



Munnade Social Organisation

**Annual Report
2024-2025**

Message from Team Munnade

Dear Partners in Change and Justice,

2024–25 has been a year of both deepening and expansion for Munnade. Rooted in the lived realities of garment workers and their families, we responded to the evolving needs of working-class communities with care, commitment, and collective resolve.

Amidst growing precarity and shrinking civic space, women workers have led with extraordinary courage — asserting their rights, accessing entitlements, navigating violence, and creating safer spaces for their children. Their everyday acts of leadership continue to affirm that real change begins at the grassroots.

Across urban, peri-urban, and rural Tumkur, our efforts have focused on expanding access to justice, strengthening community-based support systems, and amplifying women’s leadership. From reviving women’s collectives to growing our Care and Support Centres and educational spaces, each step reinforced our core belief: those most impacted must lead the way. This journey has been possible only through the solidarity of our ecosystem — workers, worker leaders, partner CSOs, funders and allies — whose trust has sustained and strengthened our feminist praxis and movement-building.

As we look ahead, we renew our commitment to building network of care, resistance, and justice — where working-class women are not just participants, but architects of change. Grounded in hope and strengthened by collective action, we move forward toward a future where equity, safety, and dignity are not distant aspirations, but lived realities shaped by the leadership of women.

Rooted in Hope. Rising with Collective Strength.

**In Solidarity,
Team Munnade**

Who we are..?

Munnade is a women-led organisation founded in 2011 by former garment workers, committed to improving the lives of women in the garment sector and their families. Based in Bengaluru, we work at the intersection of labour rights, education, childcare, mental health, and grassroots leadership.

Rooted in the lived experiences of working-class women, Munnade has grown from a small collective into a trusted community-based organisation, currently reaching over 3,500 women across urban factory zones and rural Karnataka. Our strength lies in peer-led engagement, building solidarity, and nurturing local leadership to drive change from within.

Our programmes focus on the holistic well-being of women garment workers — from safe childcare and legal aid to leadership development and access to entitlements. Through care centres, mental health support, education initiatives, and sustained advocacy, we aim to shift power into the hands of women who have long been excluded from it.

At Munnade, we believe that change begins when women are informed, supported, and heard. We envision a future where women workers are recognised, respected, and able to live with dignity — as leaders in their homes, workplaces, and communities.



Voices. Rights. Resilience.

A Year in Reflection (2024–25)

1 Deepening community roots through area and gate Meetings

In 2024–25, Munnade organised **61 Area Meetings** across key neighbourhoods such as Govindrajnagar, NTTF–Peenya, Mysore Road, and others, reaching over 1,080 garment workers. These meetings served as critical platforms for women to raise workplace concerns, understand government entitlements, and build solidarity with peers.



In parallel, **84 Gate Meetings** were conducted outside factory premises, engaging 1,684 workers through short, focused interactions. Held at bus stops, tea stalls, and community corners, these sessions provided accessible entry points to legal awareness, health information, and Munnade’s support services.

These gatherings—informal yet intentional—prioritised listening, simplified legal concepts into everyday language, and built trust through regular presence. For many women, this marked their first exposure to rights-based organising.

Impact: These convenings led to the identification of factory-level violations and supported the recruitment of women into local collectives, laying the foundation for sustained grassroots leadership and collective action.

2

Building Worker Power: Awareness and Self-Help Groups

In 2024–25, Munnade prioritised building the knowledge, confidence, and leadership of women garment workers through targeted rights trainings and the strengthening of Self-Help Groups (SHGs). Over 350 women across Bengaluru and Tumkur were equipped with practical knowledge on labour laws, reproductive health, entitlements, and cooperative models—enabling them to navigate workplace and household challenges with agency.

Legal support such as counselling, resolving the cases through mediation, legal advice and referrals have been made for over 150 women facing wage denial, workplace harassment, and domestic violence, ensuring access to justice with dignity. Alongside, 45 SHGs involving 900+ workers became hubs for collective savings, mutual support, and leadership development—laying the groundwork for cooperative participation.



Impact: By anchoring knowledge in action and collectivising women around shared challenges, Munnade helped shift power from exploitative structures into the hands of informed, organised women—who are now stepping into roles as peer educators, SHG leaders, and change agents in their communities.

3. Building Women's Leadership at the Frontlines of Systems Change

In 2024–25, Munnade deepened its commitment to grassroots leadership by training 81 co-women garment workers through intensive capacity-building programmes. These women, drawn from the very communities they serve, are not external facilitators—but lived-experience leaders who understand the intersecting realities of gender, labour, and economic injustice. The training covered labour law, grievance redressal, cooperative governance, leadership ethics, conflict resolution, and documentation. With a focus on both technical knowledge and human-centered skills, the sessions supported women to lead with clarity, empathy, and accountability.



Leadership was nurtured as a collective practice—encouraging a shift from silence to voice, from hesitation to action. Many participants are now serving as cooperative office bearers, SHG facilitators, and community organisers, guiding co-workers through entitlements, mediating disputes, and holding employers accountable.

What emerged is a model of decentralised, resilient leadership rooted in lived experience and collective trust—capable of influencing how decisions are made and how resources are shared. These women are no longer waiting for systems to work for them; they are reshaping those systems from within.

4

Health as a Right: Advancing Women's Well-being through Access and Dignity

To mark International Women's Day 2025, Munnade, in collaboration with Poorna Spandana (Ayush Unit, Spandana Hospitals Pvt. Ltd.), organised a community health camp that reached over 250 garment workers and their families. The camp offered general health check-ups, Ayurvedic consultations, and wellness sessions—responding to urgent health needs while affirming a core principle: healthcare is a right, not a privilege.

For many garment workers, access to respectful and reliable healthcare remains a challenge due to financial constraints, stigma, and lack of workplace support. By creating a safe, accessible, and non-judgmental space, the camp enabled women to voice their concerns, seek relevant care, and feel seen in the context of their daily struggles—especially the physical toll of long working hours and precarious conditions.



This initiative reinforced Munnade's commitment to making preventive and reproductive health central to the rights and dignity of women workers. It also demonstrated the value of community-based partnerships in delivering meaningful services that meet women where they are—on their terms, and with respect.

Impact: Women accessed quality care in a space of trust—taking a step toward making health an integral part of worker rights and everyday well-being.

5.

Worker-Led, Women-Led: Policy Advocacy and Action

Munnade, in collaboration with allied worker organisations, took garment workers' demands directly into public and policy spaces. Through participation in hearings, campaigns, and joint platforms, women workers—long excluded from decision-making—raised critical issues such as wage theft, workplace harassment, lack of childcare, and exclusion from welfare schemes before state authorities.

Rooted in our belief that systems must be shaped by those most affected, this advocacy work was not only about raising demands, but about legitimising women workers as essential actors in shaping labour and social policy. In partnership with trade unions, civil society groups, and legal collectives, Munnade supported the submission of memoranda, enabled direct worker testimony, and helped build collective strategies for change.

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Impact: Garment workers' voices reached policy forums and state representatives, creating new channels for accountability and reinforcing the principle that collective voice is not supplementary to change—it is foundational.



6. Investing in People to Deepen Impact and Resilience

Munnade deepened its commitment to internal capacity by investing in the growth and leadership of its community-rooted team. Our staff are not external facilitators—they are part of the same working-class communities we serve, bringing lived experience to every aspect of the organisation’s work. This embedded leadership is our strength.

Throughout the year, Munnade organised targeted trainings on labour law, trauma-informed engagement, mental health and well-being, and proposal development. These sessions strengthened not only technical competencies but also critical thinking, alignment, and field-level application—ensuring that programme delivery remains responsive, rights-based, and rooted in the ground realities of garment workers.



Unlike top-down models of development, Munnade continues to build sustainable change from within—equipping local leaders with the clarity, tools, and trust needed to drive long-term impact. This approach links staff development directly to movement resilience.

Impact: Munnade’s team is not just implementing programmes—they are sustaining a movement. By investing in embedded leadership, we ensure that our work stays adaptive, accountable, and deeply connected to the communities we stand with.

7. Cross-Learning Through Exposure Visits



As part of its ongoing efforts to strengthen learning and collaboration, Munnade facilitated an exposure visit to SLD and Paigam organisation, Delhi for selected staff and worker leaders. During this visit, participants engaged with a peer organisation working with garment workers, gaining insights into their approaches to advocacy, cooperative development, and community mobilisation.

The visit offered a valuable opportunity to reflect on different strategies, exchange ideas, and explore practices that could be adapted to Munnade's own work. Such cross-learning initiatives play an important role in fostering innovation, building solidarity, and deepening collective understanding within the broader worker rights movement.

8. Cross-Learning Through Exposure Visits

Munnade strengthened its commitment to shared learning by facilitating peer and international exchanges. Staff and worker leaders visited a fellow garment worker organisation in Delhi, gaining practical insights into cooperative models, advocacy strategies, and grassroots-state engagement.



Internationally, General Secretary Ms. Yashodhamma P H and team member Ms. Sahana M participated in conferences in the Netherlands and Sri Lanka, focusing on mental well-being in activism, labour law, and transnational organising. These experiences connected Munnade's local efforts to global struggles and expanded opportunities for solidarity and collaboration.

Impact: These exchanges deepened leadership, inspired strategic innovation, and reinforced Munnade's place within a global movement for worker-led change.

Safe Spaces. Strong Voices. Bold Futures.

1. Care and Support Centres

Munnade operated two full-day Care and Support Centres in Byatarayanapura and Gorguntepalya, providing a safe and nurturing environment for over 80 children (ages 3–16) of garment workers. These centres offered:

- Daytime care during factory hours
- Nutritious meals and emotional well-being support
- Remedial education in Kannada, Mathematics, and English
- Life skills training, with a focus on girls at risk of dropout

With a strong emphasis on protection and learning, the centres became trusted spaces where children could thrive—academically, emotionally, and socially.

“I can go to work peacefully knowing my daughter is safe and learning.”
-Apporva B C, garment worker and mother

Impact: Children showed increased school attendance, improved academic performance, and greater confidence—especially among girls at risk of early dropout or unsafe home environments.



2.

Summer Learning Through Joy: Cultural Camp Initiative



In May 2024, Munnade organised a 10-day summer camp in Bangarappa Nagar for 25 children of garment workers. Led by cultural educator Mr. Narayanaswamy, the camp offered sessions on yoga, folk songs, storytelling, drama, environmental awareness, and public speaking.

The initiative provided children a joyful and safe space to explore creativity, reconnect with local culture, and build confidence through artistic expression. The camp concluded with a certificate ceremony and was met with enthusiastic feedback from both parents and children.

Impact: Children engaged meaningfully with art, nature, and community—strengthening self-expression, confidence, and cultural connection.

3.

Learning Hubs Within Communities: Education That Feels Familiar

Munnade operated four community learning centres in Shivapura, Chokkasandra, Bangarappa Nagar, and Nandini Layout, reaching over 80 children who were struggling to cope in formal school environments. Located within the neighbourhoods themselves, these centres provided remedial learning in spaces that felt familiar, safe, and accessible.



A distinctive feature was the engagement of older children of garment workers as peer educators. Their shared language, cultural understanding, and lived experience fostered trust and made the learning process more relatable for younger students.

Impact: Many children returned to school with improved academic performance and renewed motivation, while older youth gained confidence and emerged as respected role models in their communities.

4. Support That Restores Dignity and Eases Burden

With the generous support of UST Global Foundation, Munnade distributed 1,500 thermal water bottles to women garment workers across its work areas. Children enrolled in Care and Support Centres and community learning centres also received school bags, lunch kits, water bottles, notebooks, and stationery.

For many low-income families, this support reduced financial strain and ensured children could participate in learning with confidence and joy.

Impact: Practical relief for families and renewed motivation and dignity for children in their educational journey.



What we did, together

Activity	Sessions Held	People Reached	Purpose
Area Meetings	61	1,080 women workers	Regular community discussions on workplace issues, wages, and state schemes
Gate Meetings	84	1,684 workers	Short after-shift sessions near factories on rights and health
Worker Leader Capacity Building	6	60 peer leaders	Negotiation, documentation, and cooperative governance
Worker Trainings	9	350 women	Rights, leadership, health, and cooperative awareness
SHG Formation & Strengthening	45 groups	900 women	Collective savings, financial solidarity, and peer leadership
Entitlements Assistance	—	200 workers	Supported access to social benefits

What we did, together

Activity	Sessions Held	People Reached	Purpose
Health Camp	1	250 families	Health check-ups and awareness on Women's Day
State-Level Public Meetings	3	—	Submitted formal demands to state authorities
International Conferences	2	2 staff	Engaged on self-care and global labour advocacy
Peer Learning Visits	2	28 participants	Knowledge exchange with like-minded movements
Legal Support	—	150 workers	Legal counselling, legal advice, mediation and referral
Summer Camp	1 (10 days)	25 children	Creative and learning space during school break
Scholarships	—	138 children	Education support for children of garment workers



Partners and Collaborators

- Karnataka Rajya Mahila Dourjanya Virodhi Okkutta: Group of Women-led NGOs in Karnataka, Unions and Women leaders collectively fighting against harassment of women.
- Asia Floor Wage Alliance: An international-level campaign group for garment workers rights
- Clean Clothes Campaign: An international-level campaign group for garment workers
- Cividep India: An NGO, Supporter
- Fedina: An NGO, Supporter
- CLTC (Centre for Law & Transformative Change)
- SASHA, an initiative to support survivors of workplace sexual harassment
- Karnataka State Legal Service Authority, A statutory body of Karnataka
- Karnataka State Women's Commission, A statutory body of Karnataka
- Karnataka State Labour Department, A statutory body of Karnataka
- Women and Children Welfare Department, A statutory body of Karnataka
- Centre For Research and Advocacy, An NGO, Supporter



**Clean
Clothes
Campaign**



Supporters

Munnade received funding from the following partners:

1. Mama Cash – Foreign Contribution
2. Norwegian Human Rights Fund – Foreign Contribution
3. Women’s World Day of Prayer – Foreign Contribution
4. Azim Premji Foundation – CSR
5. UST Global Foundation – CSR



Income

SOURCE	AMOUNT (INR)
INSTITUTIONAL GRANTS	49,70,928
INDIVIDUAL CONTRIBUTIONS	2,16,219
CSR & LOCAL PARTNERS	37,52,200
TOTAL INCOME	89,39,347

Expenditure

CATEGORY	AMOUNT (INR)
STAFFING	31,48,359
PROGRAMME COSTS	21,76,251
ADMINISTRATIVE COSTS	15,66,340
TOTAL EXPENDITURE	68,88,950

Looking Ahead: Priorities for 2025–26

As we move into the next phase, our focus remains community-led and purpose-driven:

1. As we step into the next chapter, Munnade’s vision continues to be clear and community-led:
2. Sustain and expand care and support centres: We will secure long-term funding to keep these essential spaces running, with a focus on opening new centres in underserved areas like Peenya.
3. Strengthen educational support: Bridge courses, digital tools, and deeper parent engagement will help us prevent dropouts and ensure children — especially girls — thrive in school and beyond.
4. Enhance worker rights awareness: We plan to scale up factory-based labour law trainings and peer educator programmes, empowering more women to claim their rights and protect each other.
5. Legal Support: Munnade will expand legal counselling, mediation, and referrals to ensure accessible, timely support for women seeking justice.
6. Build a mental health programme: With growing need among workers and children, we will partner with mental health professionals to provide group and individual counselling rooted in trauma-informed practice.
7. Push for policy change: We will expand advocacy efforts to demand state-supported childcare in factories and ensure easier access to social protections, especially for migrant families.
8. Invest in staff well-being: Internal systems for care, skill-building, and burnout prevention will help our team stay grounded and effective in their frontline roles.
9. Grow partnerships: We aim to deepen collaborations with government bodies, unions, academic institutions, and peer organisations because real change is never done alone.

These next steps are not about scaling for the sake of growth. They are about deepening our impact while staying accountable to the women who shaped this work in the first place. Our commitment remains: to act with integrity, organise with courage, and lead with women not just for them.

Thank You..

To our funders, donors, community volunteers, and allies —

Thank you for standing with us, for believing in the strength of working-class women, and for nurturing the power of grassroots action.

Each step forward this year has been made possible because of your solidarity, trust, and shared commitment to justice.

Together, we've sown seeds of **dignity, resilience, and change**. **And together**, we will keep growing — toward a future where every woman and child lives with safety, equality, and hope.

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**With Deep Gratitude,
Team Munnade**

Contact Us

Email: munnadeblr@gmail.com

Phone: +91 9686537087, +91 8951898855

Website: <https://munnade.lngo.in/>

Facebook: https://www.facebook.com/munnadesocialorganisation/?ref=embed_page#