

Table of Contents

3
)
)
1
2
3



Executive Committee

Binoy Jacob—President

Dr.Renish Geevarghese Abraham —Treasurer

Umesh Banerji — Member

Amita Joseph—Member

Reena George—Member

Dr. Satvir Singh—Member

Fr. Monodeep Daniel—Member

Annie Koshie-Member

We are grateful to them for their time and guidance.

About MESH

MESH is an Indian Organisation practicing fair trade for the rehabilitation of craft artisans who have disabilities or are affected by leprosy.

Mission

To provide opportunities for disabled people and people affected by leprosy to achieve social and economic integration by trading.

Vision

Self-sufficiency for our partners.

Goals

- To provide opportunities for disabled people and their dependents, especially those affected by leprosy, to be rehabilitated in order to become selfsufficient
- To train disabled people to produce goods suited to their capabilities
- To serve as a guide in the selection of what will sell best
- To assist in obtaining raw materials
- To ensure prompt payment for goods to provide constant cash flow and working capital for continued production
- To maintain quality control
- To provide guidance to village industries in developing cost sheets which include fair wages for the artisans as well as overheads and profits
- To secure orders with the aim of providing full-time employment for artisans with disabilities.



Back to Contents

MESH Suppliers

MESH purchased from 28 producer groups and seven individual producers in the year. They are located in 12 states across India and speak 7 different languages.

The total value of purchases from these producers was Rs. 13,824,200.23 (approximately Rupees thirteen million). A total of 1078 artisans are employed in the production units.

Leprosy Colony
Production
Groups — 7

Disability Only Groups — 10

"To promote sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all, the international community aims to achieve full and productive employment and decent work for all women and men, including for persons with disabilities, and equal pay for work of equal value." Sustainable Development Goal number 8

In tune with the Sustainable Development Goals, MESH seeks to ensure that men and women, including those with disabilities have access to productive employment. We work towards the development of power and agency for individual producers to make and act on decisions and access and control resources in democratized producer organizations.

All Women Groups — 5

Types of Groups

The variety of types of group provides challenges for MESH. A large institution like Kiran Centre has it's own Rehabilitation and Training Unit, has an English speaking Director, access to computers and a team of staff to help. Joan Pryadarshini Mahila Mandal and Anand Crafts are by contrast self run women's societies most



comfortable in their own languages and needing the support of others when communicating by e-mail. Integrated groups are those employing people with disabilities and other marginalized people without disabilities. Integrated groups are a good inclusive model.

Artisan Skills

Amongst the 35 groups that supplied to MESH in the year there are many skills

Sewing 22 Groups

Block
Printing
7 Groups

Screen-Printing 6 Groups

Spinning 1 Group Book-Binding 3 Groups



Tatting 1 Group

Metal and Bone Work 1 Group

Wood Carving
1 Group

Papier-mâché 8 groups

Dye Techniques 1 Group

Card Making 7 Groups



Weaving 8 Groups

Embroidering 2 Groups

Beading 4 Groups



Paper Making 1 Group



Painting 10 Groups Folder Making
7 Groups

Paper Bag
Making
8 Groups

Photography 1 Group

Baking 1 Group



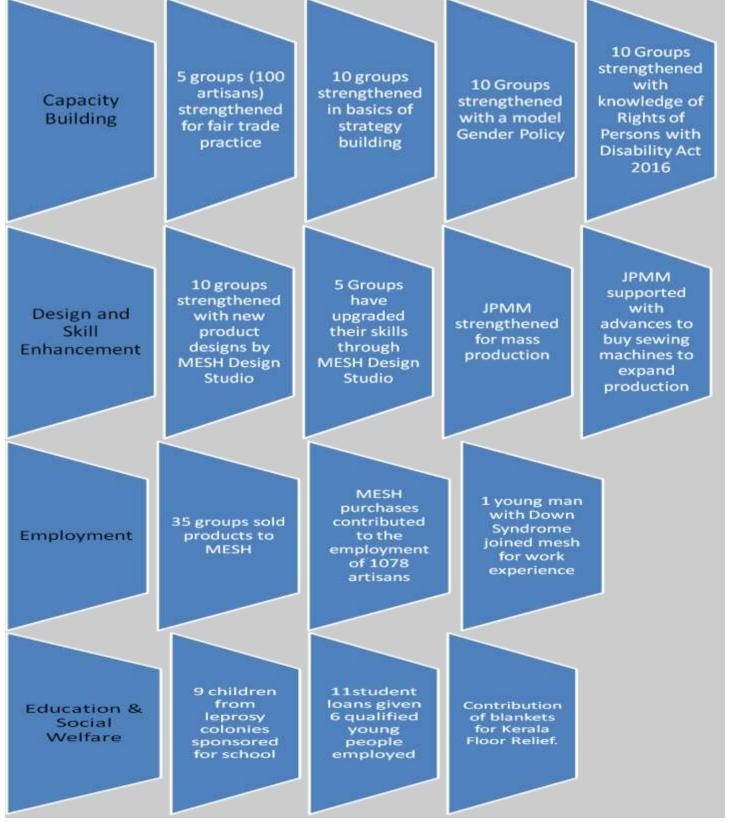
Back to Contents

More about the Producer groups Supplying MESH

S.No	Name of Producer Groups Supplying MESH	Location	Total Arti- sans	Total Male Artisans	Total Female Artisans	Sales to MESH 2018/19 INR
	Hubli Hospital for the Handicapped	Hubli, Karnataka	68	26	42	31,32,403
	Khadi Gramudhyog Kusht Sewa Ashram	Najibabad, U.P.	20	12	8	17,59,794
3	Bethany Colony Leprosy Association	Bapatla, A.P.	45	0	45	10,89,625
4	Society for Child Development	Delhi	60	43	17	9,81,574
5	Little Flower K.&V.I. Leprosy Rehabiliation Centre	Sunderpur, Bihar	48	7	41	9,80,112
6	Jone Priyadarshini Mahila Mandal	Bapatla, A.P.	46	1	45	8,57,651
7	Blue Mango Trust	Bodinayakanur, T.N.	41	3	38	7,00,124
8	Care Kashmir	Srinagar, J & K	10	7	3	6,89,098
9	P H R T Centre	Sangli, Maharashtra	8	1	7	5,55,040
10	Khadim Handicrafts	Sambhal, U.P.	11	9	2	5,53,860
11	Prowess	Kodai Kanal, T.N.	16	0	16	4,10,235
12	Fr. Muller Charitable Institutions	Mangalore, Karnataka				4,03,996
13	Kiran Society	Varanasi, U.P.	21	15	6	3,17,310
14	Anand Mahila Mandal	Delhi	11	0	11	1,88,024
15	Jay Shree	Faridabad, Haryana	1	0	1	1,75,973
16	Aharam TCPCL-Weavers	Batlagundu, T.N.	36	3	33	1,71,336
17	Uma	Faridabad, Haryana	1	0	1	1,56,970
18	People Action Group for Inclusion and Rights	Leh, J & K	12	5	7	1,35,686
19	K. Jawaharlal	Delhi	1	1	0	1,02,581
20	Sartak Manav Kusht Ashram	Jaipur, Rajasthan	8	5	3	83,875
21	Chinar Valley Arts	Srinagar, J & K	16	0	16	70,480
22	Young Industrialists Project	Anandapur, A.P.	14	0	14	61,750
23	Silence	Kolkata, W. Bengal	112	72	40	42,100
24	Kumbaya Producer Company Limited	Jatashankar, M.P.	100	20	80	40,400
25	Very Special Arts India	Delhi	8	4	4	38,877
26	Amar Jyoti Charitable Trust	Delhi	4	3	1	27,598
27	Tariq Brothers Kashmir	J & K	2	2	0	27,200
28	Integrated Development Trust	Anandpaur, A.P.	300	0	300	26,927
29	Nav Prabhuthi Trust	Bangalore, Karnataka	14	11	3	19,759
30	Mukesh Arts	Delhi	1	1	0	14,000
31	Shaurya Foundation Trust	Delhi	10	4	6	5,036
32	Somya's Workshop	Delhi	1	0	1	2,200
33	Aadi	Delhi	30	17	13	1,500
34	Koshish	Delhi	1	1	0	800
35	Sarita	Faridabad, Haryana	1	0	1	307
	Total Purchases		1078	273	805	1,38,24,200



Impact of MESH's Work



Back to Contents

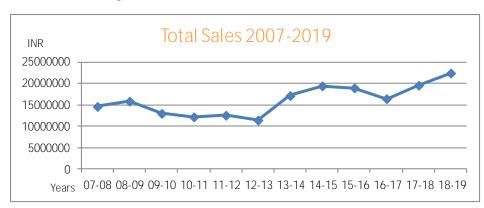


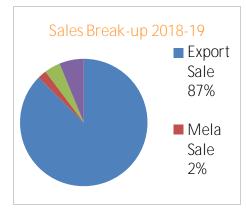
Sales and Marketing

Mathew K.K. Chief Manager

Marketing

For more than thirty eight years MESH has used trade as a means to help bring economic security and inclusion to people who have been kept on the margins because of leprosy and other disabilities. We strive for sustainability in our marketing channels. International fair trade companies are our main customers. Our retail sales in India are from our MESH shop in Delhi and through outdoor sales and exhibitions, especially during the festival season. We receive orders from corporate houses institutions and event organizers for their different needs. Marketing is always a challenging exercise and we take this challenge positively. During the year the Irish Embassy in Delhi approved funding for a marketing project to sell our brand Spick & Spun range of kitchen cottons in the domestic market. We recruited a Marketing Executive to do the domestic marketing.





The main income for the organization comes from the export sales and the year saw some positive signs again. Export sales have continued to grow doubtless aided by MESH's new products, aggressive marketing and overseas visits. International buyers have visited MESH Design Studio and shop during the year to select products and request design developments. Jackie and Tony Nelson, two volunteers from U. K., are helping us to write a business plan and they are giving very valuable suggestions for improving our business.

Exports



Exports represented 87 % of all MESH business in 2018-19. The sale of Rs.1,96,13,829.64 worth or handloom and handicraft products around the world is 18 % more than the year before, a reflection of the hard work and efforts MESH team put together to achieve the new target. Last two consecutive years MESH was able to achieve our target and this in effect positively impacting the lives of the men and women with disabilities or affected by leprosy with whom we work.

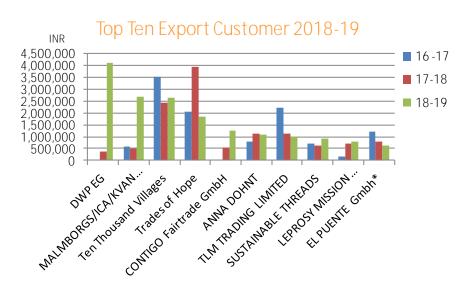
18% Growth in Export Sales 33 Export Customers 12 Countries

The year saw Chief Manager visiting Australia and meeting many of our buyers and also establishing some new contacts including TLM Australia. Anna Spoore from Uplift fair trade organization was kind enough to host the chief Manager and taking him around Sydney to meet some buyers and arranged to do a few presentations to the fair trade conferences. It is always felt that we need to visit our buy-

ers time and again and keep them updated with new products, artisans' stories, new trends and listen to them for their requirements if we want to grow. New markets, new ways of working, new products, visit to Australia an exploratory visits by some of our buyers contributed to achieve new heights.

Long and detailed meetings with buyers from MESH's main customers, Ten Thousand Villages, USA, Trades

of Hope, USA & Sustainable Thread- USA has highlighted the needs of those buyers for us to supply products to their specifications rather than those developed by MESH or the suppliers. Whilst Ten Thousand Villages have for many years taken MESH products and altered them slightly with very precise and well developed specifications sheets, Trades of Hope, USA has not done this so much and the change is certainly a direct result of their need to ensure good business in a challenging economic climate.



The driving force behind our current strategy for increasing export sales has been to increase income for MESH suppliers. It was important for us to work hard and come out with some unique products to offer to our international customers when MESH's export sales had seen a decline two years back.

Challenges	Successes
IM Soir close their business. They bought Rs 908,307 worth of goods from MESH in 2017-18 and nothing in 2018-19	40,000 piece veggie bag order from DWP in Germany meant we could strengthen the supplier group (Jone Priyadarshini Mahila Mandal - JPMM) to keep up with the demand.
Oxfam Australia closed their trading activities because they could not make money. They purchased Rs 159,990 worth of handicrafts from MESH in the year, their last business with us.	Swedish super- market ICA Malm- borg ordered 10,000 organic cotton printed shopping bags
	Phone nursery jute bags are a patented product that we are making for the owner of the design is for storing mobile phones during meetings. They attracted good business

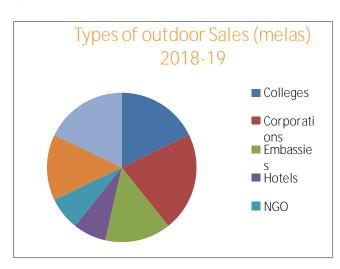
The product development team worked very closely with the buyers and kept on producing new samples and new products to give to our international buyers. We were happy to receive visits from the following international buyers: Trade of Hope from USA met with the marketing and design team in MESH shop. The regional buyer from Ten Thousand Villages from USA also met the marketing and design team in MESH shop. El Puente a fair trade wholesale company in Germany, Judi Lemay-Lusk-USA, Susanne Schmid from Switzerland, Sustainable Thread and Carolyn Wetherly from USA and Glenda De Jages from Australia all visited to discuss business and select products.

Domestic Sales

The Irish Embassy Small funds project has been helpful in supporting MESH for a project to promote MESH products, especially the Spic & Spun Range of cleaning cottons. Sangeeta was employed as Marketing Executive with the specific task of making sales enough to cover the cost of her own salary by the end of twelve months.

The approach has been three fold:

- 1) Build the brand.
- 2) Improve the shopping experience in MESH's store and
- 3) Build on the number of wholesale customers.



Building the brand has been attempted by producing fliers with product images which have been widely distributed, increased signage in the immediate community, and a presence in many outdoor sales. MESH also hosted a coffee morning notifying people with newspaper inserts, posters and fliers. By far the most

successful outdoor sales were those in the American Embassy School and the annual Blind School Mela. We are especially happy to have been able to take stalls at **two farmer's markets where we can offer our Much Better Bag range of products to** people who care about environmental issues.

Events marking Women's Day and Holi were conducted in MESH using the shop verandah to display baked products and plants from Shourya on Women's Day and natural Holi colours from Trash to Cash for the second event. Both events were well attended and sales encouraging.









Back to Contents



Fair Trade

Gabriel Rajsingh, Social Worker, Producer Development

By striving to practice Fair Trade we not only trade for the rehabilitation of people affected by leprosy and people with disabilities but also work towards their development and greater justice.

Fair Trade Training of Producer Groups

We conducted fair trade trainings with 100 artisans in 5 producer groups. Two contextual fair trade posters were added as a resource material. Contextual Fair Trade posters are being used to help our groups understand about the standards. It also enables the trainer to make the training lively by engaging artisans in group discussions and asking them to explain the details in the poster.



Fair Trade Promotion

World Vision India is working in Faridabad region. One of their projects is to identify and support people with disabilities. MESH was invited to share on how they can plan to start livelihood program to support and sustain their lives. I took the opportunity to share about our work - marketing, capacity building and fair trade. Participants were delighted to know that MESH was involved in promoting products made by people with disabilities.

MESH brochure providing the information about fair trade is given to our customers to promote and share about Fair Trade.

World Fair Trade Day 2018

MESH celebrated World Fair Trade Day 2019 by launching MESH's online store - www.meshonlinestore.com. Mr. Part volunteered to help us create online store by doing all the background work and to make it work efficiently. This has

WFTO Ten Principle of Fair Trade

Creating opportunities for economically disadvantaged producers

Transparency and accountability

Fair Trading Practices

Payment of a fair price

Protecting Child Rights by ensuring no child or forced labour

Commitment to non-discrimination, freedom of association and gender equity

Ensuring good working conditions

Capacity building

Promoting Fair Trade

Respect for the environment



Capacity Building

Annual Network Meeting

MESH had its Network Meeting from 12th - 14th Dec, 2018 at Hubli Hospital for the Handicapped in Hubballi. The theme of this meeting was on "Strategy Planning". We had 10 producer groups participating for the Network Meeting.

Organized panel discussion where each groups were given time to share their groups achievements during the year 2017 - 18. Participants were able to learn and understand from each other's sharing. People were able to learn and take back different ideas and were encouraged to see how other groups are growing.

Mr. Mathew (Chief Manager, MESH) spoke about MESH's plans for the next 5 years. The groups were asked to draw pictorial image of how their organizations fitted into MESH's 5 year plan. Participants were facilitated to visit Equip India center to know and understand their work. Mr. Vijaya (CEO, Equip India) took a session on RPWD Act 2016 and highlighted key benefits under the act.

We had Mr. Joseph MJ as our main resource person from PRAXIS organization who shared on Strategy Planning. He clarified the term 'strategy planning' as a continuous process of planning. We were engaged to use different kinds of tools (forced field assessment & problem tree) to identify areas that required our focus and energy for planning. These tools enabled us to assess areas before we started any planning. By the end of the day participants identified areas of focus and planned activities to make improvement.

We arranged exposure visit to RTU - Hubli's production center. We visited to understand their work and production. MESH informed producer group regarding activities of Producer development for the next one year (2019). Ms. Rita (MESH intern) shared about gender policy and provided a model document of the policy which they could take back to be implemented in their group. We arranged focused group discussion on MESH's performs and asking the groups how MESH could serve them better this was to promote the culture of participatory monitoring.



Back to Contents

MESH awarded and recognized 5 producer groups for best practice.



For best business practice



For making improvement & progress



For most innovation

For Outstanding Efforts

RTU - Hubli

JPMM















Back to Contents



Gender Matters

During her visit to India Rita Lopes de Mendonça volunteered to lead a series of gender sessions for the women of Bethany Leprosy Colony Rehab Unit and Jone, Priydarshini Mahil Mandal a women's society in the same colony. The idea was to provide them with a safe environment to share and learn.

Topic	Activity
Understanding the current gender equity status in family; community and workplace	Role play in three different groups
Recognising how society tends to treat men and women	Video presentation and discussion
Recognising when gender be- came an issue for individual women	Sharing when each one first realised they were girls not boys
Identifying what part gender is playing in their production units	Group discussions and drawing of production unit processes
Women having fun	A trip to the beach for sports and other activities





Back to Contents

Gender Policy

Rita Lopes de Mendonça together with MESH's Social Worker developed a standard Gender Policy that can be used by MESH and adopted by producer groups to comply with Principle 6 of the WFTO Principles of Fair Trade for no discrimination, gender equity and freedom of association. The final policy document was shared at the Network Meeting and has been passed to MESH Executive Committee for approval.

International Women's Day 2019

MESH marked International Women's Day on 8th March, 2019 by organizing special sales in collaboration with Shaurya Foundation who sold their cookies and plants in MESH Shop and by showcasing a collection of pictures of our wonderful women artisans.

The theme for this Women's Day was #BalanceForBetter More#WomenLeaders to



#TradeFairLiveFair. MESH choose 5 women leaders across our producer groups to share their thoughts, through social media, on what they liked about their group.

Most Fair Trade Enterprises worldwide are run by women. As part of the broader social enterprise movement, we are pioneering new mission-led models of the business where women take charge. Across the WFTO membership, there are more women than men in decision making and managerial positions.

Earning is Better Than Using Money Lenders

"I use my earnings to meet household costs and especially for anything my daughters might need. My husband and I don't like taking loans from money lenders. I am a member of a women's savings group and have been able to apply for a group loan three times. I have repaid each time and we are using that money along with the housing grant from the Government House Building Programme to build a new house with slightly larger rooms and an added balcony."



Evangeline's father had leprosy and he went begging to bring in money for her Mum and their four daughters. At one time he asked the administration in Bethany Leprosy

Colony where they lived, if they would find funding to pay each man and woman Rs 1,000 per month so they could stop begging. When questioned further though, he had to admit that with the expected costs of marrying off four daughters that would never really be enough.

Evangeline left school after 9th standard, spent one year at home teaching herslef how to use the sewing machine and then she married a colony boy and became eligible to work in the weaving unit where she learned how to weave cotton tapes which were sewn into brightly coloured bags for sale in India and abroad. She also learned how to wind bobbins for the broad loom and has always been very practical and interested to learn new skills. The weaving work was parttime so when Jone Pryadarshini Mahila Mandal (JPMM), a women's society in the colony, started production she filled up her spare time sew bags for JPMM.

Her interaction with MESH grew after she became involved in sampling during workshops conducted by MESH Designer and when leather trims were added to the traditional all cotton Bethany Bags Evangeline was quick to volunteer to learn the new skills involved in cutting and sewing leather. Evangeline acts as a go between for Whatsapp messages between MESH designer and the production team in both JPMM and Bethany weaves. Her smiling face is often to be seen on our screens in the Design Studio.

Livelihood Survey

MESH has previously carried out surveys of artisans in producer groups with which it is associated. These surveys took place in 2011 and 2015 and were reported in 2017 you can find them on our website at https://www.mesh.org.in/section850908.html

In June 2018 Gabriel Rajsingh, MESH's Producer Development Social Worker was invited to make a presentation at The Fair Trade International Symposium held at Portsmouth University U.K. The theme of the conference "Fair Trade and the SDGs: Investigating the fairness of sustainable development" and MESH's presentation was entitled Fair Trade and Measuring Livelihood Changes in Artisans with Disabilities. This was the first time MESH has made a presentation at an academic conference and it proved a good opportunity for Gabriel to meet other people practicing fair trade around the world.

After reviewing and revising the questionnaire of these surveys MESH gathered further data in 2018 from 8 groups including the same producer groups, in order to evaluate changes and identify trends in the livelihoods of artisans. Ms. Kay Sharp, volunteering from England, has been very helpful in all aspects of gathering and analyzing data, preparing reports on the findings and also was a great support to Gabriel whilst he was in U.K.



Checking out the Training



Mr. Chotu Prasad was born to in Jharkhand in eastern India. He is the eldest amongst his siblings but only studied up till 5th standard. He did not continue because as he was taking treatment for leprosy.

He had developed rashes at a very young age which was shown to a local health worker who just gave medicines. One of his relatives saw the rashes and informed his parents that it was leprosy His parents went to different places for his treatment but could not prevent the changes to his fingers and face.

Whilst he was staying in a hospital for treatment he saw few people go every day to a building for some training. When he started to feel better and didn't have much to do during the day he went to check what the training was being provided. He found out that people were doing weaving work. When someone asked if he would like to have a go he took interest and started to learn weaving. For almost 8 years he stayed in that hospital for treatment and rehabilitation.

Before moving to Sarthak Manav Khust Ashram (SMK), Jaipur he lived with his family in another leprosy colony. When he had moved to SMK colony he informed the leaders that he knew weaving. They were happy to involve him in their production unit. Now he looks after the whole production unit and oversees the production process.

Work Experience for Inclusion

We were glad to welcome Ava to MESH for work experience. He is a person with Down Syndrome living with his

sister and her family near MESH. He comes each day to help with packing and folding for a few hours of work experience. He is a favourite with everyone.



Providing work experience to people with disabilities is a great way to understand their capabilities and promote inclusive work places.

Social Welfare-Education Support

Some years ago Ben Gnomes, donated money to Ten Thousand Villages USA for MESH to provide loans to young people from Bharat Mata Kusht Ashram and Little Flower Leprosy communities for studies leading to employment. Each student can is expected to repay the loan after they have completed their courses and are in employment. The loan attracts a little interest so that the overall value of the corpus amount remains viable for later students too.

Individual donors in Sweden and gifts from Trades of Hope allow MESH to sponsor some children from Bharat Mata Kusht Ashram, a leprosy community near Delhi through school.

Their parents of all these young people may or may not have gone to school or higher studies, but they all have aspirations for their children and we are glad to be able to assist in their efforts.



LOANS for higher education/vocational studies up to a value of Rs.60,000 for young people in leprosy colonies.

The loans have helped to pay the costs for BSc and General Nursing courses, and undergraduate degrees in commerce and business administration.

- 11 Loans Given
- 10 Students completed courses
- 6 of them are employed
- 2 of them have repaid in full
- 4 are repaying in instalments
- 1 is going for further studying
- 3 are looking for jobs



School Sponsorship covers the cost of school tuition fees and is for any children in leprosy communities in full-time schooling.

- 5 Girls are sponsored
 - 3rd standard x 1
 - 7th standard x 1
 - 10th standard x 2
 - 12th standard x 1
- 4 Boys are sponsored
 - 2nd standard x 1
 - 7th standard x 1
 - 8th standard x 1
 - 9th standard x 1



Design

K. Syamala—Designer and Studio Manager

MESH Design Studio and project office relocated from a large airy top-floor space to a much cheaper and much smaller location which it is hoped will be more financially sustainable long-term.

MESH Designer's work is shaped by the four pronged approach to using her skills to ensure more and regular

work for the artisans that supply MESH

Her methods include, in-studio designing and sampling; social media for video calls to producers far away; workshops/training and demonstrations with artisans in MESH Design Studio; at other times the designer and design interns visit the producer groups and work with the artisans generating new products, teaching new skills, systems and processes and improving finishes and quality. In all cases more and more often her

work is driven by specific customer demand and modification.

Designer's Areas of Focus & Methods Skill & process up-gradation E-mails and Whatsapp Field workshops/trainings Work Skill /product Interpreting for diversification In-studio R&D & campling In-studio workshops/trainings & quality improvement

The following are examples are typical of MESH's approach.

Value Addition and Quality Improvement

With the buyer demands growing in the present times, their expectations on assurance of a good quality product has increased presenting challenges of quality and value addition.

In 2018 we had a request from an international buyer for printed hankies neatly packed in a box for gifting purposes. We managed to make the printed hankies (getting them woven in fine cotton in Little Flower and printed in Hubli Rehabilitation and Training Unit).

Initially there were some mistakes with the density of the printing pigments on the fine cotton, so it became stiff. We had to change the ratios to get a softer feel. This problem was eventually resolved.

As the group is not skilled in making boxes we requested the buyer to give us another option where the hankies would be wrapped instead of boxed. In the studio we developed the idea of rolling each set of hankies in organza and tying them up with an organza ribbon. The buyer was pleased with the packaging and after seeing the samples placed an order for the hankies.

Now, products go through many amendments in product construction and packaging till the buyer is satisfied with the final product. All this small value addition takes time and requires creative approaches for alternatives.

Skill/Product Diversification

Anand crafts is a small women's producer group in a leprosy colony in Delhi. They are skilled in tatting and over the years have had many orders especially for Christmas decorations that have been exported all over the world. Demand for their product range dropped off two years ago and they asked MESH to help them diversify their skills. One attempt at making paper cloth beads and cloth bead jewellery was not successful but in 2018 they were interested to learn how to do book-binding and so began a series of short workshops.

The approach has been to first invite the women to come and make things with paper. They learned how to make an assortment of styles of paper products which tested their aptitude and interest in handling pa-

per, gum etc. Those who were interested came back to learn some specific book binding skills. +++ days of workshop were followed by several weeks of homework practicing their skills and working out how to go into production and where they could work since this cannot be done at home like their tatting. The next workshop reviewed their performance and taught them one more technique. There were also sessions on costing and pricing, how to manage the production unit and where to source papers. The covers of the books are made from remnants of cloth from MESH's other work. Anand Crafts women are in production of notebooks now for an export order.



Interpreting Buyer Demand

Bethany Colony Leprosy Association (BCLA) has been weaving and sewing cotton bags for the past 30-35 years to bring about a change in the livelihood of the people in the colony. The bags are made from cotton tapes which they weave. And then stitch .

We were approached by a couple of buyers in the past who were interested in buying Bethany bags with leather trims. So, in 2016-17 we arranged for Bethany tailors to visit a leather centre in Kolkata and then provided training for the tailors to attend a professional institute to learn the use of electric machines and making bags from leather and all kinds of materials.

Using their new skills MESH assisted with designs for hand-woven bags with leather trims which brought a new look to their products and a new market for the group. In 2019 a Japanese customer liked the look of the Bethany tapes and was interested that they could apply leather trims. She wanted only a partial tape feature in her bags and the rest in canvas and she added leather trims. This has again broadened and diversified the use of their tapes .

Now, the tailors are capable and skilled enough to work with different mediums and materials but still require guidance on design and construction layouts of the product.

They now have an order from the Japanese customer for one type of bag with three others in the pipeline.

Skill and Process Up-gradation

JPMM (Joan Priyadarshini Mahila Mandal) is a women's society in a leprosy colony. For many years they have been in production sewing an assortment of items including velvet bags that are sold to funeral directors in Canada, for the ashes of the deceased. The group comprises of women directly affected by leprosy as well as able-bodied women from the community. The group includes some tailors and some who can finish the goods (load drawstrings, quality check etc). Work is paid for according to the skill set and num-

ber of pieces produced. Profits are shared with all society members. It was haphazard and small scale but run with enthusiasm and a wish to expand.

At the WFTO Conference in 2017 MESH launched a set of "point of sale" organic cotton net fruit and veggie bags. It attracted a lot of interest with one buyer placing an order for 20,000 sets of three. MESH Designer trained the JPMM tailors to sew the bags, worked with them to identify how many more people could be trained and what machinery they would need to meet such demand. Then MESH advanced money for them to buy 6 new machines, MESH Designer guided them in the need to rent space and how to factor that cost into their price and then spent time in



the unit fine-tuning the layout, work process and storage of materials and finished products. She also had to help them deal with disputes about work distribution and payment of the finishing work. The challenges were many but well met with MESH's guidance. JPMM have gone from being a small part-time producer group working on a verandah to being a full fledged production unit in rented space with systems and processes in place to maximize production. They met their production schedules and have an order for 20,000 sets in hand and lots more interested parties.

And So Much More

Josefine Luthman, a Swedish Designer, spent four months as an intern with MESH working on prints for a supermarket bag, clothing designs for Little Flower to weave and stitch, a canvas and tape bag in Bethany and a bag with a message in Braille on the front for sale in Sweden and

India.

At the Eficor, signer progra jects a

At the request of Eficor, MESH Designer conducted a



programme with groups of people with disabilities linked to their projects assessing the product ranges and suggesting changes. She later visited two groups in their work places and MESH is now seeking soap samples from one of them for an export customer. Buyers visited and many design and production questions were addressed.



Money Matters

Arvind Kumar Head of Accounts

Audited Accounts

Significant in the year was making a claim for the Merchandize Export Incentive Sceme (MEIS) for the first time. We were able to claim for the last three years during this year and are now in the system for claiming every year along with duty drawback. Collecting and compiling the data for these claims increases the demands on the accounts team already stretched with all the statutory returns relating to the fact that we buy and sell products, that we are a civil society organisation and also that we receive foreign donations to run project works.

PREVIOUS	PARTICULARS		CURRENT	PREVIOUS	PARTICULARS	CURRENT YEAR
36,17,239	To Cost of Goods sold Opening Stock Less Stock Commissed Less Demagn goods Weitzer Off Add. Purchases Handlooms & Others Less: Closing Stock	50,80,570.33 5,413.00 9,171.95	30,65,983.38 1,53,14,248.43 36,61,127.65 1,49,19,106.36	1,92,63,495 3,93,181 42,817	By Sales: * Handloom & Others * Miscellaneous Income * Deff. in Eschange (MIC)	2,12,33,870.2 18,20,476.7 1,46,249.0
26,14,376 48,110 2,00,315 60,019 7,10,779 41,363 1,67,457 77,532 2,41,363 68,259 25,491 42,868 31,570 1,64,460 90,660 61,981	* Staff Welfure * Staff Training * Carrage Inward * Printing and Stationory * Electricity & Waisr charges * Posting, Telegram & Telephone * Bank charges * Travelling & Conveyance * Vehicle maintenance * Shop License free * Isoarance * Lagal and Professional charges * Repairs & Maintenance * Ren * Hone arium Chieges * Auditor's Eurosumentione	70,000.00 20,000.00 20,000.00 17,200.00	28.09,436.00 1,98,932.60 17,045.00 17,045.00 1,90,023.30 1,90,023.30 59,818.50 1,33,099.24 4,26,344.00 33,170.00 25,491.00 45,271.00 1,92,250.00 1,92,250.00 1,30,972.08 37,000.00 1,20,250.00			
41,139 14,510 77,444 1,35,800 66,296 1,89,210 (1,69,654	* House Tax * Ground Haut * Moniforabile for *Packing , For wading & Samples * Bud debts written off * Goods Destroyed/ Desinged * Workshop on Budding Smalage * Misodiancous Expenses * Balance Carried down		1,27,200,00 41,522,00 14,390,00 81,124,00 4,72,211,08 63,259,00 32,154,59 9,171,95 60,275,00 47,920,00 21,68,749,23			
1,97,21,491		F	2,32,86,596.03	1,97,21,490		2,33,00,596.0
	To Income Tax Excess of Income over Expenditure		61,733.00 30,59,298.26	4,486	By Balance brought down By Dountion By Interest	21,68,749.25 2,66,292.36 6,85,987.65
4,28,702			31,21,029,36	4,28,702		31,21,019.36
NEW DIELHI DATED 3 0 SE		ASIRER	GEFNA	2	TACHED TO OUR REPORT OF DATE FOR AIYAR & CO. CHARTERED ACCOUNTANTS FIRM NO	To some

PREVIOUS	LIABILITIES		CURRENT	PREVIOUS YEAR	ASSETS	CUBRENT YEAR
10,06,268	CORPUS FUND Nabert Memorial Fund	0,74,471.82		43,60,247	FIXED ASSETS (As per Schedule annexed)	36,44,788.00
	OTHERS Balance as per last Balance Sheet 4	1,69,652.86	32,44,124.68	18,14,541	LOANS & ADVANCES	36,62,742.78
	Wingard Memorial Fund Dunner Asset Fund	14,784.00	3,85,094.00		SUNDRY DEBTORS ADVANCE TAX PAID (NET OF PROVISION FOR TAXATION)	9,04,129.11
	INCOME & EXPENDITURE ACCOUNT		1,24,54,836.01		STOCK IN HAND CASH AND BANK BALANCES	56,61,127.65 1,12,74,874.21
10,01,010	SUNDRY CREDITORS & OTHER LIABILITIES ACCOUNTING POLICIES & NOTES Rufer Schedule W		70,91,884.89		14	
2,37,51,685			2,51,77,939.58	2,27,51,685		2,51,17,539.58
W DELIN	PRESIDENT	UNER	CIBEF MANAGE	*	ATTACHED TO OUR REPORT OF DATE FOR AIYAR & CO CHARTERED ACCOUNTANTS FIRM NO. 0011HN A. BATRAL PARTNER M. No. 000169	

Donors, Volunteers and Interns

We have been glad to receive financial support from the following people and organizations.

Donor	Donor's	Area funded
	Location	
Irish Embassy	New Delhi	Marketing project
Swedish Organisation for Individual Relief (Soir IM)	Rajpur (funded from Sweden)	Producer Develop- ment for Sustainabil- ity Project
Mr. Janusz Lipinski	Sweden	Sponsorship of school children.
Trades of Hope	U.S.A.	Sponsorship of school children.
Global Avenue Minis- tries	U.S.A.	Sponsorship of school children.
Earnst and Heidi Dutt	Switzerland	Sponsorship of school children.

Interns, Volunteers and Friends

Josefine Luthman—Designer, sent by Soir IM for 4 months internship in MESH Design Studio.

Kay Sharp—Volunteering from UK analyzing livelihood survey data

Path Mahendiratta— school student from Delhi who setup www.meshonlinestore.com

Jackie and Tony Nelson—from UK sharing time during their visit to India to help us with future strategy

Rita Lopes de Mendonça—from Portugal and Israel who helped with Gender matters during her visit to India.

Surbhi Jain & Rishika Goel—from Gargi College, Delhi

Jacky Bonney—Fulltime Volunteer

Well Paper— From Pondicherry provided design support in PAGIR



The Team

Teena Saini-Export Assistant

Staff Training

A One day workshop on "Team Work & Time Management" for Staff Training was conducted on 1st March 2019 in MESH in order to learn effective team with time management during the work ing hours.

All MESH Staff attended the programme which was led by Pankaj Mehndiratta. The workshop focus was on fostering an engaged and motivated workplace. Mr. Pankaj shared some models and discuss strategies to motivate and empower individual team members to achieve their goals.

Using pictures and activities and after talking through several tools to identify personality types and ways to prioritise work the staff team is now able to:

- Recognise that each member of the team is valuable to the whole.
- Together they can achieve even more than they can imagine as long as there is a common goal
- Understand and describe the differences in personality types and behavioural styles.
- Identify what each style needs and trusts, how each style prefers to communicate, and how each style solves problems and manages time.
- Describe the behaviours different styles may exhibit under pressure.
- Effectively adapt and style to suit the situation and build stronger relationships.
- Classify tasks to understand how to prioritise work.



Mathew K.K. Chief Manager



K. Syamala Designer and Studio Manager



Gabriel Rajsingh Social Worker, Producer Development



Arvind Kumar Head of Accounts



Teena Saini Export Assistant



Accounts Clerk



Kirshna Bahadur Storeman



Ratan Lohar Studio Helper



Rohit Popli Shop Keeper



Sushil Driver & Helper



Sangeeta Khandelwal -Domestic Sales



Jacky Bonney Volunteer





Maximising Employment To Serve The Handicapped (MESH)

> No 5, Local Shopping Centre, Uday Park, New Delhi 110 049 India

Phone-+91 11 41661499

E-mail -Contact@mesh.org.in



www.mesh.org.in www.meshonlinestore.com