



Thozhi Federation

Tamil Nadu



In Partnership with



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THOZHI FEDERATION, TAMIL NADU

ANNUAL REPORT 2025-2026

INTRODUCTION

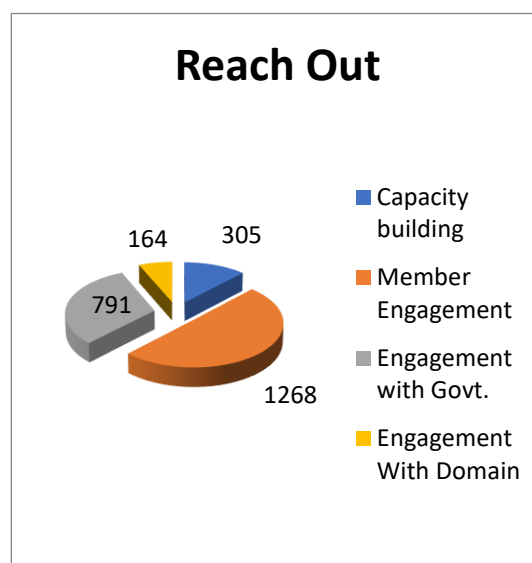
Thozhi Federation is a collective platform of 85 member organisations working for the rights and welfare of women workers in the unorganised sector across 15 districts of Tamil Nadu. The federation continues to work with women worker unions, member organisations and stakeholders to ensure access to entitlements, strengthen institutions and build collective action.

During this reporting period from April 2025 to March 2026, the federation focused on strengthening its internal systems, improving coordination among members and ensuring that the work at the field level leads to meaningful outcomes for women workers.

A total of 75 activities were carried out during the year, reaching 2,528 participants directly across districts including Krishnagiri, Vellore, Dharmapuri, Trichy, Tiruppur, Karur, Pudhukottai, Salem, Tiruvannamali, Namakkal, Ariyalur, Prembalur, Dindugal, Thanjavur and Tirupattur.

OVERALL ACTIVITIES AND REACH

During this year, the federation has conducted 75 activities across eight districts including Dharmapuri, Krishnagiri, Vellore, Tirupattur, Trichy, Tiruppur, Karur and Pudhukottai. Through these activities, 2,528 participants were directly reached, and through union engagement and follow-up processes, around 6,000 women workers were indirectly connected. The activities were not standalone, but part of a continuous effort to build institutions, strengthen unions, and improve access to government schemes and services.



GOVERNANCE AND COMPLIANCES

During this period, the federation continued to strengthen its governance systems and ensured regular functioning of its structures. A total of 6 Executive Committee meetings and one Annual General Body Meeting were conducted with more than 95 per cent participation of members.

The meetings focused not only on routine reviews but also on important policy decisions and strengthening the direction of the federation.

The federation has taken key decisions on developing a three-year strategic plan from 2025, strengthening engagement with women workers to ensure access to social security entitlements, improving coordination among member organisations and introducing menstrual health care awareness and paid leave practices to be followed by member organisations.

Secretariat Meeting 12

EC Meeting 6 / 67members

AGBM 80 Members /85

The federation has also been practicing governance parameters regularly. Out of 158 parameters, 156 have been completed and implemented.

Compliance requirements including statutory filings, internal policies, and reporting systems have been maintained and regularly updated. Governance systems have shown improvement through consistent review and collective participation.



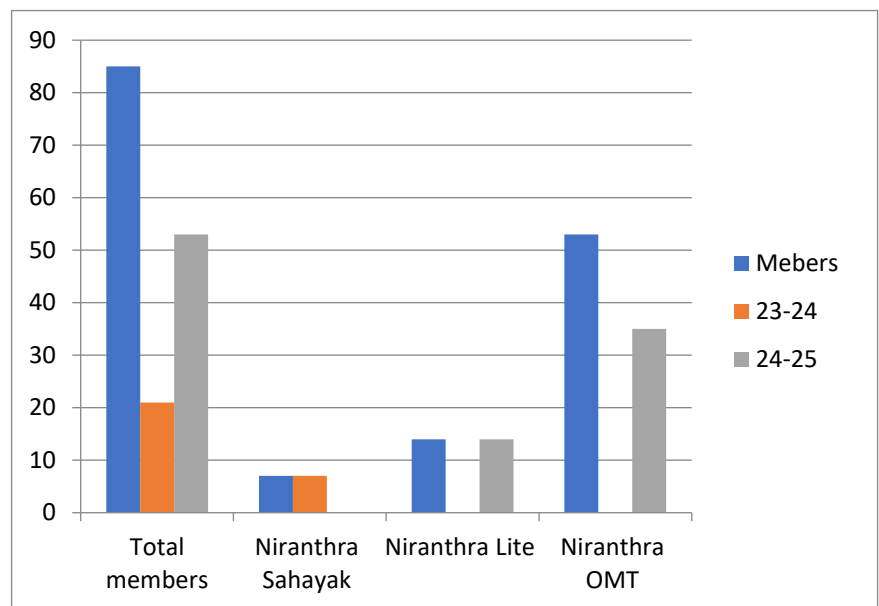
CAPACITY BUILDING AND SYSTEM STRENGTHENING

The federation continued its efforts to strengthen member organisations through structured processes during the year. The implementation of Niranthara Lite and OMT processes has contributed significantly to improving internal systems.

Under the Niranthara Lite process, 14 member organisations have completed more than 90 percent of the parameters out of 75. This has helped the organisations to better understand governance, compliance and their roles and responsibilities. Many of them have started applying these learning in their day-to-day functioning.



Through the OMT process, 35 members have completed more than 90 percent of the parameters out of 53. This has supported organisations in improving planning, conducting meetings more regularly and maintaining basic documentation.



Overall, these processes have slowly brought clarity and structure within member organisations, though continued support is required to sustain these practices.

FIELD ENGAGEMENT AND MEMBER VISITS

As part of strengthening coordination and supporting implementation, visits were made to member organisations across Krishnagiri, Vellore, Dharmapuri, Trichy, Tiruppur, Karur, Pudhukottai and Tirupattur districts.

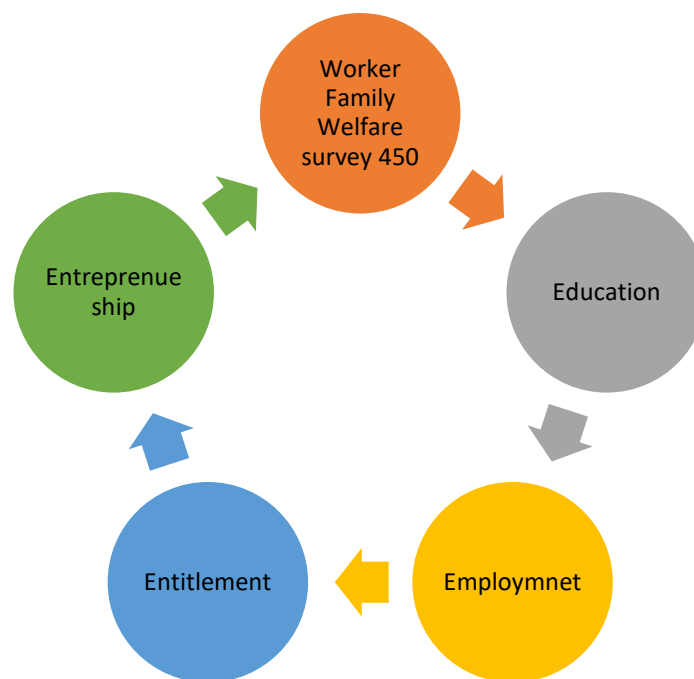


These visits helped in understanding the ground-level realities, reviewing the progress of activities and providing necessary guidance to

member organisations and women workers trade union. It also created space for direct interaction with women workers and union members.

Through these visits, gaps in implementation were identified and immediate support was provided. It has also helped in improving the relationship between the federation and member organisations and ensured better follow-up of activities.

PROGRAMME AND INITIATIVES



During this year, focused efforts were taken to strengthen women worker unions and improve sustainability of the federation and its members.

Capacity building of 11 women worker unions was taken up through training and support on implementing systems. This has helped unions to organise themselves better and take up issues of workers more confidently.



Efforts were also made towards exploring sustainability through social enterprise initiatives. A proposal was submitted and initial support has been received in the form of one computer, which will support further development.

To understand the situation of workers' families, 450 surveys in districts were conducted among union members. Based on this, 120 beneficiaries have been identified for further engagement depending on their needs. This has helped in getting a clearer understanding of the socio-economic conditions of the families.

For strengthening the federation, an amount of Rs. 8 lakhs were mobilised through contributions from member organisations, local supporters and donors. This reflects increasing ownership and commitment among members towards sustaining the federation.

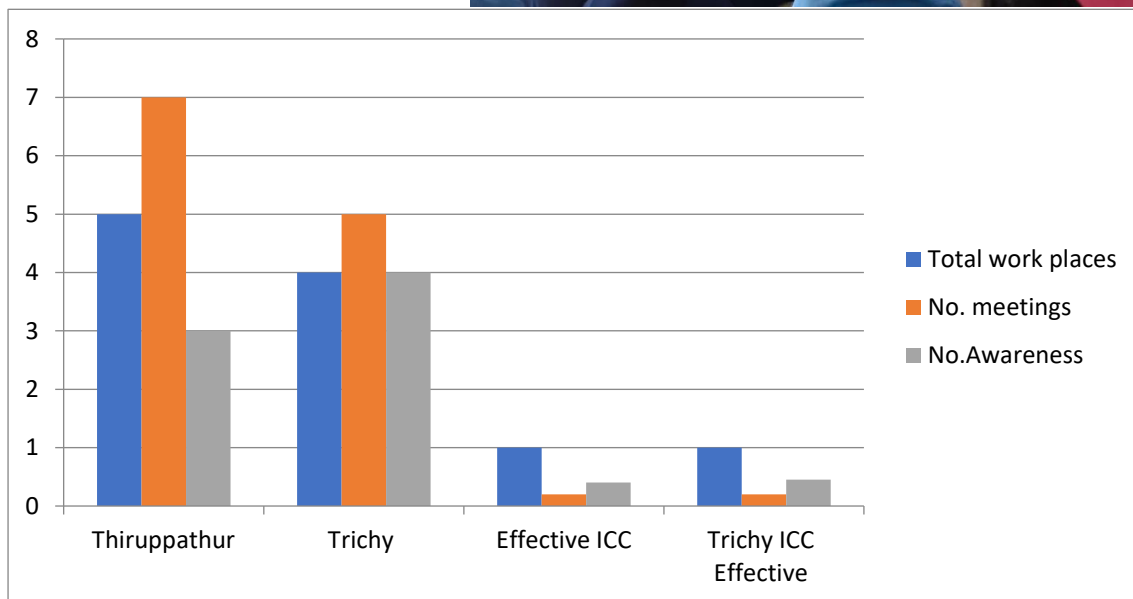


ENGAGEMENT WITH GOVERNMENT

The federation continued to work with government departments, especially in ensuring the functioning of Internal Committees.



In Trichy and Tirupattur districts, collaboration has been established with the District Social Welfare Department to ensure the setting up and functioning of Internal Committees in institutions. The federation has received official communication from the



department supporting the implementation of these efforts. Awareness programmes, follow-up meetings, and coordination with institutions have contributed to improving understanding of workplace safety mechanisms and responsibilities. As part of this effort, a total of 15 awareness and orientation sessions on Internal Committees were conducted for institutions, workers and stakeholders.

Through these sessions, institutions have started showing interest in establishing Internal Committees and understanding their roles and responsibilities. Women workers and students have gained better clarity on workplace safety and the mechanisms available to address issues related to harassment.

These efforts have contributed to strengthening awareness and slowly improving the systems required for addressing workplace safety concerns.

POLICY DIALOGUE

The federation has been actively engaging in policy discussions related to women workers. One of the key focus areas during this year has been the effective functioning of Internal Committees across districts by all the member organisations. Effort has been



taken in 10 districts and participated at the Govt. organised ICC trainings and Awareness programmes on ICC. Consultation with Member organisations and Union leaders were made to understand the status of ICC and its effective functions. ToT for ICC organised by Thozhi 30 members have participated across the state.

Discussions, consultations, and follow-up processes have been initiated in multiple districts to understand the gaps and improve implementation. This has helped in bringing attention to the issue and building dialogue with relevant stakeholders.



HIGHLIGHTS OF THE YEAR

Along with the core work, the federation has participated in various workshops, meetings, and networking platforms facilitated by Dhvani Foundation and other partners. This includes planning workshops, review meetings, exposure visits, and national-level interactions. Exposure and networking opportunities through MNI, NABARD, CSR platforms and other institutions helped in building visibility and connections. Meetings and interactions with different stakeholders contributed to learning and sharing of experiences.



These activities have supported the federation in improving its visibility, strengthening partnerships, and learning from other experiences.

OVERALL ACHIEVEMENTS

The year has shown visible progress...

- Strengthening the federation and its members.
- Member organisations are gradually improving their systems and participation in federation processes has increased.
- Women worker unions are becoming more active and are taking initiatives at the local level.
- Documentation practices have started improving, though further strengthening is required.



Training processes such as Niranthara Lite and Online Member Training (OMT) have created a strong foundation for organisational development. Efforts on Internal Committees have increased awareness and engagement with institutions.

REVIEW AND AREAS FOR STRENGTHENING

While the progress made during the year is significant, there are areas that need continued attention in the coming period.

- ❖ The strengthening of member organisations needs to move to the next level by focusing more on regular functioning of district-level structures. There



is a need to ensure that district committees meet consistently and take responsibility in guiding the work at the local level.

- ❖ Capacity building efforts need to be more structured and focused. Trainings should not only build knowledge but also support members in applying learning on leadership, documentation, safety, security and programme management.
- ❖ The federation has carried out a large number of activities and reached many beneficiaries during the year. However, there is a need to consolidate these efforts and clearly reflect the outcomes. Greater attention is required to link implementation with output and outcome.
- ❖ Documentation continues to be an area that needs improvement. Strengthening documentation systems will help in capturing the work more clearly and support better planning and communication.

There is also a need to strengthen engagement with government systems in a more planned manner so that women workers are able to access welfare schemes and entitlements more effectively.

CHALLENGES AND OPPORTUNITIES

Working across multiple districts requires continuous coordination and follow-up, which has been a challenge at times. The capacity of member organisations varies, and some organisations require additional support.

At the same time, there are strong opportunities. The federation has a committed network of member organisations, growing recognition from government departments, and increasing participation of women workers. The experience gained during this year provides a strong base for further strengthening and expansion.

The systems and processes developed during this year provide a strong base for future growth.

WAY FORWARD

The SMT visited to the Federation and observed its strength and opportunities and have suggested that ...

- 🌈 The coming year will focus on **strengthening the systems** that have been initiated and ensuring that the work leads to visible outcomes at the field level.

- ✚ Efforts will be taken to **strengthen district-level structures** by conducting regular meetings across districts and improving coordination among member organisations. This will help in decentralising the functioning of the federation and building stronger local leadership.
- ✚ **Capacity building** will continue with a more focused approach. Trainings will be organised at zonal level covering leadership development, safety and security of women workers, economic development and programme management. Special attention will be given to improving documentation and planning capacities of member organisations.
- ✚ The federation will strengthen its **engagement with government** departments by organising training programmes and joint initiatives to improve access to welfare schemes and entitlements for women workers. Awareness programmes and campaigns will be carried out at district level to address issues related to worker rights, safety and social protection.
- ✚ Efforts will also be taken to bring different stakeholders together at the **state level to discuss** key issues affecting women workers and to strengthen collective advocacy.
- ✚ At the organisational level, the federation will continue to invest in strengthening its secretariat and ensuring smooth coordination of activities. Regular follow-up, monitoring and travel to districts will be maintained to support member organisations.

The focus in the coming year will be to move from multiple activities towards more focused and outcome-oriented work, ensuring that the benefits reach women workers in a clear and measurable manner.

CONCLUSION

The year 2025–26 reflects a steady strengthening of the federation's processes and systems. The progress made during this period provides a strong foundation for further development. With continued collective effort and focus on strengthening institutions, the federation is moving towards creating meaningful change in the lives of women workers by enhancing its Credibility, Visibility and Sustainability.

And Thozhi Federation have taken this opportunity to thank all the Stakeholders , Member organisations and Community for their continuous support extended to make the federation

activities become more visible. Also Thank Dhvani Foundation for its support extended to strengthening of Federation.



THOZHI FEDERATION

3/594, KAMARAJAR NAGAR, NALLAMPALLI POST & TALUK, DHARMAPURI DISTRICT

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Un audited statement of accounts for the period from 1st Apr 2025 to 31st Mar-2026**Receipts and Payments**

Receipts	1-Apr-25 to 25-Mar-26	Payments	1-Apr-25 to 25-Mar-26
Opening Balance	33,670.00	Capital	2,37,931.00
Bank Accounts	33,670.00	Account CSR	
Capital Account		Registration	2,500.00
HUMAN DEVELOPMENT CENTRE KARUR	8,397.00	ICC	35,500.00
ICC TOT REGISTRATION FEE	3,000.00	TRAINING	95,545.00
	5,397.00	OMT TRAINING AND MONITORING	65,060.00
Indirect Incomes		COST TRADE UNION	39,326.00
AGBM Contribution	20,68,558.00	TRAINING WOMEN	
Dhwani Foundation Grant Received	2,43,000.00	LEADERSHIP TRAINING	
Member Organisation Contribution	15,12,693.00	Indirect Expenses	18,68,925.00
Savings Account Bank Account Interest Received	96,082.00	AGBM Meeting	4,10,000.00
Member Subscription	2,282.00	Expensess Bank	385.00
	1,95,501.00	Charges	17,614.00
Niranthara Lite Member Contribution	19,000.00	EC Meeting Expensess	20,000.00
		Member Organisation Capacity Training	13,16,500.00
		Programme Secretariat Staff Salary	1,04,426.00
		Travel Cost Expensess	
		Closing Balance	3,769.00
		Bank Accounts	3,769.00
Total	21,10,625.00	Total	21,10,625.00

Income and Expenditure Statement

For the period from 1st April 2025 – 31st March 2026

Particulars		Particulars	
Indirect Expenses	18,68,925.0	Indirect Incomes	20,68,558.00
<i>AGBM Meeting</i>	0	<i>Member Subscription</i>	<i>1,95,501.00</i>
<i>Expensess Bank</i>		<i>Niranthara Lite Member</i>	
<i>Charges</i>	<i>4,10,000.00</i>	<i>Contribution AGBM</i>	<i>19,000.00</i>
<i>EC Meeting</i>	<i>385.00</i>	<i>Contribution Dhwani</i>	<i>2,43,000.00</i>
<i>Expensess</i>	<i>17,614.00</i>	<i>Foundation Grant Received</i>	
<i>Member Organisation Capacity Training</i>		<i>Member Organisation</i>	<i>15,12,693.0</i>
<i>Programme</i>	<i>20,000.00</i>	<i>Contribution Savings Account Bank</i>	<i>0</i>
<i>Secretariat Staff</i>	<i>13,16,500.0</i>	<i>Account Interest Received</i>	<i>96,082.00</i>
<i>Salary</i>	<i>0</i>		<u><i>2,282.00</i></u>
<i>Travel Cost</i>	<u><i>1,04,426.00</i></u>		
<i>Expensess</i>			
<i>Excess of income over</i>	1,99,633.00		
<i>expenditure</i>			
Total	20,68,558.00	Total	20,68,558.00

Balance Sheet as on 31st March 2026

Assets		Liabilities	
Capital Account	2,11,534.00	Loans	
Capital Account	(-)18,000.00	(Liability)	
CSR Registration	2,500.00	Current	
HUMAN DEVELOPMENT CENTRE KARUR	(-)3,000.00	Liabilities	2,15,303.00
ICC TOT REGISTRATION FEE ICC TRAINING	(-)5,397.00	Excess of income over expenditure	15,670.00
	35,500.00		0
OMT TRAINING AND MONITORING COST	95,545.00	Opening Balance Current Period	1,99,633.00
TRADE UNION TRAINING	65,060.00		
WOMEN LEADERSHIP TRAINING	39,326.00		
Current Assets	3,769.00		
Bank Accounts	3,769.00		
Total	2,15,303.00	Total	2,15,303.00

