



**2020
2021**

ANNUAL REPORT

WOMENS EDUCATION AND ECONOMIC DEVELOPMENT SOCIETY



From Secretary Desk.....

Dear well wishers,

Greetings !

It is my great honor to share with you the Annual Report 2020-21. This report comes to you with happiness, as it is a collection of our most significant accomplishments and our most special efforts from the past year. Even the corona virus can't stop WEEDS in achieving its goal of empowering women and communities.



This report explains our achievement and activities to some extent. In the current reporting year, 2020-21 WEEDS carried out COVID-19 Relief activities, Skill Training programmes

for women, Awareness Program on Sexual Harassment at Work Place Act, 2013, Entrepreneurship Training to women, Bank linkage Programme, Community organization programme, all considerably important to carry forward the mission to the next successful year.

We are happy to collaborate with Dhvani foundation for capacity building training program called "NIRANTHARA" which is designed for organizational development.

We are proud to present these moments in this annual report and bring you closer to us than before. Hope you would enjoy the report and get a clear understanding on our development and welfare activities.

Thank you all for your continued support on our journey.

Sincerely,
Helan Joyes
(Secretary)



OUR VISION

To remove discriminations and prejudices of every kind and to promote gender equity based on human dignity, equality and fraternity through education, organization and sustainable livelihood.

OUR MISSION

WEEDS strives towards establishing a more just social order by removing the present caste, class and gender exclusions prevailing in society by promoting an enabling environment that would ensure the equity between women and men and among the various social groups in the larger civil society by means of universal principles of human right, encompassing children and women rights through a process of participation in decision making.

THE FOLLOWING DEVELOPMENT AGENCIES FROM VARIOUS COUNTRIES BECAME PARTNERS OF WEEDS:

- Women's World Day of Prayer German Committee
- Habitat for Humanity India
- NABARD
- Give India
- Aide et Action
- ICICI BANK

IN ITS LONG JOURNEY IN THE PAST 30 YEARS, WEEDS GOT AFFILIATED TO THE FOLLOWING NETWORKS AND INSTITUTIONS:

- Platform for Dalit Human Rights Watch
- Concern for Child Rights Network
- ENDIA Network
- Human Rights Network Foundation
- Dhvani foundation



Starting from SHG activities in the beginning years, and a beneficiary institution of small funds from government departments, WEEDS started implementing Health Programme and Housing Programme as its flagship programmes. Between these two programmes WEEDS has been implementer of various schemes and short duration activities and events for the benefit, awareness and knowledge creation of working masses belonging to rural areas of the whole Chennai, Kancheepuram, Thiruvallur and Chengelpet District. It is a giant growth of the organization from a small hamlet level activity group to a big organization which reaches out people in all the above districts with its activities and development programme.

SPECIFIC AIMS OF THE ORGANIZATION

- To establish Self Help Groups among the most marginalized women to initiate income generating activities.
- To provide an opportunity for Dalit women to take leadership role in the larger society.
- To empower rural women through self-confidence and self-motivation and entrepreneurial skills.
- To create awareness on environmental issues and guide them to protect through promotion of tree plantation, green surroundings, water conservation etc.
- To provide awareness education to understand their needs and to identify the social, economical, political and health related problems that hinder women empowerment.
- To motivate and guide the women to get Government schemes such as Housing, Sanitation and other facilities that are provided freely by the Government.



FOCUS AREAS OF THE ORGANIZATION

- Women empowerment
- Child Development
- Educational support
- Social and community development
- Environment Development
- Community health Development
- Livelihood education to Unorganized women workers

VALUES OF THE ORGANIZATION

- Inherent Dignity of Every Individual
- Equality of Women and Men
- Inclusion & Gender Equity
- Participation in Decision Making
- Transparency and Accountability
- Sustainability

OVERVIEW

S.No	PROGRAMMES & ACTIVITIES	DESCRIPTION	NO OF BENEFICIARIES
1	COVID-19 RELIEF ACTIVITIES	During the pandemic WEEDS involved in relief activities & volunteering programs.	3600 families
2	ENTREPRENEURSHIP TRAINING PROGRAM	Entrepreneurship skill training given to SHG women.	120 women
3	SHG PROGRAMME	Self Help group formation and loans distributed for small entrepreneurs.	3486 women



4	PREVENTION OF SEXUAL HARASSMENT OF WOMEN AT WORK PLACE-TRAINING	Awareness training at companies on Prevention of sexual harassment of women at work place act, 2013.	1050 women workers
5	SKILL TRAINING – TAILORING UNIT	Tailoring skill training programme conducted at WEEDS office	60 women
6	WOMENS RIGHTS AWARENESS TRAINING PROGRAM	Women rights awareness training program organized at various areas with the support of students and agencies.	515 women
7	NIRANTHARA PROGRAM	Capacity building training program	WEEDS Board members, Staffs & volunteers
8	BANK REVIEW MEETINGS	Assessment of SHG Microcredit activities	WEEDS Staffs

COVID -19 RELIEF ACTIVITIES

COVID-19 lockdown has hit large scale of daily wage workers. Though lockdown saved many lives yet due to unexpected lockdown people were struggled to meet their daily expenses. Families starved for days and expected government provisions. Within few days of lockdown daily wage workers started to experience economic crisis in their daily life.



With the support of Royal Enfield Company and ATSWA Trust NGO, WEEDS had provided 5kg Rice bag to 3500 Families residing in Paraniputhur village -Kancheepuram distirct.

44 poor families are given “COVID-19 financial assistance” from the range of Rs.500-1000 per family by WEEDS. WEEDS spent monetary fund of Rs.55,600/- which was given to poor families as relief assistance. In order to meet basic needs of few poor families, WEEDS supported 36 families (including few corona affected

families), by distributing Food provisions (A 10Kg Rice bag with necessary food provisions) during lockdown.

- **COVID-19 VOLUNTEERING SUPPORT :**



20 WEEDS SHG women worked as COVID-19 volunteers in mangadu town panchayat. They went all around mangadu region and identified corona affected people and give proper assistance to reach hospital. Women Volunteers helped home quarantine families by providing their needs. Despite of corona virus fear our women volunteers have done their job effectively. WEEDS congratulated the 20 volunteers and provided food provisions to all the corona warriors.

- **SPONCERING OF PHONE TABLET TO POOR SCHOOL CHILDREN:**



COVID-19 pandemic has made parents struggle in many ways. Not only paying for online class fees has made parents more complication but also for gadgets (Tab or mobile phones) to attend online classes. WEEDS with the help of sathya special school have given Samsung Phone Tablet to 3 poor children who cannot attend online classes. All three students hail from poor families who cannot afford to buy android mobile phones. Phone Tablets were distributed.

ENTREPRENEURSHIP TRAINING PROGRAM

WEEDS major priority is giving entrepreneurial training to women. We felt rightly that they need to be assured a secure feeling of being included in the society and trained and employed. So we selected 120 needy women to get entrepreneurial women to get entrepreneurial training from us in small business vending. The training was aimed to pave means for economic development of selected poor



women through small scale business ventures. The required training, linkage making, loan seeking, marketing assistance was provided as part of the project. Two organizations supported our SHG women in giving entrepreneurial training and skill development program.

Bharathia Yuva Shakthi Trust –BYST an organization working to train aspiring entrepreneurs especially youth and women, approached WEEDS to identify interested women entrepreneurs in SHG's. Mr.Magesh (BYST-Coordinator) has addressed the 40 SHG women about entrepreneurship and gave ideas to startup the business of their interest. Mr.Magesh interacted with women about importance of entrepreneurship and how



it can value their life in the future. Aspiring entrepreneurs engaged actively during the session and raised doubts regarding banking loans for small entrepreneurial activity.

FARMS India skill training Program – FARMS INDIA helping WEEDS SHG women to enhance the income level and living standard of those SHG women there is an urgent need to provide their family members particularly women an occupation based training like preservation of seasonal fruits and vegetables, which not only provides them an occupation but also develop entrepreneurial characteristics amongst them. The women were imparted training on preparation of Pickles, Jam, sauce, and Squashes etc.



WEEDS with the support from FARMS INDIA organized 2 short term skills training courses for SHG women . Trainings each for 2 days were held at Mangadu Town Panchayath. Total 80 women were received vocational trainings. These trainings enhance their family income. The women are motivated to go for self-marketing



of their produce at domestic and village level. The trainings would also help in generating self-employment and rural entrepreneurship skills in building confidence and self-awareness. The Training helped women to be small entrepreneur.

SHG PROGRAMME



This year due to COVID-19 pandemic many SHG activities are faced slight setback yet WEEDS has reached 3486 women beneficiaries comprising of 249 SHG's in Chennai, Kancheepuram, Thiruvallur and Chengalpet. 217 women Self help group received loan amount of Rs.9,80,89,019/-. ICICI bank has supported our 167 women SHG's in

given loan amount of Rs.7,00,59,019 and Indian Bank has disbursed Rs.2,80,30,000/- to 50 women self help groups.

COVID-19 special package of Rs.50,000 – Rs.1,00,000 was given to 50 Self Help groups through Indian Bank.

Microcredit linkages provide confidence and strengthen her ability to venture into a trade or small business activities. One of the important and supportive aspects of WEEDS to women is to strengthen women groups with financial access and decision making capacities. Thanks to ICICI Bank, Indian Bank, who are the main source and partners supporting our women to have access to microcredit to take up micro business activities that give her better profit over period of time.

The SHGs program has strengthened the unity among the unorganized women and helped them to develop saving habit. The consecutive trainings conducted for



new SHG members have motivated them to form new groups in their locality. Periodic assessment of SHG's repayment was done by WEEDS women and cluster coordinators and monitoring them regularly.

PREVENTION OF SEXUAL HARASSMENT OF WOMEN AT WORKING PLACE -TRAINING



Over the decades women independently reached the authoritarian position yet become victim of male dominance and facing sexual harassment at working places.

After the introduction of prevention of sexual harassment of women at working place act, 2013, there was a huge suppression of sexual violence and harassment against women. Cases of abuses are filing and severe actions are taking place against perpetrators. The law has become a protection force for working women in companies.

PoSH training has become core program of WEEDS for the past 5 years. The awareness training about the act to women employees has enlightened them about the law. It has been observed that there was radical changes among employees after the training program were WEEDS giving awareness. WEEDS majorly focusing on garment companies were majority of women are working under men.

WEEDS not only enlightens working women about the law also involved in Internal compliance committee (ICC) to discuss issues faced by the women in the companies. There are about 30 companies were WEEDS tie-up in giving awareness training about PoSH Act and also conducting Internal Compliance committee meeting. WEEDS would be grateful to companies who are collaborating in eradication of sexual harassment of women at work places and making working places safer to women. Few companies are,

- ◆ STANFAB APPARRELS (14 units)
- ◆ WHITE HOUSE PVT LTD
- ◆ SUN PHARMACEUTICALS
- ◆ CHENNAI CORPORATION PETROLEUM LIMITED(CPCL)
- ◆ CASO ASG CHENNAI
- ◆ DIGNITY INNOVATIONS
- ◆ A.I.ENTERPRISES PVT LTD



- ◆ EXCLUSIVE GARMENTS
- ◆ MOUNT EXPORTS
- ◆ S M LULLA LEATHER PVT LTD

SKILL TRAINING – TAILORING UNIT



WEEDS giving tailoring training to women for the past 3 years and has continuing. This year two batches of women were trained. 60 women have learnt the tailoring skill. And with the support of local fund WEEDS has started a tailoring unit where women can not only learn but to sell their stitched products. Women wears like nighties, night dress for children, jacket stitching are the few works tailoring unit taking up and working on it along with tailoring training for new trainees.

Women are very much interested to earn money through entrepreneurship to take care of her family. So, learning tailoring skill will enable her to achieve her desire. In the near future, WEEDS planning to run a garment unit to give employment to women.

WOMEN RIGHTS AWARENESS TRAINING PROGRAMME

Impact of COVID-19 on SHG:



PG-MSW students of Madras school of Social work students conducted a training program for women about “IMPACT OF COVID-19 ON SHG”. There were about 35 SHG women leaders participated. Mrs. Helan Joyes invited the chief guest Mrs. Parimala, Convener of SHG’s in Tirusulam area.

The Chief Guest addressed the Self help group women about her struggles during COVID-19 and how it impacted her SHG



activities and the way coming out of economic crisis after COVID-19 impact on SHG's. Mrs.Parimala shared her experience of winning over the COVID-19 crisis helped the SHG leaders hoping to withstand the unexpected situations coming in life. All the women leaders shared their dilemma during COVID-19. Women SHG leaders told that they find difficult to repay the micro credits loans they have received from bank due to economic destabilizations in families. Lockdown has made them jobless and it causes them in dilemma situation even the government gave some time to repay the loan. It took another 2 months for SHG women after Post lockdown to resettle in activities. Many issues were addressed and the session was so interactive among SHG leaders and the guest speaker. MSSW students have made the program more active with various activities along with the session.

Dattopant Thengadi National Board for Workers Education and Development (DTNBWED) :



Dattopant Thengadi National Board for Workers Education and Development is an autonomous body under the Ministry of Labour & Employment, Government of India. Workers Education aims at achieving the objectives of creating and increasing awareness and educating the workforce for their effective participation in the socio-economic development of the country

This year WEEDS has conducted training program with participants of 40 women per training for two days. In the presence of Mr.Kumaresan - Educational officer (DTNBWED) of the program with the support of WEEDS coordinated the program in Mangadu, Kundrathur, kozhumanivakkam, Irandamkattalai, Sivanthangal villages. WEEDS Self help group women participated and learnt about importance of health care, Money savings, Income generation activities ,family life ,child care etc., Mr.Raja (RULE NGO) participated as speaker and trained the women.



NIRANTHARA PROGRAM – DHWANI FOUNDATION



Niranthara, a flagship NGO organization development program of Dhvani foundation which is based in Bangalore, has started its capacity training program in Tamil Nadu in partnership with Azim Premji Philanthropic Initiatives (APPI). WEEDS along with few NGO are selected in this capacity building training program in November 2020.

Dhwani foundation aims to strengthen and professionalize the NGO sector particularly the smaller NGOs working in remote/ rural areas, who are hard pressed to adapt to the rapid changes taking place in the sector through organization development. Dhvani foundation committed to improving the Efficiency, Transparency and Accountability of NGOs and become Sustainable through its exclusively designed program called 'Niranthara'.

In the month of March, 2021 leaders from Dhvani foundation Mr.Aravind & Mr.Gopinath - Board members along with Mr.K.P.Nikil (Programme Head) visited WEEDS organization and interacted with Board members and staffs. Leaders of Dhvani foundation gave a presentation regarding the Niranthara capacity training program. WEEDS appointed two new staff, Compliance & Finance manager (CFM) and Fundraising Manager(FRM) to work at administration office. They will be effectively trained by Dhvani foundation for organization development.

Niranthara Introductory program for Staffs and Volunteers conducted by compliance and finance manager (CFM) in the presence of WEEDS Secretary, explained about importance of Niranthara program and encouraged all the staffs and volunteers to actively participate in the capacity building training along with CFM and FRM.



BANK REVIEW MEETINGS

- ◆ **INDIAN BANK:** The Indian bank manager Mr.Mohammad Ansari Mangadu conducted periodic meeting with WEEDS staffs and had discussion about the activities and encouraged WEEDS staff to form more groups and promised that Indian bank will support the groups in the micro finance activities.

The Indian bank Manager Mrs.Saranya conducted an annual review meeting with WEEDS coordinator and staffs and congratulated WEEDS for their effort in bank linkage program in the post COVID-19 pandemic.



- ◆ **ICICI BANK:** ICICI Bank coordinated the online Annual meeting for partner NGO's at the organization premises in February. Mr.Yogesh (RHS) presented an award to Mrs.Helan Joyes (WEEDS Secretary) for supporting ICICI Bank in SHG bank linkage program. WEEDS staffs and volunteers participated in the program held at WEEDS office.

CONCLUSION

WEEDS would like to thank the stakeholders and well wishers for their constant support which paved way amidst this darkened Pandemic to give light to many families and to empower women. During these difficult times of pandemic, WEEDS will sure play as a rescue boat to oppressed, marginalized and downtrodden community.

"The story of women's struggle for equality belongs to no single feminist nor to any one organization but to the collective efforts of all who care about human rights."



FINANCIALS

WOMENS EDUCATION AND ECONOMIC DEVELOPMENT SOCIETY -REGD .No.154/89
No.688, Dr.SATHIYAVANIMUTHU STREET, GERUGAMBAKKAM, CHENNAI -600122

BALANCE SHEET AS AT 31ST MARCH 2021

PARTICULARS	SCH NO	YEAR ENDED	YEAR ENDED
		31.03.2021	31.03.2020
LIABILITIES			
CAPITAL FUND ACCOUNT	1	1,547,757.19	1,448,292.44
SECURED LOANS	2	-	-
UNSECURED LOANS	3	4,783,272.00	4,783,272.00
CURRENT LIABILITIES & PROVISIONS	4	-	-
		6,331,029.19	6,231,564.44
ASSETS			
FIXED ASSETS	5	338,834.34	394,292.99
INVESTMENTS	6	4,783,272.00	4,783,272.00
CURRENT ASSETS, LOANS & ADVANCES	7	1,142,311.00	1,030,536.00
CASH & BANK	8	66,611.85	23,463.45
		6,331,029.19	6,231,564.44

For WOMENS EDUCATION AND ECONOMIC DEVELOPMENT SOCIETY

AS PER OUR AUDIT REPORT OF EVEN DATE
For J.K. RAMASWAMY AND ASSOCIATES,
CHARTERED ACCOUNTANTS

For WOMENS EDUCATION AND ECONOMIC DEVELOPMENT SOCIETY
Dr. Hedu Jayar
Secretary



FRN : 002972S

J. K. A

(J.K. RAMASWAMY)
PROPRIETOR
M.No 029042

PLACE : CHENNAI,
DATE : 17.08.2021

WOMENS EDUCATION AND ECONOMIC DEVELOPMENT SOCIETY -REGD .No.154/89
No.688, Dr.SATHIYAVANIMUTHU STREET, GERUGAMBAKKAM, CHENNAI -600122

INCOME & EXPENDITURE FOR THE YEAR ENDED 31ST MARCH 2021

PARTICULARS	SCH NO	YEAR ENDED	YEAR ENDED
		31.03.2021	31.03.2020
INCOME			
ADMIN FUNDS RECEIVED	9	2,492,718.00	2,999,045.00
DONATIONS RECEIVED	10	712,543.40	860,654.38
OTHER INCOME RECEIVED:-	11	116,779.00	59,623.00
		3,322,040.40	3,919,322.38
EXPENDITURE			
SHG ACTIVITIES	12	1,305,755.00	928,100.00
WOMEN'S RIGHTS AWARENESS PROGRAM	13	732,017.00	1,482,852.00
GENERAL PROGRAM & COORDINATION	14	547,105.00	750,746.00
ADMINISTRATION EXPENSES	15	576,740.00	588,682.80
DEPRECIATION	16	60,958.65	63,556.45
		3,222,575.65	3,813,937.25
Excess of Income Over Expenditure		99,464.75	105,385.13

For WOMENS EDUCATION AND ECONOMIC DEVELOPMENT SOCIETY

AS PER OUR AUDIT REPORT OF EVEN DATE
For J.K. RAMASWAMY AND ASSOCIATES,
CHARTERED ACCOUNTANTS
FRN : 002972S

For WOMENS EDUCATION AND ECONOMIC DEVELOPMENT SOCIETY
Dr. Hedu Jayar
Secretary



FRN : 002972S

J. K. A

(J.K. RAMASWAMY)
PROPRIETOR
M.No 029042

PLACE : CHENNAI,
DATE : 17.08.2021

WEDS



WOMENS EDUCATION AND ECONOMIC DEVELOPMENT SOCIETY

Regd off : 3/688, Sathyavani muthu Street, Gerugambakkam,
Chennai - 600128

Feild off: 29,Sri Kamatchi Avenue, Mangadu, Chennai - 600122

Email : weedsindia@gmail.com

Visit us @ www.weedsngo.org

Contact : 9003052052, 9791118831