



Munnade Social Organisation

Pantharapalya, Nayandahalli, Bangalore 560039

Annual Report

April 2023 – March 2024

Introduction

Founded in 2011, Munnade Social Organisation is committed to improving the lives of women garment workers, focusing on their working and living conditions. Based in Bengaluru, Munnade was established by a group of ex-women garment workers who bring their firsthand knowledge of the garment sector to address pressing issues faced by women in this industry.

The organisation's core activities include forming Self-Help Groups (SHGs), conducting training on labor laws, capacity building, counseling, and legal assistance. Additionally, Munnade supports the education and day-care needs of workers' children and helps families access welfare schemes. As a representative body, Munnade liaises with government departments to advocate for garment workers' needs.

During the reporting period, Munnade intensified its efforts to enhance the well-being of women garment workers and their families, building on past achievements with numerous empowerment initiatives. Munnade currently operates in Bengaluru Urban, Bengaluru Rural, Tumkur, and Bellary districts.

Message from the President



***I take immense pride in reflecting on another year of impactful work by Munnade. Our mission to uplift the well-being of garment workers has reached nearly 5,000 individuals this year through various awareness programs. These include topics such as government entitlements, labor rights, leadership development, gender issues, and reproductive health.

A significant milestone this year was the conceptualization of our cooperative society project for garment workers, a step welcomed with enthusiasm. Strengthening partnerships with stakeholders and global allies has amplified the voices of garment workers and enhanced advocacy efforts.

I extend my heartfelt gratitude to our staff, volunteers, and supporters who have made these achievements possible. Together, we continue to create a fair, healthy, and dignified working environment for all.***

Warm wishes,
Ishrath Nisar

Key Donors

CSR Fund	FC Fund
Knowledge Lens	Women's World Day of Prayer – German Committee
Square Meal Pvt. Ltd.	
1NGO	

Activities and Achievements

1. Self-Help Groups (SHGs)

We support women garment workers in achieving financial independence by forming Self-Help Groups (SHGs). Through empowerment, skill-building, financial inclusion, and social support, these groups help create stronger, more resilient, and vibrant communities. Currently, 43 SHGs are active, comprising 800–900 women garment workers. Plans are underway to formalize these SHGs by registering them as a cooperative society to ensure legal compliance and sustainability



2. Training Programs



We conducted training sessions for women garment workers to empower them and provide knowledge about essential rights that impacted their daily lives. Key topics covered included government entitlements, labour rights, the Domestic Violence Act and strategies to address domestic violence, leadership, gender and reproductive health, human and women's rights, case handling, information on cooperative society and documentation, as well as mental health training for children. On average, we conducted 38 training sessions per year, with each session attended by a minimum of 35 to 40 women garment workers. Through these efforts, approximately 1,400 women garment workers gained awareness of their rights and entitlements. These sessions were led by experienced professionals

3. Accessing Welfare Schemes

Munnade extends support to communities, particularly garment workers and their families, in accessing government welfare schemes. By facilitating access to these vital resources, Munnade empowers these individuals to navigate and benefit from the various welfare initiatives provided by the government.



4. Counseling and Legal Support



Munnade Social Organization has maintained its commitment to counseling women, particularly those employed in the garment industry, to assist them in managing family and domestic challenges. These counselling services are readily accessible every week at Munnade's office. Among the issues addressed are the navigation of welfare benefits such as Provident Fund (PF) and Employees' State Insurance (ESI), as well as securing educational scholarships for their children. Furthermore, Munnade supports women in addressing familial issues, providing them with guidance and resources to navigate these complexities effectively. On average, we handle around 380 cases annually.

5. Gate Meetings



During gate meetings, disseminated information about new labour laws, violence against women, and government schemes, and emphasized the significance of joining self-help groups for women workers and worker area committees. According to the workers, the provided information was timely and much needed. The handouts distributed during the meetings greatly facilitated reaching out to the workers, enabling them to acquire knowledge about labour laws and government schemes, in addition to receiving information about public events to participate in. This activity also serves as a means to connect worker leaders with new workers. The worker leaders also mobilize the workers for these meetings. Approximately 240 gate meetings were conducted annually, reaching an average of 4,500 women garment workers annually.

6. Area Meetings

Munnade's activists visited areas weekly where a large number of women garment workers resided. They created awareness among workers and interacted with them about the violence they faced in factories, at home, and within the community. Activists also shared information about state government schemes applicable to women garment workers. Approximately 205 area meetings were held annually, with 15-20 workers attending each meeting. During these meetings, Munnade's activists assessed whether any workers required counselling, either legal or mental health support



7. Network Meetings



In collaboration with other worker organizations, Munnade Social Organization actively engaged in network meetings aimed at advocating for workers' rights. During these meetings, representatives from Munnade and the allied organizations presented a memorandum to government officials. This memorandum detailed specific requests for improving working conditions, such as fair wages, safer work environments, reasonable working hours, and access to essential benefits like healthcare. and essential benefits through memorandums submitted to government officials.

8. Care and Support Centre (CSC)

To ensure the protection, education, holistic development, and participation of garment workers' children, especially girls aged 3 to 16 years, Munnade Social Organization has established a care and support center in Avalahalli, Bengaluru, through Knowledge Lens Pvt Ltd. Currently, 40 children benefit from these services.

Munnade regularly conducts workshops and activities on life skills, gender sensitization, environmental education, and civic education to help children develop holistically. These activities include songs, storytelling, games, drawing, and more.

To enhance children's nutrition, Munnade provides daily nutritious food, including milk, boiled eggs, cereals, and pulses. This improves the children's immunity and greatly aids their mental and physical growth.



The Care and Support Center (CSC) program adopts a comprehensive approach aimed at the holistic development of the children of women workers by enhancing their knowledge. Teachers support the children with their homework and strive to reduce the learning gap exacerbated by the Covid-19 pandemic.

Teachers have identified several students struggling with educational, emotional, psychological, and domestic issues. Basic counseling is provided by teachers and the project coordinator, and students requiring further support are referred to interns from Banjara Academy, who specialize in counseling children. Regular follow-ups are conducted to monitor progress.

Munnade organized a health check-up camp at the SPG School premises. All 40 children and their parents participated in the event. The health check-up included measurements of height, weight, anaemia, and heartbeat. Medicines, along with protein and vitamin supplements, were provided to children in need.

Munnade also organizes parent meetings as needed, along with compulsory quarterly meetings to discuss the children's progress and involve parents in decisions related to academics.

9. Organizational Milestone

On February 2, 2024, Munnade obtained its Foreign Contribution Regulation Act (FCRA) certificate, expanding its scope for international funding and collaborations.

Impact at a Glance (April 2023 – March 2024)

Activity	Impact
Self-Help Groups	43 SHGs formed, benefiting 800–900 women
Training Programs	38 sessions; 1,400 women empowered
Gate Meetings	240 meetings; 4,500 workers engaged
Area Meetings	205 meetings; 3,075 workers impacted
Counselling Cases	380 cases handled annually
Children Supported (CSC)	40 children enrolled in holistic care

Thank you for your continued support. Together, we create change.