



PEOPLE FOR ACTION

**ANNUAL REPORT
2019-2020**

MESSAGE

The year 2019-20 has been another action-packed year for People For Action. While on one hand, we intensified our efforts on Gender Equality, Health and Sanitation, Education to the Underprivileged- helping bridging the Digital Divide, the relatively new initiatives such as Leadership For Results for Women and new generation for women skill developments like Tanjore Paintings the relatively new initiatives were successfully wound up with their share of achievements, learning, and scope for improvisation.



Afsana Cherian

In implementing leadership, the organization focused on the importance of Gender Equality to enable leadership, break gender stereotypes, promote healthy relationships in Factory and big Corporate settings.

People For Action has also arrived at the indispensable role of providing Nutrition and Health Awareness to the underprivileged children, which has been observed critical not only from the aspect of health but also a factor that contributes to regular attendance at contact points.

Mission

To provide an institutional base to the triple bottom- line in corporate India through the creation of strategic partnerships between multiple stakeholders.

People For Action has now been able to establish itself as a prospective and effective agency for delivering corporate grants- It has also reflected the able leadership, management, and mechanisms of the organization.

People for Action has ensured a rich package consisting of knowledge, capacity building, and recreation for its team. Rigorous and intensive internal team and capacity building exercises and workshops have been organized for frontline workers, project coordinators, and subject experts throughout the year, It will continue to be reviewed every six months to track progress towards achieving the plan's targets and goals.

With thanks,
Afsana Cherian
Associate Director

LEADERSHIP WORKSHOPS

An organization without good leaders will find itself struggling to achieve its target. Good leaders take a company forward and for this reason, leadership skills are greatly valued. This skill cannot be learned instantly and takes a lot of learning and observation. It takes both technical and soft skills to guide a group of people towards the set target, overcoming hurdles, both predictable and unforeseen. We can also say that good managers are also good leaders and the skills they possess are the ones every newcomer should observe and learn.



Communication Skills

People perceive you the way you communicate with them. It includes both written and verbal communication. The choice of words, body language, tone of speaking, all determine the effectiveness of your communication. Good communication skills allow free flow of ideas and thoughts, prevent misunderstandings, boost cooperation, and definitely better results

Team Working

Every organization wants people who can perform in a team. Members of a team function like the organs of our body. Coordination and cooperation are the two mantras of successful teamwork. Being a team player requires one to have all the soft skills along with the right temperament. Right temperament simply means being receptive and perceptive to the needs and expectations of others

People For Action has undertaken 45 workshops across major Exports Houses to help enhance their existing capacities.

Giving them leadership skills have increased the abilities for adaptive & positive behavior that enable human beings to deal with every life challenges & situations effectively. One needs them to make the most out of life. In short, any life skill which is useful in life can be considered as a life skill



A team player has empathy and is a good listener, which allows him to be in harmony with other members. He immediately identifies situations when he has to be a leader, and listen to others when a situation demands him to do so. Mentoring inexperienced members for a role is also part of teamwork.

SCHOOL SANITATION AND HYGIENE

KOHLER INDIA

School sanitation and hygiene education (SSHE) is an essential component of the Total Sanitation Campaign, which includes provision of toilet infrastructure and hand washing facilities in schools and hygiene education, to promote behavioral change amongst children.

A successful school is one that provides a clean and safe environment for its students. School hygiene reflects in several ways; for example, waste management, cleaning services, and the overall health of students and staff

People For Action provided Health and Sanitation workshops for over 10 Schools reaching around **6500 children** on Awareness on Clean drinking water, hygiene, and sanitation play an important part in maintaining health.

Maintaining personal hygiene and sanitation is important for several reasons such as personal, social, psychological, health, etc. Proper hygiene and sanitation prevent the spread of diseases and infections.

Contaminated water causes many water-borne infections like diarrhoea, and also serves as a carrier for vectors such as mosquitoes spreading epidemics.
10 Govt: School Toilets infrastructure was reconstructed whereby Boys/ Girls toilets were built.



WOMEN LIVELIHOOD SKILL TRAINING

Women Empowerment means giving women freedom or power to live the way they want. It allows them to identify their skills, knowledge & abilities to make their own decisions. It is a dynamic & growth process for women which includes awareness, attainment & actualization of skills.

Thus skill development is key to improve household productivity, employability and income earning opportunities for women. It also enhance food security and promotes environmentally sustainable rural development and livelihood. also receive less basic education and training than men because of which they lay behind.

It aims at enhancing the skills and the awareness of these women to work for the empowerment of women and girls who have undergone sexualised and other forms of gender-based violence.



Low skills perpetuate poverty and inequality. When done right, skills development can reduce un- and underemployment, increase productivity, and improve standards of living.

People For Action have given training to up to **3500 women**. Women have been trained in tailoring, Mushroom Cultivation, Candle making.

We aim to empower these rural women by providing them in their skills and motivating them in doing better in their lives. The objective of setting up our centre in the rural area is to assess the status of rural women on selected domains of empowerment, to identify skills available with women in the target group, to upgrade the textile related skills of the targeted rural women, to spread the impact of entrepreneurial efforts on women empowerment, to give them the opportunity that they are generally refrained from because of the prevailing patriarchal society.



COMPUTER EDUCATION TO UNDER PRIVILEGE CHILDREN

Computer education means gaining basic knowledge and skills to operate computers in order to perform desired jobs. Computer Education not only involves basic knowledge about computer, computer education extends to various branches of study in various fields and sectors.

Information and communication technology (ICT) proficiency for teachers and students throughout to nourish the use of ICT in teaching and learning, develop projects and research that will assist and support the use of ICT in learning and enable parents to participate in their child's education through online learning and access support mechanisms that will provide assistance to schools in ICT deployment.



In partnership with corporate house, they donated 20 computers each in all 5 Government Schools in Haryana, in total of 100 Computer. We manage, maintain and the run the computers labs. We deploy high speed broadband to all schools and quality digital tools, resources and infrastructure that will help support the IT education.

People for Action have been managing and supporting **5 Schools and reach 4500 Children** in between imparting Basic computer skills courses cover the most common usages of a computer, including a majority or all of the following: understanding the basic notions of computer manipulation; managing computer files, word processing, using spreadsheets and databases; creating presentations; finding information and communicating.



STRENGTHENING INTERNAL HR COMMITTEES

Drafting and Strengthening the HR Internal Committees for better working. Human resource policies that are inherently biased against a group of people, regardless of their job-related knowledge, skills, abilities, and performance can be termed institutional discrimination.

Institutional discrimination against women can occur in each type of HR policy from the recruitment and selection of an individual into an organization, through his/her role assignments, training, pay, performance evaluations, promotion, and termination. For instance, if women are under-represented in a particular educational program or a particular job type and those credentials or previous job experience are required to be considered for selection, women are being systematically, albeit perhaps not intentionally, discriminated against. In another example, there is gender discrimination. Thus, institutional discrimination can be present within various aspects of HR selection policy, and can negatively affect women's work outcomes.



Institutional discrimination against women also occurs in performance evaluations that are used to determine organizational rewards (e.g., compensation), opportunities (e.g., promotion, role assignments), and punishments (e.g., termination). Gender discrimination can be formalized into HR policy if criteria used by organizational decision makers to evaluate job performance.

People For Action has helped creating **20 HR policies** for strengthening women's position in companies.



CRISIS MANAGEMENT

KERALA FLOODS

On 8 August 2019, due to heavy rainfall in the monsoon season, severe flood affected Kerala. As a security measure in the prevailing situation of heavy rains, the India Meteorological Department had issued a red alert in the 9 districts in Northern and Central Kerala, orange alert in 3 districts of Central Kerala, and yellow alert in the 2 districts of southern Kerala.



People for Action in association with Indian Airforce carried out rescue operations in flood-affected regions.

We sent 2500 Kgs of rice, 2500 Kgs of sugar and 1000 Kgs ration including pulses, spices etc was sent. 2500 Blankets and daily necessities like soaps, sanitary napkins, hand wash was sent. 3500 various strips of medication was also mobilised by corporate support and sent.



EROS SAMPOORNAM
People for Action
Regional N.G.O, New Delhi

Kerala Flood Disaster Relief Operations 2018

EROS Sampoonam will be collecting these items on Tuesday 28th August 7AM to 6PM at HEALTH CLUB, EROS Sampoonam

MEDICINE	FOOD	ELECTRONICS	STATIONERY	CLOTHES	OTHERS
Aspirin Diasprin Ashtalin Easadayt ORS Pantocid Cetirizine Paracetamol Dettol 210 ML Dettol 100 ML Chlorine (Disinfectant & Liquid)	Rice Pulses Sugar Salt Packod Atta	Bulbs Torches Battery Power cells (AA & AAA, C cells)	Note Books Pencils Crayons Colour Pencils	Clothing (Saree, Shirts, etc) Red sheets Pillow Covers Blankets Towels	Mosquito Coils Sanitary Napkins Diapers (Children & Adults) Toothpaste Toothbrush Chappals Slippers Mattresses Diapers
CREAMS & BANDAGE	UTILITIES				
Antiseptic Creams Lotions Boroline Betadine Cotton Bandage Gauze	Disinfectant/ Phenol Bleaching Powder Brooms Rubber mop Rubber Gloves Masks				

Contact for more information:
Alakahendra Singh: 8860960140



Our Partners

Paramount

Paramount Products Pvt. Ltd has been a pioneer in the field of garment export from India since its launch in 1973. Today, the company exports to brands in the United Kingdom, Germany, France, Spain, Sweden, Norway, and Denmark.

They specialize in women's and kids wear, and our 45 years of experience has provided us with a strong supply chain of fabric, materials, and technical knowhow. They are flexible according to the demands of a dynamic industry, and this has helped us become the biggest suppliers to almost all our buyers. They are proud to have a growing reputation as a trend conscious export company.

Their company operates out of 5 units situated in Okhla and Noida with a capacity of 600,000 units per month.

Kohler India

Since 1873, Kohler Co. has been improving the level of gracious living by providing exceptional products and services for our customers' homes and their lifestyles. They believe better business and a better world go hand-in-hand. Fueled by the passion of more than 36,000 associates worldwide, they strive to enhance the quality of life for current and future generations through design, craftsmanship and innovation.

Candor TechSpace

Candor TechSpace is managed and serviced by Brookfield Properties. In India, we are setting new benchmarks with strategic endeavours in the field of Commercial Real Estate. Our dynamic portfolio includes over 20.7 million sq. ft. office space of which 13.87 million sq. ft. is fully operational. They are successfully running five IT/ITES campuses located in prime micro-markets of Gurugram, Noida, and Kolkata.

Every office space is unique and comes with its own nuances of infrastructure specifications, and that is why Candor TechSpace is committed towards creating and providing a workplace solution keeping you at the center. They are large and have integrated campuses that match the international working environment of operations at every level of the business value chain. Thus, they create a workplace experience which gives more reasons to enhance your productivity and is built around you.

EROS Group

EROS Group, a Company which needs no introduction "The Recognized Real Estate Giant in India" with special strength in and around Delhi, exuberate quality and excellence with over 70 years of expertise and experience. It has created some of the most pioneering episodes of Real Estate Promotion and Town Planning for a period of over 70 impressive years.

Ravish Kapoor Design

Ravish Kapoor is a New Delhi, India based designer of Invitations. Their clients come from all over the globe knowing that Ravish Kapoor's name is synonymous with 'elegance' and 'style'. From weddings to anniversaries, baby showers to birthdays, and inaugurations to parties, our innovative-designed, personalised cards can add a touch of warmth and style to any and every occasion.

Moon Steel and General Industries Pvt. Ltd.

Moon Steel and General Industries Pvt. Ltd. is one of the leading real estate companies. They build commercial complexes for companies like Wipro, Standard Chartered bank.