



Social Awareness and Voluntary Education (SAVE)

Annual Report 2014 - 15

SAVE's development interventions started with programs for the eradication of child labour practices and promotion of child rights in the garment & textile industries of Tirupur. Over the years it has been working for the rights of children, women and worker's community through research, advocacy and capacity building. Over the last 21 years the organization has brought about lasting change in the lives of women, children and workers living in different districts of Tamil Nadu.

With its strong emphasis on women and child rights, protecting and promoting the rights of migrant children; enabling and motivating women towards their empowerment; promoting and ensuring the rights of workers; enhancing job skills of rescued street children and child labourers, advocating and lobbying towards preventing exploitations and protecting young women and children, SAVE touches the lives of needy and vulnerable persons.

VISION

SAVE envisions a child labour free society where the rights of child labourers, women and children are respected and upheld and they have an equal say in every sphere of their lives.

MISSION

Envisaging a mission on eradication of child labour practice, comprehensive empowerment of women, promotion of living standards of the migrant and other labourers of Tirupur industries by formation of community strengthening structures through awareness education, enhancing skills, capacity building, networking, lobbying and advocacy programs.

Goal

Ensuring the rights of children and women in particular, those coming from marginalized and discriminated communities through empowerment, care and protection.

Objectives

- Providing care and protection to vulnerable children.
- Empowering children and youth
- Rights of Child labourers and children at risk
- Assertion of rights of migrant workers
- Protection and promotion of the rights of discriminated, distressed and marginalised women

SAVE maintains and runs 12 bridge schools for rescued child labourers and migrant children. It also maintains 5 crèche's for the little ones of working parents and has a 6 acre Eco Park for

Children. The Bridge schools are staffed with qualified teachers and clerks. The crèche's have a qualified teacher and an ayah. In addition to them the organisation employs over 57 employees in its Labour Rights Cell, Child Rights Cell, Women's Development Cell, Advocacy policy centre and administration.

Child Rights Cell:

The team at CRC is committed to changing the situation of vulnerable children in Tirupur, the team had noteworthy achievements throughout the year. A committed participation from all alliance networks, employees, volunteers, donors, communities across villages and city, college students, corporate houses, celebrities, and media ensured the success of the outreach programs.

The Goal:

“To establish a system and devise a mechanism whereby all migrant children and migrant child labourers, native child labourers and runaway children from the garment units of Tirupur are empowered to exercise their rights in a healthy social environment.

Objectives:

- ❖ To Identify & map migrant child labour concentrated areas.
- ❖ To protect migrant child labourers from all forms of exploitation.
- ❖ To enable children to exercise their rights in schools and communities.
- ❖ To Promote Gender equity in schools and communities.
- ❖ To influence policy changes for sustainable changes towards migrant children and child labour

Activities:

Interventions	Male	Female	Total
Counselling facilitated	43	26	69
Child Labour rescued and rehabilitated	76	215	291
Girls rescued from Child Marriages	0	19	19
Dropout children enrolled in to schools	201	45	246
Children rescued from physical harassment	12	47	59
Children enrolled in 10 bridge schools	235	171	406

Women Development Cell (WDC)

WDC's goal is to develop women with leadership qualities with decision making capacity and ensure their rights. Capacity building programs for women has increased choices for their economic, career and personal development.

Activities:

1. 132 new Self Help Groups were formed
2. 2 trainings were held for Animators and representatives, 264 women benefited.
3. 1848 women from 132 self help groups were trained on income generation.
4. 18 Panchayat level federation meetings were organised in 18 panchayats

5. 1674 SHG members participated in 2 region level conferences
6. 10 Panchayat and block level federation leaders were capacitated on counselling skills.

Labour Resource Centre (LRC)

LRC reaches out to the workforce of Tirupur through organising and educating them on their rights. It began its work from the community and gradually in cooperation with the employers the team has successfully reached out to the workforce in the companies. Devoid of ethnicity, race, language, gender LRC has successfully reached out to both organised and unorganised sector workers.

Objectives:

- ▶ Promoting worker education groups (WEG), SAVE educates & strengthens WEGs towards functioning independently as cluster federations.
- ▶ Building linkages between bureaucrats, workers and employers to strengthen their association.
- ▶ To enhance and facilitate victimized workers to access legal aids.
- ▶ Strengthening trade unions with trainings and motivating members of WEGs in joining trade unions of their choice.
- ▶ Researches on the current situation of labour standards and the right violations.

Activities:

1. Labour rights and Help line for the migrant workers

1.1. Garment workers Organising: Refresher Training was conducted for 711 organised garment workers on labour law, women rights, trade unionism, collective bargaining and social security such as food, nutritional, health, housing, employment, income, life and accident security in 39 sessions during the reporting period April-2014 to March-2015

1.2. Workshop for trade union members on CBA: There were three meetings held for trade union members on collective bargaining agreement (CBA). There were 42 participants Capacitated by the programme

1.3. Skill building training to staff and TU leaders on organising: There were six programmes conducted for 164 leaders of trade union on organising and improving the capacity of the trade union during the reporting period

1.4. Reduced incidence of caste and gender based: 178 women leaders were trained on gender discrimination at work places. 12 factories were trained to form Anti Harassment at work Place during the reporting period

- 1.5. Advocacy and Lobby** against discriminative labour practices: There were 5 advocacy with government and lobby with politicians against discriminative labour practices were held.
- 1.6. Conducive results in social dialogue:** There were 7 training were held for 263 garment workers leaders on successive social dialogue during the reporting period

2. Monitoring the child Labour and Strengthening the Workers Education Groups (WEG) on freedom of association (FoA) and collective bargaining

Strengthening the data base of workers is the key component for improving the living conditions of supply chain factories of garment industry. The brief assessment of labour standards among the Brand and Non brand supplier based garment workers was done during the reporting period from April-2014 to March-2015. There are 72% of the factories supply to brand and 28% for non brand.

There are 813 including 311 female workers were interacted from brand supplier's factory workers and 189 including 92 female workers from Non brand supplier's factories during the reporting period. These workers are formed as Workers Education Group (WEG). Every WEG consists of 15 members.

2.1. Training for newly formed WEG: The workers were trained with following topics 1.Health and hygiene 2.STI, HIV/AIDS 3.Occupational safety, 4.Labour Rights and workers welfare schemes and 5.Trade union and collective bargaining. 85.4% of the newly interacted workers received training and 14.6% of the previous year's workers refreshed with training modules.

2.2.Consortium and Cluster level meeting: 12 Consortium and 6 cluster meetings were organised in different days during the reporting period. 378 including 71male workers participated in the meetings

2.3. Labour Day :May day programme was observed on 1st and 3rd of May at SAVE Office 732 women participated in two programmes. The gathering aimed to create awareness on labour rights under factories act 1948 and Harassment at workplace. The areas covered under factories act 1948 were, working hours, wage determination, bonus, Social Securities like ESI and EPF and Freedom of association. Areas discussed under Harassment at workplace were, Types of harassment, violence against women, Harassment at work place, Legal implications for Harassment at workplace

2.4. Labour Supportive environment: There were 194 including 4 male victims case studies collected and reported during the project period. Information collected from both Spinning and Garment sector which is 167 and 27 respectively.

2.5. Child Labour Monitoring: There were 24 factories of brand based monitored for child labour and reported back to them

3. VAW& Anti -Harassment Committee & Violence prevention system in export oriented garment factories

There were 7 factories were chosen during the reporting period to form Anti sexual Harrasmment committee at work places and the train the elected members.

Elected representative trained on the following topics

1. Orientation on **“The Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013**
 2. Formation of Internal Complaint Committee
 3. Work Place Harassment Identification -Verbal
 4. Work Place Harassment Identification- Non Verbal
 5. Work Place Harassment Identification -Physical
 6. Work Place Harassment –Prevention
 7. Work Place Harassment-Prohibition
 8. Work Place Harassment –Redressal -Receiving /Petitioning Complaints,
 9. Work Place Harassment –Redressal -Enquiry
 10. Work Place Harassment –Redressal -Punishment
 11. Work Place Harassment –Redressal -Referral
 12. Roles and Responsibilities of Internal Complaints Committee members
 13. Basic Counselling Skill
 14. Skill on problem solving and decision making
 15. Files and record management for ICC
 16. Internal Complaint Committee meeting
4. Study on Rights violation: There were 7 research studies were conducted on child, women and labour rights violations , 6 stakeholder meetings were held to disseminate the research during the reporting period from March-2014 to April-2015

5. Migrant Help Line to address the human right

Tirupur, the operational area of the organization, is one of the largest garment export centers and major International retail brands source their production and stake in this region. More than 7000 industrial units are functioning in Tirupur. Attracted by the availability of employment in Tirupur the rural people from all over the state and from the 7 states of India migrate to Tirupur. The migration of families into Tirupur region includes children below the age of 14 years and minors below 18 years of age. Most children hailing from migrant families end up as child laborers since the income of their parents is not sufficient to meet the expenses for due to the inflation of essential commodities and high rate of house rents in the Tirupur region. In addition the children without parents, the children of single parent and the children living with their step parent fall prey as street children due to adverse conditions in their families.

The main factors that contribute to the increase of child labour are poverty and illiteracy, lack of awareness, lack of access to basic and meaningful quality education and skills. In addition societal attitudes towards child labour also play an important role where children are perceived as 'adults' at an early stage and are shouldered with the burden of contributing for the family income which results in high drop outs or runaway and migrant children.

The child laborers are employed by most of the sub-contract units of export garment firms during peak garment production season. These units of garment industry need cheap labour like street children, migrant workers and adolescent girls. The exploitation of these children is a constant problem of this region. Garment industries prefer adolescent girls and women in lieu of adult men as women folk would not go for unionization of workers besides they are absolutely unaware about the workers' rights and various labour legislations that are applicable.

1. Follow up calls- 197 (94 males and 103 Females)

Calls History	April-14- March-15
1. Employment	197
2. Working hours and overtime, extra continuous shift	247
3. Wage, overtime wage-lump sum amount	273
4. Statutory benefits like ESI and EPF, Government Benefits	172
5. Freedom of movement and Association	36
6. Harassment (Verbal, Physical, Sexual)	83

7.Occupational Safety Measures	174
Total Calls	613

Social Security Initiatives

The team has facilitated social security initiatives for the workers. Among them totally 672 workers have been enrolled in to Unorganised workers welfare board and the same no. of workers joined in a Trade union of their choice.

Facilitating Factories:

The team at Labor resource centre of SAVE, has been working in partnership with the employers and brands by facilitating supply chain training programs for the staff and workers of the factories. The team also insisted and ensured the establishment of Internal Complaints Committee in factories wherever the team has been able to have a dialogue with employers and brands. The LRC team has produced and published its own IEC materials for the trainings.

- A workshop for trade unions on 'Collective Bargaining Agreement' was organised in Tirupur and members from various trade unions participated in the event.
- Trainings were organised for 60 Newly formed WEGs - re on 'Trade Union, Personality Development, Labour Rights, Health Hygiene, STI , HIV / AIDS, Occupational safety, Collective bargaining and Social welfare schemes

Social Protection for migrants

- Food -Nutritional security (Public Distribution System and Integrated child development center)
- Health security (Employee Provident Fund, Health Insurance, Linkage with Primary Health center and Government hospital)
- Employment/ Income security (Alternative employment in different sectors-NREG)
- Life and Accident security (Insurance for Accidental and Savings)
- Old Age security(Linkage with old age pension scheme and savings and insurance)

Advocacy and Policy centre

Advocacy and policy Centre (APC) is providing awareness on bonded labour and promoting safe migration in employment source districts of textile and garment industry in Tamilnadu since the year 2012. The source districts are Trichy, Theni, Dindigul, Namakkal, Nagapattinam, Thanjavur and Krishnagiri. And also it advocates and does legal litigation service for Ex-Affected Sumangali Scheme workers. It works for prevention, promotion and redressal activities for current and Ex-workers of Garment and Textile workers in source and destination places.

Periodical assessment of the worker's situation is done and shared with relevant stake holders for better improvement.

The below preventive and remedial activities are continuing in 6 districts of Tamilnadu.

Community outreach activities are progressing in Krishnagiri district recently.

1. Community awareness programme on prevention of Sumangali Camp Labour system in Garment and textile industry
2. Intervention with panchayat level leaders
3. Village level formation of Pressure Building Group on safe migration
4. Adolescent Peer group (APG) Formation
5. Adolescent girls' Ooraalumandram (Village Parliament)
6. Awareness programme in Schools
7. Counselling to school dropped out and irregular children
8. Linkages with Vocational Trainings-Number of Ex-Sumangali Workers and Adolescents
9. Meetings with Employment Agent
10. Meetings with trade unions
11. Interaction with Scheme, Current and Ex -Scheme Workers

SAVE took up the following innovative assignments;

Vocational Training Centres:

Focusing on building the capacity of the urban poor adolescent boys and girls and to increase their professional and technical opportunities in the job market SAVE has these vocational courses at various locations in Tirupur.

Activities:

- ❖ 2 batches of 3 months duration course on electrical and electronics training on repairing & servicing of fridges, air conditioners and washing machines. 35 trainees completed the course.
- ❖ 2 batches of 2 months duration electrical course on electrical wiring, repairing and servicing of fans and home appliances. 40 trainees completed the course.
- ❖ 62 students were trained in Computer software and hardware.
- ❖ 142 girls have finished their tailoring training.

Conclusion:

SAVE believes in equipping people with the necessary skills, knowledge and competency to perform well. The emphasis is on development of leadership and expanding the competency of each individual to be an achiever on the job. SAVE is focusing on improving accountability of its employees. Capacity building and trainings has equipped all employees with skills and knowledge that would enhance job performance.

Financial Report 2014-15

Social Awareness and Voluntary Education (SAVE)

Registered Office:
8.4.57A, BTL Road
Near HNUPR Matric Hr.Sec.School
Nilakkottai
Dindigul Dist.

Administrative Office:
5, Iswariya Nagar
Dharapuram Road
KNP Colony (Po)
Tirupur - 641 608

Regd. No.124/1993

Receipts and Payments Account for the year ended March 31st 2015.

Particulars	Receipts	Payments
OPENING BALANCE:		
Cash in Hand	18,930.10	
Cash at Bank	29,46,609.52	
Fixed Deposit	53,10,000.00	
Programme Advance	5,49,250.00	
Grant Received from different Source	2,23,89,634.83	
Interest Received from Bank	5,26,481.00	
Payments for Various Programmes		2,75,73,405.75
Closing Balance		
Cash in Hand		12,583.35
Cash at Bank		25,24,916.35
Fixed Deposit		16,30,000.00
Total	3,17,40,905.45	3,17,40,905.45

Place : Madurai
Date : 19.05.2015

S. Baby Francisca Mary
S. BABY FRANCISCA MARY
Secretary

S. Baby Francisca Mary
Secretary
SAVE



[Signature]
For M/s GPRR & Co.,
Chartered Accountants
FRN 010506S

GPRR & CO
Chartered Accountants
32, Work Shop Road,
Madurai - 625 001



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Tirupur - 641 608

Regd. No.124/1993

Income and Expenditure Account for the year ended March 31st 2015.

Particulars	Expenditure	Income
Grant Received from different Source		2,23,89,634.83
Interest Received from Bank		5,26,481.00
Payments for Various Programmes	2,44,85,422.75	
Excess of Expenditure over Income		15,69,306.92
Total	2,44,85,422.75	2,44,85,422.75

Place : Madurai
Date : 19.05.2015

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Balance Sheet as at March 31st 2015

Particulars	Liabilities	Assets
General Fund	3,26,75,801.23	
Fixed Assets		28232264.53
Current Assets		44,43,536.70
Total	3,26,75,801.23	3,26,75,801.23

Place : Madurai
Date : 19.05.2015

S. Baby Francisca Mary.

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