

Action for Community Transformation India Foundation (ACT India Foundation)

Tagline: Transforming communities through equity, resilience, and sustainable grassroots development

Reg Number ;2004/1995

Chairman's Message



Over the past year, **Act India Foundation** has made significant progress in advancing our mission of promoting dignity, safety, and sustainable development among marginalized communities, particularly women workers and adolescent girls in Tamil Nadu. Through our integrated approach, we have expanded our outreach across multiple villages, strengthening interventions in workplace safety, digital literacy, health, and community empowerment.

A key achievement this year has been our focused work in the textile and garment sector, where we supported women workers through awareness on the POSH Act, formation of Internal Committees, menstrual health initiatives, and psychosocial wellbeing support. Simultaneously, our adolescent girls' programs and digital literacy centres have empowered young girls with essential life skills, education, and confidence to shape their futures.

We have also continued our commitment to environmental sustainability, organic farming, and tribal development, ensuring that our interventions remain holistic and community-driven. Partnerships, including support from donors and learning platforms, have strengthened our institutional capacity and expanded our impact.

Looking ahead, we aim to deepen our engagement, scale our programmes, and build resilient communities equipped to address emerging challenges such as climate change, gender inequality, and livelihood insecurity.

I extend my sincere gratitude to our dedicated team, community members, partners, and supporters for their unwavering commitment and trust in our work.

P. R. Ashok Raja

Managing Trustee / Chairman
Act India Foundation

About the Organization: Empowering marginalized women, youth, and communities through education, sustainable livelihoods, and rights-based initiatives to improve dignity, resilience, and quality of life.

About Us: Action for Community Transformation India Foundation Trust (Act India Foundation) is grassroots, community-based non-profit organization working in Tamil Nadu for over 25 years to promote social justice, gender equality, and sustainable development. The organization works closely with marginalized communities, including tribal populations, Dalits, women workers, adolescent girls, and migrant labourers, addressing issues of poverty, inequality, and social exclusion.

Act India Foundation implements integrated programmes focusing on women's empowerment, child protection, education, sustainable livelihoods, and environmental conservation. A key area of work includes supporting tribal communities in securing land and forest rights under the Forest Rights Act, 2006, and strengthening community-based natural resource management systems.

The organization also promotes the Prevention of Sexual Harassment (POSH) Act in textile and garment industries, strengthens Internal Committees, and supports menstrual health and psychosocial wellbeing among women workers. Additionally, Act India Foundation advances digital literacy, STEM education, and life skills for adolescent girls, and promotes organic farming and climate-resilient practices for small farmers. Through community mobilisation, capacity building, and advocacy, Act India Foundation strives to build safe, equitable, and sustainable communities.

Vision: To build an equitable and sustainable society where marginalized communities, especially women and tribal populations, live with dignity, rights, ecological balance, and improved quality of life.

Mission: To empower marginalized women, tribal communities, and youth through education, sustainable livelihoods, land and resource rights, and rights-based interventions, enabling them to achieve dignity, gender equality, ecological sustainability, and improved quality of life.

Presence: Act India Foundation is currently working across Dindigul district in Tamil Nadu, covering Athoor, Vadamadurai, Vedasandur, and surrounding blocks, directly reaching rural, tribal, marginalized communities through community-based programs in over 90 villages and conservation work at salam ,Thirupur and Thirunelveli district.



1. Program – 1

1. Safe Workplace & POSH Implementation Program

ACTIF Trust implemented a comprehensive workplace safety and gender justice programme across Athoor, Vadamadurai, and Vedasandur blocks, reaching 70 textile industries and 69 garment units. The initiative directly engaged over 1400 women workers through structured awareness sessions on the Prevention of Sexual Harassment (POSH) Act, legal literacy, and workplace rights. These sessions enhanced women's understanding of their rights, grievance redressal mechanisms, and the importance of safe and respectful workplaces.



A key achievement of the programme was the formation and strengthening of 51 Internal Committees (ICs) across participating industries, significantly improving institutional compliance with the Sexual Harassment of Women at Workplace Act, 2013. Employers and management teams were oriented on their legal responsibilities, fostering accountability and proactive prevention measures within workplaces. The programme contributed to a visible shift in workplace culture, where women workers reported increased confidence to speak up, report grievances, and seek support without fear of retaliation. It also

encouraged dialogue between workers and management, strengthening trust and transparency. Overall, the initiative has laid a strong foundation for safer, more inclusive, and gender-responsive work environments, while promoting dignity, equality, and protection for women in the textile and garment sector.



.Program – 2

2. Menstrual Health & Hygiene (MHH) and Workplace Dignity Program

ACT IF Trust implemented the Menstrual Health & Hygiene (MHH) and Workplace Dignity Program across multiple textile and garment units, reaching a significant number of women workers with critical awareness on menstrual health, hygiene practices, and safe management. The programme addressed deep-rooted stigma and cultural taboos surrounding menstruation, creating safe spaces for women to openly discuss their experiences and concerns. Through structured sessions, women gained improved knowledge on the use of hygienic menstrual products, infection prevention, and the importance of maintaining personal health during menstruation. The initiative also emphasized environmentally responsible practices, including safe and sustainable disposal methods for menstrual waste.

A key component of the programme involved engaging with factory management to strengthen workplace infrastructure. ACTIF Trust facilitated dialogue and advocacy to improve access to clean and functional toilets, availability of water, and installation of sanitary napkin disposal units within workplaces. These efforts helped bridge critical gaps in workplace facilities that directly impact women's health and dignity. As a result, the programme contributed to enhanced confidence, reduced health risks, and a greater sense of dignity among women workers. It also encouraged employers to adopt more inclusive, gender-responsive policies, fostering supportive and respectful workplace environments.



Program – 3

Community-Based Mental Health & Wellbeing Initiative



Act India Foundation integrated mental health and psychosocial support into its workplace and community interventions, addressing stress among women workers caused by workload, financial insecurity, and domestic challenges. Safe spaces were created through Workers' Group meetings in 30 villages, benefiting over 450 women. The program improved awareness on stress management, emotional wellbeing, and support systems. Women reported reduced isolation,

increased peer support, and greater confidence to discuss personal and workplace challenges, contributing to improved overall wellbeing.

Program – 4

Adolescent Girls Empowerment & Child Protection Program

The program engaged 450 Basic Computer training girls and 450 adolescent girls across 30 villages through structured group sessions focusing on child rights, prevention of child marriage, POCSO Act awareness, menstrual



hygiene, and life skills. Around 85% of participants demonstrated increased legal awareness, while 78% adopted improved menstrual hygiene practices. The initiative supported 60 girls at risk of school dropout to continue their education. The program strengthened peer leadership, improved confidence, and contributed to reducing vulnerability to child labour, early marriage, and gender-based violence.

Digital Literacy & STEM Education for Adolescent Girls



Through community-based learning centres, Act India Foundation provided digital literacy training to over 450 adolescent girls across multiple villages in Athoor block. The program included computer basics, MS Office, typing, and internet usage, along with life skills education. Girls showed increased confidence, improved academic performance, and better access to digital learning tools. The initiative helped bridge the rural digital divide and created new pathways for education and future employment opportunities.



Tribal Livelihoods, Land Rights, Environmental Sustainability Program & Conservation Program.

The Wildlife Conservation Research and Community Outreach Project, implemented by ACTIF Trust with support from TAAL Tech India Pvt Ltd, was conducted in the Yercaud region of Salem District from October 2024 to March 2025. The initiative aimed to bridge gaps in scientific knowledge and community awareness regarding small mammal conservation, particularly species like the Madras Hedgehog and Elvira Rat, which face increasing threats from habitat loss and human activities.



The project combined field research with grassroots engagement. Systematic surveys in the Shervaroyan hills generated baseline data on species distribution and habitat use, contributing to future conservation planning. Simultaneously, awareness programmes in five schools reached over 750 tribal students, fostering environmental responsibility through interactive sessions, exhibitions, and pledge-taking activities.

Community engagement extended to nine villages, where workshops enhanced understanding of conservation laws, biodiversity importance, and sustainable practices. Capacity-building efforts also included training forest officials and distributing bilingual educational materials.

Overall, the project successfully integrated science and community participation, empowering local youth and stakeholders as conservation ambassadors. It established a replicable model for CSR-driven biodiversity conservation, emphasizing that long-term ecological protection depends on informed and engaged communities alongside evidence-based research.

Annual Impact Highlights

S. No	Details
1	Reached over 15,000 individuals across Dindigul district through integrated programmes on education, livelihoods, and women's empowerment
2	Directly supported 450 women textile workers with POSH awareness, legal literacy, and workplace safety interventions
3	Engaged 450 adolescent girls through life skills, menstrual health, and digital literacy programmes
4	Established and strengthened 51 Internal Committees (ICs) in textile and garment units
5	Implemented programmes in 30+ villages across Athoor, Vadamadurai, and Vedasandur block
6	
7	Provided computer education to 324 girls , enhancing digital inclusion and future opportunities
8	Formed and supported 90 women self-help groups , strengthening livelihoods and financial resilience
9	Enhanced access to 3000 hygienic menstrual products , contributing to improved dignity, confidence, and overall well-being.

Team & Impact Table

Team Member List (Name, Designation) - Keep short, max 1 line per member.

Team Name	Designation
P. R. Ashok Raja	Managing Trustee / Director/ Programme Lead & Strategy Coordination
Accountant	Financial Management & Compliance
Office Assistant	– Administrative Support
Training Coordinator	Capacity Building & Training Delivery/contacting Training in Industry
Field Coordinators (3)	Block-Level Programme Execution
Peer Educators & Volunteers (30)	Community Outreach & Mobilisation

Provide quantitative outcomes of programs

Impact Number	Detail
3000	School girls, college students, and women workers reached through menstrual hygiene programs
70	Textile industries covered through workplace interventions
69	Garment units engaged for awareness and capacity building
450	Women workers participated in Workers' Group meetings
450	Adolescent girls engaged through structured group sessions
58	Internal Committees (ICs) formed and strengthened
30	Villages covered under community-based interventions
324	Girls trained in digital literacy and computer education
90	Women Self-Help Groups strengthened for livelihood and saving

Partners, Donors & Stories

United Nations Foundation

“Act India Foundation has demonstrated a strong commitment to advancing gender equality and community resilience at the grassroots level. Their integrated approach—addressing women workers’ rights, adolescent empowerment, and health outcomes—has created meaningful and measurable impact. Their work reflects both innovation and deep community engagement, contributing to inclusive and sustainable development.”

Beneficiary Story

My name is Kalai Selvi. I am 35 years old, and I live in a village called Vaiveshpuram. I work at Krithika Garments, located in a nearby town called Pudhuroad. Our factory has a workers' group that organizes monthly awareness programs.

Knowing the Law

In January, I attended a session regarding the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013. During this meeting, I gained a complete understanding of what constitutes sexual harassment and the reasons why this law was created.

Facing the Problem

At that time, I was facing a serious issue: a man was following me every day on my way to work. I didn't know who to tell or what to do; I was keeping it all to myself and constantly worrying. Through the group discussion, I realized that stalking and harassment are crimes.

Finding a Solution

The program explained how a woman can file a complaint if she is being harassed and how to find a resolution.

I approached our group leader and shared my problem.

They guided me on the necessary steps to take.

Following their advice, my problem was resolved.

A New Beginning

Before this, I couldn't focus on my work or find any mental peace. Now, I work with a clear mind and without any worries. Because I am focused, I am even earning more money than before.

I now feel confident that if anything happens, I can speak up in this group and resolve it. Having this support group is incredibly helpful and makes me feel safe.

Thank you for Act India foundation.

By;

Kalaiselvi,

Vaiveshpuram,

I am Nageswari, and I reside in the village of Sithaiyankottai. Two years ago, I worked at the Gainup Mill. As I was a permanent employee there, I was enrolled in the Provident Fund (PF) scheme. Over the years, I worked at two or three different mills; each time, I became a PF member and diligently saved my earnings. Seeking guidance on how to withdraw these accumulated savings, I attended the monthly workers' group meeting organized by the ACT India Foundation. First, they requested my Universal Account Number (UAN), which I provided. They then guided me on how to download the mobile app and access my account details. Through this process, I was able to determine my current PF balance. However, I noticed that the contributions I had made during my previous employment at another factory were missing from the account. I consulted the ACT India Foundation coordinator regarding this discrepancy. He guided me on how to approach the PF office through my company's HR department. I was delighted to finally know the exact amount currently held in my account. Armed with all the necessary details, I approached the HR department. Recognizing my awareness of the matter, the HR representative immediately extended their assistance. The PF office assured me that they would soon consolidate the pending contributions from my previous employment and credit them to my account. I was overjoyed. I realized that when we approach any issue with awareness and knowledge, we can secure the necessary assistance without falling victim to exploitation. I shared this experience with others in my village, encouraging everyone to enroll in the PF scheme and continue saving for their future. When the ACT India Foundation coordinator spoke about the various PF schemes, I resolved to attend these meetings regularly to stay informed about workers' welfare, health, and labor laws. I also came to understand that when we are knowledgeable about such matters, we are treated with dignity and respect.