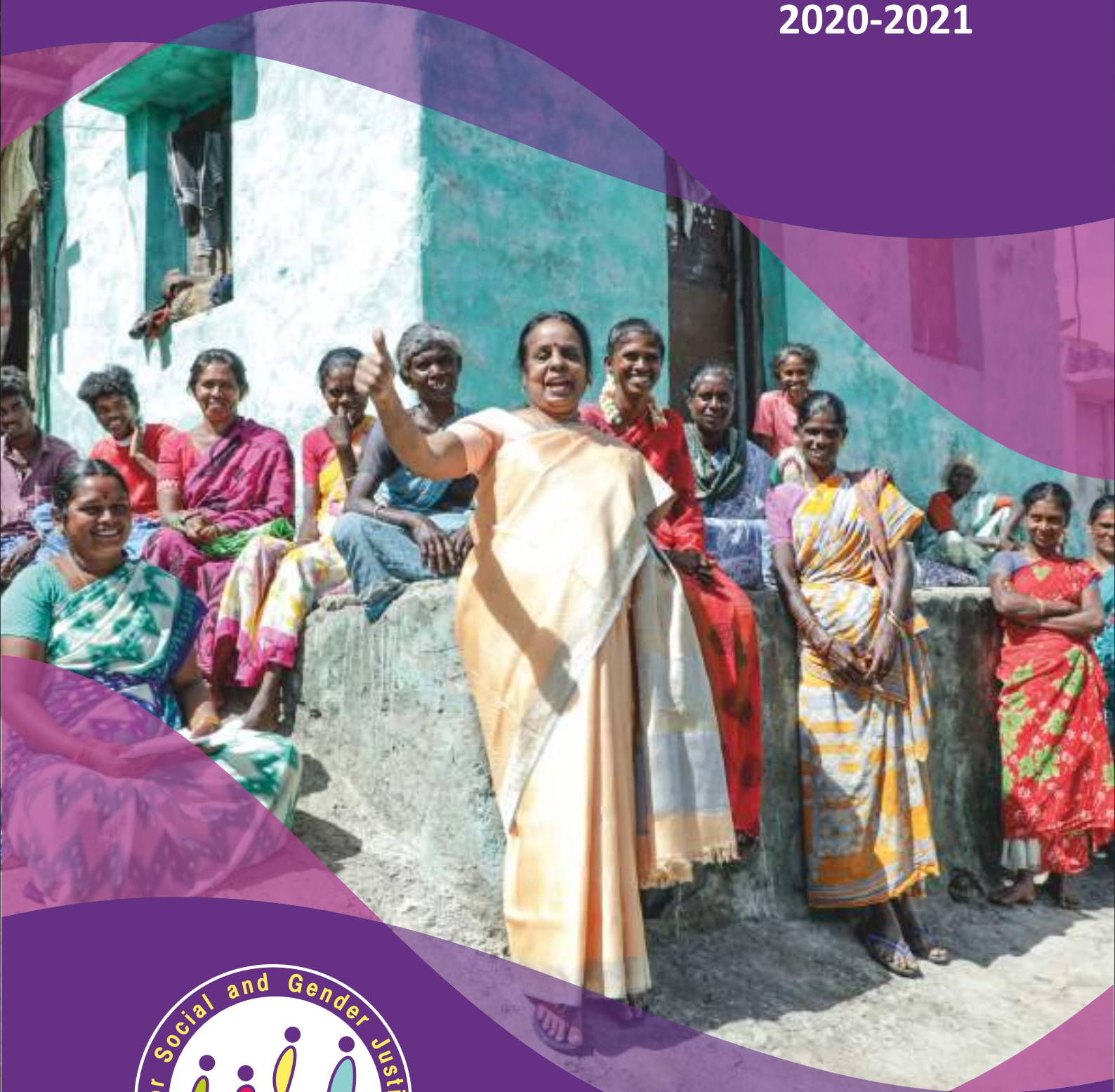


Annual Report 2020-2021



Institute for Self Management

Registration number: 1/1983



PRESIDENT'S NOTE

There is no higher religion than human service.

To work for the common good is the greatest creed - Woodrow T. Wilson

Institute for self management(ISM) has been working in south Tamil Nadu districts including Madurai, Dindigul and Theni for about three decades and is one of the pioneer organisations in these districts. ISM works with urban poor, unorganised workers, remote Tribal hills of

Kodaikanal and grassroot workers including both men and women. ISM has never stopped to extend its help even at the time of natural crisis - be it the Tsunami of 2004 or the ongoing pandemic of COVID -19. Basic-need amenities were distributed to the most remote and difficult to access areas where the other relief help were limited.

ISM is being instrumental in educating people about their rights, in procuring the government benefits and to develop skills to create a sustainable living.

I take this opportunity to thank the government, private sectors, donors, grassroot NGOs, volunteers, field workers, and board members for taking the vision and mission of our organization forward. Looking forward to reaching more lives in the upcoming years.

Believe in possibilities ; Believe in human potential; Believe in oneself and one will have the power to change the fate - Kevin Ngo

Yours sincerely,

Dr Nancy Mano Doss

President

Institute for Self Management

ISM is for social and gender justice. Unionisation of the unorganized workers and entitlement with social security measures

About us

Institute For Self-management is a non-governmental, non-profit organization that facilitates peoples' movements towards social & gender justice. Established in 1983, our initial interventions were grass-root level group formation, facilitating people from underprivileged community to get government's welfare schemes, promoting saving habits, awareness generation, and capacity building of leaders of a group. Having closely worked with marginalized communities, we realized that they lacked opportunities for development and were under the grasp of various social evils such as child marriage, child labours, occupational hazards, caste disparities and so on. To find a sustainable solution and spearhead their development, we started focusing on three important areas: women development, children's education, and organising the unorganised working labourers in Madurai, Dindigul and Theni Districts of TamilNadu. With the support of various governmental, non-governmental and private institutions, we have significantly improved the lives of 50,000+ beneficiaries. Through our various initiatives we have seeded hope and ability in individuals to manage their lives efficiently.

Vision

Helps for Promotion of Strong Peoples' Movement to achieve the twin goals –Social Justice and Gender Justice by working with Unorganized Workers, Tribal, Dalit Communities, women and children and play a catalytic role.

Mission

- Institute for Self Management stands for Social Justice and Gender Justice and fights injustice against Unorganized workers of Dalit and Tribal Communities, by creating awareness and promotion of organization for them.
- Institute for Self Management helps for emergence of Dalit and Tribal Communities from caste hierarchal and patriarchal Social Structure and Committed for Equality, Security, Non- Exploitative, Non – Violence and Empower them Economically, Socially, Politically and Protecting the Rights of Workers and Children to live with Human Dignity.

Presence

325 Villages, 9 Taluks, Madurai, Theni, and Dindugal districts in Tamil Nadu



Our programs

Women empowerment:

Women's contribution to community is essential in developing the community as whole. We at ISM, empower women from most marginalized communities to have better standard of living as well as to take an effective part in community development. To begin with, we make them recognize their basic rights through awareness campaigns. We rescued many bonded women labours, women suffering from domestic violence, and enhanced their lives through capacity building, and skill development training. We form SHG groups for them and provide linkages to bank to avail credit facilities. Many women acquired loan and started their business. As an additional effort, we also help women get social entitlements, and register assets in their name.

Child development:

Children from tribal and Dalit communities don't have access to proper education, and at large work as child labours. Education being a fundamental foundation in altering their lives, we provide access for them to education. In addition to that, we have Evening Supplementary Education Centre to facilitate their educational needs and create systematic improvement in their academic performance. Through our initiatives, we also ensure that children don't fall prey to child marriages, child trafficking, and bonded labour practice.

Organizing labours:

Labourers from disadvantaged communities are unorganized which affect their social, economical and political status. So we organize them into different trade union groups, co-operatives, and federations; help them avail social entitlements, and social security measure. Through this approach we promote their standard of living and encourage them to make best of the schemes they receive from the government.



Awareness:

Awareness generation is an integral part of ISM's developmental programmes. Through awareness we sensitize target communities and stakeholders on important social issues, such as, child marriage, child trafficking, bonded labour practice, occupational hazards, domestic violence, gender inequality, and caste discrimination etc. This approach helps community recognize their basic rights. We also encourage them to give much importance to children's education, women development, and mobilising resources for their growth.

Annual Program Highlights 2020-21



Children Development Project:

ISM believes in holistic development of children through education. We have opened 16 Children Evening Supplementary Education Centre in 14 villages where 864 Children are currently enrolled at our centre. Through this centre, tough subjects like Maths, Science and english are given importance so that they can score well in their school tests and exam and improve their overall academic performance. Since children are vulnerable, this after school supplementary education centre ensures that they are regularly monitored by the Teacher and the leader. This initiative has also helped us stop child marriages.

Tribal & Dalit workers Economic and Union Development Project:

When workers are unorganized they cannot avail or benefit from the schemes that the government has introduced for them. So we organized unorganized working sector labourers into 5 unions that are registered under Trade Union Act. And they are: Co-operatives, Workers Welfare Board, e-SHRAM of Ministry of Labour and Employment, National Health ID of Health Department. 17 informal Cooperatives were promoted for Economical independency, 352 workers were enrolled under Workers Welfare Board, enrolled 142 workers under e-SHRAM of Ministry of Labour and Employment, and 128 Members were enrolled under National Health ID of Health Department.

COVID relief efforts:

During this COVID period livelihood of many tribal, Dalit communities were affected. We conducted COVID 19 awareness campaigns in the target area of Madurai, Dindigul and Theni Districts to educate Dalit & Tribal people, especially children, on how to be safe with Hygienic Practices. Additionally, dry ration kits worth 2000/- were supplied to 2050 families.

Annual Program Highlights 2020-21

Tribal and Dalit Women Sustainable Development Project:

Women from marginalized communities choose to be bonded labours due to their social-economic status. We identify such women and rescue from their condition, rehabilitate them, and help them acquire free houses and housing facilities. Additionally, we helped some families to get 2 acres of land and credit facility was arranged to sustain their livelihood. In collaboration with the government, we have also arranged basic amenities such as transport facilities, proper roads, potable drinking water, healthcare facilities, Children Anganwadis and School to enhance the entire community. Women were also trained in linking with formal banking system for availing of credit facilities. We empower Marginalized Dalit & Tribal women to voice against their right exploitative acts and sensitize them on domestic violence, gender inequality, and male dominance. Through our approach, we have also freed many women from domestic violence, improved their livelihood status, and helped them acquire property in their name.

Capacity Building of ISM under Niranthara Programme:

ISM believes in continuous improvement and building the capacity of the organization and its employees. ISM has joined Dhwani Foundation through Niranthara Programme which helps to build the capacity of the organization on 8 areas and 161 parameters, which includes Governance, Compliance, Human Resources, Finance & Accounting, MIS & Technology, Fundraising, Marketing & Donor Management, Program Planning & Supervision and Vision & Leadership. This is an 18-month programme, under this programme Dhwani has allotted two staffs i.e., Compliance & Finance Manager & Fund-Raising Manager. All the board members have become active and the organization has become capable of sustaining all situations.



Annual Impact Highlights 2020-21

2

Girl Children Child Marriage stopped

182

released from bonded labourer system

168

Free Houses & Housing facilities provided to rehabilitated bonded labours

50

families given 2 acres of land to do farming activities

1120

women benefitted by availing loans

400

Marginalized Dalit & Tribal women freed from unwanted domestic violence

2140

families given dry ration kits worth 2000/-

864

children benefitted through our Child Supplementary Education centre

Team member list

Board members:

Dr Nancy Mano Doss - President
Adv. Kathikeyan - Vice – President
Mrs Manohari Doss - Secretary
Miss Arul Roseline - Treasurer
Dr Daffney Mano Doss
 - Executive Member
Mrs Twinkle Sharon Victoria
 - Executive Member
Mrs Anthoniammal
 - Executive Member

Advisory committee:

Mr Suresh Srinivasan
 - Associate Vice President,
 Partner - UPDESHAK
Mr Palanisamy
 - Bank GM Manager (RTD)
Adv Akalya - Advocate

Executive team:

Dr.Packiyaraj – Co – Ordinator
Mrs. Josphin Vimala Mary – Health worker
Kasthuri - Co-Ordinator
Michael Kennedy - Co-Ordinator
Victoria Yesurani - Co-Ordinator
Mary Maxcyin - Co-Ordinator
Muthulakshmi
 - Accountant / Computer operator



Overall Impact

1500

women empowered
to represent government

210

women encouraged
to participate in
local governance (PRI)

750

children supported through
evening supplementary
education centre

1700

workers registered
under trade union

20,000

women empowered to
involve in political
and governance activities

50007

beneficiaries
reached so far

5000+

grass root workers assisted in
getting Entitlement
in social security measures

2500

Women got housing
in their name created asset

1750

Women formed women labourers
bank by coordinating 720
grassroot women savings group



Partners

Funding Partners:



Resource Partners :





GIDEON & ASSOCIATES

M. GIDEON PAUL B.Com., F.C.A.,
Chartered Accountant

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MADURAI - 625 001

Branch :

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Pasumalai : 0452-2370368
Nethaji Road : 0452-4372713
: 98421 - 76946
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INSTITUTE FOR SELF MANAGEMENT

55,BHARATHIDASAN SALAI
TB ROAD, MADURAI- 625 016

CONSOLIDATED RECEIPTS & PAYMENTS ACCOUNT FOR THE YEAR ENDED 31/03/2021

Receipts	Total	Payment	Total
Opening Balance	7,44,086.30	Credit Groups	14,72,050.00
Grant Received	83,51,480.05	Rural Development	21,67,127.00
Interest from Bank	96,805.00	Welfare / Empowerment of Women:	9,47,384.00
Membership Subscription	450.00	Welfare of Children	99,040.00
Sales & Asset	12,907.54	Seminars/Conference/meetings	14,29,419.00
		Welfare of Scheduled tribes:	6,75,837.54
		Payment of/honorarium	9,03,500.00
		Other Expenses	7,52,809.00
		Closing Balance	7,58,562.35
Total	92,05,728.89	Total	92,05,728.89

CONSOLIDATED INCOME & EXPNDITURE ACCOUNT FOR THE YEAR ENDED 31/03/2021

Expenditure	Total	Income	Total
Credit Groups	14,72,050.00	Grant Received	83,51,480.05
Rural Development	21,67,127.00	Interest from Bank	96,805.00
Welfare / Empowerment of Women:	9,47,384.00	Membership Subscription	450.00
Welfare of Children	99,040.00	Excess of Income over Expenditure	47,848.82
Seminars/Conference/meetings	14,29,419.00		
Welfare of Scheduled tribes:	6,75,837.54		
Payment of/honorarium	9,03,500.00		
Other Expenses	7,52,809.00		
Depreciation Amount	31,578.13		
Loss in Sale of Asset	17,839.20		
Total	84,96,583.87	Total	84,96,583.87

CONSOLIDATED BALANCE SHEET AS ON 31.03.2021

LIABILITIES	Total	ASSETS	Total
General Fund : Opening Balance	10,80,640.75	FIXED ASSETS	2,56,229.58
Less:		CURRENT ASSETS:	18,000.00
Excess of Income over Expenditure	47,848.82	CLOSING BALANCES:	7,58,562.35
Total	10,32,791.93	Total	10,32,791.93

Prepared from the books produced and information furnished

PLACE: MADURAI

DATE:



CHARTERED ACCOUNTANT
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Institute for Self Management



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Supported by:
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www.dhwanifoundation.org