



THOZHI FEDERATION

ANNUAL REPORT

Thozhi Federation has the pleasure to submit its Annual Report for the period from 2023-24. During this period the following programs have been carried out to strengthen the Member NGOs and the women worker welfare association registered.

“THOZHI” sounds female gender, mean comradeship / Friendship, Thozhi is a collective of women workers in an organised sector facilitate by NGOs in 13 districts of Tamil Nadu such as Krishnagiri, Vellore, Thiruppathur, Thiruvannamalai, Dharmapuri, Salem, Tiruppur, Karur, Trichy, Pudukottai, Tanjore, Perampalur and Ariyalur by networking.

Since 2014, Thozhi initiates its effort informally by networking of NGOs and facilitate women worker at district specific industries / work place such as Shoe Industry, Match Industry, Migrant worker, Textile industry, Garments, Cashew, Petalnut and Rice Mill industry in 13 districts of Tamil Nadu.

In association with Dhvani Foundation THOZHI has been entitled under the society's registration act of Tamil Nadu 1975, registered in Jan 2024 at Dharmapuri as Thozhi Federation. The major focus of the

federation is to strengthen 100 Members of the Federation by equipping capacity on organization development and work for “Women worker on **Violence Free Working Environment with all legal rights as per labour act**”

Vision



“Secure the unsecured women at work place”

Mission



- Empower the women workers by building and strengthening of the women workers associations.
- Capacitate the Federation Members to facilitate worker Associations.
- To ensure that at least 1000 women workers get their full entitlements by strengthening 13 women workers associations by 2028.

Purpose

To make positive changes in the lives of *working women* by impacting the policies and programmes and by strengthening the civil society organisations working for this cause

Goal

To Strengthen 100 organisations in Tamil Nadu by 2028. And ensuring Sustainability of women worker welfare Association



Since Inception of Thozhi Federation in January 2024, the following activities have been done are as follows:

1. Health Assembly, 24th Jan 2024
2. Dhvani Foundation Online Meeting on 22nd Feb 2024
3. Campaign on Safe Maternal Health, 15th Feb 2024
4. Dhvani Foundation Team visit on 6th March 2024
5. Capacity Building Training to Members on 25th, 26th March 2024
6. EC Member Meeting on 26th March 2024
7. Dhvani Training to EC Members on 29th, 30th March 2024
8. Secretariat team Identification of Candidates
9. Audit for the Period ending 31st March 2024
10. Future Plan

Health Assembly, 24th Jan 2024:

Thozhi Federation having linkages with people health movement for Advocacy and Campaign on Health Rights. In the regard the Members NGOs participated in the Health Assembly organized by the district administration chaired by the District collector and people representatives meeting at Dharmapuri on 24th and other Districts such as Tirupattur, Thanjavur, Krishnagiri, and Perambalur the members have participated.

Campaign On Safe Maternal Health 15th Feb 2024:

Thozhi having Linkages with other networks in the country in which common health India, is one of the Network Thozhi federation associated and disseminated its study on Safe Maternal Health in Dharmapuri have been disseminated in which the member of Thozhi Federation have participated and shared its inputs to strengthen the campaign held on 15th Feb at Thozhi Office.



Dhwani Foundation Online Meeting on 22nd Feb 2024:

In order to strengthen the federation compliances online meeting have been conducted by the Dhwani foundation in which the board secretariat team have participated and have completed 12A, 80G, Darpan, PAN, etc... This activity is one of the Milestone in strengthening of Federation.

Dhwani Foundation Team visit on 6th March 2024:

The Dhwani foundation made visit to Thozhi Federation office and the discussion went on verification of all compliances, document and given suggestion to take forward to create members NGO database and plan for future activity.

Capacity Building Training to Members on 25th,26th March 2024:

Capacity Building Training conducted for its members with the Support of Dhwani Foundation held on 25th and 26th at Tirchy and Dharmapuri. 48 Member NGOs have participated, the major inputs was given on

strengthening of Thozhi Federation and Member NGOs by Building capacity on organization development.



EC Member Meeting on 26th March 2024:

The EC Members meeting have conducted on 26th March 2024, held at Dharmapuri. With an objective of sharing progress of Thozhi federation and get approval for the activity carried out during this period. In this regard it has been discussed the development of Thozhi Federation during this period, specifically partnering with Dhwani foundation, Compliances of obtained, Drafting Vision, Mission statement, Roles and responsibilities have been discussed and approved the same.

Dhwani Training to EC Members on 29th,30th March 2024:

To systematise Thozhi federation two days training have been conducted by Dhwani foundation 29th, 30th March at Bangalore. The President, Secretary and EC Member have participated. The input given by Dhwani foundation was supportive to enhance our skill on systematic function of Thozhi federation.



Secretariat team Identification of Candidates:

As per the suggestion by Dhwani foundation and EC Members it has been decided to identify secretariat team of three members

1. Chief Executive Officer
2. Policy and Advocacy Executive
3. Administrative Executive

The identification process informed to all Member NGOs and drafted expected qualification by the federation, and requested to identify candidates for the interview.

தோழி பெடரேஷன் தமிழ்நாடு நிர்வாகிகள் பொறுப்பேற்பு



தருமபுரி, நல்லம்பள்ளியில் உள்ள தோழி பெடரேஷன் தமிழ்நாடு அலுவலகத்தில் ஏப்ரல் 1 முதன்மைசெயல் இயக்குனராக சிவகுமார் அவர்களும், நிர்வாகம் மற்றும் உறுப்பினர் சேவை செயல் அலுவலராக திருமதி. சரஸ்வதி அவர்களும் பொறுப்பேற்றுக் கொண்டனர்.
புதிதாக பொறுப்பேற்ற பொறுப்பாளர்களுக்கு பென்னாகரம் ஜெயம்

வள மையத்தின் இயக்குனர் கென்னடி பொன்னாடை அணிவித்து வாழ்த்துக்களை தெரிவித்தார்.

மேலும் சீடஸ் தொண்டு நிறுவன தலைவர் சரவணன் உள்ளிட்ட பல தொண்டு நிறுவன தலைவர்கள் பொறுப்பேற்றுக் கொண்ட நிர்வாகிகளுக்கு வாழ்த்துக்களை தெரிவித்துக் கொண்டனர்.

Audit for the Period ending 31st March 2024:

The audit for financial year have done and to be circulated to all the members and stated here with for reference.

Future Plan:

1. To strengthening of existing member by identifying gap in compliances
2. Create database for members
3. Prepare Member Directory
4. Finalize Vision, Mission statement for federation
5. Proposed study on ICC
6. Increase Membership by expanding districts
7. Training to Member NGOs
8. Conduction EC Meetings
9. Formation of Sub-committees
10. Drafting Common Minimum Program
11. Registration of Women Worker Association
12. Conduct AGBM



தோழி தமிழ்நாடு அவ்வை பெண் தொழிலாளர் நலசங்க உறுப்பினர்களுக்கான திறன் மேம்பட்டு பயிற்சி அருள் சிளிசிலிவி அலுவலகத்தில் 02.04.2024 இன்று நடைபெற்றது. இதில் பெண் தொழிலாளர்கள் கலந்து கொண்டு பயன் அடைந்தனர். பெண்கள் வேலை பார்க்கும் இடங்களில் பாதுகாப்பான குடிதண்ணீர், கழிவறை, உணவு சாப்பிடும் அறை ஏற்படுத்தி தரவேண்டும் என்று தீர்மானிக்கப்பட்டது. மேலும் தோழி தொழிலாளர் நல சங்கம் கீழ் கண்ட கோரிக்கைகளை நடைபெற உள்ள நாடாளமன்ற தேர்தலில் போட்டி இடும் வேட்பாளர்களுக்கு நடவடிக்கை எடுக்க முன்வைக்கப்படுகிறது. பெண் தொழிலாளர்களுக்கு தனி அமைச்சகம் உருவாக்க வேண்டும் உள் புகார் குழு அமைத்து செயல்பாட்டினை கண்காணிக்க வேண்டும் பி.எப். இ,எஸ்.ஐ அனைத்து ஒருங்கிணைகப்படாத தொழிலாளர்களுக்கும் உறுதி செய்வதை கண்காணிக்க அரசு நடவடிக்கை எடுக்க வேண்டும் ஊரக வேலைவாய்ப்பு உறுதி திட்ட வேலை நாட்களை வேலை இன்மையை கருத்தில் கொண்டு 2 நாட்களாக உயர்த்திட வேண்டும் எனவும் முடிவெடுக்கப்பட்டது. இந்நிகழ்வில் அவ்வை பெண் தொழிலாளர்கள் நல சங்க பொருளாளர் திருமதி மணிமொழி, CRDS இயக்குனர் திரு சிவக்குமார் மற்றும் பெண் தொழிலாளர்கள் கலந்துகொண்டனர். முடிவில் அமுதா நன்றி கூறினார்.





To conclude this report Thozhi Federation thank to Dhwani foundation, Peoples Health Movement, Government departments, Governing Body, Member NGOs and Women Worker Association for the support extended towards strengthening the federation.