



WOMEN'S LIVELIHOOD FEDERATION

169, Vaipayuri Chettiyar Lane, Bye-Pass Road, Kodumudi
Erode-638151
PH.NO:9442049435/Email-erodewlf2022@gmail.com

STRENGTHENING FEDERATION MEMBER TRAINING PROGRAM PHASE-2

INTRODUCTION:

The program was held on June 27-28, 2024, across 2 zones. The 1st zone was on June 27, 2024, at Erode Pasumai Ulagam NGO, Surampatti Naal Road, Erode. The 2nd zone was held at Arun Hotel, Trichy. Similar content was covered in both zones, so we consolidated the report summarily.

WELCOME ADDRESS:

The admin executive, Miss K. Sarmila, gave a welcome address to the resource persons. In Erode, K. Shakila Banu, Founder of D. Co.Op Thozhi Wings Trust and Thozhi Home Products, Gobichettipalayam, Erode (Dt), and in Trichy, Raju Joseph MA., BL., Secretary of SPPD and Aindhini Donkey Business, Advisor and Member. All board members, WLF managing trustee, CEO, secretariat staff, and our WLF member organizations (women-headed NGOs and women leaders) were present.

RECAP OF THE LAST MEMBER TRAINING PROGRAM:

All board members and member organizations discussed or recapped the Phase-1 Strengthening Member Training Program activities and contents in the meeting. A summary of the member organizations' roles and activities from the previous session on March 28 was provided.

DISCUSSION ABOUT THE WLF VISION & MISSION :

WLF Managing Trustee, Mrs. T. Sheela, explained the updated vision and mission of the federation to all board members and member organizations.

DISCUSSION AND IMPLEMENTATION OF POSH AND CPP POLICY IN MEMBER ORGANIZATION :

Discussion focused on the implementation process of the POSH and CPP policies within our member organizations, along with feedback. The importance of CPP and POSH policies in our federation and each organization was explained.

The POSH (Prevention of Sexual Harassment) policy is crucial as it ensures a safe and respectful workplace environment by preventing and addressing incidents of sexual harassment. It protects employees' rights, promotes gender equality, and fosters a culture of dignity and respect within organizations.

The CPP (Child Protection Policy) within our federation prohibits the employment of children below 18 years of age in our workplaces. All member organizations are required to follow the same procedures. CPP is essential as it establishes guidelines and procedures to safeguard children from abuse, exploitation, and neglect. It ensures compliance with legal requirements, promotes child welfare, and establishes a safe environment for children.

The WLF board members also discussed sharing templates of CPP and POSH policies with all member organizations to facilitate implementation.

UPDATES ON WLF VISION & MISSION ACTIVITIES:

The board members discussed upcoming events and the types of programs needed to develop our organization and enhance the knowledge of women leaders in the NGO sector.

BRIEF ABOUT A VOICE PROGRAM:

Mr. Ayyappan, Manager of the Voice Program, explained the Dhvani activities aimed at developing the federation and member organizations. He discussed the parameters for federation and legal documents, emphasizing their importance to member organizations.

RESOURCE PERSON – ENTREPRENEURSHIP DEVELOPMENT

In Erode, K. Shakila Banu, Founder of D. Co.Op Thozhi Wings Trust and Thozhi Home Products in Gobichettipalayam, Erode (Dt), oriented participants on the empowerment of women as the strongest and best in the world. She emphasized women's development in livelihoods and entrepreneurship.

Entrepreneurship development for women plays a vital role in fostering economic empowerment and societal progress. By encouraging women to venture into entrepreneurship, we enable them to harness their talents and ideas, driving innovation and economic growth. Women entrepreneurs not only create businesses but also contribute to job creation, especially within their communities, thereby promoting local development and sustainability. Entrepreneurship provides women with a platform to break through traditional barriers, empowering them to make independent decisions and achieve financial stability. Moreover, successful women entrepreneurs serve as role models, inspiring others to pursue their ambitions and challenge gender stereotypes. Through targeted support in terms of mentorship, access to finance, and networking opportunities, entrepreneurship development programs can significantly enhance the success and impact of women-led businesses. Ultimately, investing in women's entrepreneurship not only benefits individual entrepreneurs but also strengthens economies and fosters a more equitable society.

Raju Joseph MA., BL., Secretary of SPPD and Aindhini Donkey Business, Advisor and Member.- entrepreneurship development

Entrepreneurship development for women is a transformative pathway towards empowerment and economic independence. Encouraging and supporting women to become entrepreneurs unlocks their potential to innovate, lead, and contribute meaningfully to economic growth. By providing women with entrepreneurship training, mentorship, and access to resources such as finance and markets, we enable them to establish and grow sustainable businesses. These

ventures not only generate income for women and their families but also create employment opportunities, particularly benefiting other women and marginalized groups. Moreover, women entrepreneurs often prioritize social impact, addressing community needs through their businesses and driving inclusive development. Beyond economic benefits, entrepreneurship empowers women by fostering confidence, leadership skills, and resilience in navigating challenges. As more women embrace entrepreneurship, they become agents of change, challenging gender norms and inspiring future generations of women to pursue their entrepreneurial dreams. Thus, investing in entrepreneurship development for women is not just an investment in individual businesses but in fostering a more equitable and prosperous society.

Importance of social media pages.

Social media serves as a powerful tool for communication, interaction, and information sharing across global networks. It enables individuals, businesses, and organizations to connect instantly with diverse audiences, promote content, products, and services, and engage in real-time conversations. Social media platforms facilitate community building, customer support, and brand awareness, while also serving as channels for news dissemination, activism, and entertainment. Effective use of social media involves strategic content creation, engagement with followers, monitoring trends, and leveraging analytics to optimize outreach and impact. Overall, social media plays a pivotal role in shaping public discourse, fostering relationships, and influencing behaviors in the digital age.

FOCUS GROUP DISCUSSION :

CEO and PMEO: Explaining about the Focus Group Discussions (FGDs) for study reports to member organizations is crucial. These sessions bring together diverse stakeholders, including NGO leaders, beneficiaries, and community members, to discuss topics directly related to the study's objectives. Facilitated by a skilled moderator, FGDs encourage open dialogue, enabling participants to share their experiences, challenges, and successes. Structured questions and interactive discussions during FGDs yield qualitative insights that enrich the study report with real-life perspectives and contextual understanding. Analyzing FGD data identifies common themes and key issues, offering a comprehensive view of community needs and organizational impact. Ultimately, FGDs empower women-headed NGOs to advocate effectively, make informed strategic decisions, and amplify the voices of those they serve in shaping impactful programs and policies.

STRENGTHENING OF GOVERNANCE OF MEMBER ORGANIZATION

Managing Trustee T. Sheela conducted an orientation session emphasizing the importance of governance and fundraising in NGOs, particularly for women-headed organizations. She highlighted how effective governance ensures transparency, accountability, and ethical practices within NGOs, crucial for building trust among stakeholders. Additionally, T. Sheela underscored the significance of fundraising in sustaining operations, expanding impact, and supporting community initiatives. Her session aimed to empower women-headed NGOs with strategic insights to enhance their organizational capacity and achieve sustainable growth.

Governance is critical in the NGO sector as it establishes the foundation for ethical operations, accountability, and effective management. It ensures that NGOs adhere to principles of transparency and integrity, which are essential for building trust with donors, beneficiaries, and the broader

community. Effective governance structures define roles and responsibilities clearly, promoting accountability among board members, executives, and staff.

Furthermore, governance frameworks provide a roadmap for decision-making processes, ensuring that organizational strategies align with the NGO's mission and values. This strategic oversight helps NGOs to prioritize objectives, allocate resources efficiently, and measure outcomes effectively. Moreover, governance in the NGO sector involves compliance with legal and regulatory requirements, safeguarding the organization from legal risks and reputational harm.

Additionally, robust governance practices foster a culture of continuous improvement and learning within NGOs. They enable organizations to adapt to changing environments, innovate in their approaches, and remain responsive to the needs of their beneficiaries and stakeholders. Ultimately, strong governance enhances the credibility and sustainability of NGOs, enabling them to operate effectively, achieve their goals, and make a meaningful impact in the communities they serve.

IMPORTANCE OF FUNDRAISING

Fundraising plays a crucial role in the NGO sector by providing the financial resources necessary to sustain operations, deliver programs, and achieve impactful outcomes. It enables NGOs to address pressing social issues, support vulnerable populations, and advocate for change effectively.

Firstly, fundraising diversifies income sources, reducing dependency on limited funding streams and mitigating financial risks. This financial resilience allows NGOs to weather economic uncertainties and continue their mission-driven work. Secondly, fundraising fosters community engagement and partnerships by involving donors, volunteers, and corporate sponsors in supporting meaningful causes.

Moreover, effective fundraising strategies expand an NGO's reach and impact, enabling it to scale programs, innovate solutions, and respond swiftly to emerging needs. By attracting diverse donors and supporters, NGOs can build a sustainable donor base that sustains their efforts over the long term.

Furthermore, fundraising enhances organizational visibility and credibility, positioning NGOs as trusted agents of change within their communities and beyond. It also facilitates capacity building, enabling NGOs to invest in staff training, infrastructure, and technology that improve operational efficiency and program effectiveness.

In conclusion, fundraising is essential for the NGO sector as it empowers organizations to fulfill their missions, advance social justice, and create positive change in society. By mobilizing financial resources and community support, fundraising enables NGOs to make a meaningful impact and contribute to a more equitable and sustainable world.

INTRODUCTION TO NIRANTHARA LITE PROGRAMME :

Miss Sarmila introduced the "Nirantha Lite" program to member organizations, emphasizing its significance in organizational development and the importance of legal documentation. She conducted an orientation about the criteria for the Nirantha Lite program, specifying that member organizations should have a budget between 3 to 25 lakhs (for the fiscal year 23-24), be registered under the Society/Trust Act, and be willing to pay a fee of Rs. 10,000 in two instalments to the federation.

DISSCUSSION ABOUT THE MEMBERSHIP ENROLLMENT FEES:

All the board members and secretariat staff discussed membership enrolment in the Women's Livelihood Federation with the member organizations. The membership enrolment fee is fixed at ₹1000 in our federation."

VOTE OF THANKS

Zonal -1 – Yuvarani -SPEED TRUST ,ERODE

Zonal – 2- Sakthi- ANNAI TRUST – KALLAKURICHI

Both gave a vote of thanks to all member organizations, board members, and our resource persons.

CONCLUSION:

In our endeavor to strengthen member training for women-headed NGOs within the federation, we have witnessed remarkable progress. By focusing on tailored training sessions that address the unique challenges and opportunities faced by women leaders, we have empowered these organizations to thrive. The commitment and enthusiasm displayed by participants have been inspiring, fostering a supportive environment where knowledge sharing and collaboration flourish. Moving forward, we are dedicated to further enhancing these initiatives, ensuring that women leaders in the NGO sector continue to receive the necessary support and resources to drive sustainable change and empower communities."

The two zonal programs are conducted for a full day. Forty-two members attended the training session. In the first zone (Erode), there were 24 participants, and in Trichy, there were 18 participants. Refreshments (tea and snacks) were provided in the morning & evening , and lunch was served in the afternoon.

STRENGTHENING FEDERATION MEMBER TRAINING PROGRAM
PHASE -2

ERODE-27.06.2024



STRENGTHENING FEDERATION MEMBER TRAINING PROGRAM
PHASE -2

TRICHY-28.06.2024







WOMEN'S LIVELIHOOD FEDERATION

KODUMUDI - ERODE DISTRICT

PH.NO-8610452211 / 8072354442

STRENGTHENING FEDERATION MEMBER TRAINING PROGRAM

PHASE - 2

DATE : 27.06.2024

TIME : 9:00 AM TO 4:30 PM

PLACE : PASUMAI ULAGAM NGO
SURAMPATTI NAAL ROAD
ERODE

INVITATION

Inaugural Address

: K Sarmila., B.Sc., Msw., WLF Admin executive

Chief Guest

: K.NirmalaBalu , BBA., WLF Financial trustee

: P.Chitra.,BA.Sociology.,WLF FOUNDER ,Managing Trustee

: Ayyappan Dhvani foundation-manager voice
(program enablement)

: K. Shakila banu D.Co.Op., Thozhi wings trust Founder., Thozhi
home products.,Gobichettipalayam, Erode (Dt)

: A.Christian Raj.,Msw.,WLF policy making executive officer

: WLF Board members

: Dr.Jagathiswari Manthiri.,MA.,M.Phil.,P.hd.,ICC Trainer.,
WLF Board member &SHE Secretary

: T.Sheela B.SC., MSW., WLF Board member

: Network member organizations

Vote of thanks

: P . Sakthi M.Com., B.ED.,MSW., MA., WLF member organization





WOMEN'S LIVELIHOOD FEDERATION
STRENGTHENING FEDERATION MEMBER TRAINING PROGRAM
PH.NO-8610452211 / 8072354442

PHASE -2 -AGENDA

DATE: 27.06.2024

**PLACE: PASUMAI ULAGAM NGO, SURAMPATTI NAAL
ROAD, ERODE**

- Registration : 9:00 am to 9:30 am
- Welcome Address : Sarmila.k B.Sc., Msw.,
9:30 am to 9:45 am WLF Admin executive
- Recap of last member training programme : All Board members with member
9:45 am to 10:00 am organizations
- Discussion about the WLF vision & mission : All Board members with member
10:00 am to 10:30 am organizations
- Discussion about our member organization
POSH&CPP implementation process and feedback : All Board members with member
10:30 am to 10:45am organizations
- Updates on WLF vision & mission activities : All Board members with member
10:45 am to 11:15 am organization

REFRESHMENT-11:15 am to 11:30

- Voice programme introduction : Ayyappan -Manager-voice programme
11:30 am to 12:30 am
- Entrepreneurship development speech : K.Shakila banu., D.Co.Op., thozhi wings trust Founder., Thozhi home
12:30 to 1:00 pm products ,Gobichettipalayam, Erode (Dt)
- Focus group discussion (FGD) for WLF
Study report : WLF CEO ,MANAGING TRUSTEE & PMEO
1:00 am to 1:30 am

Lunch-1:30 pm to 2:30 pm

- Orientation on the importance of
Governance, fundraising in NGOs : Managing Trustee & CEO
2:30 pm to 3:20pm
- Introduction to Niranthara lite
programme for member organization : K.Sarmila WLF Admin executive
3:20 pm to 3:45 pm
- Discussion about membership
Enrollment fees : Managing trustee & CEO
3:45 pm to 4:15 pm
- Vote of thanks : P.Sakthi WLF Member organization
4:15 pm to 4:30 pm



WOMEN'S LIVELIHOOD FEDERATION (WLF)

PLACE : PASUMAI ULAGAM NGO , ERODE

DATE : 27.06.24

WLF

S NO	NAME OF NGO	NAME OF MEMBER	PH.NO	DISTRICT	DATE & SIGNATURE
1	Deepam women federation M. Eswari	M. Eswari	9600744781	Vellore	M. Eswari
2	Star Educational Trust	R. Divya	9344606273	Vellore	R. Divya
3	Star Educational Trust	J. Sharathi	9894941865	Vellore	J. Sharathi
4	Speed Trust	S. Yuvarani Prestha	9080769827	Erode	S. Yuvarani 27.6.24
5	B ANBUSELVI GSSS	B. ANBUSELVI	90951489 45 9597484096	Erode	B. Anbuselvi
6	K. Shakila Bano Thozhi Wings Trust.	K. Shakila Bano	877814656 9	(Gobi) Erode	K. Shakila Bano
7	Vidyal Society	Sreathi	9942710935 70921	Sathyamangalam	R. Sreathi
8	women and child develop ment trust	S. Gowtham Jothi.	979157 8166	Namakkal.	S. Gowtham Jothi.
9	Women and child development Trust.	J. Bhuvaneshwari	9942310 395	Namakkal.	J. Bhuvaneshwari
10	NEST TRUST	K. K. LARSHMI	9942571832	Namakkal	K. K. LARSHMI

11	Rural organisations for action and development	G. Saranya	9750068879	Krishnagiri	G. Saranya
12	pachayam Society	Saranya	9865223138	Krishnagiri	Saranya
13	Arabei TRUST	<u>Rosh</u> Roshi	944356180	Kallakurichi	Rosh
14	Best empowerment services TRUST	Jenitha	9445204644	Salem	Y. Jenitha
15	JAYAM TRUST	P. Lhitra	9442049435	ERODE	P. Lhitra
16	Pasumai ulagam Nga.	T. sheela.	9865931905	Erode.	T. sheela
17	Annai education trust.	Latha manavalan For: Chandra	9360054698	Erode.	Latha
18	HAPS.	Usha	73395286 02	Tirupattur	S. Usha
19	Pasumai ulagam trust	Sudha	9080096 987	Karaikal.	Sudha
20	change center	Latha	9487750 455	Tirupattur.	Latha
21	Nai vazhuru meiyam ara kattalai	V. Malini	8778380086	Tirupattur	V. Malini
22	Ayyappan Kodu Foundation	Ayyappan	9035953643	Sangalpur	Ayyappan
23	MAKKAL KALVI ARAKATTALAI	V. ANBARASI	9751955 441	VILLUPURAM	V. Anbarasi
24	ANNAI TRUST	P. SAKTHI	9626992892	Kallakurichi	P. Sakthi



WOMEN'S LIVELIHOOD FEDERATION

KODUMUDI - ERODE DISTRICT

PH.NO-8610452211 / 8072354442

STRENGTHENING FEDERATION MEMBER TRAINING PROGRAM PHASE - 2

DATE : 28.06.2024

TIME : 9:00 AM TO 4:30 PM

PLACE : HOTEL ARUN 24, STATE BANK
ROAD (NERA RAILWAY
STATION) TRICHY

INVITATION

Inaugural Address

: K Sarmila., B.Sc., Msw., WLF Admin executive

Chief Guest

: K.NirmalaBalu , BBA., WLF Financial trustee

: P.Chitra., BA.Sociology., WLF FOUNDER ,Managing Trustee

: Raju Joseph MA., BL., Secretary, SPPD., Aindhini Donkey
Business., Advicer and Member

: A.Christian Raj., Msw., WLF policy making executive officer

: WLF Board members

: Dr.Jagathiswari Manthiri., MA., M.Phil., P.hd., ICC Trainer.,
WLF Board member & SHE Secretary

: T.Sheela B.SC., MSW., WLF Board member

: Network member organizations

Vote of thanks

: P. Sakthi M.Com., B.ED., MSW., MA., WLF member organization





WOMEN'S LIVELIHOOD FEDERATION
STRENGTHENING FEDERATION MEMBER TRAINING PROGRAM
PH.NO-8610452211 / 8072354442

PHASE -2 -AGENDA

DATE: 28.06.2024

**PLACE:HOTAL ARUN,STATE BANK ROAD (NEAR
RAILWAY STATION),TRICHY**

- Registration : 9:00 am to 9:30 am
- Welcome Address : Sarmila.k B.Sc.,Msw.,
9:30 am to 9:45 am WLF Admin executive
- Recap of last member training programme : All Board members with member
9:45 am to 10:00 am organizations
- Discussion about the WLF vision & mission : All Board members with member
10:00 am to 10:30 am organizations
- Discussion about our member organization
POSH&CPP implementation process and feedback : All Board members with member
10:30 am to 10:45am organizations
- Updates on WLF vision & mission activities : All Board members with member
10:45 am to 11:15 am organizations

REFRESHMENT-11:15 am to 11:30

- Entrepreneurship development speech : Raju Joseph MA.,BL.,secretary,SPPD,Aindhinai Donkey Business
11:40 to 12:40 pm Advicer and Member,Trichy.
- Focus group discussion (FGD) for WLF : WLF CEO ,MANAGING TRUSTEE & PMEO
Study report
12:40 am to 1:30 am

Lunch-1:30 pm to 2:30 pm

- Orientation on the importance of : Managing Trustee & CEO
Governance,fundraising in NGOs
2:30 pm to 3:20pm
- Introduction to Niranthara lite :P.Sakthi & Thilaga - MEMBER ORGANIZATION
programme for member organization
3:20 pm to 3:45 pm
- Discussion about membership : Managing trustee & CEO
Enrollment fees
3:45 pm to 4:15 pm
- Vote of thanks : P.Sakthi WLF Member organization
4:15 pm to 4:30 pm



WOMEN'S LIVELIHOOD FEDERATION (WLF)

PLACE : ARUN HOTEL, TRICHY

DATE : 28.06.24

WLF

S.No.	Name of the NGO	District	Signature.
1.	V. ANBARASI MAKKAL KALVI ARAKATTALAI 60, Maryaman Koil (SI) Poyyappickam (8 post) 9751955441	VILLUPURAM	V. Anbarasi
2.	ANNAI TRUST ULUNDURPET 9626992892	KALLAICURICHI	Jaletha
3.	M. THADALAI Safe Hands Human Resources Organization 9600984496	TRICHY	H. H. S.
4.	Jaibunisha. R. 5/585 Thiruvalluvar Valagam EB colonies Collectorate (Post) Dindigul - 624004	Manitham Trust DINDIGUL 9944137810	Ms.
5.	B. Hlaguresa Chinthamani Trichy. 620002	TRICHY 9688468640	B. Hlaguresa

6)	Rubina Christy Plot No 20 Ruby Cottage. Shravananagar East Chwattancom. Trichy. 2.	9095207070	Rubina Christy
7)	SERVICE TRUST FOR ENHANCING PEOPLE'S SCOPE.	TRICHY 9842446603	A. Calan Ambika My
8)	Muthu Social Welfare Trust	Karur 9843525798	C. Rajan
9)	PM foundation	S. Ravathi	S. Indrani
10)	Imayam Trust	Vaijayanthinada J	J. J.
11)	Way Trust	R. Lalitha Sindigal	R. Lalitha
12)	WEED Trust	S. Stella	S. Stella
13)	SERVO	Ravathi Theni 8344328298	N. Varri
14)	Vidyal Charitable Trust	Vasuki	
15)	J. RAJU Ainbhineri Donky Business, Trichy	9842481968	J. Raju

16)	S Now foundation	V. Jayapriya Enayma	V. Jayapriya
17)	Ambedkar social welfare Center.	Mohana Sundari	Mohana Sundari
18)	Ellorukham Ellam Education Trust	D. Bharthi	D. Bharthi
19)	Diamond Trust	G. Kalaiselvi	G. Kalaiselvi
20)	STRPI	ananthi	ananthi