

Annual Report for the year 2019 -20

Name of the organization	:	Karipatty Rural Organization for People's Education (KROPE)
Address	:	3/88, A.N. Mangalam Post, Karipatty Via Salem District, Tamilnadu, India – 636 106
Legal Status	:	Registered under Tamilnadu Societies Registration Act 27 of 1975
Registration Number	:	132/1995
Date of Registration	:	3 rd April 1995
DARPAN Unique ID	:	TN/2017/0169723
Income Tax Registration	:	12 AA Certificate – UR No. AACAK7487Q/05/16-17/S-1913
PAN Number	:	AACAK7487Q
FCRA Number and Validity	:	076000092. Validity until 31 st October 2021.
Contact Person	:	Mr. K. Mohan Kumar
Title	:	Secretary
Contact Phone Number	:	0091 9566643879
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Bank Details - (FCRA Account)

Name of the Bank	:	Indian Bank
Address of the Bank	:	Kootathupatty Branch, Belur Main Road, Kootathupatty Post, Salem District, Tamilnadu, India - 636 139
Branch Code Number	:	00K123
IFSC Code	:	IDIB000K123
SWIFT Code	:	IDIBINBBSLM
Name of the Account Holder	:	Karipatty Rural Organisation for People's Education
Account Number	:	580769165

Local Contribution

Name of the Bank	:	Indian Bank
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Sl. No.	Name of the Activities done in the year 2019 - 2020
1	Affected Textile Women Worker Rehabilitation
2	AIDS Awareness Program in Colleges
3	Awareness Program on Internal Monitoring Committee
4	Awareness Program on Tobacco control
5	Awareness Program of Education on Textile Mill Women Workers
6	Migrant Workers Survey
7	Pradhan Mantri Jeevan Jyothi Bima Yojna Survey
8	Textile Working Women Group Formation in villages
9	Awareness Seminar on Textile Women Labour Rights

Annual Report for the year 2019-2020

PREFACE

Dear Sir / Madam and Friends,

It is our great pleasure to present the annual report for the year 2019-20 in this happiest moments and situations. The organization – KROPE has stepped in to twenty fifth year i.e. in silver jubilee celebration among the community. We are working for the welfare and development of the rural Dalits, Tribes and weaker sections of the society.

We have developed a good rapport with Nationalized Banks, scheduled, private banks, government, quasi-government, private sectors, neighbouring and like minded NGOs and the community. Now we would go through the works carried over during the reporting period.

ACTIVITIES DONE

Affected Textile Women Worker Rehabilitation

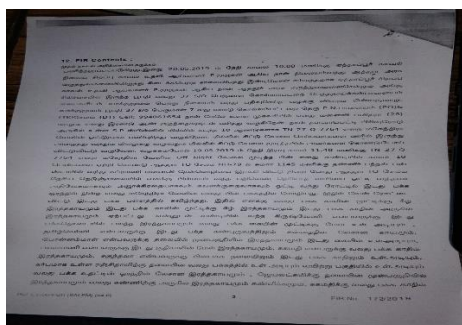
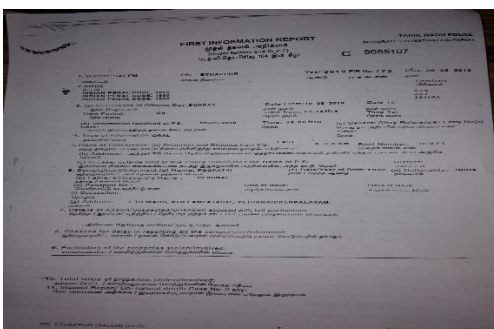
SP Super Fine Cotton Mill is functioning at Kalpaganur village of Peddanayakanpalayam block of Salem District. Mr. Venugopal is the Managing Director of the Mill. About 350 persons are working in three shifts. The mill picks up the workers from the surrounding and nearby villages in the Mahendira Van (TN 27 Q 7764) and drop in the villages vice versa. The routine work was going on. But on 19th May 2019, as usual the driver returned to the concerned home villages with 11 workers; but at about 12 am when the workers were getting down from the van in the Attur to Salem National High Ways road at Thannir Pandal Bus Stop, a unknown lorry flied fast and dashed on the van and in the accident van was completely damaged. But in the accident eight persons were seriously injured including the driver. At the same time, Mrs. Malliga, one of the workers was died on the accident spot itself. The injured persons were admitted in the Private Hospital. Mrs. Jayalakshmi one of the injured persons was taken to Government Hospital, Salem; but she was died after five days intensive care treatment.

The demised person Mrs. Malliga was made post-mortum. The treatment given to injured persons are not satisfactory at Arun Hospital; so they were shifted to Kurunji Hospital, Salem for further treatment.

The demised person Malliga was given compensation Rs. 20000 to her family member. But other injured persons were denied from giving compensation. But the mill management agreed to meet the medical expenses of the injured persons occurred at Kurunji Hospital, Salem and collected the medical report of the injured persons from the hospital management; but report was denied to give to the concerned injured persons.

The affected persons met the Mill owner – Mr. Venugopal to request the compensation. But employer refused the compensation. The injured persons were advised to file a case against the van driver for getting accident compensation. The Ethapur Police station filed case against the mill management with wrong details. The sub inspector made more mistakes to save the mill management in the FIR.

It was reported to the District administration and appropriate officials. But no response was received in the favour of the affected persons. Then it was taken to the knowledge of National Human Rights Commission, New Delhi; then order was passed to inquire the Labour Welfare Officer, Salem. Then the affected families were advised to take to Chennai under the control of Labour Welfare Officer. The National Human Rights Commission gave a judgement to provide PF amount to the demised worker's Family and three children were advised to provide compensation till they reached the age of 25 years Rs. 3000 each.



AIDS Awareness Program in Colleges

KROPE conducted the AIDS awareness program with the collaboration of Consortium of Health Association of India, Government Arts and Science College, Attur. An Human Chain was organized to the College students to make aware on prevention and control of HIV / AIDS with the financial support of IRDRP Trust, Chennai on 2nd December 2019. About 300 College students participated in the program.

Resource and Key Persons

Mrs. A. Kalaimani, Social Activist, Salem

Dr. Arul Anthoni, Principal, Government Arts and Science College, Attur

Mr. Nallathambi, Project Coordinator, State AIDS Control Society, Salem

Dr. Aarthi, Medical Officer, Government Primary Health Centre, Kaattukottai, Attur

Dr. M. Thamizhmani, Assistant Professor, Government Arts and Science College, Attur

Dr. Rajavelu, Assistant Professor, Government Arts and Science College, Attur

Dr. M. Palaniappan, Assistant Professor, Government Arts and Science College, Attur

Dr. S. Lakshmi, Assistant Professor, Government Arts and Science College, Attur

Mrs. S. Bharathi, Social Activist, Salem

Subjects Discussion

KROPE organization conducted the program on Prevention and Control of HIV/AIDS awareness under the topic of Changes can be brought out through Community only with the cooperation and coordination of colleges located in Tamilnadu and Pondicherry. The events were Awareness meeting and Human Chain with the College students. Over all in five States of India, HIV/AIDS awareness program was conducted and covered about five million populations in all over the five states.

In Salem district, KROPE conducted the program in Aringnar Anna Government Arts and Science College, Attur. About 300 students attended the Awareness meeting and Human Chain. In all over the world, African Countries stay first place in HIV/AIDS spread and India is in third place. Out 22 lakhs AIDS patients, 9 lakhs are women and 11 lakhs are out of medical treatment.

Young generation – Youths and young girls have been affected much under HIV/AIDS infection. HIV virus has no concerned shape or image. It lives in Human blood and it destroys the White Blood Cell. So, they also infected with the opportunity diseases like Tuberculosis. So, about 4 crores of people died due to HIV/AIDS; about 10 lakhs people died due to Tuberculosis. HIV/AIDS can be prevented and controlled but not cured. Adolescent age determines the future of the each person. Unless we control the mind, we cannot have good and healthy future and may fall in collapsed kind of life.

The Great Swami Vivekananda told that if you give four youths, I can change the world. Hence, behavioural changes should be brought out from youths for any miracle changes of the world. We have covered 5 million students / people in five states of India including Tamilnadu and Pondicherry through awareness meeting and human chains. The College Professor and Assistant

professors, College Students took an Oath that we would work for HIV/AIDS less country and would disseminate the concepts of prevention and control of HIV/AIDS wherever we go.

The Event of awareness program of HIV/AIDS conducted in five states may be recorded in Guinness record book.

The program has created awareness among about 1 lakhs of people. It is the great impact.



Awareness Program on Internal Monitoring Committee

Awareness program on Monitoring Committee was conducted on 15th November 2019 from 10.30 am to 2pm in Periyasamy Marriage Hall to the women and young girls working at Spinning Mills, Cotton industries in Ayothyapattinam Block of Salem district.

Motto

To initiate registering the hostels running inside the Spinning Mills and industries should be registered under the Department of the Social Welfare; the hostels should be as per terms and conditions of Government with full inner infrastructure

Formation of Internal Monitoring Committee in all the Spinning Mills and cotton industries

The following Resource Persons addressed in the awareness program

- Mr. S. Christuraj, District Coordinator, Unicef, Salem District
- Mrs. P. Kousalya, Women Protection Officer, Department of Social Welfare, Salem
- Mrs. M. Kalaiselvi, Advocate, Free Legal Aid, Salem
- Mrs. Abaranam, Panchayath Board President, Minnampalli, Salem District

Topics discussed

The women and girls working in the spinning mills and cotton industries are halted in the hostels with in the campus of the concerned mills / industries. But the said hostels have no basic amenities such as water facility, sanitation, healthy food and medical treatment and besides they suffer due to heavy work burdens. As a result, some of the girls are forced to commit suicide. Some of the workers, due to work burden and lack of sleep, the workers could not concentrate on work places and having semi-sleep that causes for accident and lose their organs of the body and sometimes goes to the extreme end of death. So, the managements of the spinning mills and cotton industries should provide the hostel facilities as per the conditions of the government norms and internal monitoring committee should be formed as per the following parameters.

A warden should be appointed for each 50 girls and women

The warden should be in duty round the clock

CCTV and Digital Video Recorder should be fixed / installed in the hostels having role of 50 and above

There should be separate building for girl children

The building infrastructure should be enough protection and requisite infrastructures

The warden should be always in duty through out the day and night

The visitors are not allowed to enter the hostel without the permission of the warden

The hostel should be covered all the four sides with compound wall and have a gate with lock inside the gate

The inmates of the hostel should register their name both exit and entry of the hostel and also before went to bed, attendance should be taken

The inmates will be allowed to meet those who are permitted by the management

No trespassers are allowed to enter into the hostel

The visitors will be allowed in the prescribed scheduled time in the reception hall

The warden should maintain the visitors' note regularly and promptly

The warden and security guards should be given Identification card

The phone numbers of the warden and security guards should be displayed in the reception hall

Internal Complaint Committee

In each spinning mills and cotton industries, Internal Complaint Committee should be formed and which would consist of five members. The senior experienced women staff would be the president of the committee. The team will enquire the sexual abuses made to the women and girl workers an also to make avail of the compensation to the concerned victims legally. The affected women and girls may contact women helpline181 for their issues and problems facing / faced. It is addressed that the Internal Complaint Committee should be formed for the welfare of the women and girl workers of the mills. The meeting was disbursed at 2 pm.



Awareness Program on Tobacco control

KROPE conducted the awareness program on Tobacco control and its negative impacts in the villages of AN Mangalam, Minnampalli, Kullampatti, Sukkampatti, Atchankuttapatti of Ayodhyapattinam and Seshanchavadi, Muththampatti, Aththanurpatti, Neermullikuttai and CN palayam from 3rd January to 8th January 2020; in which about 400 women had participation.

Goal

The working women of the above said mills consume tobacco products to get relief from stress and work load. As a result, their health is damaged and falls in sick very often. Hence, the bad and negative impacts of Tobacco consumption were addressed and create awareness among working women.

Resource Persons

Dr. Dharmalingam, Government Head Quarters Hospital, Salem

Mr. Mohan Kumar, Director – KROPE, Salem

Subjects Discussed

The ratio of Tobacco Consumption is 30-35%. The consumption of Tobacco has increased without smoke. About 40% of Cancer was attacked through tobacco products. The spread of Cancer has increased day by day. Due to consumption of Beedi (Country Cigarette) permanent respiratory infection, weakness and diseases related to Heart will spread. The beedi rolling tobacco has the content of nicotine, carbon – Monoxide, ammonia, Nitrogen, cyanide, hydro carbon that causes to spread cancer.

If we consume tobacco products, we would suffer through cancer attacking at Lungs, bottom part of Kidney tube, urinal bladder, and parts of kidney, digestion tract, and throat, food going tracts, Pancreas and other parts of the body.

The consumption of tobacco products has increased in working spots, lodges / hotels, recreation clubs, Bus stands and all common places. The women use smoke Chula that exposes smoke which causes to face heart attacks, respiratory problems and fits. The inhale of smoke of smoking persons causes to attacking cancer to pregnant women, baby at uterus and children. So, the working women physically have health issues. So, the usage of tobacco products would create further health issues and damages to women; hence to rescue from all those issues, awareness program was conducted.



Awareness Program of Education on Textile Mill Women Workers

KROPE organization conducted the Awareness meeting to the working women and adolescent girls on Free Education Rights Act 2009 at Sri Mini Hall, Attur. The school aged children of both the sexes are asked to go to school for their studies and not to working spots as child labourers.

Resource Persons

Mrs. R. Jagathambal, Director, Power Trust

Mr. K. Mohan Kumar, Member- Tirupur People's Forum

Mr. p. Melvin, State Coordinator – TPF

Mrs. R.R. Sudha, Block Child Development Officer

Dr. S. Govindaraj, Medical Officer, Government Hospital, Attur

Mrs. Vijaya, Mukkiya Seviga, Social Protection Scheme for women

Mr. K. Anbazhagan, Assistant Labour Inspector

Mrs. R. Karthiga, District Social Welfare Officer, Department of Social Welfare, Salem

Mrs. V. Kousalya, Protection Officer Department of Social Welfare

Mrs. N. Nirmala, Coordinator, Childhelpline – Salem

Mr. C. Ramu, District Coordinator, Human Rights Education

Mrs. M. Jayam, Director, Salem People's Trust

Mr. M. Arulmani, Coordinator, Nathan Education Trust

Mr. A. Kalaimani Social Worker

Subject Discussed

The child labourers working in all over the Salem District are to be released and ensure their quality school education. Adolescent girls, eligible mothers and children are to be provided nutritious food in the Anganwadi centres. The traditional food may be given and recommended in the Anganwadi centres. The scan centres involved in illegal abortions are to be identified and banned for functioning. Early age and child marriages are to be prevented and severe legal action against the supporters of such marriages. The resolutions were passed for the above actions in the meeting. Mrs. Kalaimani delivered the vote of thanks and the meeting was ended at 2pm.



Migrant Workers Survey

KROPE and Tamilnadu Alliance jointly conducted the survey of migrant workers residing in other districts and states from 1st January 2020 to 20th March 2020 in the blocks of Thalaivasal, Athur, Peddanayakanpalayam, Vazhapady, Ayodyapattinam, Salem, Omalur, Kadayampatty, Edapadi, konganapuram, Magudanchavadi and Veerapandi of Salem District belonging to workers working in Spinning mills and cotton industries.

Goal

To survey about the problems of the families, work spots and community related to workers working in the cotton mills and cotton industries.

Subjects oriented

The middlemen, relatives and friends are playing major role to enroll the workers in the above said mills and industries. The workers migrate to other states and districts due to the reasons of poverty, unemployment, family problems, over debts, no social protection, violence, illiteracy, dowry system, family background, climate changes, physical conditions, stress of mind, force of child marriages, no permanent employment sources, violence against women and girl children, untouchability, low wages.

The mill management is not directly recruited the workers but they recruit through contract agents and so responsibility goes to contract agents; so the owners and employers escape from the government norms of labour rights and benefits.

The hostels are not maintained in an hygienic manner where there is no enough space for one person to another, no quality food, no safe drinking water, no hygienic sanitation facility, no proper medical facilities.

In Salem district, about 95% of the spinning mills run the hostels in the thatched huts and some of the mills have arranged the staying of the workers in outside the campus in private areas. Such hostels are not maintained as per government norms and also not registered under the Department of Social Welfare. The mills are not paying the minimum wages which determined by the government.

The workers are not permanent labourers but just daily casual labourers. No weekly holidays are allowed. No rest is allowed. No medical treatment is provided during sick and ill periods. No compensation is given when the workers meet accidents in the work spots. The workers have no social protection schemes.

There is no internal compliant committee to talk and discuss the sexual abuses and violence against women and girls in the campus of the mills.

We have identified the migrant workers through the survey. They are about 1632 in total from Tamilnadu (inter districts – from other districts to Salem and mill located districts); from Tamilnadu – 362, Orissa – 930, Bihar – 320, Karnataka – 10 and Andhra – 10.

It is decided that to initiate for registering the hostels with the Department of Social Welfare for providing better services to the workers with social protection.

Pradhan Mantri Jeevan Jyothi Bima Yojna Survey

KROPE and Ministry of Weaving and Hand Loom jointly conducted the survey about all the weavers have registered their names in the Handloom cooperative societies or not, whether they have joined in the Prime Minister's Jeevan Jyothi Bima Yojna Insurance Scheme or not and how they have benefited; whether they have given Rs. 50000 for their economic development among the 2000 workers from 1st March to 20th March 2020. It was told that the weavers are given low wages and no insurance amount is covered for the illness.

Textile Working Women Group Formation in villages

KROPE organisation conducted the awareness meeting on to initiate to form the Textile working women groups in the villages of AN Mangalam, Minnampalli, Kullampatti, Sukkampatti, Atchanku-ttapatti from 20th November to 26th November 2020.

Goal

The textile working women groups is formed to prevent and protect the girl children from child marriages, becoming child labourers, sexual abuses, and child exploitation and trafficking, kidnapping and selling the children.

Resource Persons

Mr. Prabu, District Child Protection Unit Officer, Salem

The village group for textile working women would consist of Panchayath Board President, School Head Master, Student's Representatives, Anganwadi teacher, Village Health Nurse, NGO Representative, Women Self Help Group Leader, Police Personnel, District Child Protection Unit staff.

The Group would discuss the village level issues and demands once in a quarter in the concerned villages. The Group would monitor not to happen any child marriages, becoming child labourers, sexual abuses and violence.

To prevent the sexual violence against the children and involving such activities, exploiting the children, kidnapping and selling the children

To ensure reaching the benefits at Panchayath level in case of Sanitation, health, education, drinking water and nutrition

To prevent the children from going to work instead of school

To improve the facilities of road, transport, Medical and education in the villages

To ensure the usage of Latrines at households, anganwadis and school level

The minutes of the committee meeting should be recorded and to be sent to the District Child Protection Unit regularly

The details of unsolved issues at village level to be submitted with recommendations to the district administration.

After the awareness meetings conducted as per schedule, We have formed 30 Village level groups.



Awareness Seminar on Textile Women Labour Rights

The awareness seminar was conducted to the women workers working in the spinning mills in the villages of M. Perumapalayam, Mettupatty, Kootathupatty, Karipatty and Eripudur from 10th June to 17th June 2019.

Goal

To make aware on women labourers welfare rights and protection among the working women of above said mills and industries

Resource Person

Mr. Mohan Kumar, Director – KROPE NGO

Subjects Discussed

Selection of work independently without other's compulsion

Aware of their wages during the probationary period

Getting the appointment order

Working hours will be 8 hours per day and 48 hours per week

If the working hours exceed 48 hours in a week, the rest of the working hours would be calculated as Over Time.

The wages for over time should be double the time of wages

To ensure the government determined minimum wages Rs. 650 per day

The wage receipt should be with the columns of full wages along with deduction made

The medical Insurance allowance of the worker will cover with 1.75% of the worker and 4.75% of the employer. The full amount should be deposited in the Insurance Company

The medical insurance will be provided to the worker and family members; the pregnant woman would be provided 12 week leave along with full wages for the leave days.

Employees Provident Fund will be deposited by collecting 12% of wages from the worker and 12% of share from the employer in the account of the employee. The Provident Fund account number should be given to the employee

8.33% bonus should be given to the employees once in a year

Wages should be provided for the weekly off and national holidays

The workers go to the hostel independently at any time

The workers have rights to join in the Labour union and to know the activities of the union

The employees should not join the duty in the above said companies for the promises given that Rs. 30000 / 60000 / 100000 will be given at the end of the three years bond agreement.

The workers should be treated as temporary worker till the completion of 240 days and then the workers should be treated as permanent workers

It is aware that the workers may use the helpline 181 for the protection of women and helpline for children 1098 functioning under the control of Department of Social Welfare for the protection of women and children respectively.

About 300 women participated in the awareness meeting.



**COVID – 19 PANDEMIC TO SUPPORT THE WELL-BEING OF 500 FAMILIES OF TEXTILE WOMEN
WORKERS RESIDING IN AYOTHIAPPATINAM AND VAZHAPADY BLOCKS OF SALEM DISTRICT IN
TAMIL NADU**

PERIOD: 24.07.2020 – 31.08.2020

Background:

K-Rope is a charitable trust which is being run for the past 10 years especially for the adolescent girls, who are working in spinning mills and textile industries, from Ayothiappatinam and Vazhapadi Blocks of Salem district. The prime occupation of these areas is agriculture but due to scarce and irregular rainfall, farmers do not yield much in agriculture. So, adolescent girls started to work in the spinning mills and textile industries of their locality. There are lot of children from these places who discontinue their school studies and prefer to go to work or get married. As a result, they become nutrient deficient and invite many diseases.

These mills and industries, through mid-range brokers, pay an advance of Rs.50,000/- and promise that they would offer more benefits and bring adolescent girls even from other states. However, the girls who work here do not enjoy any of the benefits or rights offered by the government to the labourers. Social safety measures too are not followed in these working places. These girls work for nearly 12 hours a day and sometimes more than that too in the name of overtime work but with very poor wage. They do not have weekly holiday or yearly bonus and incentives, and there is no assurance for their work too. There is no proper sanitation facility in the factories and they are not provided any identity cards too. These workers are not even paid compensation if they undergo any injury or happen to die during their work. The girls who work in these places often complain about body and chest pain, and they get health issues like infertility, anaemia, uterus malfunctioning, eye and kidney problems. In addition to all these problems, they also undergo sexual harassment from their co-workers and supervisors.

Just because their income is very low, they are not even able to take care of their daily needs. So, they start lending money from others for high interests, failing to pay which they lend money again and become financial slaves completely. As a result, they stop their children from attending their school education and send them too to factory works. Thus, child₁

labourers are created and to ensure their safety and due to factors like dowry and poverty, these children get married at a very young age. In addition, due to poor financial conditions, women and children undergo harassment both at home and at work.

In such a scenario, due to Covid-19 pandemic lockdown announced by the government, these mills and factories are closed temporarily. So, they do not have work and income and are not able to meet their daily needs too. Again, they start lending some money from women self-help groups and the rest by mortgaging their jewels in co-operative banks. For repaying these loans from bank, they lend money for usury interest. In addition, due to food scarcity, women and children have become nutrient deficient.

In this difficult situation, Azim Premji Philanthropic Initiative from Bengaluru has joined hands with K-Rope charitable trust and have provided relief fund to women and adolescent girls from Ayothiappatinam and Vazhapadi Blocks of Salem district. They have donated a relief fund of Rs.1,000/- to nearly 50 people and to 450 women they have donated each with 10kg rice, 1kg dhal, 1kg sugar, 1kg salt, 100gms of chilli powder, 100gms of turmeric powder, 1 face mask, half a litre sanitiser, 1 bathing soap and 1 washing soap.

In addition to these helps, the women were given the following awareness on corona:

If a person is affected with corona virus, the virus enters through mouth or nose and gets accumulated in the throat. They in turn cultivate many other viruses and affect the liver and lungs of the body. The symptoms start to appear only after 14-21 days of infection. Within this time, if the person is already suffering from cancer, diabetes, asthma or blood pressure, there are more chances for the patient to die. If the person does not have proper immunity power too, he/she is more likely to die immediately after being affected with corona. The more vulnerable age groups are the children below 10 years of age and the elders above 60 years of age. Hence as a precaution and to safe guard ourselves from corona virus, we should intake healthy diet and follow all the safety measures now and then announced by the government. We should regularly include green leafy vegetables and pulses, dhal and grain in our food. Everyday morning, we should boil water with ginger, garlic and palm jaggery and drink it in empty stomach. By doing this, the immunity power of the body will increase and the infectious virus will be destroyed. We should take bath and wash clothes daily and whenever we go out and come back home. When we go out, we should wear mask, maintain social distance, use sanitiser now and then and wash our hands with hand wash or

soap regularly. If we have any of the symptoms like fever, cough, difficulty in breathing or throat infection for longer time, we should immediately get ourselves checked in a government hospital.

In the end, awareness notice was distributed to everyone and nearly 2500 families benefitted out of this awareness.

OATH TO ERADICATE CORONA

“To eradicate corona, our family members assure to wear mask and maintain social distance and cleanliness. To improve our immunity, we will drink kabasura water regularly. We will follow all the measures and instructions given by the government and promise to create a healthy family and society.”

The awareness was given in all the villages and the people were made to take corona eradication oath.

Conclusion:

Those who received the corona relief fund of Rs.1,000/- used it to pay their electricity bill, house rent and medical expenses and those who received provisions, had their daily meal and became healthy with sufficient nutrients.



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Legal Status : Registered under Tamilnadu Societies Registration Act 27 of 1975

Registration Number : 132/1995

Date of Registration : 3rd April 1995

DARPAN Unique ID : TN/2017/0169723

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: 80 G Certificate – UR No.AACAK7487QF20231

PAN Number : AACAK7487Q

FCRA Number and Validity : 076000092. Validity until 31st March 2028.

Contact Person : Mr. K. Mohan Kumar

Title : Secretary

Contact Phone Number : 0091 - 9566643879

Contact Email : kropesalem@gmail.com

Bank Details - (FCRA Account)

Name of the Bank : STATE BANK OF INDIA

Address of the Bank : 11,Sansad Marg, New Delhi Main Branch
FCRA Section, Fourth Floor
11 Parliament Street
New Delhi - 110001

Account Number : 40139340088 (FCRA Current Account)

Branch Code Number : 00691

IFSC : SBIN0000691

SWIFT : SBININBB104

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Name of the Account Holder : Karipatty Rural Organisation for People's Education

Account Number : 580769165

Sl. No.	Name of the Activities done in the year 2021 – 2022
1	Awareness Programme on Child Marriage
2	Awareness Programme on Sexual Harrassment
3	Awaareness Programme on Tobacco Effect for Youth
4	Block Level Awareness Programme on Adolocent Childrens
5	Internal Complaint Committee Formed
6	Salem District Level Meeting on Improving Safety Measures for Working Women
7	Salem District Level Workshop on Legal Protection for women

PREFACE

Dear Sir / Madam and Friends,

We are very proud to present the annual report for the year 2021-22 with great pleasure in this colourful moment. KROPE NGO has stepped in to 27th years and have achieved with the support of the staffs and beneficiaries. Our main target people are Dalits, economically backward groups of people particularly among women, adolescent girls and children since foundation and inception of the organization in 1995. We have developed good rapport with Nationalized Banks, scheduled, private banks, government departments and the community. The good will and name has good credit to us to step in to 27th year with the path forward. Now we can see the works carried over during the reporting period.

ACTIVITIES DONE

Awareness Programme on Child Marriage

The program was held at Ayothiyapattanam Block on 12th May 2021. The program was presided over by Mrs. Jayam , President, K-ROPE in the presence of Mr. A.Dass, Chairman, Child Welfare Committee,Salem and Mrs. Nirmala, District Coordinator of Child Line,Salem The welcome speech was delivered by Mr. Mohan Kumar.Secretary,K-ROPE,Salem In his welcome speech, he added that child marriage is a violation of human rights, an offence, the marriages of below 18 years for girls and 21 years for boys are legally child marriages. As per data, about 63% of child marriages are held in between the age group of 15-18 years. About 37% of the marriages are held in the age group of 11-15 years among girls. The major reasons for child marriages are economic constraints, low dowry, violation, religious faiths, traditional culture and not to lose the close relationships. The people are unaware of child marriages and illiterates. So, child marriages are going on even after several laws are in existence.

The key speakers addressed that such child marriages are promoted by neighbours, priests, close relatives, village traditional leaders, marriage assemblers and politicians. If a girl had marriage before 18 years, it causes to lose her education. Such marriages violate the child protection and participation of the children. Such marriages could not be registered in the government records in registrar office. So, they are unable to get the benefits under the government schemes. After marriage, culture denies to continue school education. The young married couple particularly girls are struggling to face the burden of the family. They are physically and psychologically affected and depressed. Frequent abortions are going on due to tender uterus. Such marriages leads to lose childhood and their ambition (what they want to become); they are immature to run the family. So, all the girl children must discourage child marriages and give importance to continue education with minimum of 10th standard or 12th standard which is basic for any job and employment opportunities either in government or private or corporate.

Mr. A.Dass,Chairman, Child Welfare Committe,Salem addressed that there are several government infrastructures to protect the child rights and rescue from the unwanted situations and circumstances such as District Child Protection Unit, District / Block / Village level Child Protection Committees and Childline1098. The affected persons or well wishers and informers may contact such infrastructures to rescue from the danger faced.

Mrs. Nirmala ,District Coordinator,Child Line,Salem addressed that the child marriages leads to increase Child and Maternity Mortality. The District Social Welfare Officer is responsible person to monitor, rescue, prevent the child marriages and rehabilitation to them with home care. So, people may contact him / her during emergency and need.



Awareness Programme on Sexual Harrassment

KROPE conducted the awareness program on Sexual Harrassment and its negative impacts in the Textile Mills of Ayothiyapattanam Block in Salem District from 12th October to 22nd October 2021; in which about 500 women had participation.

Resource Person

Mr.Mohan Kumar, Director,KROPE,Salem

In most of the mills, the women face sexual abuses and seduction, bad touches, scolding with bad words, sexy talking, sexy gestures and so in some of the cases, the workers commits suicide for their sexual violations. Such things also lead to child marriages to protect their children from the social evils. The affected victims are denied from justice and compensation. Hence to solve such issues / problems, Internal Complaint Committee is doing its services to get release from the above said issues. The said committee has equal power to Civil Court. The senior women worker would be the chairman of the committee. The committee consists of four members including the chairman. The committee would have a meeting once in three months. The woman is the chairman to the committee; so it is useful to share their problems openly in the meeting and during the inquiry periods.

This committee is meant exclusively for solving the sexual abuses of the women and girls. The training should be conducted to all male and female workers. The senior women worker would be the President of the committee with four members. 50% of the members will be from women workers. The duration of the committee valid is for three years. The committee has power equal to civil court. The committee should be informed within three months from the date of incident happened. Report is to be submitted. This committee will act as a bridge between the management and the workers.



KGR Spinning Mills (P) Ltd,Paruthikadu,



Golden Spinning Mills (P) Ltd, Selliampalayam

Awareness Programme on Tobacco Effect for Youth

KROPE conducted the awareness program on Tobacco control and its negative impacts in the Colleges 1) AVS Arts & Science College, Ramalingapuram, Salem and Loyalo College, Mettala, Namakkal Dist 10^h February in which about 400 youths had participation.

Goal

The Youth of the above said tobacco products to get relief from stress and work load. As a result, their health is damaged and falls in sick very often. Hence, the bad and negative impacts of Tobacco consumption were addressed and create awareness among youths.

Resource Persons

Mr. Mohan Kumar, Director – KROPE, Salem

Subjects Discussed

The ratio of Tobacco Consumption is 30-35%. The consumption of Tobacco has increased without smoke. About 40% of Cancer was attacked through tobacco products. The spread of Cancer has increased day by day. Due to consumption of Beedi (Country Cigarette) permanent respiratory infection, weakness and diseases related to Heart will spread. The beedi rolling tobacco has the content of nicotine, carbon – Monoxide, ammonia, Nitrogen, cyanide, hydro carbon that causes to spread cancer.

If we consume tobacco products, we would suffer through cancer attacking at Lungs, bottom part of Kidney tube, urinal bladder, and parts of kidney, digestion tract, and throat, food going tracts, Pancreas and other parts of the body.

The consumption of tobacco products has increased in working spots, lodges / hotels, recreation clubs, Bus stands and all common places. The youth use smoke Chula that exposes smoke which causes to face heart attacks, respiratory problems and fits. The inhale of smoke of smoking persons causes to attacking cancer to pregnant women, baby at uterus and children. So, the youth physically have health issues. So, the usage of tobacco products would create further health issues and damages to Youth; hence to rescue from all those issues, awareness program was conducted.



Block Level Awareness Programme on Adolocent Childrens

Foreword

On Friday 23/7 21 from 10:30 am to 2 pm at Ayodhyapattanam Rise City Arima Sangam, Near Govt High School in Ayodhyapattanam Block, Salem District on Girl Child Education and Decent Working Conditions for young Women.

Objectives

To protect women working in Spinning Mills from sexual harassment, to set up an internal complaint committee, to register hostels under the social welfare department and implement them as per government guidelines.

Beneficiaries who participated in the meeting

women working in Spinning Mills, Adolecent girls, teachers, Anganwadi workers, panchayat ward members, women groups, parents, a total of 98 people participated in the meeting and benefited.

Welcome Address

K Mohan Kumar, Secretary KROPE, Salem Meeting According to Article 19 of the Constitution of India 1) Workers' Committees 2) Safety Committee 3) Food Committee 4) Work Committee 5) redressal of grievances Committee 6) Internal Complaint Committee should be formed According to Article 14 All are equal before the law Article 15 Discrimination is prohibited for employment According to Article 16 How to divide the Equal Opportunity Act by ourselves is prohibited Article 29 Right to live with dignity Article 21 Why Article 6 to 14 Compulsory education to all Article 45 Government to provide education to all Article 51 Right of parents to provide compulsory education to their children He also spoke to all those who attended the meeting saying that the formation of organs to protect women from sexual harassment in spinning mills and the issue of shelters can be implemented as per the government guidelines.



Chief Guest

S.M Prithiviraj, Founder, Tirupur peoples forum for a long time since 2004 has appeared as a Tirupur peoples forum regarding the welfare of young women and dignified work environment in which 48 NGOs have advocated in various ways and we have been urging the government to implement the recommendations by the law-based community-based institutions so that various types of recommendations should be implemented by the government. The three major rodents are the new government that has taken charge of 18 working women, especially low-income women, and it has been urged that they should be given free travel. Today's government is providing free travel to all women. It is allowed to set up visitors on notepads. Workplaces with more than 10 people should set up occupational complaint committee. Women sexual harassment. Complaints can be made to the committee as a bond. Dormitories must register for social welfare. Decent work environment and work load must be less. 18-year-old girl child must be educated, he said.



Purpose

P.Melwyn, State Level Planning Trainer, Tirupur People's Forum Many homeless women do not complete their schooling and work in spinning mills and ready-made garment factories due to poverty in their families. We are constantly congratulating on age-old issues and on the basis of this, various types of seminars, discussions and action plans are being implemented by various members organizations across Tamil Nadu. A part of it is currently being discussed about the creation of organs and its importance. In the block areas of Ayodhyapattanam, there is a situation where more girls are working in different types of work, but this awareness consultation is currently being held to discuss about the creation of organs.



Keynote Speaker

M. Kummaraja IPS Additional Deputy Commissioner of Police Crimes against Women and Children Salem

spoke about police activities on women safety and girl child safety Parents should keep a close eye on their children activities Parents should implement proper safety features of communication devices including cell phones and computers around them with due diligence. If any of the resident's activities are suspicious, the police should be informed immediately. Crimes against women are prosecuted by one hundred and thirty cases. Only six percent of are fully protected by the courts. Girls and Childrens are protected to report crime. If you participate in an awareness program like a Awareness of public programs and laws. No punishment for any crime Penal Code 350 Harassment of women .Penal Code Section 498 Rape against women. Penal Code Section 426 Beating a woman causing injury .Penal Code 526 Lust on women. Penal Code Section 526 Lust on children below 18 years of age Section 38 of the Battering Act has protection laws for women like dowry and special law for girl children. If there is a problem with a girl child under 18 years of age, the police will immediately come and solve it. 10 98 toll free number for child protection 181 for women safety number and SOS as a police action He explained about the safety of women and girl child



keynote speech

S Karthika , District Social Welfare Officer, Salem Explained about different types of Equality for 1) Women Cradle Children Scheme 2) Thaliku Gold Scheme Marriage Assistance Scheme 3) Elderly Assistance Scheme Act 4) Women to Work Women Labor Act 5) Internal Complaints Committee 6) Child Marriage Prevention Act 7) Dowry Cruelty Prevention Act 8) Domestic Violence Prevention Act, 24 Helpline number 181 for women to operate around the clock explained how police, medical department and social department work together.



Keynote speech

M. Sumathi District Education Officer Salem . Women are not slaves to men but a submissive family should be private then there will be no family even today women continue to live as conservatives. He talked about the social

norms that women refuse to follow at home and in the society. Women should be aware of the programs for women. Women should study and work and earn income. Then women will have the opportunity to make decisions.



Keynote speech

M Nirmala Childline District Coordinator, Salem. 0 to 18 years all children 24 hours toll free number 1098 for child protection. This 1098 number can be used for Childrens violence, child marriage, child labor school education and medical related 50 percent on and girl children.They are facing sexual problems Girls should be taught about sexual safety They should be taught to scream for protection if someone touches them wrongly They should be taught the ability to fight back There are groups to protect the girl child We do have the courage to approach it Three things parents should teach for child safety 1) don't touch, 2) do make a noise, 3) 1098 He said that you should use the phone



keynote

A.P Nayagam, Director Sacks,Salem Today's time continues to develop various types of technology and we have easy access to it, various types of crime is growing day by day as it is adapted to the change of time in new form and crime activities are also increasing especially crimes against girls are increasing and there are various types of entertainment. Most of the women are immersed in events and TV serials and women do not pay attention to other areas of entertainment. They should continue to participate in such meetings. Karipatty Rural Organisation for Peoples Education – KROPE is doing an excellent meeting with the cooperation of various volunteers.



Legal Trainer S.Krishnaraj,M.A.B.L Lawyer, Former Unicef,District Coordinator,Salem

A dedicated instructor, discussed the progress of women in law, explained the various categories of women and their merits, explained how Visakha Committee was formed, how to seek help from law, how to empower women, discussed the necessity and necessity of creating a Grievance Committee, and how to set up a Grievance Committee. Explained in detail how to implement Internal Complaint Committees How to investigate complaints How to get legal recourse for this committee How to register complaints and get permission from courts Explained various types of activities including ethics sanctioned buildings in hostels Must be registered under social welfare department Must have separate rooms for women and men. A woman in-charge should be appointed 24-hour security Guard should be installed in places where there are more than 50 people Security cameras should be kept at one place Security guards should have a perimeter wall for security Maintain records Records should be kept at a place where visitors meet Security guard's ID card and phone number should be kept on record Caregiver's illness Said about the internal complaints committee and stay answers that should be



Group Discussion

Women self help groups, Anganwadi workers, Teachers, Panchayat Ward members, Working women Spinning Mills, Working parents of women formed five groups Internal Complaint Committee Discussed and given a report Group activities were given to each group to set up a Grievance Committee in their area and about the safety and education status of girl children. Discussed and based on the report given by all the groups, the following resolution was passed: Every village should form a village-level internal committee. Decided to provide guidance to parents regarding protection of girl child Finally, it was decided that the Village Office Internal Complaints Committee was formed with the members of Women Committee, Anganwadi Staff, School Teachers, Panchayat ward Members as members.



Speech of Thanks

M Arulmani Nathan Education Trust, Director, Salem thanked all those who attended and lunch was served to all who attended and the meeting ended at 2 pm.



Internal Complaint Committee Formed

Awareness program on Monitoring Committee was conducted on 8th September 2021 from 10.30 am to 2pm in Periyasamy Marriage Hall to the women and young girls working at Spinning Mills, Cotton industries in Ayothyapattinam Block of Salem district.

Motto

To initiate registering the hostels running inside the Spinning Mills and industries should be registered under the Department of the Social Welfare; the hostels should be as per terms and conditions of Government with full inner infrastructure

Formation of Internal Monitoring Committee in all the Spinning Mills and cotton industries

The following Resource Persons addressed in the awareness program

Mr. S. Christuraj, District Coordinator, Unicef, Salem District

Mrs. P. Kousalya, Women Protection Officer, Department of Social Welfare, Salem

Mrs. M. Divya, Advocate, Free Legal Aid, Salem

Mrs. Abaranam, Panchayath Board President, Minnampalli, Salem District

Topics discussed

The women and girls working in the spinning mills and cotton industries are halted in the hostels with in the campus of the concerned mills / industries. But the said hostels have no basic amenities such as water facility, sanitation, healthy food and medical treatment and besides they suffer due to heavy work burdens. As a result, some of the girls are forced to commit suicide. Some of the workers, due to work burden and lack of sleep, the workers could not concentrate on work places and having semi-sleep that causes for accident and lose their organs of the body and sometimes goes to the extreme end of death. So, the managements of the spinning mills and cotton industries should provide the hostel facilities as per the conditions of the government norms and internal monitoring committee should be formed as per the following parameters.

A warden should be appointed for each 50 girls and women

The warden should be in duty round the clock

CCTV and Digital Video Recorder should be fixed / installed in the hostels having role of 50 and above

There should be separate building for girl children

The building infrastructure should be enough protection and requisite infrastructures

The warden should be always in duty through out the day and night

The visitors are not allowed to enter the hostel without the permission of the warden

The hostel should be covered all the four sides with compound wall and have a gate with lock inside the gate

The inmates of the hostel should register their name both exit and entry of the hostel and also before went to bed, attendance should be taken

The inmates will be allowed to meet those who are permitted by the management

No trespassers are allowed to enter into the hostel

The visitors will be allowed in the prescribed scheduled time in the reception hall

The warden should maintain the visitors' note regularly and promptly

The warden and security guards should be given Identification card

The phone numbers of the warden and security guards should be displayed in the reception hall

Internal Complaint Committee

In each spinning mills and cotton industries, Internal Complaint Committee should be formed and which would consist of five members. The senior experienced women staff would be the president of the committee. The team will enquire the sexual abuses made to the women and girl workers an also to make avail of the compensation to the concerned victims legally. The affected women and girls may contact women helpline181 for their issues and problems facing / faced. It is addressed that the Internal Complaint Committee should be formed for the welfare of the women and girl workers of the mills. The meeting was disbursed at 2 pm.



Salem District Level Meeting on Improving Safety Measures for Working Women

Awareness Programme on registration of factory hostels under Tamilnadu Social Welfare Department and effective implementation of Internal Complaint Committee at workplace, hostels in Textile Supply Chain in Salem district.

Date 02.12.2021 at Hotel Rathna Residency, Salem

Recent media information, research institutions and civil society organizations shows that women workers in factories face difficult circumstances in the workplace including harassment. Unofficial data suggests that many women workers suffered verbal, physical and sexual violence and the open reporting of the same is less than the actual incidence.

The International Labour Organization (ILO) recently agreed to a standard on ending violence and harassment against men and women in the world of work. While this agreement on a new protocol is a very welcome step forward, it won't automatically lead to improved conditions for workers in textile and garment factories in Tamil Nadu and India. India's Sexual Harassment of Women at the Workplace (Prevention, Prohibition and Redressal) Act 2013, is a powerful mechanism to address workplace violence against women. The law clearly indicates that any company or factory with over 10 employees should have an internal complaints committee with one external chairwoman and workers' representatives. Unless there is serious implementation of the standards and the local law, it is tremendously difficult to address these issues.

Tamil Nadu has over 2000 Textile Mills and 4000 Garment and textile supply chain units with an estimated over 400,000 women employment. There is a need to strengthen the safety of young women employees of textile supply chain factories.

There is a need to fully realize the promise of ILO Convention 190 on elimination of violence and harassment in the world of work, implementing the Tamil Nadu Hostels and Homes (Regulation) Act 2014 and Anti Sexual Harassment at Workplace Act 2013. Our Nation has committed to the implementation of United Nation's Sustainable Development Goals especially Goal 5 Gender Equality, Goal 8 Decent Work and Economic Development, Goal 10 Reducing Inequalities and Goal 16 Peace and Justice. In this context,

for making positive change with the engagement of Salem District Social Welfare Department, district level officials of Directorate of Industrial Safety and Health, District Child Protection Unit, Labour, Social Defence, Child Welfare committee, Child Line, and relevant Departments. There is a need to work together to find effective, long-term solutions for the welfare of women workers as well as for the improvement of textile business at global level.



Salem District Level Workshop on Legal Protection for women

Awareness program on Monitoring Committee was conducted on 15th March 2022 from 10.30 am to 2pm in YMCA Hall,SalemII to the women and young girls working at Spinning Mills, Cotton industries in Salem district.

Goal

To make aware on women labourers welfare rights and protection among the working women of above said mills and industries

Resource Person

Mr. Mohan Kumar, Director – KROPE NGO

Mrs,Kalpana, Lawyer, Free Legal Aid

Mrs.Vijayalakshmi, Social Welfare Department,Salem

Mr.Arul David,Secretary, LPF,Salem

Mrs.Sumathi, District Educational Officer,Salem

Subjects Discussed

Selection of work independently without other's compulsion

Aware of their wages during the probationary period

Getting the appointment order

Working hours will be 8 hours per day and 48 hours per week

If the working hours exceed 48 hours in a week, the rest of the working hours would be calculated as Over Time.

The wages for over time should be double the time of wages

To ensure the government determined minimum wages Rs. 650 per day

The wage receipt should be with the columns of full wages along with deduction made

The medica Insurance allowance of the worker will cover with 1.75% of the worker and 4.75% of the employer. The full amount should be deposited in the Insurance Company

The medical insurance will be provided to the worker and family members; the pregnant woman would be provided 12 week leave along with full wages for the leave days.

Employees Provident Fund will be deposited by collecting 12% of wages from the worker and 12% of share from the employer in the account of the employee. The Provident Fund account number should be given to the employee

8.33% bonus should be given to the employees once in a year

Wages should be provided for the weekly off and national holidays

The workers go to the hostel independently at any time

The workers have rights to join in the Labour union and to know the activities of the union

The employees should not join the duty in the above said companies for the promises given that Rs. 30000 / 60000 / 100000 will be given at the end of the three years bond agreement.

The workers should be treated as temporary worker till the completion of 240 days and then the workers should be treated as permanent workers

It is aware that the workers may use the helpline 181 for the protection of women and helpline for children 1098 functioning under the control of Department of Social Welfare for the protection of women and children respectively.

About 300 women participated in the awareness meeting.



