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MANAGING DIRECTOR SPEAKS...

I am very much pleased to share the 25 years of journey that SAVE has travelled, and feel proud to elucidate the achievements of 2018-19 in this Annual Report. This journey was not supposed to be an easy one but as I look back, I smile. Even in the toughest moments all of us at SAVE have found support, advice and mentorship. Experiences on the ground have recurrently shaped our thinking, strategy and beliefs. One starts with intuition and motivation to solve a problem but I believe our experiences in the field and evaluations tell us whether the interventions are working or not. It can't be based on intuition. And I think that's one of the significant things that I feel proud of today that SAVE has believed in the scientific methods of research and on the ground voices to guide the strategy and path of the organization, not what we as a team believe we should be doing. Focusing on key areas has helped too. Within the domain of Child labour too there's a lot one can do but in the early years we chose to focus on prevention and prohibition through the bridge schools, evening schools and residential bridge school, Ecological park for children and School of excellence today. That helped us build a strategy to develop Child Labour Free Zones as a pilot and create an experience strategy kit with which we are now training stakeholders across India and international.



It's personally and professionally been a very empowering journey for me. I have learnt and am still learning to be a relevant founder and managing director to a differently sized team every year. I navigate the internal and external challenges and head along together to pave a path that was never there before. All of us at SAVE are warriors at battle every single day, fighting for the rights of children, women and workers. Values such as Respect, Perseverance, Accountability, Compassion and Excellence have guided us throughout. We have together created a culture that unites us in our mission; and have created a space that is unique and beautiful where we, as persons as well as professionals find congruence in our feelings and thoughts. Whilst processes have helped streamline implementation it is the people who drive it with their passion and dedication.

Having worked with over 56,000 children and 97,000 adults of women and labourers, training a total of about 153,000 individuals through 178 schools and over 103 non-government organisations, SAVE has established itself as a credible think tank. As a result of our training and sensitization we have gone on to impact over children and adults a total outreach of over 2 million people over the last 25 years.

I feel heartened and grateful to all our Board members, Advisors, Donors, Partners, Volunteers and Well-wishers for traveling on this journey every step of the way to collectively work together. I look forward to another decade of work to experiment with new tools and new partnerships to reach millions of children and adults throughout the country and come closer to fulfilling our vision of A World Free from Child labour and forced.

I believe Prevention is Possible, together.

A.Aloysius, Founder & Managing Director

OUR VISION, MISSION AND STRATEGIES

VISION

SAVE envisions a child labour free society wherein every child has access to education and young women and labourers, particularly migrants have dignified life and work conditions and uphold a pollution free environment.

MISSION

Abolition of child labour practice through awareness, education, capacity building, networking, and by strengthening of community structures; to develop and strengthen the socio-economic and political standing of women; to promote decent living and working standards for labourers and to facilitate a migrant-friendly environment in the region.



STRATEGIES

SAVE embraces the following as its strategies for the effective implementation of the activities; Baseline assessment, establishing rapport with community, Awareness education, training, sensitisation workshop, Research and Documentation to identify the issues, and Advocacy and lobby with identified stakeholders.

OUTEACH & OUTCOME – PROTECTION AND PROMOTION OF THE RIGHTS OF CHILDREN

SAVE carries out various developmental programs to uplift the socio-economically poor and marginalized communities. The organisation continues to work for the elimination of child labour, the empowerment of women and youth, the promotion of fair labour standards, and the comprehensive development of both the rural and urban community. The activities during the reporting period focused on ensuring Protection and Promotion of the Rights of child migrants and child labour, re-enrolling school drop outs and non-enrolled children in all the operational areas of SAVE. A child friendly education was given to all the children as an easy on-going learning. A pre-formal learning with the regular school subjects was for the children. SAVE also reached out to children, families, communities through different outreach programs. The following activities were carried out;

IDENTIFICATION & MAPPING OF VULNERABLE CHILDREN

- **Base line Survey in Communities:** The survey was conducted in 83 locations from June to August 2018. A total of 114 children (72 boys and 42 girls) who were school drop outs and child labour were identified and children continue their education in bridge schools.
- **Mainstreaming of children:** 38 eligible children (17 boys & 21 girls) were readmitted to Government schools.

PROTECTION OF MIGRANT CHILDREN

The incidents of child sexual abuses, suicides among school children, children falling prey into anti-social elements and drug addiction continue in the state of Tamil Nadu. The non-implementation of the right to protection and right to life of children in Tamil Nadu is another major concern. In creating awareness to protect children from all abuses and discriminations, SAVE raised their voice with the children and organised various events.

- **Observation of Anti – Child Labour Day 2018:** The World Anti-Child Labour day was observed on 12th June 2018 with various events.

Signature Campaign: The signature campaign was kicked by many officials with the signing on the banner with the background of slogans voiced against employing



child labour and ensuring education of all vulnerable children on the street. 1289 people signed. The campaign concluded with the oath taken by the participants to prevent children from employment and eradicate child labour in all possible means and ensure education to all children devoid of religion,

culture, race, language. Over 500 pamphlets were distributed with the information on the status of children; the fate of child labour; roles and responsibilities of the

community, parents and children themselves in ensuring enjoying their freedom and right to life and education.

Sponsorship Awards: Lavanya and Master Vignesh from SAVE bridge schools at KVR Nagar areas were awarded with the gift of cheque by Mr. Palanisamy, the District Collector Tiruppur.

- **Best Volunteer Educational Instructor Award:** Ms. Senthamarai, the teacher of Bridge School, located at Vengamedu, in Angeripalayam was selected as the Best Volunteer Educational Instructor of the bridge school by the Department of Labour and National Child Labour project, Tiruppur for the academic year 2017 to 2018. The award was given by the Minister for Fisheries and Minister for Labour at Chennai.
- **Observation of World Human Rights Day:** The World Human Rights Day was observed on 10th of December 2018. SEMBARUTHI SEVA SANGAM & Cultural Group conducted events for the children and taught them awareness songs and personal hygiene practices. The children enacted a skit on the theme “Children’s rights are also human rights”. Training program on human rights was conducted by Ms. Kalaivani. The training through street play brought out the struggles faced by the migrants, especially from other states. Over 10 school children participated in this training; a total of 926 boys, 1029 girls, 36 women, 116 staff participated in the training.



BRIDGE SCHOOLS – ENABLING CHILDREN TO EXERCISE THEIR RIGHTS IN SCHOOLS AND COMMUNITIES

SAVE promotes child friendly education by ensuring dignity of every child in and out of the bridge school. Their right to participation, learning is emphasised and encouraged. Leadership qualities are enhanced and reflected among the children.

- **Bridge Schools established in Tiruppur:** The bridge schools were established for the school dropout children from the migrant settlement areas. During the reporting period from June 2018 to May 2019, a total of 7 bridge schools were established at Annai Sathya Colony, Anaiputhur, Chinniya Goundanputhur, Kovilvazhi, Serangadu, Sevanthampalayam and Vengamedu.
- **Enrolment of children in to Bridge Schools:** 197 children (122 Boys & 75 Girls) enrolled in bridge schools.
- **Child Labour enrolled in Bridge Schools:** A total of 87 children (56 boys & 31 girls) who were domestic workers; working in home based work units, small garment units, grocery shops and in their own household works or caring their own siblings etc.

- **Drop outs enrolled in Bridge Schools:** 110 children (66 boys and 44 girls) who were school dropouts and those who have never been to school got enrolled in to bridge school during the reporting period.
- **Children from other states enrolled in Bridge Schools:** A total of 159 children (98 Boys & 61 Girls) from states like Bihar, West Bengal, Maharashtra, Gujarat, Uttar Pradesh, Odisha, Karnataka, Andhra Pradesh, Kerala, Jharkhand, Madhya Pradesh, Assam and as well as from Nepal were enrolled.
- **Children from other districts of Tamilnadu enrolled in Bridge Schools:** A total of 38 children (24 boys and 14 girls) from 9 other districts of Tamilnadu such as Tirunelveli, Tiruvannamalai, Thanjavur, Tiruvarur, Virudhunagar, Theni, Erode, Ooty, and Salem are continuing their education in bridge schools.
- **Annual Examination for the Bridge School students:** In order to evaluate the aptitude of the bridge school students, annual examination was conducted in all 7 bridge schools.
- **Performance of Alumnae students of Bridge School:** The mainstream students of bridge schools pursue their studies in different schools in and around Tiruppur. Motivated by the parents, teachers 10 students appeared for the board exam in grade XII and 16 students for grade X except 2 students in grade X, all passed. All the successful students were assisted by the bridge school teachers in getting admission in the schools and colleges.
- **Child Parliament in Bridge schools:** Experiencing as a parliamentarian is a great and proud moment for children. Each bridge school has formed one child parliament each with shared up responsibilities to promote education, health and hygiene, healthy food and discipline etc., The ministerial portfolios were explained and practiced by the members of child parliament.
- **Parents Meetings:** Growth of every child in bridge school is also focused on their relationship with their family especially with their parents. With a specific focus on the parent child relationship, SAVE organized parents meetings every month at each of the bridge schools. An average of 12 to 16 parents participated in each of these parents meetings held at the bridge schools.
- **Community Support Group Meetings:** The representatives from community leaders including school teachers, house owners, elders, Anganwadi teachers, leaders from women self-help group and parents were invited once a month in each of the bridge school for the community support group meetings. A total of 10 meetings were organised in each bridge school and an average of 19 to 25 persons participated in these meetings.
- **Health Camps in Bridge schools:** Every bridge school is linked with a primary health centre located at the nearby places. The RBSK (Rashtrya Bal Swasthya Karyakram) scheme, a new initiative aiming at the early identification and early intervention for children from birth to 18 years to cover four D's (Defects of birth, Deficiencies, Diseases, Development delays including disability, is also linked. During this reporting period danger of Dengue fever, H1 flu and unidentified illness were found among the community people. Hence our children were taken precaution by

having 'Nila Vembu Kashayam' (Andrographis Paniculata), a country medicine drink for preventing dengue fever. During this reporting period a total of 10 health check-ups each were done for the children in all bridge schools.

- **Full Moon Court Meetings:** Full moon court gatherings are organised to explore the talents of children in every bridge school. It's a day of enjoyment and moment of participation for all children. During this event parents are also invited to witness the talents of their children. A total of 10 each Full moon court gatherings were held in every bridge school.
- **Celebration of Children's Day 2018:** With the theme of 'Today's Children are tomorrow's hope for the world' the children's day 2018 was commemorated on the day of International Children's day falling on 20th of November 2018. This event was held at Rotary club (South), Tiruppur. 560 Children and teachers from 33 Government schools from in and around Tiruppur; 9 Bridge schools of SAVE and Green Park Smart School (GPSS), actively participated with colorful performances of dances, Mimes and traditional defense mechanisms.
- **Inter - school Exchange Programs:** 3 Inter – School Exchange Programs were organized at different bridge schools. These events gave opportunities for children to exchange their thoughts with other bridge school children.
- **Exposure Visit:** The bridge school students were taken for a one day exposure visit to Sivanmalai (a hill temple dedicated to Lord Muruga) a total of 122 students took part in the program.
- **Capacity Building program on Environment promotion for children:** During the reporting period 12 exposure programs were organised for all bridge school children. Classes on nature and environment, promoting kitchen gardens, learn and live with nature were few of the sessions taken for the children. Short films on promotion and preservation of nature were screened for the children.
- **Capacity Building programs for Staff:** One day Capacity building program for bridge school teachers, organiser's and vocational Instructors was organised on the 27th of June 2018 at SAVE office. Mr. Alexander was the resource person who conducted the training that focused on enhancing their skill in understanding children and commitment.
- **Providing Teaching and Learning Materials:** During this reporting period, children were provided with learning materials and teacher with the teaching materials. Different sets like note books and books were given in June 2018 and required stationaries were given during end of June and July 2018. Vocational training materials were also provided to all the bridge school teachers to teach them making of handy craft products, such as making science exhibition materials, flower vases, baskets, flowers, garlands and other varieties. Books and story books and note books were provided to all the children in August and October 2018.
- **Distribution of Uniforms & clothing for children:** All the children from 7 bridge schools were provided with uniforms during June 2018 and August 2018. Small boys were provided with trousers & shirts; grownup boys were given pants and shirts

and little girls were given Skirts & shirts and grown up girls were provided with Churidhar sets.

- **Provision of Work lunch for the children:** During the reporting period all the bridge school children were provided with nutritious noon meals every day.
- **Providing play materials for the children:** Play materials such as bats, balls, Carom boards, skipping ropes were provided for the children in all the bridge schools.
- **AADHAR Card for bridge school children:** Indian Government insists on having an Aadhar card as a proof of Indian citizenship. SAVE team facilitated to ensure Aadhar card for every child.
- **Celebration of Independence Day 2018:** 72nd Independence Day of India was celebrated on August 15, 2018, in all the bridge schools colourfully.
- **Vocational classes for Children:** Two days were allotted for learning vocational skills for children in every bridge school. Special vocational instructors taught them skills like wire basket making, paper flower making, Flower vase making, Garland Making, Types of stitching etc. are taught in every bridge school during vocational training classes.
- **Pongal Celebration:** In the month of January 2019, “Pongal festival” (Festival of Harvest for Tamil People) was celebrated in all the bridge schools.
- **Celebration of Republic Day:** India’s 70th Republic Day was celebrated in all the bridge schools with the colourful cultural performance of the students on 26th January 2019.

PROMOTING GENDER EQUITY AND EQUALITY IN SCHOOLS AND COMMUNITIES

- **Equal opportunities were given to all the students in spite of gender discrimination:** Students were encouraged to engage in activities that might sit outside their gender’s comfort-zones during sports activities and drama. They are also given equal opportunities to participate in all the events like sports and other extracurricular activities.

INFLUENCING POLICY CHANGES AND ESTABLISH SYSTEMS TO CREATE SUSTAINABLE CHANGES TOWARDS MIGRANT CHILDREN AND CHILD LABOUR

- **Participation in Gram Sabha Meetings:** Bridge school teachers and their parents took part in three of the Gram Sabha meetings held in their own Panchayat on the 15th of August 2018, 1st of October 2018 and 26th of January 2019. The local elected representatives and officials were involved in national celebrations and campaigns towards ensuring their roles and responsibilities towards their communities specifically towards prevention of child labour.



Bridge School Activities



Annual Examination



Children Parliament



Parents Meeting



**Community Support
Group Meeting**



Health Camps



Fullmoon Court Meetings

Bridge School Activities



Children's Day Celebration



Providing Learning Materials



Distribution of Uniforms



Providing Play Materials



Vocational Training



Pongal Celebration

SUCCESS STORIES

MISFORTUNE TURNS TO...

Riya Kumari hails from Bihar. The family migrated to Tiruppur with their mother and grandmother along with four children. Riya's family was living in Bihar happily with the income earned by their father. The children were studying in a private school in Bihar. But the situation did not remain the same for the children. One day on his way back home from the work Gopal Catheri, the father of Riya met with an accident and got wounded in the right leg. The family found very difficult to treat him as well as feed and educate the four children. Therefore Roopmala mother of the children decided to migrate to Tiruppur in Tamilnadu leaving her ailing husband under the care of his father. Roopmala, her mother-in-law and the four children reached Tiruppur.

As they reached Tamil Nadu, the family found very difficult to feed themselves. Roopmala alone worked in a company sufficient for her to run the family. Seeing the hardships undergone by Roopmala her mother-in-law rendered helping hand. The children were left behind at home alone. The children took care by themselves. At this juncture SAVE team came to know that there are four children not enrolled in any school thus the teachers visited the house. Initially the children did not respond properly.



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The SAVE team members explained about the activities of SAVE and the centre. Still the mother and the children were hesitant to join the bridge school due to fear. SAVE teachers assured the protection of the children. The children were assured that they would be picked up by an auto from their home to centre and would be dropped back home. The children started coming to school regularly. They enjoyed the day in the centre. Among the four children Riya was very active and enthusiastic. She excelled in extra- curricular activities as well.

Riya says "My family migrated to Tiruppur in search of work. I was studying in 6th Std., in Bihar in a private school. Aftermath of the accident of my father I could not continue my studies due to economic reasons as my mother could not afford to educate us in a private school. I could not continue my studies in Government school due to language barrier. But through bridge school run by SAVE I continued my studies without any difficulty as the medium of instruction was in Hindi. I enjoyed my life there in the school. I have gained confidence. My ambition is to become a doctor and treat the poor and needy in my place".

HOPE ARISING FROM THE SCATTERED FAMILY

Master Siva Balaji, son of Manikandan hails from Thanjavur. There is a dispute between father and mother. The parents live separately. The boy comes from a rich family. His father is a business man in his native place. His mother had to migrate for livelihood and hence he too came along with his mother to Tiruppur in search of work. The boy studied in 2nd grade in his native place. The boy couldn't continue his studies as his mother did not get the transfer certificate from the previous school and he had to stay at home. The boy was identified by the teacher of Sevanthampalayam as his house was located near the centre. His mother willingly sent the boy to the centre. He is very active and is enthusiastic in learning. He will be soon admitted to the regular school from the next academic year.

DIRECTIONS PAVED...

Kiruthika's family is a native of Thuvakudi in Trichy. Her father was working in Tiruppur, whereas Kiruthika and her mother were staying in Thuvakudi. Kiruthika was studying in 4th grade in a private school (English Medium) in her home town. Initially her father was sending money for the education and maintenance of the family. As the days passed he did not send money regularly. Her mother found very difficult to maintain the family and educate her daughter.

In this situation she along with her daughter and son to came to Tiruppur and stayed with her mother. This hindered the study of Kiruthika and she could not continue her studies. And she was taking care of her 5 months old brother. Her mother too started going to company for work. Kiruthika was identified by CRPF volunteer namely Easwari. She informed about the girl to SAVE staff.

SAVE staff interacted with Kiruthika and her mother. She was informed about SAVE and the centre in Sevanthampalyam. The girl was very enthusiastic to go to school. She is regular to school and active. Kiruthika says that "My ambition is to become a doctor in future".

HAPPENSTANCES

Master Birjith Mandal son of Bikash Mandal is a physically challenged boy. He does not have growth according to comes from Odisha. They 2018. Bikash Mandal as person and is unable to go Sumithra Mandal is the children were staying at the cloths and packing etc. language barrier. In this SAVE teachers and



his age. The family originally migrated to Tiruppur in the year well is physically challenged for work regularly. His mother bread winner of the family. The home and working like trimming He did not go to school due to situation, he was identified by the explained about the activity

undertaken for the welfare of the children. Initially the boy did not mingle with others but later on with the encouragement given by the teacher he is active in the centre. The boy will be mainstreamed to the regular school in the next academic year to class III.

INDIVIDUAL CHILD SUPPORT

64 individual children are supported to complete their school education, food, shelter and health support financially

MIGRANT CHILDREN



40 Children parliaments were formulated and oriented by SAVE for children of below 17 years of age

29 advocacy meetings were conducted with policy makers and other local, regional and national stake holders. They are aware and involved in supporting the cause to eradicate child labour

2 orientation programs was organised for school teachers on creating a child friendly environment in schools

143 migrant children were placed in Alternative learning centres

Dissemination of baseline assessment to school authorities: The team had one to one interaction with school authorities to admit the migrant children to make them understand the existing situation. As the result of these meetings with the school authorities, good rapport has been built with them and there are 43 children identified as migrants are followed by volunteers with the support teachers and the community.

Orientation to school teachers on creating a migrant child friendly atmosphere: A total of 2 orientation programs were conducted in 27th and 57th ward respectively. 19 teachers participated in it.

Formation and Orientation of Children's parliament among the children of below 17 years: 20 child parliaments with 284 (174 Male, 110 Female) children in MS Nagar (ward 27) and 20 child parliaments with 288 members (157 Male, 131 Female) in KVR Nagar (ward 56) were formed. The members of child parliaments were given an orientation about child rights and education.

CHILD RIGHTS TRAINING



Mainstreaming of Child Labourers and Dropouts from ALCs to regular school: Migrant children get an opportunity to study in the government schools and sustain in education.

Dissemination meeting with Community Based Organisations (CBOs) like Youth Movement, Cinema Actor's Association and Anganwadi staff: Over fourteen meetings were held for 163 members (77 Male, 86 Female) of community based organisations such as Fans Club, DYFI, Auto Drivers, and Religious groups and Self Help groups.



Observation of Anti Child Labour Day: Signature campaign was organized on 12th June 2018 in various parts of the city. KVR Nagar

government school also participated in it and got to know about the importance of education for children.

Rally for Anti-Child Labour Awareness: SAVE organized a rally



Pooluvapatti, Tiruppur. In order to promote the education of children and to protect them from doing work was the ultimate aim of SAVE organisation, Tiruppur. It was headed by Head Mistress of Corporation Higher Secondary School. Over 100 students participated in this rally by holding placards like – “We abolish child labour”, “We hold only pens in our hands and not scissors” etc. Rally started from village administrative office and it ended up in Government school.

Preparation and Printing of IEC materials: 1500 child Labour Awareness pamphlets were printed and distributed during World Anti Child Labour Day in and around the areas of Tiruppur.

Formation and Orientation to Child Rights Protection Forum (CRPF) among the youth and Self Help Women Group: Child Rights Protection Forums (CRPF) have been formed in both the wards with the total membership of 154 (85 Male, 69 Female) members in ward no 56 KVR Nagar and 276 (45 Male, 231 Female) in MS Nagar.

Baseline survey of Industries: A baseline survey in the community was completed and the factories in MS Nagar (Export 30, SME 413, Home based 212) and KVR Nagar (Export 54, SME 72 and Home based 203).



Policy workshop with Industrial Associations

Meeting with House owners: There were 10 meetings conducted in MS Nagar and 20 males and 127 females in total 147 members participated in it. 19 meetings were conducted in KVR Nagar and 13 males and 171 females in total 184 members participated in it.

Advocacy and Lobby with Bureaucrats and Government:



SAVE had organised the open discussion on educational status of the migrant children in Tiruppur. The participants from Labour Department, Writer Forum, Teachers' Union and Trade Unions were present to discuss about the scenario and take a resolution to be submitted to the School to education minister in Tamilnadu.

LABOUR RESOURCE CENTER

Policy Promotion of Preventing Sexual Harassment at work place

- Produced an animation cartoon film on the definition of sexual harassment and the prevailing circumstances in the name of "Nivarthi Sei" means redress it.
- Produced a short film on installing procedure and functionality of the internal complaints committee along with the complaints procedure. The animation and the short film was released and explained to the factory by District Social Welfare officer who is government official responsible to implement this particular law
- Workshop on anti-sexual harassment policy development was conducted for 58 factory's representatives in where about 100,000 workers are employed in, participated in it. Experts from the legal department were invited to facilitate the workshop
- The facilitation on to frame a policy against sexual harassment at workplace was done in 5 groups of companies.



Workshop for managers of the factories to frame a policy and disseminate the same to the workers and the internal complaints committee to follow...



Multi-stakeholder partnership (MSP) to decrease gender-based violence against women in the garment industry: Six workshops were conducted during the reporting period to enrich knowledge on GBV and Social Dialogue to 51 NGOs and 42 trade unions in 19 districts. 92 men and 95 women participated in the workshop. Trainings on social dialogue, effective public relations and media Communication and media, websites and social media; Photography and image editing, layout and design were conducted.

CLUSTER AND CONSORTIUM

There are 6 cluster level representatives totalling to 918 and all of them received training on leadership. Number of representatives in consortium are 30.

Capacity Enhancement to Consortium Representative: They were trained on Labour Rights Laws, Social Security Act, Stress and Harassment Law and Gender Equity.

The following issues were resolved; 149 issues related to Payment of wages; 83 related to Access to ESI Services; 102 to Linkages with EPF; 427 Intervened on family conflicts; 234 related to Community Facility; 248 related to Children's Education Related; and over 48 remain unsolved.

AWARENESS RISING

There were 12 E-News update on current Scenario of Tiruppur and Tamil Nadu textiles is collected from various daily newspapers and updated to 316 academicians, activists, NGOs, I-NGOs and Researchers.

LABOUR RIGHT AWARENESS TO MIGRANT WORKERS

There were 1523 migrant workers were given awareness and 11% joined in trade union and 369 workers solved their issues through trade union during the reporting period.



Medium-Small-Micro Enterprise workers in Garment Units: There are 1020 garment MSME workers; a meeting was organised and all of them received occupational safety measures at work place, Gender Sensitisation, violence at home and financial literacy. 103 leaders were trained on social dialogue. They were able to solve 89 labour related issues particularly conflicts with contractors and 67 family conflicts and 93 children related issues.

Home based Garment workers: There are 1411 home based garment workers; a meeting was organised and educated on financial literacy and gender sensitization. 108 leaders were trained on social dialogue to handle the issue of home based workers and wage negotiation. 42 groups consist of 5-11 members together involved in piece



rate negotiation amongst them 32 groups got better negotiation wage of 15%.

Business and Human Rights in Textile and Garment factories: Companies across the world implement policies and processes to adopt a systematic, do-no-harm approach that integrate responsibilities into their daily operations. SAVE supports companies to exercise the human rights at root of the workplace as part of national legality. There were 432 issues was discussed and solved 62% of them within the meeting itself, during the reporting period by the representatives of the committees.

Agent Intervention: Sowbhagyam Employment agents in Nagapattinam, Trichy and Dindigul Districts: 266 (27.8% Women) employment agents were part of the change maker process. They were brainstormed on Labour law and workers, Child Rights, Anti Trafficking Act and Do's and Don'ts along with record maintenance.

COMMUNITY ENGAGEMENT

Interactive session on village and factory grievance redressed mechanism: The workers were given awareness on Health and safety, ESI and PF benefits and grievance redress mechanism at workplace and outside of the workplace.

Intra-state and national networking: The modification in social security code was done and it was discussed in the larger consultation meeting with 8 states such as Tamil Nadu, Andhra Pradesh, Telungana, Karnataka, Gujarat, Orissa, Madhya Pradesh and Delhi. The meeting was organised by National Alliance for Social Security from 19th to 23rd of December 2018.

Task Force Committees: The Village taskforce members were given input on labour rights and the existing practices in the factories. The role of members in redressing the grievances of the workers was emphasised. 62 men and 97 women participated in the meetings.

Adolescent students in school: School students were given awareness periodically about the importance of education and about the rights of children. They were all taught about good and bad touch. 8 Middle schools were given such awareness and 409 students participated and 2 higher secondary 588 students participated in total 997 students were sensitized.

Skill Training to 50 victims: Victims are rescued were given training on tailoring and computer to enhance their skills.

MSI-TN bilateral meetings - Trade Union, ESI, EPF, Social Welfare Dept., LC Committee: Bilateral meetings; 7 times with ESI department; 19 times with EPF, 22 times with social welfare board and 32 times with trade union was held. There was a positive fed back from all the 7 trade unions such as AITUC, CITU, HMS, INTUC, BMS, LPF and MLF.

MSI-TN Platform Meetings: There were lobby effort was taken by SAVE for releasing of Anti trafficking act in the forthcoming parliament session by sending the same letter to 36 ministers of Tamil Nadu by all 60 NGO members of MSI-TN, 2160 letters altogether reached all the ministers and 60000 post card to Prime Minister of India

Meetings with Agents on Trafficking: One meeting was conducted during this reporting period and 7 members participated in it. And also there are 22 individual interaction were done to encourage them to address the workers issues.

Adolescents Parliaments: Adolescents parliament groups are formed and they were categorized as senior and junior and they were all sensitised on child rights, importance of education, worker's rights and benefits. 27 programs were conducted and 247 adolescents were benefitted.

MENTAL HEALTH AWARENESS

Industry: The organized sector suffers significant loss of effective workforce through mental ill-health. Not only as a part of corporate social responsibility but also to maintain productivity, has it become important to engage with mental health awareness in a concerted fashion. Thus SAVE has given skill on 'coping with stress and emotion' through role plays for 408 during the reporting period at the community in 12 blocks of Trichy, Dindigul, Coimbatore, Erode, Krishangiri, Vellore, Ariyalur and Puthukottai districts during their arrival to home.

And at the same time, 97 female hostel worker's factories were also part of this skill development training, 314 are participated in all the factories. Children and youth of 196 from Bihar, Odisha, and West Bengal were given on the same skill training and 128 counselled for various concerns in work place and the community at Muthalipalayam and Ettiveeramapalyam.

SOCIAL MEDIA AND CELL PHONES

Social media have become prominent parts of life for many young people today. Most people engage with social media without stopping to think what the effects are on our lives, whether positive or negative. We have handled the below negative influence on youth by developing soft skill on critical thinking, problem solving and decision making for 541 youth including 204 males.

- The social websites become their first priority, rather than the things that should come first such as school, family and sports.
- People portray themselves as someone they're not.
- Young people can begin to cyber bully another peer; this can lead to many things such as depression and suicidal thoughts.
- Some youth are easily influenced so they may feel the need to change their physical appearance by comparing themselves to the next person they see in the media.

- Social media is a very powerful temptation, so it can also become addicting and begin to start side tracking the youth.



Community Engagements

ENVIRONMENT

It is a cross cutting programme implemented in all the departments of SAVE activities



NETWORK

Children at Risk (CAR): CAR is national level child protection forum consists of partners all over India handling the issue of children at risk in all forms. SAVE is representing to exhibit the children in garment and textile industries and others are in stone, seed, leather & shoes, agriculture, prostitution and trafficking etc.

Child Right Forum for Girl Children (CRF-G): CRF-G is a forum in Tamilnadu initiated by SAVE in the year 2010 with the members of 12 to protect the girl children's rights.

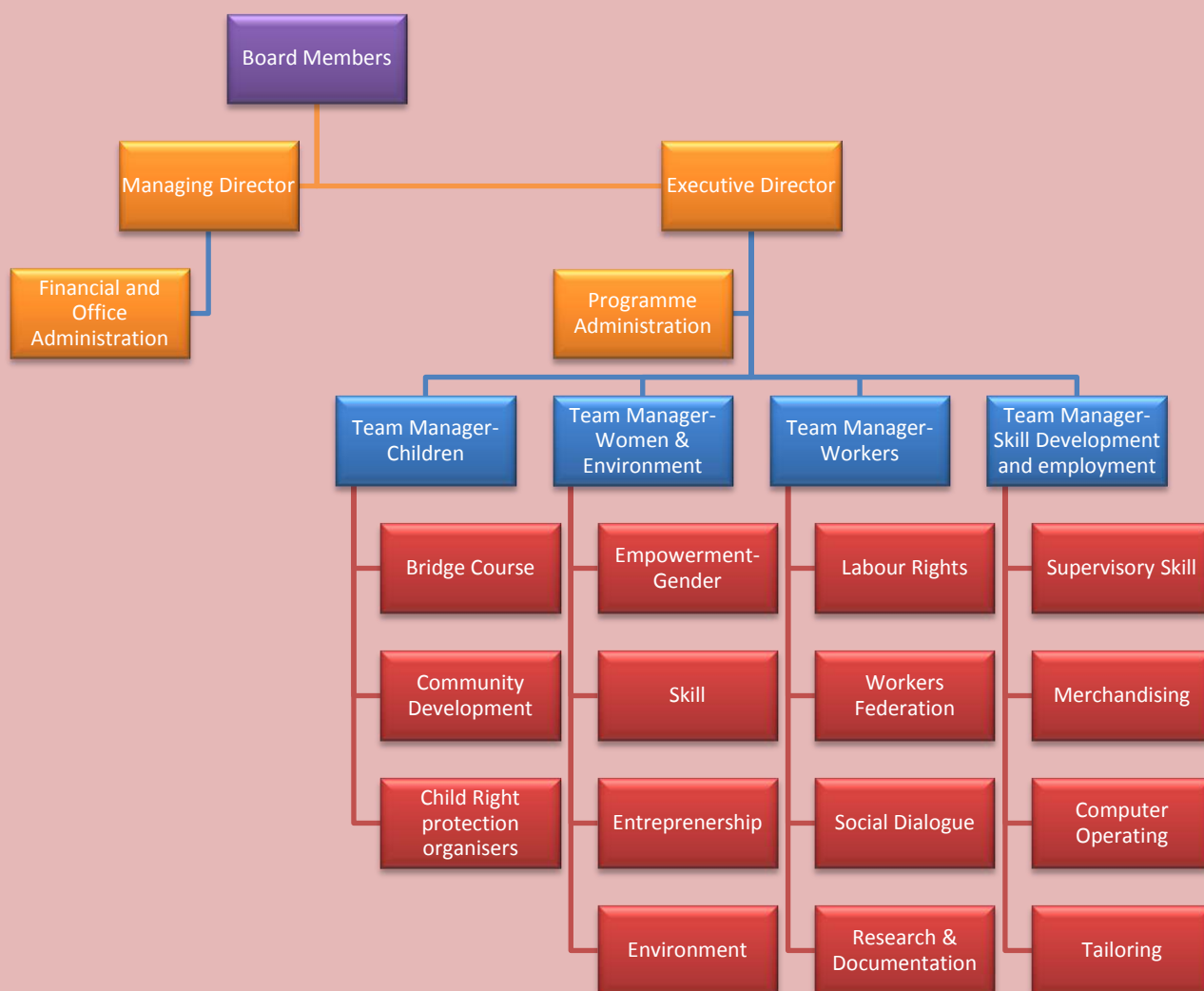
National Alliance for Social Security (NASS): National commitments and constitutional obligations bind the government to provide social security benefits to all citizens. Social security may be protective or promotional.

Clean Cloth Campaign (CCC): South Asia Coalition meeting was conducted and SAVE participated in the meeting to discuss on the labour issues trend in garment and textile industries and be part of developing the international strategy.

Multi-stakeholder Initiative-Tamilnadu (MSI-TN): There were 6 meetings were held during the reporting period amongst the stakeholders of trade union, NGOs and employers of garment and textile industries to plan strategy to have dialogue on business and human rights.

Stop Child Labour –Platform: Four platform meetings are held to strengthen the partners on "Getting Down to business to stop Child labour" and SAVE team participated in all the meetings.

ORGANISATIONAL STRUCTURE



VALUES

RESPECT: To respect each other's views and feelings within the organization and with people you work with as a representative of SAVE. To express ourselves, our opinions, suggestions and feelings in a respectful manner while regarding the dignity and self-worth of other individuals and valuing the other person's reality.

ACCOUNTABILITY: To work with complete transparency and integrity and in a manner wherein the employee is accountable towards the organization and all internal and external stakeholders for one's actions

EXCELLENCE: To do everything with excellence and aspire for nothing less than excellence. To be organized in one's work while inspiring others to excel and reach the optimum levels of their potential. Excellence is also portrayed in the constant learning and evolutionary attitude of the organization and its people.

PERSEVERANCE: To have purpose and determination to work for the set goals in spite of hurdles and challenges faced. Unwavering belief in oneself and the organizational mandate will facilitate seeing challenges as learning opportunities rather than setbacks.

COMPASSION: To be compassionate with each other and with our beneficiaries so that one can go beyond empathizing and can work towards alleviating the suffering. Every employee who is recruited or who continues to be a part of the SAVE family needs to strongly present and aspire to these values in their actions, ideas and expression.

WAY FORWARD

Tiruppur will become completely a "Child Labour Free Zone" (CLFZ) area. Educating children is essential. No child will be employed. We have been successful so far with the support of so many good souls who are in align with our vision and continue to support us to proceed forward with our mission. We look forward to continue to work with the members of the Child Rights Protection Forum, Factories, House owners of the parents, and Teachers who jointly support the cause to ensure a child's education. We will as well complete the entire geographical location of the district as Child Labour Free Zone and declare the same in the course of time. Our relationship with the existing and previous parliamentarians will continue. SAVE will closely work with the associated institutions and systems to address the identified factors such as language, water and sanitation, incinerator toilet, drinking water, seating, non-discrimination, motivation, access to participate, education fee that lead to the vicious cycle of child labour. Our initiative along with the all the stakeholders such as Anganwadi, the educational institutions, the educational authorities, Private sectors, Community Based Organisations (CBOs), the existing child protection mechanisms, the department of labour, unorganized welfare board, social welfare board, and the Employee State Insurance (ESI) etc. will continue. We will make sure that the involvement of Trade Unions, Associations, and Government Departments such as Labour, State employee Insurance, PF and Social Welfare is enhanced. Most importantly in our endower we will assist the parents and ensure that SAVE will create an enabling and pollution free environment for children of the future.

UNFAIRNESS NEVER LEFT UNATTENDED

A very young woman was perpetrated into sexual harassment at a factory. She was darkened to proceed further, however tried calling the concern factory people on the 5th day of the event. Her effort failed. Upon realization of this case, SAVE team also made an effort to seeking permission to reach out to them from the 6th until 17th day. This effort too failed. However, on the 19th day of the post-incident a call was received from the factory official denying the act completely, and further informing the Executive Director of SAVE that everything was good and nothing like such an incident happened.

The Executive Director of SAVE necessitated an appointment immediately and on 23rd day, was the first round of talk hour. The owner When enquired about the which is meant to handle owner said that no such Since, no proper the dialogue SAVE would be taken to the the district. Upon this aback a bit and fixed a feasible date to meet the client (Affected Person) and along with the respondent (Perpetrator).



carried out for more than an continued denying the fact. Internal Complaints committee such kind of incidences, the committee exists in the factory. conclusion was derived from personnel informed that the case local committee constituted in inquiry, the owner was taken

On the 35th day post-incident, the meeting was fixed. Meanwhile evidence was collected from various workers about his usual behaviour with the other women workers, and the fact of the day that the incident took place. A written statement was received from both of them, the perpetrator totally denied and we exemplified some of the worker's interview, the inquiry lasted for about three hours. The dialogue ended up that if the factory does not take any action, as the incident has been confirmed that the perpetrator will be produced to the police station with the First Information Report. Though he employer argued that the factory would lose a skilled worker, finally, he was sent out of the factory. SAVE claimed 30 days of the victim work loss during the inquiry process. But the affected girl denied receiving and stated, "The money is a dirty from a debauched man, I am not for money, I am here to change his behaviour that henceforth, he should never do this for any other woman". This was probably an eye opener to the employer and we SAVE were touched by her response.

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 2019.

Particulars	Receipts	Payments
OPENING BALANCE:		
Cash in Hand	3,942.96	
Cash at Bank	31,33,442.83	
Fixed Deposit	1,04,00,000.00	
Grant Received from Foreign Contribution	6,99,74,328.55	
Grant Received from Local Contribution	24,39,000.40	
Interest Received from Banks (FC)	5,58,358.00	
Interest Received from Banks (LC)	6,630.00	
Payments for Various Programmes		5,81,72,339.00
CLOSING BALANCE:		
Cash in Hand		7,674.52
Cash at Bank		1,66,15,689.22
Fixed Deposit		1,17,20,000.00
Total	8,65,15,702.74	8,65,15,702.74

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

Place : Madurai
Date : 17.06.2019

A. Lourthu Vinmeen
A. Lourthu Vinmeen
Secretary
A. Lourthu Vinmeen
Secretary
SAVE

G. Parthiban
G. Parthiban
Partner
M.No:027915
UDIN:19027915AAAAAE7791



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Regd. No.124/1993

Income and Expenditure Account for the year ended March 31st 2019.

Particulars	Expendiutre	Income
Grant Received from Foreign Contribution		6,99,74,328.55
Grant Received from Local Contribution		21,41,066.40
Interest Received from Banks (FC)		5,58,358.00
Interest Received from Banks (LC)		6,630.00
Payments for Various Programmes	4,92,82,077.81	
Excess of Income Over Expenditure	2,33,98,305.14	
Total	7,26,80,382.95	7,26,80,382.95

For M/s GPRR & Co.,
Chartered Accountants
FRN 0105068

G. Parthiban

G. Parthiban
Partner

M.No:027915

UDIN:19027915AAAAAE7791

Place : Madurai
Date : 17.06.2019

A. Lourthu Vinmeen
A. Lourthu Vinmeen
Secretary

A. Lourthu Vinmeen
Secretary
SAVE



Social Awareness and Voluntary Education (SAVE)

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Regd. No.124/1993

Balance Sheet as at March 31st 2019.

Particulars	Liabilities	Assets
General Fund	7,28,21,601.91	
Secured Loans	Nil	
Unsecured Loans	12,80,315.00	
Current Liabilities	4,65,904.00	
Fixed Assets		4,60,23,142.67
Current Assets		2,85,44,678.24
Total	7,45,67,820.91	7,45,67,820.91

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

G. Parthiban
G. Parthiban
Partner

M.No:027915

UDIN:19027915AAAAAE7791

Place : Madurai
Date : 17.06.2019

A. Lourthu Vinmeen
A. Lourthu Vinmeen
Secretary
A. Lourthu Vinmeen
Secretary
SAVE

