

**SPANDHANA**



# ACTIVITY REPORT

2025



**JANUARY 01, 2025 – DECEMBER 31, 2025**

**'NO WOMEN LEFT BEHIND, NO VOICE SILENCED, NO DREAM DENIED'.**

## **1. BRIEF BACKGROUND OF SPANDHANA**

SPANDHANA is a grassroots feminist organization working in Ramanagara and Channapatna taluks. The organization emerged from women's collective resistance against caste discrimination, labour exploitation, and gender-based violence. SPANDHANA works primarily with women in the unorganized sector, including beedi workers, agricultural labourers, and construction workers.

**The organization's approach integrates:**

- Workers' collective formation and strengthening
- Social security and welfare facilitation
- Leadership and cadre development
- Gender equality and constitutional rights education
- Livelihood promotion
- Rights-based advocacy with government institutions
- Food-kit support for single women and widows

During 2025, SPANDHANA facilitated the formation and strengthening of sector-wise workers' collectives. These collectives function as organized platforms for collective articulation and negotiation. They are not yet registered as formal trade unions. The registration of independent workers' unions is a strategic priority for 2026.

SPANDHANA believes women workers are not beneficiaries, but rights-holders and leaders of social transformation.

a Psychologist

## 2. INTRODUCTION

The year 2025 marked a significant phase of consolidation and structured grassroots organizing. SPANDHANA focused on strengthening sector-wise workers' collectives across beedi, agricultural, and construction sectors while expanding access to social protection mechanisms.

Women workers in these sectors continue to face irregular wages, unsafe working conditions, housing insecurity, lack of documentation, bureaucratic rejection of labour cards, and limited awareness of welfare entitlements. Social hierarchies based on caste and gender further compound economic vulnerability.

In response, SPANDHANA shifted from primarily case-based facilitation to collective-based engagement. Area meetings, cadre identification, study circles, grievance follow-ups, and structured government interface became central strategies. Workers increasingly began raising demands collectively before elected representatives and department officials.

While formal union registration remains a future goal, 2025 laid the institutional and leadership foundation necessary for democratic, worker-led union formation in 2026.



### 3. AREAS OF WORK AND TARGET CMMUNITIES



#### TARGET GROUPS:

- BEEDI WORKERS
- AGRICULTURAL LABOURERS
- CONSTRUCTION WORKERS

#### GEOGRAPHICAL FOCUS:

- RAMANAGARA TALUK
- CHANNAPATNA TALUK
- SELECTED RURAL AND PERI-URBAN WARDS AND VILLAGES

**"When women workers organize, they transform not only workplaces but entire communities."**

## 4. OVERALL FOCUS OF THE YEAR

In 2025, SPANDHANA focused on:

- Strengthening workers' collectives and cadre leadership
- Expanding labour card and social security coverage
- Welfare scheme facilitation and grievance redress
- Alternative livelihood promotion for beedi workers
- Health and occupational safety awareness
- Gender equality consciousness building and GBV prevention
- Government interface and policy advocacy
- Food security initiatives through organic kitchen gardens

The emphasis was on structured collective building as preparation for formal union registration in the coming year.



**"Women in the informal sector carry the heaviest burdens with the least protection."**

## 5. HIGHLIGHTS

- Workers' collectives strengthened across three labour sectors
- 718 beedi workers, 463 construction workers, and 320 agricultural labourers mobilized
- 106 labour card applications facilitated; 82 construction workers received cards
- 230 Ambedkar Karmika Sahaya Hastha scheme applications supported
- 43 scholarship applications for workers' children facilitated
- 900+ women participated in gender equality study circles
- 15 beedi workers trained in alternative livelihood (garland-making collective initiative)
- 85 women participated in a two-day Health & Constitutional Awareness Workshop
- 28 psycho-social support cases assisted
- 18 legal cases supported (2 resolved during the reporting period)
- Death assistance compensation of ₹75,000 facilitated
- 3 women workers' collectives initiated organic kitchen gardens
- Engagement meetings conducted with MLA, councillors, Labour Department, and Deputy Commissioner



*"When women come together as collectives, silence turns into strength."*

## 6. MAJOR ACTIVITIES AND IMPACT

SL No	Activities	Sub Activities	Impact and Outcomes, Further Steps
1	Workers' Collective Strengthening	Area meetings, cadre identification, study circles, issue-based mobilization	Strengthened collective identity across sectors; workers raised wage, housing, and welfare issues collectively. Further step: structured leadership training and formal union registration in 2026.
2	Labour Card Facilitation	Application support, reapplication after rejection, department follow-up	82 construction workers received labour cards; wrongful rejections challenged despite proper application submission. Improved awareness of documentation processes. Further step: establish a systematic grievance tracking and follow-up mechanism to monitor application status and rejection patterns.
3	Welfare Scheme Linkages	Ambedkar Scheme, E-Shram registration, scholarships.	Expanded social security access across sectors; reduced dependency on middle agents. Further step: ensure coverage of all organized members.
4	Health & Occupational Safety	Mask awareness, women's health workshop, occupational risk discussions	Improved awareness of TB, asthma, anaemia, and workplace safety. Further step: periodic health camps and safety kit access advocacy.
5	Leadership Development	Feminist study circles, constitutional literacy sessions, cadre meetings	Emergence of ward-level women leaders; increased public speaking and engagement with officials. Further step: structured leadership modules.
6	Scholarship and Education Continuity Support	Scholarship and Education Continuity Support	Scholarship application assistance, documentation correction, facilitation of re-enrolment for school dropouts Further step: Track retention and prevent early marriage systematically.
7	Compensation & Insurance Facilitation	Death assistance, accident follow-ups	₹75,000 Death compensation secured; increased awareness of eligibility criteria. Further step: proactive enrolment in insurance-linked schemes.

## 6. MAJOR ACTIVITIES AND IMPACT

8	Livelihood Promotion	Garland-making training (two phases), group-based savings model	15 women trained; pilot collective production initiated; supplementary income model tested. Further step: market linkage and enterprise registration.
9	Government Interface & Advocacy	MLA meeting, DC memorandum, Labour Department engagement	Housing and wage concerns formally escalated; increased political visibility of worker issues. Further step: structured policy advocacy strategy.
10	Field Mobilization & Surveys	56 village visits; database updating	Created updated worker database; identified documentation gaps. Further step: digitalized tracking system.
11	Kitchen Gardening & Food Security	Organic seed and fertilizer distribution; orientation on natural cultivation	3 women workers' collectives initiated organic vegetable cultivation; improved household nutrition and reduced expenses. And 6 women collective of single women and widow. Further step: expansion and local market linkage exploration.
12	Psycho-Social Support	Counselling sessions; emotional support referrals	28 cases supported; increased willingness to seek help in domestic violence and distress situations. Further step: structured mental health referral network.
13	Legal Aid & Rights Support	Domestic violence and land dispute assistance; mediation and referrals	18 cases supported; 2 resolved through mediation and follow-up. Strengthened legal awareness. Further step: formal legal partnerships.



## **7. PROGRAMMES CONDUCTED IN 2025**

### **1. 17 Study Circles**

Focused on feminist consciousness building, labour rights, constitutional literacy, and collective strengthening across sectors.

### **2. 17 Thematic Workshops**

Conducted on health, social security schemes, occupational safety, gender-based violence, and leadership development.

### **3. 1 Farm Field Live Demonstration**

Practical demonstration on preparation and use of organic fertilizers to promote sustainable agriculture and reduce input costs for agricultural labour families.

### **4. 1 Three-Day Workshop for Domestic Workers**

Orientation and awareness programme on the new policy introduced by the Karnataka Government for domestic workers, including rights, entitlements, and grievance mechanisms.

### **5. 7 Community Meetings**

Sector-wise community mobilization meetings addressing wage issues, documentation, social security access, and collective strengthening.

### **6. 2 Staff Capacity-Building Programmes**

Internal training sessions focused on documentation, case management, constitutional rights, understanding society and democracy, labour law updates, and feminist facilitation skills.

### **7. 1 Street Play on Domestic Violence Awareness**

Conducted as a community-based awareness initiative to address domestic violence, promote women's rights, and encourage access to legal and psycho-social support services.

### **8. 3 Meetings with Funding Partners**

Strategic discussions on programmatic progress, sustainability planning, and future collaborations.

### **9. 1 Meeting with Beedi Company Owners**

Dialogue regarding worker welfare concerns, housing issues, and working conditions.

### **10. 1 Meeting with Construction Labour Contractors**

Engagement on wage practices, labour documentation, and occupational safety measures.

### **11. Ongoing Field-Level Mobilization and Facilitation Activities**

Including labour card support, welfare scheme applications, grievance follow-up, and collective meetings across villages.

### **12. Identification of 50 Cadres**

Identification of 50 grassroots cadres and establishment of regular communication and coordination mechanisms.

## FIELD MOBILIZATION AND SURVEY COVERAGE

Sector	No. of Areas Covered	Nature of Areas
Construction Labourers	33 areas	Rural and peri-urban settlements
Agricultural Labourers	37 areas	Rural villages and worker colonies
Beedi Workers	9 areas	Urban and semi-urban worker colonies

Surveys were conducted across 56 rural, peri-urban, in Ramanagara and Channapatna taluks covering construction, agricultural, and beedi worker households.

## 8. OVERALL RESULTS ACHIEVED

### Social Outcomes

- Increased public articulation of domestic violence and labour rights issues
- Strengthened collective confidence among women workers

### Economic Outcomes

- Improved access to welfare benefits and compensation
- Initiation of supplementary livelihood activities
- Increased awareness of wage discrepancies

### Leadership Outcomes

- Identification of grassroots cadre leaders across sectors
- Worker directly engaging with elected representatives
- Transition from individual grievance filing to collective representation

## 9. STRENGTHENING OF COLLECTIVES AND INSTITUTIONAL LINKAGES

Sector-wise workers' collectives functioned as organized platforms for issue identification and collective negotiation. While not yet registered as unions, these collectives demonstrated growing internal structure and democratic participation.

Institutional linkages strengthened with:

- Labour Department
- Health Department
- Sakhi Centre
- Ayushman Bharat Coordination
- Local elected representatives
- Industrial associations
- Education Department

Workers increasingly approach SPANDHANA collectively, indicating institutional trust and organized engagement.



# 10. WAY FORWARD – 2026 GOALS

## 1. Expansion

- Extend organizing to additional villages
- Formalize village-level worker committees
- Strengthen cadre training systems
- Initiate organizing and support for domestic workers

## 2. Registration of Independent Workers' Unions

- Develop structured leadership modules
- Initiate sector-wise union registration processes
- Establish democratic governance mechanisms
- Build collective bargaining strategies

## 3. Livelihood Scaling

- Expand garland-making into structured micro-enterprise
- Introduce skill-based training (computer, soup making, food processing, bulb production)
- Expand organic kitchen gardens
- Strengthen market linkages
- Expand kitchen gardens into community farms for collectives.

## 4. Social Security Coverage

- Achieve 100% labour card coverage among identified workers
- Universal E-Shram registration
- Establish grievance redress monitoring system
- Strengthen convergence with Labour, Social Welfare, Health, Education, and Housing Departments
- Ensure active access to labour card-linked and department-based welfare schemes



AI Image

## 11. CONCLUSION

The year 2025 marked a critical phase of structured collective building for SPANDHANA. The organization successfully strengthened sector-wise workers' collectives and expanded access to social security, legal support, and livelihood opportunities.

Women workers increasingly articulated demands related to wages, housing, health risks, and welfare entitlements. Their direct engagement with public officials reflects emerging collective confidence and political visibility.

Significant systemic gaps remain, occupational health vulnerabilities, and lack of formal representation. However, the foundation laid through collective strengthening and leadership development positions SPANDHANA for formal union registration and expanded structural advocacy in 2026.

The experience of 2025 reaffirms that organized, informed, and collectively mobilized women workers are central to advancing dignity, justice, and equitable development.

Prepared by:

SPANDHANA Team

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"Empowered women workers are not beneficiaries of change; they are the architects of it."