stand-up India Foundation Bangalore**.
- Munnade Organized **spoken English classes** for children **aged 10 yrs – 16 yrs** with **Akash Ranjere** as a Resource Person.
- On **23/02/2023**, the **Parents were trained** on **advanced mathematics** by the resource person called **Deepak Kumar**, one who is working as a **Senior associate** in **Anahata United Efforts Foundation**.
- In spreading the knowledge on **Civic education** under our CSC program agenda, we conducted a civic education session to students on **24/02/2023** from a special resource person called **Suresh** who is **Chairman of Adubidri Rotary**.

- In increasing their self confidence in facing the examinations, the exclusive guidance session on **Exam Anxiety** held by **Chethan B**, one who is working as a **Program Consultant** in **Restless Development India**.
- Munnade has organised a **Health checkup camp** on the **20th of November 2022** with support of **Dr Nithayanda**, former **ESI administrator** and **renowned paediatrician** and **Munnade board member** has took the volunteership and **Dr Anulekha Kurdekar** led this health check-up camp at **Gullappa School Avalahalli**. All **40** children and their parents participated in the event.



3. Accessing welfare schemes;

We Munnade Social Organisation, promoted the garment women labourers to get avail for Aaysuhman card. We intervened in Chokkasandra and CS India garment and made **300 Aayushman cards** to garment women labourers.

4. Counselling Services

In regards to counselling services, Munnade has created and is still creating milestones in progressing through providing counselling services from Counsellors in diagnosing the problems, facts, and resolving by best suggestions, and guidelines. **We handle different cases on domestic violences, Workplace issues and guidance to social security measures etc.** In this year, we counselled **300 garment women labourers**. In strengthening the psychological/cognitive capacities, Munnade has stood in the front line in strengthening their Psychosocial Capacities.



5. Research activity

We invited the colleges for internships and for participatory based study on their selected themes. Christ university students, studying BBA in Honours, underwent their research study as part of their **Outreach activity on study on Munnade Social Organisation**. They carried out exploratory and action research with the involvement of our staff. It was a meaningful experience to handhold the students in completing their activity successfully.

And we permitted and allowed one more college i, e **(IIHS) Indian Institute of Human Settlements**. They did study with mode of participatory approach about **“Understanding into implementation of community creches in organisation”**. They did a group discussion and took the inputs and data in understanding to their selected study. It was great live meaningful discussion with the IIHS Interns.



6. Cash support

In strengthening the economic status of individuals or needy, we Munnade assisted financially on humanitarian grounds to students and maternal garment women labourers. We provided cash support to SGM Pre University college in benefiting them through paying their pending annual college fees. We gave fees support by conducting the ground research and survey for the college students in understanding the Socio-economic status of the needy. We channelised the amount through **SGM Principal** called **Sathish**.

Along with this, we gave financial assistance to the maternal garment women labourer, one who was really required to support for the daily expenditure in nurturing her baby.



7. International Women's day

In celebrating the achievements of the womens and creating awareness on the importance of womens day, we organised and celebrated International Women's Day on **12/03/2023** at **Raja Rajeshwari Vidyaa Shaala** which is situated in **RR nagar**. The core objective of this celebration is to spread the lights on denying the 12 hours working policy which the bill was passed by the Karnataka Government. Around **800 to 900** garment women labourers were indulged and gave a mass consent to cancel the 12 hours working Policy.

Many eminent persons were chaired as guests and as a president of the program. The overall summary or note to the gatherers was, promoting the garment women labourers in playing the advocacy roles against the unfair and meaningless working policies and controlling the inequalities, violences and practice of dominances at the workplace.

Addition to this we gave a platform to the worker leaders in addressing their challenges and issues which are confronting at the workplace. They were the voices and representation of participants. However the International Women's day celebration took place meaningfully and successfully.



8. Gate meeting

Gate meetings are the core heart of Munnade Organisation, where the time is prominently prioritised and invested to the garment women labourers in building the rapport, networking and intervening in identifying risks, challenges, violations and problems which arise at the factory workplace. Gate meetings will be held at the factory premise gates with the Garment Women Labourers. In this financial year it **reached 3600 members** and did **120 gate meetings**.



9. Area Meeting

Area meetings will play a change agent role in garment women labourers. Here the approaches and work dimensions in fields are an interactive process. We reach out to

garment women labourers residencies and conduct the meetings on weekdays and also on weekends . It's a flexible and extended platform to connect and to reach more garment women labourers. The area meetings will be held in **form of sensitisation program** where awakening of their capacities and understanding of individual problems of occupational life is done. In this financial year, we reached **1200 members** and benefited.



10. Area Committee meeting

Munnade has formed an active area committee namely Peenya, Dasarahalli, Nandini layout, Laggere, Nayandahalli, Avalahalli, Bytarayanapura, Chamarajapete, Bapujinagar, Chokkasandra, Bangarappanagara, Kenchenahalli Dubasipalya, Kengeri and etc. These committees provide a platform for workers to discuss their domestic, factory as well as community issues. This platform has supported/given solutions to workers this year. It also aims in facilitating government entitlements and providing legal awareness on labour law. We reached **2500 members** and benefited from this area committee meeting.

