



# Thozhi Federation

Tamil Nadu



## Annual Report 2024-2025

In Partnership with



5/394, Kamarajar Nagar, Nallampalli post, Dharmapuri district, Tamilnadu- 636807

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## Thozhi Federation Tamil Nadu

### Thozhi Federation

Thozhi Federation is a non-profit organization by networking of NGOs at the grassroots level and working with like-minded stakeholders/individuals to strengthen women workers, secure their rights at workplace, building trade union/associations at workplace in the state of Tamil Nadu.

#### ❖ Vision

“Secure the Unsecured Rights of Women Worker at workplaces”

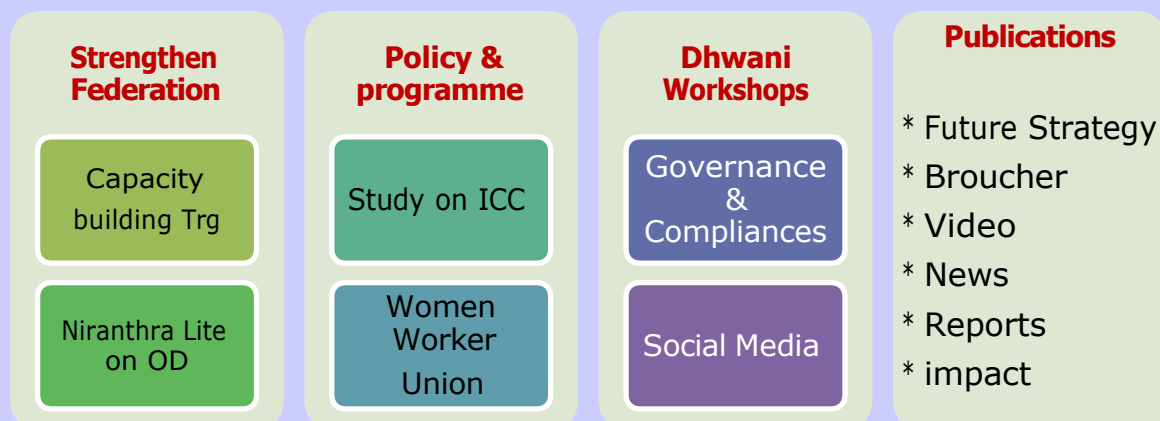
#### ❖ Mission

- Empower the women workers by building and strengthening of the women workers associations. Union
- Protect Women workers rights in Tamilnadu.
- Capacitate the Federation Members to facilitate workers Associations.
- Ensure the women workers getting their full entitlements by strengthening 11 Women Workers associations by 2028.

#### ❖ Purpose

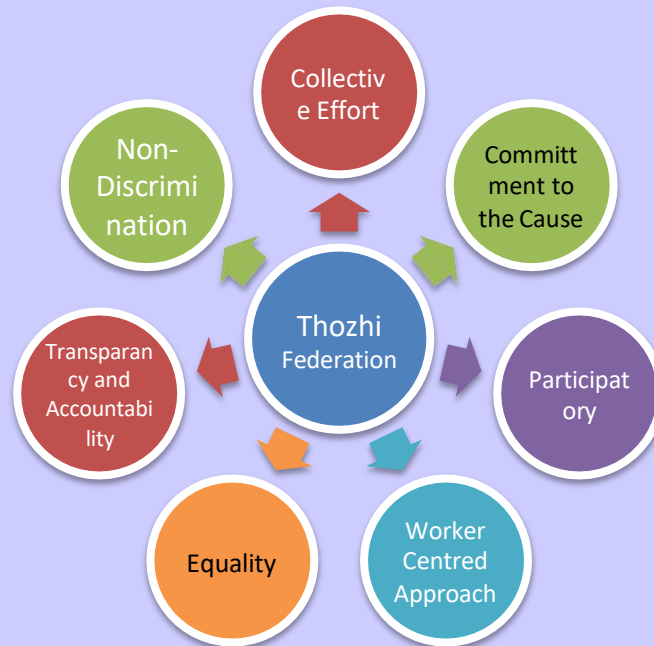
To make positive changes in the lives of women workers by impacting the policies and programmes of Government and Other service providers by strengthening the member organizations and getting support of the associates.

### Annual Activity carried out:



**Thozhi** Federation is a NGO collective working on strengthening of 85 member organizations which consists of 34 women headed and 51 are men headed in 15 districts and women worker welfare unions in the state of Tamil Nadu for the past one decade with the support of DKA- Austria. Since Jan 2024 it has its legal identity registered under the societies Registration Act 1975 of Tamil Nadu with the facilitation by Dhvani Foundation.

**Core Values of the Federation:**



**Thozhi** Federation proudly submits its annual report for the period from 1<sup>st</sup> April 2024 to 31<sup>st</sup> March 2025. During this period the Federation focused on strengthen Federation by capacitate member organizations and build stronger women worker union. In order to achieve the focused area it has been carried out the following activities and established an impact at the expected level.

**Capacity Building Trainings:**

S.No	Date & Venue	No.Participated
1	18.6.2024 Dharmapuri	12
2	27.6.2024 Nallampalli	45
3	11.7.2024 Vellore	30
4	26.9.2024 Yercaud	90
5	June 3 <sup>rd</sup> ,June 18 and Dec 27 by online	50



In order to strengthen the member organizations capacity building training on strengthening of federation and imparted core values, roles & responsibilities and governance principles to the members and gained knowledge on Thozhi Federation’s structure and working culture by the 250 members participated.

## Niranthara Lite Training:

In order to strengthen member organizations with the facilitation of Dhvani foundation Thozhi Federation conducted Niranthara Lite training to its members in phase manner with the following topics by trained the Federation members as trainer such as ..

## Master Training :

## Niranthara Lite Training:

S.No	Date & Venue	Participants	S.No	Date & Venue	Participants
1	20.6.2024 Orientation	3 members	1	16,17 Sep 2024 Panel Interview	15 participants
2	25,26 July 2024 Compliance		2	16,17, Oct 2024 1 <sup>st</sup> phase	
3	6,7.Nov 2024 Governance & Finance		3	20,21 Dec 2024 2 <sup>nd</sup> phase	
4	10,11 Feb 2025 HR & leadership		4	6,7 March 2025 3 <sup>rd</sup> phase	
		5.	On line meeting 12 times		

This training has given more clarity among the participants on governance and compliances with practical exposure on complete 75 parameters out of 15 participants 85% of the members have completed successfully.



## Policy and Programmes:

The domain of the Federation is women worker at work places and strengthen the worker unions registered under the Trade Union act of 1926 in 11 districts of Tamil Nadu. In order to address the worker issue on harassment a purposive study has been conducted on Status of ICC and Challenges (Internal Complaints Committee) in Thiruppathur District the findings are very shocking that more than 62 % of women worker are facing challenges on various form of harassment at work place. And only 40% worker heard about ICC and an alarming finding was that, only 18% of the ICC committee are in operational. RTI campaign have conducted on ICC the response was very poor and replied that no data available. The study had been conducted with the women worker union



and the member organizations in the district and the study report prepared and disseminated with multiple stakeholders chaired by the Hon. Minister for School Education at Trichy on 5.12.2024.

And an another Policy initiative has been taken up by the federation facilitated to establish ESI hospitals in all the districts where ever not. In this regard Election manifesto released by the Women worker Union and raised demands on ESI and PF to all workers submitted to the political parties contested in 2024 parliament election.

## Programme

The following programmes have conducted for the welfare of women worker who are associated in union. At Thiruppathur continuous effort has been taken to establish ESI hospital and have been succeeded, the construction has started.



With the facilitation of member organizations who gained knowledge by the trainings have Enrolled women workers in State labour welfare board at Thiruppathur 150 worker, Trichy 50 worker, Thiruvannamalai 100 worker and succeeded in obtaining social security schemes to the family members such as Education, Marriage grant and Funeral support etc., for the amount of Rs. One lakh mobilized and benefited 100 worker family.

## Federation Development:

S.No	Date & Venue	Participants
1	Interactive workshop on 2.2.2024	All these programs have conducted in Bangalore .  The participants were the secretariat team along with EC members of the Federation.
2	2 <sup>nd</sup> interactive meeting on 2024 April 22,23and24	
3	3 <sup>rd</sup> interactive meeting on 2024 May 23 and 24	
4	Review meeting with secretariat team on June 27 <sup>th</sup> 2024 by Mr. Ayyappan	
5	Dhwani Field co or Mr. Jayapaul monitoring visit to Thozhi Federation office	
6	4 <sup>th</sup> interactive meeting 2024 Nov 25 <sup>th</sup>	
7	South India partners Meeting on 2024 Nov 26,27	
8	Orientation on Video shooting Jan 5 <sup>th</sup> 2025	
7	National Conclave on Social Sector Federations 2025 Feb 3,4,5	



Dhwani foundation has taken lot of effort to strengthen the federation by providing continuous inputs on various topics such as ...

The continuous workshops and training have given an insights and equipped capacity on governance and compliances.

The south India partners Meeting, Thozhi have got an opportunity for the presentation on Networking and challenges. The status report released at the partners meet.

### Strengthening Governance:

In order to strengthen the Federation periodical Board meetings have conducted during this period on 16.5.2024, 16.6.2024, 26.9.2024, 22.2.2025 and 29.3.2025 apart from off line EC meetings, on 17.8.2024 and 17.12.2024 EC meeting



conducted by on line. The major agenda of the meetings were, sharing federation progress, approval for finance matters with the attendance of 99% and formed subcommittees for various components and imparted inputs on 27.6.2024 and 25.9.2024 on roles and responsibilities such as ...

### Sub-Committee:

1. Planning Committee
2. Governance Committee
3. Policy and Advocacy Committee
4. Resource Mobilisation
5. Finance Committee
6. Common Minimum Program

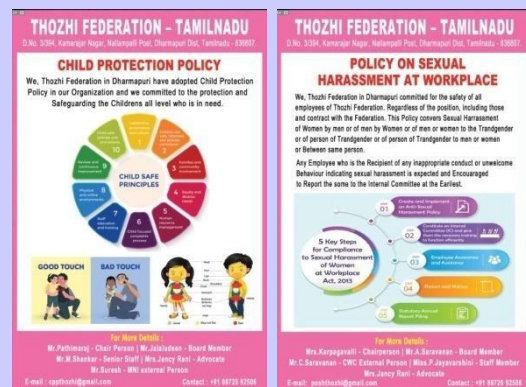


Thozhi Federation has formed the sub-committees. Each committee having 6 to 7 members including 2 members from EC.

This effort have brought changes in federation's development on ..

### Parameters Implementation:

Dhwani Federation has given the task on implement the parameters to strengthen the Federation and upload the documents in the drive. Thozhi Federation has completed the 130 out of 158 parameters. And it is evident that the inputs guided to draft various policy level documents for the development by ensuring accountability for the domain.



The output of this exercise yielded that the federation have completed 130 parameters.

- **POSH Policy**
- **HR Policy**
- **Finance Policy**
- **Child Protection Policy**
- **Sub Committee Policy**
- **Member Ship Policy**
- **Conflict of Interest**



### Annual General Body Meeting:

AGBM is one of the mile stone in the history of Federation in which 102 members have participated and contributed for the success of the event. Dhwanit, DKA- Austria consultant for south India, Peoples Health Movement personalities were invited and shared their experiences



### Compliances:

Last year compliances such as filing returns to the Registrar of Societies, Income Tax, PoSH Policy annual Report have been filed in time and obtained acknowledgement.

### Social Media:

With guidance of Dhwani Foundation have done social media activity such as .. Created website, Face Book and Instagram . Thus helps to disseminate the activity carried out to its members, Govt. and other well-wishers. And also effort has been taken to complete the task by opening of social media and web pages and operating the same regularly. Face Book pages have opened 65 member organizations covers 100%, 55 members are having website pages are the major impact established by initiative of Dhwani Foundation



### Other Activities:

1. Participated at the National Level signature campaign on "Right to Health" in collaboration with Peoples Health Movement.
2. Inputs on Common Minimum



Program given on 25.9.2024

3. Members in Govt. Committees 32 members are in Govt. Committees in various department Such as.. ICC, Social Welfare Dept, Labour Dept, Child labour committee and Bonded labour, Road Safety etc.
4. Video shooting have organized with thematic script on women workers and ICC.
5. On 28<sup>th</sup> Jan 2025 a team of Dhvani visited Thozhi Federation for Mid- Term Assessment.
6. Released Broacher
7. Released Members Directory
8. Exposure visit made to Thozhi by other federations facilitated by Dhvani in March 2025.
9. National Conclave on Social Sector by Dhvani in Bangalore in Feb 2025
10. Midterm assessment were done by Dhvani Foundation in Jan 2025



### Future Strategy:

To build the federation stronger and the women worker unions strategic planning exercise have been done for three years 2025-2028 focused on ...

### Domain

- 11 Women Worker Unions emerge as strong organizations
- The purpose of setting up ICCs (Internal Complaints Committees) is not served.
- Demonstrate effective functioning of ICCs in one district by working with the implementing authority at Thiruppathur District.



### Federation:

- Thozhi Federation has no funding support to sustain and grow.
- Create visibility and credibility of 60 member organizations



To conclude this report Thozhi Federation extend its gratitude to Dhvani Foundation for its partnership and thanks to DKA Austria, Peoples Health Movement , EC members, Member organizations and women worker welfare Unions in the state of Tamil Nadu who have contributed at an extend to strengthen the Federation during this reporting period.

Thanks.

Thozhi Federation

Attached an unaudited statement of accounts for the period 1<sup>st</sup> April 2024- 31<sup>st</sup> March 2025

**THOZHI FEDERATION TAMILNADU,  
3/394, Kamarajnagar, Nallampalli-Po & Tk,  
Dharmapuri - Dt, Tamil Nadu - 636 807.**

Receipts and Payments Account for the Period Ending 31.03.2025

Receipts		Amount. in Rs	Payments		Amount. in Rs
To	<b>Opening Balance:</b>		By	<b>Programe Expensess</b>	
To	Cash in Hand	0.00	By	ThOZHI Federation Members Capacity Building Training	78340.00
To	<b>Cash at Bank:</b>		By	Sub Committee Member Training	8800.00
To	Canara Bank, Nallampalli	18000.00	By	Niranthara Lite Training Programme	65380.00
To	Membership Subscription	86000.00	By	Executive Committee Meeting	9550.00
To	DHWANI Foundation,Bangalore	1264809.00	By	Federation Exposure and Workshop	40000.00
To	Niranthara Lite Member Contribution	46000.00	By	Programe Staff Salary	1176167.00
To	Member Organisation Contribution	245293.00	By	Study On ICC at Tirupathur	37972.00
To	Other Income	41.00	By	Staus Book Printing	7000.00
To	Savings Bank Account Interest	3870.00	By	AGBM Meeting Expensess	94844.00
To	Donation In Kind of Dhvani Foundation	80000.00	By	<b>Administration:</b>	
			By	Laptops	80000.00
			By	Meeting Expenditure	2000.00
			By	Travelling	96000.00
			By	Stationery & Printing	13900.00
			By	Bank Charges	390.00
			By	<b>Closing Balance:</b>	
			By	Canara Bank, Nallampalli	33670.00
			By	Cash in Hand	0.00
<b>TOTAL</b>		<b>1744013.00</b>	<b>TOTAL</b>		<b>1744013.00</b>

Date : 31.03.2025

CHARTERED ACCOUNTANT

**THOZHI FEDERATION TAMILNADU,  
3/394, Kamarajnagar, Nallampalli-Po & Tk,  
Dharmapuri - Dt, Tamil Nadu - 636 807.**

Income and Expenditure Account for the Period Ending 31.03.2025

Expenditure		Amount.in Rs	Income		Amount.in Rs
To	Programe Expensess		By	Membership Subscription	86000.00
To	ThoZHI Federation Members Capacity Building Training	78340.00	By	DHWANI Foundation,Bangalore	1264809.00
To	Sub Committee Member Training	8800.00	By	Niranthara Lite Member Contribution	46000.00
To	Niranthara Lite Training Programme	65380.00	By	Member Organisation Contribution	245293.00
To	Executive Committee Meeting	9550.00	By	Other Income	41.00
To	Federation Exposure and Workshop	40000.00	By	Savings Bank Account Interest	3870.00
To	Programe Staff Salary	1176167.00			
To	Study On ICC at Tirupathur	37972.00			
To	Staus Book Printing	7000.00			
To	AGBM Meeting Expensess	94844.00			
To	Administration:				
To	Meeting Expenditure	2000.00			
To	Travelling	96000.00			
To	Stationery & Printing	13900.00			
To	Bank Charges	390.00			
To	<b>Excess of Income Over Expenditure</b>	<b>15670.00</b>			
<b>TOTAL</b>		<b>1646013.00</b>	<b>TOTAL</b>		<b>1646013.00</b>

Date : 31.03.2025

CHARTERED ACCOUNTANT

**THOZHI FEDERATION TAMILNADU,  
3/394, Kamarajnagar, Nallampalli-Po & Tk,  
Dharmapuri - Dt, Tamil Nadu - 636 807.**

**Balance Sheet As on 31.03.2025**

Liabilities	Amount.in Rs	Assets	Amount.in Rs
<b>Capital Fund :</b>		<b>Assets</b>	
Opening Balance	18000.00	Laptop	80000.00
Excess of Income	15670.00		
Donation In Kind	80000.00		
		<b>Closing Balance</b>	
		Canara Bank, Nallampalli	33670.00
		Cash in Hand	0.00
<b>TOTAL</b>	<b>113670.00</b>	<b>TOTAL</b>	<b>113670.00</b>

The above Receipts and Payments Account, Income and Expenditure Account and the Balance Sheet has been prepared by the books of account maintained by the Society

Date : 31.03.2025

CHARTERED ACCOUNTANT

