

CEC Annual Report

2016-17

September 2017



Centre for Education and Communication

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Centre for Education and Communication (CEC)

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Preface

With pleasure we bring out this Annual Report of CEC for the year 2016-17. This was possible with contributions from John, the outgoing ED as well as all staff members of CEC.

Penning down this part of the Annual Report has been extremely challenging for me given the fact that I was not part of CEC during the year 2016-17.

However as I understood during my stint for the last 4 months, 2016-17 has been an eventful year for CEC, with the STG project coming to an end and DWGB project gradually paving its way.

The grand event - "PPS Assembly - Celebration of Innovations", organised with more than 200 STGs from West Bengal, Assam, Tripura and Arunachal Pradesh, was a land mark event for CEC showing the positive impact of the STG project to a large number of stakeholders including Tea Board of India; European Union, NABARD, FAO, Ministry of Commerce, Traidcraft, CISTA and STG Association leaders.

The year also witnessed a good number of team members preparing to leave the organisation with the end of the STG project and a new set of team members moving in with the launching of the DWGB project.

The most significant change being the decision of John's departure from CEC as its ED. John has been part of CEC for a long time and has moved with the organisation through thick and thin. Change of leadership after such a long period and replacing a person, who is almost synonymous with CEC, is indeed a big change for CEC as well as for partners, donors, collaborators, networks, comrades, staff members etc.,

I am conscious that while it will take some time to get settled with all these changes and the period might be little demanding for all of us too; I am pretty sure that we as a team will leave no stone unturned to live upto the expectations of all stakeholders.

However, our efforts will be to optimize this time period and allowing our actions to speak for itself. Our aim will be to further strengthen the vision and values of CEC, in its work with unorganized and informal workers; while focusing on innovative strategies and actions.

I am happy to share that we have already taken few important steps in this direction. The DWGB project itself bringing in several innovations to ensure

rights of brick kiln workers in India. As part of the project, we organised an orientation workshop at Agartala in collaboration with Tripura State Pollution Control Board to motivate brick kiln owners to go for green technology in brick making. It was a huge success wherein more than 100 Brick kiln owners of Tripura participated along with other stakeholders. The outcome of the effort is already visible as two brick kiln owners have already started converting their kilns to zigzag technology with our support.

We have started focusing on actions towards ensuring rights of women workers in the brick kilns of India.

In the time to come, we hope to take the work forward with the same vigour and intensity.

In solidarity.....

Arati pandya

Empowering Civil Society Organisations for Decent Work and Green Bricks in India's Brick Kilns

The Context

The project, "Empowering CSOs for Decent work and Green bricks in India's brick kilns" is funded by the European Union and will be implemented in the destination states of Uttar Pradesh, Rajasthan, Tripura and the source states of Orissa, Chhattisgarh, Jharkhand. The duration of the project is 48 months beginning from 1 January 2016. The overall objective is to usher sustainable change through decent work and green technology in India's brick kilns. The specific objective is to increase the capacity of Civil Society Organisations (CSOs) including human rights groups, labour organisations, child rights organisations, CSOs working on green technology, brick kiln manufacturers associations, workers' associations and local authorities to perform their roles more effectively to ensure inclusive 'decent work' in brick kilns and produce 'green' bricks. The Partners in the project are (i) PRAYAS, Delhi; and (ii) Terre des Hommes (TdH), Germany. The Associate in the project is Anti-Slavery International, UK.

The most prevalent form of intervention of human rights CSOs has been identification, release and rehabilitation of bonded labourers within the framework of BLSA Act, 1976. Notwithstanding the importance of such intervention, elimination of bonded labour in brick kiln remains a far cry. Moreover, efforts by environmental CSOs to facilitate a transition into less energy consuming and less polluting technologies like natural draught zig-zag kiln or vertical shaft brick kiln (VSBK) have not permeated widely. Both levels of interventions remain independent and mostly, mutually exclusive. In both cases, interventions neither addressed the caste based, regimented, advance-linked and contractor dominated labour market characteristics, nor addressed the organisation of the industry which thrives on non-innovation and gendered, feudal labour relations. The present action intends to address this gap. The action intends to bring together wide sets of CSOs on the principle that the observance of labour standards and establishment of green technology are compatible and not mutually exclusive. Moreover, the action is premised on the perspective that the capacity of brick kiln manufactures to innovate depends on facilitating a labour market based on information flows, and an industrial relations based on observation of labour standards

and recognition of skills rather than casteism, regimentation, bondage, contractors, and gendered feudal labour relations.

The project intends to build capacities of 50 human/child/labour rights CSOs to understand and respond to environmental issues and 25 environmental CSOs to understand and respond to decent work issues in brick kilns. It is expected to directly impact the decent work and environmental awareness of at least 10,000 brick kiln workers in the source & destination states as well as 100 brick kiln owners. The project intends to pilot two institutions which are expected to radically change the operation of labour market operates in brick kilns. These institutions are (i) the worker skill development centre for diversity and (ii) labour exchange. The project will help collectivising at least 5,000 workers. The project intends to introduce green technologies in brick kilns to brick kiln owners through exposure visits and ToTs. Simultaneously it will introduce them to the business case of ensuring decent work in brick kilns. It raises questions on the way in which worker skills are segmented along exclusivist caste lines and intends to make it more inclusive and non-discriminatory.

Following activities are envisaged in the project: Studies on (i) the labour market dynamics and industrial relations in brick kiln industry; (ii) archaic technology, social relations and innovations in brick kilns; (iii) health of kiln workers and exposure to emissions; (iv) document migration pattern to brick kilns over 4 year period; (v) Manuals on safe migration, decent work, safe work and gender rights; (vi) skill diversification training & training tool; (vii) inclusive worker collectives; (viii) ToTs on safe migration, decent work, freedom of choice, right to represent, Occupational Safety & Health (OSH), social security; (ix) Field exposures and ToT for brick makers to kilns producing safe, green bricks & providing basic amenities, social security to workers; (x) national consultations - interface between green bricks and decent work; (xi) Worker Skill Development Centre for diversity at work; (xii) Model employment exchange, (xiii) national consultations on 'social protection for brick kiln workers' and on production of green bricks; (xiv) training for advocacy.

CEC, the applicant will be responsible for the overall implementation and reporting. CEC facilitates coordination among all Partners. CEC is directly responsible for activities in Western UP and Tripura. Prayas, having experience in working among bonded labour and brick kilns in Rajasthan, will execute various activities in Rajasthan and it will lead the action on setting up a pilot Labour Exchange. CEC will collaborate with identified private sector in setting up Worker Skill Development Centre and conducting training for workers as well as in exposure visits of brick kiln owners and their ToTs. TdH having long years of experience in project monitoring in India, is taking the lead in monitoring the implementation of the project.

Project Set-up and Project Review Meetings

Project Officers in Uttar Pradesh and Tripura have taken charge of respective areas. CEC also has a Senior Research Officer. A Project Management Team (PMT) comprising of senior staff of all partner organisations is in place. CEC's Project Manager has the responsibility for overall management of the project.

Project is being implemented in the following districts in Tripura, UP and Rajasthan: (a) Sepahijala, Khowai and West Tripura (Tripura); (b) Fatehpur and Allahabad (East UP), (c) Ajmer and Bhilwada (Rajasthan).

Project Review & Planning Meeting was held at ISI, New Delhi on 21-June-2016.

The annual review and planning meeting was organized to objectively assess the progress of the project during first year and evaluate the results against the logical framework. In this meeting, the partners shared their work plan for year II for the period Jan 2017 Dec 2017

Baseline Survey

A Baseline Survey was conducted in the three project states to establish the initial situation, identify potential CSOs and brick kiln entrepreneurs to collaborate with the project. Key findings are as follows:

Demographic Profile of the workers

Fifty-one per cent of the brick kiln workers covered in the study are men and 49 per cent are women. The highest number of workers (31 per cent) was found to be in the age group of 25 to 32 years followed by 28 per cent workers in the age group of 32-39 years. In terms of the education of the workers, 44 per cent of the workers were illiterate, 47 per cent had received primary education, 4 per cent had received secondary education and 5 per cent workers had received senior-secondary education. A majority of the workers, that is, 64 per cent of them belonged to the Schedule Caste (SC) category, 12 per cent belonged to Schedule Tribes (ST), 22 per cent belonged to Other Backward Castes (OBC) and only 1 per cent belonged to the General category.

Migration Trends

In terms of the state of origin, 65 per cent were from UP, 34 per cent were from Chhattisgarh, 12 per cent workers were from Bihar, 8 per cent were from Rajasthan and 4 per cent were from Jharkhand and Tripura each. In terms of the type of migration, 65 per cent were inter-district migrants, 28 per cent were inter-state migrants and 7 per cent were intra-district migrants.

Advance and Recruitment

76 per cent of the workers were recruited to the brick kilns by the contractors, 22 per cent were recruited by the kiln owners and the remaining 2 per cent could not answer. It was found that 92 per cent workers from the brick kilns in all the three destination states had received advance amounts. Of these, 97 per cent received their advance payments before arriving at the kilns and the rest of them received the advance after arriving at the kilns. 71 per cent workers received the advance and their Aadhaar cards from the contractors, and 19 per cent of the workers received the advance directly from the kiln owners. 41 per cent workers had taken advance amounts in the range of Rs 10,000-20,000 followed by 34 per cent workers who had taken advance amounts in the range of Rs 20,000-30,000. 73 per cent workers required the entire brick kiln season to repay the advance amount; 9 per cent had to work the following season to repay the advance amount and 8% workers said that they needed less than a season to repay the advance amount.

Payment of Wages

In terms of the mode of payment of wages, 76 per cent of the workers received piece-rated wages. 98 per cent workers were engaged in the same type of work since they started working in brick kilns and only 2 per cent workers tried other types of work in the kilns. All the transactions were cash payments.

Entitlements

None of the workers in Rajasthan and UP reported access to toilets or provision of separate toilet for women, crèches, and primary schools. In Rajasthan, 15.5 per cent respondents said they have access to safe drinking water whereas in UP there were none. Whereas 1.3 per cent workers in Rajasthan reported access to electricity, in UP 77.9 per cent had access. In Tripura, 93 per cent of workers reported access to safe drinking water, electricity and toilets, 1.3 per cent had access to primary schools, and none had access to crèches or separate toilets for women.

Trade Union Membership

All workers from Tripura (100 per cent), 83.44 per cent workers from UP and 54.55 per cent workers from Rajasthan were not part of any trade union.

Research Studies

Research studies were intended to provide a better understanding of the factors that perpetuate slavery like conditions of work on Indian Brick Kilns

Consultancies were awarded for the following researches:

1. Labour market dynamics and industrial relations in brick kiln industry

2. Archaic technology, social relations and innovations in brick kilns
3. Health of workers and exposure to emissions
4. Documentation of migration pattern over 4 year period

The first three research studies have been completed partially. When the studies were initiated, they coincided with the government's demonetization announcement. Since transactions in the brick kilns are cash based, the worker deployment and the operations in the kilns were stalled and hence the workers were unavailable in the kilns. To conduct the study on "Health of Workers and exposure to emissions" in Tripura, collaborations had to be made with the Tripura State Pollution Control Board (TSPCB) for the access to assessment equipments as the project did not have enough provisions to transport equipments to Tripura.

The documentation of migration pattern over four year period has been completed for the first year. Dissemination workshop sharing the preliminary research findings has been conducted.

Dissemination Workshop

A workshop to discuss the preliminary findings of the research studies was held on 23 December 2016, where the researchers shared the initial findings of all the four studies and sought comments from the project partners, CSOs, academic and experts in the field, government representatives and members of workers' union.

Strengthening / Forming Inclusive Workers Collectives

The project has adopted the strategy to strengthen existing worker collectives in Rajasthan and UP. In Rajasthan, "Rajasthan Pradesh Int Bhatta Majdoor Sangathan" (RPIBMS) and in UP, Bhatta Karmgar Evam Nirmaan Shramik Sangathan (BKENS) & Uttar Pradesh Grameen Mazdoor Sangathan (UPGMS) have been identified as collectives of brick kilns. 52 meetings were conducted with 1604 workers in Uttar Pradesh and Rajasthan. One interface meeting with the brick kiln workers, union members and the owners was organized in UP. A meeting of CSOs and workers with the District Magistrate of Fatehpur was facilitated. 29 brick kiln workers have received benefits under the UP-BOCW and 16 workers have applied for its membership. 35 cases of workers' disputes have been resolved by the workers' collective in Rajasthan benefitting 368 workers. 1307 children have benefitted through Non Residential Bridge Course Centres in Rajasthan.

The period of intervention in UP coincided with workers' migration into and out of the district for work in kilns. This was overcome by visiting the workers at the source villages. Towards the end of the first year, the demonetisation policy was resulted in

delayed operations in the kilns as well as worker deployment. This proved detrimental to the campaign of the workers' collective.

Constructive Interface between Decent Work and Sustainable Green Brick Production using Appropriate Technology Innovations

Identification of CSOs

A total of 56 CSOs have been identified in the three project locations and three workshops have been organized with 46 CSOs. A workshop with 52 worker leaders was organized in Rajasthan.

There were very few CSOs who were directly engaged with brick kilns. Nevertheless, it was found that CSOs were sensitive about the conditions of work in brick kilns and the polluting character of brick kilns.

Initial dialogues with the Dialogue with district & state government

District level officials of labor and environment department along with the industrial corporations have been initiated in Uttar Pradesh. In Tripura, conversation with the Department of Industries has been initiated and a letter has been sent to reach out to the members of the Brick kiln Manufacturers Association.

Reaching out to brick manufacturers

A brick kiln, Prayag Clay Products, using green technology and promoting decent working conditions in the workplace was identified and visited in UP. Communication with the proprietor of this kiln to establish collaboration is initiated. 36 brick kiln owners from Tripura and UP have confirmed their participation for the first exposure visit to Prayag Clay Products.

It has been a challenging task to convince the brick kiln owners to adapt newer technologies and introduce diversity at the workplace. To overcome this, interactions with Prayag Clay Products and the brick kiln owners were facilitated and experiences of adopting new technology were shared. Involving the government agencies has been instrumental in arriving at consensus with the brick kiln entrepreneurs.

Identification of training institutes

For the work on Worker Skill Development Centre in Tripura, government and non-government agencies have been identified and constant interactions have been held with them to collaborate in setting up the Centre. These agencies include the Tripura Small Industries Corporation under the Department of Industries, Brick kiln manufacturing association of Tripura and NB Institute for Rural Technology.

CEC has identified Tripura as the potential state to pilot WSDC. Setting up the WSDC in the state will serve a two-fold purpose. The local people (mainly tribal communities) will benefit by learning new skills and thereby opening up opportunities for them to work in kilns. Further, trained workers will be in a position to work in the kilns using their skills acquired during the training programmes rather than those inherited through associations with a particular caste.

Creation of Model Employment Exchanges

The work on Model Employment Exchange has been initiated in Rajasthan. 245 labour contractors for the brick kilns have been mapped to understand the catchment area. 605 members registered in the MEE. Wage hike from Rs 100/1000 bricks to Rs 120/1000 bricks was achieved for the Bharai and Nikasi work in a few brick kilns.

The baseline survey in Uttar Pradesh has opened up opportunities for employment exchange in UP because of the pattern of high inter and intra-district migration of brick kiln workers.

While the process of negotiations with the brick kiln owners regarding wage hikes was on, a setback was received due to the demonetization policy. Work in the brick kilns was stalled and the owners were not willing to negotiate. However, with continuous efforts, wage hike was achieved with some.

Eradicating Bonded Labour in Brick Kilns

The Context

According to Government of India reports, a total of 2,82,429 bonded labourers have been identified, released, and rehabilitated since the inception of the bonded labour rehabilitation scheme in 1978 up to December 31, 2015. It is an acknowledged fact that despite all the efforts, bonded labour is endemic within the brick industry in India. Estimates about the number of functioning brick kilns in India vary from 50,000 to 100,000. Considering an approximate number of 250 workers are employed in a kiln, the total employment in brick kilns can vary from 12,500,000 (1.25 crores) to 25,000,000 (2.5 crores) in a season. Brick-making is considered a seasonal industry for the reason that it remains non-functional during the rainy season, normally for three to four months. Workers are engaged every year for the season. Every year, brick-kiln owners must find workers and workers must find brick kilns where they can secure employment. This process is facilitated by brokers or labour contractors, who act as intermediaries between the owners and the workers. Contractors obtain workers both locally and from far-off places, resulting in significant annual migration from and to source districts and states. A system of advances mediates the employer-contractor-worker relationship. The employer engages contractors to obtain workers for the season by making an advance payment and in turn, the contractor secures workers by giving them an advance payment. Accepting the advance is a commitment by the worker to work in the kiln of an employer with whom he/ she has never met or entered into a contract. In the kiln, the worker works against the advance that he/she has taken. If the advances are not cleared, grounds are set to tie them to the same kiln (and perhaps elsewhere) through employment in the next season(s); thus, intensifying the system of bondage.

This project was, therefore, undertaken and implemented by CEC in partnership with Volunteers for Social Justice (VSJ), Punjab (destination state) and Jan Jagriti Kendra (JJK) in Chhattisgarh (source state). Anti Slavery International (ASI), UK is the Lead Partner, who receives funds from Big Lottery Fund (BLF), UK and USTIP for this project.

The intervention had a fourfold strategy both at the source and destination states: 1) reduce workers' poverty and vulnerability to bondage through facilitating their access to entitlements, benefits and government programmes; 2) improve working conditions through engagement with kiln owners and government officers, and seeking implementation of employment and wage related laws 3) using the judicial system to secure releases from bondage of workers who are experiencing extreme vulnerability and abuse; and 4) empowerment of workers by facilitating their self-organisation as

fully functioning and autonomous associations. The project also prompted coordinated action in both destination and source states.

Our Intervention.....

The role of CEC in the project was of training and reporting. Specific responsibilities of CEC included conducting the project team meetings, developing training & campaign materials, designing monitoring & evaluation framework, reporting to ASI and conducting national espousal of the rights of brick kiln workers. The key activities taken during the reporting period are as follows:

Training

Based on the partners' requirements, CEC delivered two separate trainings to the partners in Punjab and Chattisgarh.

A documentation training was conducted in Phillaur for the project staff of VSJ in April. Since the project was spread over three districts in Punjab and work on entitlements and decent working conditions were being done simultaneously by a large team of about twenty; it was imperative that documentation was done timely, accurately and is based on the requirements of the project. Most of the information gathered in the project was on the socio-economic profile of the beneficiary. In order to be able to analyse this information, training on the use of excel was also imparted along with the training on process documentation.

In Pithora, Chattisgarh, training was held for the field staff of JJK in July. In this period as the workers would have returned from the brick kilns to their villages, the contractors will begin to reach out to them for advances. To address issues in migrating safely, a one-day training was organised by CEC. In this training we also attempted at bringing partners across the different projects together. Our resource person for the training was Madan Vaishnav, an active member of the brick kiln workers' union in Rajasthan.

Monitoring and Reporting

The reporting for the project for two quarters in this period was undertaken by CEC. The quarterly reports submitted to ASI, was prepared in consultation with partners. The reporting included narration of activities and also quantification of the targets achieved. Reports prepared were as follows:

- Narrative report of CEC
- Narrative report of JJK
- Tracking table of VSJ
- Tracking table of JJK
- Cumulative data sheet
- Annual Tracking table of the project

Material Development

In line with the partners' activities, CEC produced a newsletter based on gender rights in the brick kilns highlighting the need to recognize women as workers in the kilns. This publication gave extensive coverage to the State Convention on Women Workers in brick kilns on 22nd April 2016 in Bathinda, Punjab.

Based on the emerging demand from workers for an identification card at the source, CEC designed and printed workers' I- Cards for the partner organisation JJK. The I-Card was designed keeping in mind the harassment workers face from the point of travel in the source village to their destination kiln. The card mentions the workers' membership to a Union and emergency contact numbers.

Pre-Departure Training for Migrant Workers from Uttar Pradesh to Qatar

The Action

CEC along with Anti-Slavery International, UK, implemented a project titled 'Pre Departure training for migrant workers travelling to the Middle East' from the year July 2015 to August 2016. The project was funded by UNISON International Development Fund.

The Project focused on the eastern districts of Uttar Pradesh – Deoria, Gorakhpur, Kushinagar, Maharajgunj, Sant Kabir Nagar, Siddharth Nagar Sultanpur and Faizabad. As part of this project, Trainings were conducted by CEC along with BNKMU (Bhavan Nirman Karmkar Mazdoor Union, Lucknow) and Manav Seva Sansthan (MSS) Gorakhpur.

Training and Reach out

Through this project, it was possible to reach out to about 400 migrant workers (target was 350 workers) in this period. This has been possible due to:

- Increased support from the people's representatives in identifying pockets of high migration
- Increased availability of workers who had come on leave during Ramzaan and Eid.
- The participation of workers increased at very subsequent training. We had seen workers coming from surrounding districts (Pratapgarh, Amethi) and in some cases from Bihar (Champan, Gopalgunj), to attend our training programme.

The project also received enormous support from CSOs who participated in big numbers in the meetings.

There was a good response from all the stakeholders on the information booklet. The training manual which was prepared had been consistently worked upon, based on the workers' experiences and needs and updated with the most recent developments in the sector. With the help of the updated and easy to read training manuals, it was easier for the CSOs, Trade Unions and partners to understand the processes at every step of migration, including the grievance redressal mechanism.

The project had a positive impact on a wide range of stakeholders. One of CEC's partner MSS had reported about the rescues made by them from Malaysia during the

period, thereby establishing a link with CEC's work. The partner organisations of CEC reported that they had rescued 69 migrant workers from Saudi Arabia. These workers were not paid wages and some of them were even denied food. One amongst these workers sent a distress message on the whatsapp number shared in our information booklet. The partners traced the families of these workers to Kushinagar, Deoria and parts of Bihar to get the required documents and subsequently filed a complaint.

The workers shared that the training was useful for them. They gave feedback on our information booklet. The documents they shared (work contracts, visas, iqama), their own good and bad experiences helped CEC to understand the myriad problems that they and their family back home face. CEC's documents were being constantly reviewed in this light.

In the course of identifying CSOs, the support of PANI (People's Action for National Integration) and SATHI (Supporting Association for Thematic and Holistic Initiatives-Uttar Pradesh) was taken. The two organisations have been working on issues of internal migration in the region. For this period, PANI helped us reach interior pockets of Faizabad (BNKMU and MSS Seva did not have their intervention in this area), some of them even known as mini Saudi and mini Duabi in the local parlance. SATHI supported CEC in identifying other districts for future purposes like- Mau, Ghazipur, Jaunpur amongst others from where migrants are beginning to leave for the Gulf.

The members of these groups attended the CSO meet organised by CEC and identified strategies for integrating this issue with the existing ones and taking this work ahead.

Partners of CEC also involved in the exercise for preparation and finalisation of the materials, in identifying the districts of high migration, organising and implementing the training programmes and stakeholder meetings.

Details of Meeting/Event/Activity during April-July 2016:

Meeting/event/activity	Date	Total attendance
Training , Sultanpur	6 Apr	34
Training , Kushinagar	16 Apr	50
Training , Rudauli, Faizabad	25 Jun	10
Training , Jaganpura, Faizabad	26 Jun	17
Training , Shujangunj, Faizabad	26 Jun	8
Training , Mustaffabad, Faizabad	27 Jun	16
Training , Aihar, Faizabad	28 Jun	11
Meeting of CSOs and Trade Unions, Faizabad	23 July	35
Meeting of CSOs and Trade Unions, Gorakhpur	24 July	20
Meeting with MLA, Faizabad	25 Jun	7
Meeting with UPNRI department	25 July	6
Meeting with PoE, Rae Bareilly	13 May	3

Way Forward.....

Through this project we have learnt that the potential migrants or the new wave of migration for construction sector is focusing now on remote and lesser known pockets. Agents are luring the youth from these regions. With huge debts and primary occupation that the members of these families are engaged being that of agricultural labour, caste based professions (shoe making) they stand highly vulnerable to exploitation. In the next phase these pockets will have to be identified.

Awareness programmes are equally important for the families of the migrant workers as they also need to understand the steps to safe migration.

The project has contributed to greater equality between under-represented or disadvantaged groups, as the trainings emphasized on seeking greater participation of the Muslim community. In particular, the focus was also on the poorer and most excluded from amongst them.

However, there were challenges faced during the implementation of the project. Reaching out to people was challenging since Trade Unions had not collectivized/organized the migrant workers. Hence, local contact was used to identify the workers, besides the partners. Considerable threats were received from the sub agents in the region. But assurances received from the local contacts, partners, people's representatives and the workers themselves were considerable impetus.

Considerable challenges in long distance travel within UP (absence of connectivity from district centres to villages, issues of safety- odd hours of arrival at destination/) and local commuting (reliance more on local contacts).

Social Security Now

The Campaign so far

Social Security Now (SSN) is a national campaign demanding non-targeted, non-discriminatory universal social security as a right for all people living and working in India. Over 500 organisations from all over India, comprising people's movements, trade unions, civil society organisations, farmers' associations and other groups are part of this campaign. Centre for Education and Communication (CEC) is the secretariat for this campaign managed by a National Working Group¹.

Social security is a protection society provides to its members; in the sense that it should recompense lack of work related income; it should address the contingencies of life; and it should have a redistributive character by virtue of which, it can play an important role in poverty reduction and in preventing social exclusion. But in India social security has been always seen as an charity and not as a right for its population except a few identified as part of organised / government sectors. Absence of universal social security, along with targeted schemes has contributed to the perpetuation of poverty and vulnerability of the majority.

The national campaign Social Security Now (SSN) was launched in 2006 at a National Convention in Nagpur. SSN demands universal social security as a right for all people living and working in India. Over 500 organisations from all over India, comprising people's movements, trade unions, civil society organisations, farmers' associations and other groups are part of this campaign. The uniqueness of this campaign is the active involvement of dalits, adivasis and other socially disadvantaged groups, asserting that social security is the legitimate right of all 'social classes' in India. The national working group, with about 30 partner organisations from all over India, executes the activities of the campaign.

Though instrumental in its enactment, SSN was the first to critique the Unorganised Workers' Social Security Act (UWSSA), 2008 and conducted State level consultations and lobbying with labour ministry to highlight its concerns. UWSSA has inherent structural gaps and inadequacies that make it totally ineffective. The Act does not

¹ Bindrai Institute for Research Study and Action (BIRSA); CBCI Commission for Labour; Centre for Community Economics and Development Consultants Society (CECOEDECON); Centre for Education and Communication (CEC); Cornerstone Trust; Delhi Forum; Delhi Shramik Sangathan (DSS); Foundation of Educational Innovations in Asia (FEDINA); Harit Recyclers Association (HRA); Human Rights Law Network (HRLN); Indian Social Institute (ISI); Jan Sangarsh Manch; Laya; Lok Sangharsh Morcha; Migrant Nepalese Association in India (MINA); National Campaign Committee for Unorganised Sector Workers (NCC – USW); National Campaign on Dalit Human Rights (NCDHR); National Federation of Dalit Land Rights Movements (NFDLRM); National Forum on Forest People and Forest Workers (NFFPFW); National Hawkers Federation (NHF); National Institute of Women Child and Youth Development (NIWCYD); NIDAN; Nirmala Niketan; Pragatishila Shramik Manch (PSM); Programme on Women's Economic Social and Cultural Rights (PWESCR); UDWSM; Uttar Pradesh Gramin Mazdoor Sangathan (UPGMS); Vigyan Foundation; Volunteers for Social Justice (VSJ); Women's Voice; Youth for Unity and Voluntary Action (YUVA).

define social security. Social security schemes are not included as part of the body of the Act, implying that they can be changed without discussion in the parliament, thereby denying the workers the benefit of consistency and justiceability. Unemployment and livelihood rights are not covered under the Act. It also dilutes the existing Acts such as the Maternity Benefit Act and the Workman's Compensation Act. It does not universalize social security and does not have enabling provisions to empower those who have traditionally faced difficulty in exercising their rights such as the dalits, adivasis and women. The Act also has no financial memorandum attached to it.

The representatives of the national working group of SSN met Minister of State for Labour and Employment, Harish Rawat on July 29, 2009 in New Delhi. A memorandum demanding amendments to the Unorganised Workers Social Security Act, 2008 was also submitted to the minister. The memorandum called the immediate attention of the UPA government into the glaring gaps and contradictions in the UWSSA. One of the significant developments of this exercise was that the team was called for a detailed discussion on the issue with the minister in the following day (July 30, 2009). Anand Swaroop, Director General, Labour Welfare also attended the meeting.

SSN organised the National convention on Social Security for Unorganised Workers at Patna in January 2010 attended by more than 500 participants from 16 states out of which 200 were women. Members of Parliament, Members of Legislative Council and leaders from seven national trade union centres were present. The convention largely discussed the UWSSA 2008, social security from workers' perspective, inclusiveness, universalisation and organisation. The convention was followed by a rally in which over 2000 people took part. The convention issued a call for non-discriminatory, non-discriminatory universal social security to be ensured by the state.

Demanding allocation of 5 per cent of GDP towards non-discriminatory, non-targeted universal social security, the members of Social Security Now observed National Action Day across the country on February 23, 2010 coinciding with the budget session of the parliament. SSN members submitted memorandum to district collectors of around 100 districts raising the demand to extend social security benefits to all people living and working in India. Mass meetings and demonstrations were also organised. Maharashtra, Andhra Pradesh, Rajasthan, Uttar Pradesh, Gujarat, Madhya Pradesh, Tamil Nadu, Bihar and Orissa are among the state who observed the national day of action. This was followed by demonstration and rally on February 26, 2010 at Jantar Mantar, New Delhi.

A Chintan Shivir was organised by Social Security Now at the YUVA Centre, Mumbai, on September 29-30, 2010. The purpose of the Chintan Shivir as envisaged during the last meeting of the national working group held in Bhopal (August 6, 2010) was to debate, understand the nuances and work out a concept note on universal social security. Earlier, during the national convention of the SSN held at Patna (January 8-11, 2010), SSN had given a call for non-targeted, non-discriminatory universal social security. The Chintan Shivir concluded with a text of affirmations on universal social security.

SSN, in 2010-11 conducted a signature campaign demanding comprehensive amendments to be made to the Unorganised Workers' Social Security Act (UWSSA) 2008 and demanding non-targeted, non-discriminatory universal social security to be provided by the state for all people living or working in India as a basic right. It called for ensuring of economic justice by providing living wage to all which is need-based and not less than the wage of the lowest paid employee of the central government as defined by the Pay Commission and the Indian Labour Conference (ILC), with periodic revision.

Social Security Now organised a panel discussion on 'Non-Targeted, Non-Discriminatory Universal Social Security in South Asia' as a part of the People's SAARC, on April 20, 2010, at ISI, Lodhi Road, New Delhi. The panellists for the discussion consisted of eminent academicians and social activists from South Asian countries. There were presentations from different countries which looked into the respective national legislations on social security, the adequacy of these policy measures, their effectiveness in addressing poverty, and the emerging need for a universal non-targeted framework for social security. The discussion also focused on the portability of social security of workers working in South Asian countries and portability of social security of workers from South Asian countries working in other countries.

National working group meetings of Social Security Now were held at ICUF Ashram, Bhopal on August 6, 2010, and at Shramik Sewa Kendra, Lucknow, on February 26, 2011. The Lucknow meeting discussed social security in the context of Uttar Pradesh. Participants stated that the UWSSA was nowhere close to being implemented in the state. Towards social security for unorganised workers, the only instrument was the Act for building and construction workers, which was viewed from an organised labour perspective and workers were asked for things like proof for 90 days' work.

Even after USSWA coming into force, Labour Ministry continued to expand the coverage of workers under the RSBY, while the UWSSA remained absolutely forgotten. The 12th Plan document stresses on Universalisation of Health Benefits. But the Rashtriya Swasthya Bima Yojana (RSBY) which provides 'cash less' in-patient treatment for eligible beneficiaries through an insurance based system covers only the population below the poverty line. RSBY essentially remains a targeted programme and it needs to be examined whether this contradicts the UHC perspective on health. Moreover, the status on RSBY is a scheme.

In 2011, the National Advisory Committee (NAC) suggested draft amendments to the Unorganised Workers' Social Security Act 2008. The national working committee of Social Security Now (SSN), met at Hyderabad on March 30-31, while welcoming the NAC proposal as an important step, said that it restricted the applicability of the social security provisions to certain workers in the so-called 'unorganised sector' and leaves out a majority of unorganised workers. The NAC draft concluded by saying that the total expenditure for this kind of a social security provision for about 430 million workers (roughly the calculation of unorganized sector) will be about Rs. 86,000 Crores, which was huge and could not be raised. Therefore it concluded that the UWSSA

should cover only women workers. SSN rejected the same old argument that India did not have money for social security.

Economic Survey & Universal Basic Income

The Economic Survey 2016 has suggested Universal Basic Income model as social security net to replace existing range of subsidies and other schemes aimed at eradication of poverty. Economic Survey, with caution that political challenges could derail implementation of Universal Basic Income protection scheme, estimated 4 to 5 per cent of GDP/National Income to finance Universal Basic Income scheme. The Economic Survey report is prepared by Chief Economic Advisor, Mr Arvind Subramanian and his team.

The Union Budget of 2017-18 also indicates government approval in principal for this new model of Universal Basic Income protection. SSN had already incorporated the idea of Universal Basic Income in its earlier discussions.

In this context, Social Security Now (SSN) took the initiative in calling a meeting to discuss the issue on February 24, 2017 at Durga Bai Deshmukh Hall, Council for Social Development (CSD), New Delhi. Ambarish Rai took the initiative.

The Economic Survey articulates it correctly, “UBI has three components: universality, unconditionality, and agency (by providing support in the form of cash transfers to respect, not dictate, recipients’ choices).” The report clarifies it further that UBI is premised on the idea that a just society needs to guarantee to each individual a minimum income which they can count on, and which provides the necessary material foundation for a life with access to basic goods and a life of dignity. The Survey qualifies the proposal on UBI as ‘radical’ and ‘compelling’. The report gives five main reasons. First, the Survey says that the UBI ensures ‘social justice’ as it guarantees and decent minimum income to all citizens and promotes the basic values of society such as liberty, equality and efficiency. Second, it is the fastest way of ‘reducing poverty’. Third, it imparts ‘agency’ on the poor because UBI is premised on the idea that poor can take economic decisions of their own, not any more undignified objects of government policy. It says, ‘UBI liberates citizens from paternalistic and clientelistic relationships with the state.’ Fourth, it allows citizens to choose non-exploitative ‘employments’ because job-seekers will have the option not to accept any job. Fifth, UBI brings in ‘administrative efficiency’ as it effectively addresses the problems of the existing welfare schemes, namely misallocation, leakages and exclusion of the poor.

With the objective of being proactive rather than reactive, CEC proposed the following:

Revenue of India: Based on Ambedkar’s affirmation that ‘the revenues earned by the Government of India—no matter whether they are raised by taxation or whether they are raised by any commercial undertaking—are the revenues of India’, we must demand a Universal Basic Guaranteed Share of GDP to all citizens of India. These are universal, unconditional and must be as a right.

Quantum: It must be 10 per cent of GDP and not of the annual budget.

Adequacy: Universal Basic Guaranteed Share must be adequate

Immediacy: We must reject the methods of gradualism, replacement and targeting.

Historical Economic Exclusion: Universal Basic Guaranteed Share must remove economic exclusion buttressed by historical social and gendered exclusion. Adivasis, dalits women always contributed to the economy and to the growth of gross domestic product of the nation. In India, this is also true of the informal workers, who are deliberately denied social security benefits. It is high time to claim the fruits of the labour, not a welfare scheme, but as a right towards the establishment of economic democracy in India.

Constitutional Amendment: As in the case of Right to Education through the 86th amendment of the Constitution, which moved an idea from the Directive Principle to the Fundamental Rights Chapter of the Constitution, to resolve the contradiction pointed out Ambedkar, we must demand for a Constitutional Amendment to make Universal Basic Guaranteed Share a Fundamental Right of all citizens of India.

Political Agency: UBI discussions are limited to the circles of economists. To whom the benefit be extended and from where the funds should come dominate discussion. Consequently, the idea of BI idea has not attained the imagination of the people. Economic bureaucrats (of World Bank, ADB, IMF and Multi-lateral Agencies) are deliberately crouching this discussion under extremely technocratic languages and as bureaucratic and administrative measures. Though conceptualised by leftist thinkers, the organisations of working classes, including political parties, have not politically articulated BI within capitalist contradictions. Probably, India with its widespread and extreme income and wealth inequality, can find the political agency in its historically depressed classes, who are becoming increasingly alert and conscious.



International Tea Day

December 15 was proclaimed as the International Tea Day by trade unions, labour organisations and other civil society group during an international meeting held in Brazil in 2004 where representatives from almost all tea producing countries of the world were present. ITD is observed to draw universal attention of governments and the public on the problems plaguing the tea industry, the production of tea and the global tea trade and its impact on workers. The first International Tea Day (ITD) was observed on December 15, 2006 in Delhi, in the wake of reports of numerous instances of closure of tea estates in an unprecedented scale and consequent disruption of the life and livelihood of tea workers.

On December 2016, the 11th International Tea Day was observed in India and all over the World. Thousands of tea workers assembled in the Raja Bhat tea garden of Kalchini district today, the 15th December 2016, West Bengal raising the slogan 'Uniform wages for all tea workers across the country, provided through a wage board'. Among them were workers from the 22 closed tea estates who struggle to survive without any means of livelihood and those from the functional tea estates struggling without payment.



“Government must constitute a Wage Board to decide on the wages of plantation workers and wages should be determined and fixed for tea plantations as per the norms and principles laid down in 15th ILC and Supreme Court directives. The plantations must calculate wages considering 3 consumption unit for a worker without gender discrimination”, said Ashok Ghosh, Convenor, International Tea Day and General Secretary, United Trades Union Congress.

In a significant move, Tea Board of India, for the first time, started a Twitter Handle, International Tea Day.

Scores of small tea grower societies who engage in collective leaf trade in Assam and other tea growing states have written a joint letter to the Smt. Nirmala Sitharaman, Minister of Commerce and Industry demanding fair price for our produce by strong and participatory enforcement of Price Sharing formula, ensuring better price for better quality of leaf supplied, and making certified organic manure and pesticides available to them.

Bijoy Gopal Chakraborty, President, Confederation of Indian Small tea grower Associations (CISTA), said, "government of India must extend crop insurance scheme to all small growers without any delay and extend universal social security and health coverage for the workers working in their gardens."



Kukhol Boro of Rwdwmsha Small Grower Society, Udalguri added, "manufacturing tea at source will improve quality, but we face obstacles at every stage of setting up a manufacturing unit by small growers."

Sustainable Livelihoods for Small Tea Growers

The Context

South Asia is one of the world's major tea-producing regions. India is the second largest producer (approximately 1,000 million kg p/year) and consumer of tea globally. Over 11 million people in India and Bangladesh are dependent on the tea industry for their livelihoods, including 158,000 small tea growers (STGs). Tens of thousands more STGs in India remain uncounted and unrecognized. In recent years the STG sector has grown in numbers, acreage and production in India and Bangladesh.

Historically, tea plantation all over the world had been characterised with the big tea estates having plantations covering hundreds of hectares and in house factories for the processing of tea. The scenario has been changing for the last few decades with big factories giving way to smaller tea gardens and tea processing being taken up by BLFs. The big estates have been finding it less and less profitable and more challenging to manage the estates due to the labour intensive nature of tea plantation and rising labour charges and volatility in international tea prices. In the Indian context as well, the monopoly of big tea estates in the total tea production is giving way to a major share being cornered by STGs supplying their leaves to estate factories and BLFs. The STGs in the traditional tea growing areas in the north eastern and southern parts of India have been finding cultivation of tea more profitable than alternate livelihood options in the hilly terrains. The resultant spurt in the number of STGs (official definition of a small tea grower in India is one who owns less than 25 acres) has resulted in steady increase in the share of tea leaves production by STGs which is currently estimated at over 36% of the total green tea production in the country.

The STG holdings being small and unorganised are dependent on the estate factories and BLFs for sale of their leaves but have very little bargaining power. The result has been the evolution of very unfair trade practices with a class of middlemen working as agents of the factories and exploiting STGs with low prices. The factories find these leaf aggregators easier to deal with than individual STGs.

Given this context, the European Union and Centre for Education and Communication (CEC) signed the contract to implement the project "Sustainable Livelihoods for Small Tea Growers' - EqualiTea" with contract no. DCI-NSA/2011/260631 on March 28, 2011. The project, subsequently, was implemented over a period of five years and three months from 01 April 2011 to 30 June 2016, with a three months no-cost extension from April to June 2016. It was implemented by CEC along with Traidcraft Exchange, UK (TX) in India, and Traidcraft and Bikash Bangladesh in Bangladesh. In India, the project was implemented in the states of West Bengal, Assam, Tripura, Arunachal Pradesh and Mizoram; and in Bangladesh, it was implemented in Tetulia region of Panchgarh district.

The overall objective of the project was to reduce poverty among small tea growers (STGs) in India and Bangladesh. The specific objective was to enable STGs and their representative bodies to realise fairer terms of trade. The project was intended to reach 50,000 small tea growers (STGs), with focus on those below 5 acres of land. It was also expected to reach 10,000 tea workers who are employed by STGs. The project was to engage with state level associations of small tea growers, bought leaf factories (BLFs), who purchase green leaves from the STGs, the Tea Boards of India and Bangladesh, technical and financial institutions (e.g. Tea Research Associations), local Non-State Actors (NSAs) and the private sector.

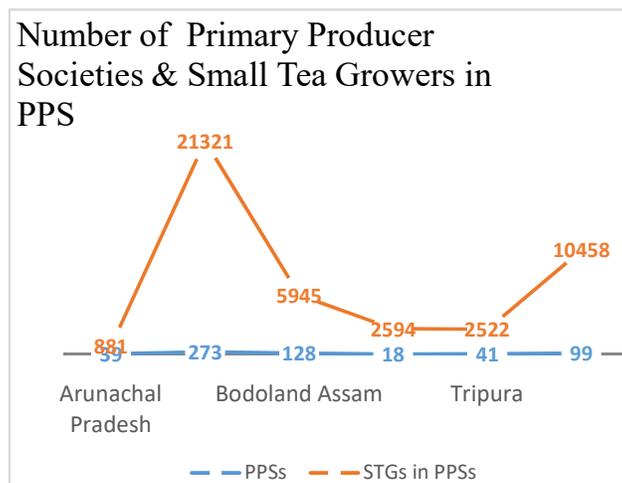
The project - EqualiTea - aimed at organising small tea growers (STG) into groups, Primary Producer Society (PPS), to be registered under the registrar of societies. Once organised, their business, administrative and technical skills were enhanced through training, workshops and exposures. In order to check the influence and interference of the leaf agents, the PPSs were capacitated to engage in collective leaf trade, open bank accounts, negotiate directly with the Bought Leaf Factory (BLF)/Estate Factory and maintain their own books of accounts. The objective was to diminish the significance of the role played by agents as a go-between, thereby helping the tea growers fetch a better price themselves for their green leaf.

Geographical Locations

The Project is being implemented in 27 districts in the five States. Arunachal Pradesh: (1) Changlang; Assam: (1) Dibrugarh, (2) Golaghat, (3) Jorhat, (4) Karbi Anglong, (5) Nagaon, (6) Sivasagar, (7) Tinsukia; Bodoland Assam: (1) Baksa, (2) Kokrajhar, (3) Sonitpur, (4) Udalguri; Mizoram: (1) Champhai, (2) Kolasib, (3) Lunglei, (4) Mamit, (5) Saiha, (6) Serchhip; Tripura: (1) Dhalai, (2) North Tripura, (3) South Tripura, (4) Unnakoti, (5) West Tripura; and West Bengal: (1) Cooch Behar, (2) Darjeeling, (3) Jalpaiguri, (4) Uttar Dinajpur

Number of PPSs Formed and STGs Reached

By the end of the project in June 2016, the project has been able to form 598 PPSs covering 43721 STGs. While the project made consistent progress in all states, the progress was significant in Assam (Assam and Bodoland Assam together) with 27266 STGs mobilised into 401 PPSs, followed by West Bengal with 10458 STGs organised into 99 PPSs.

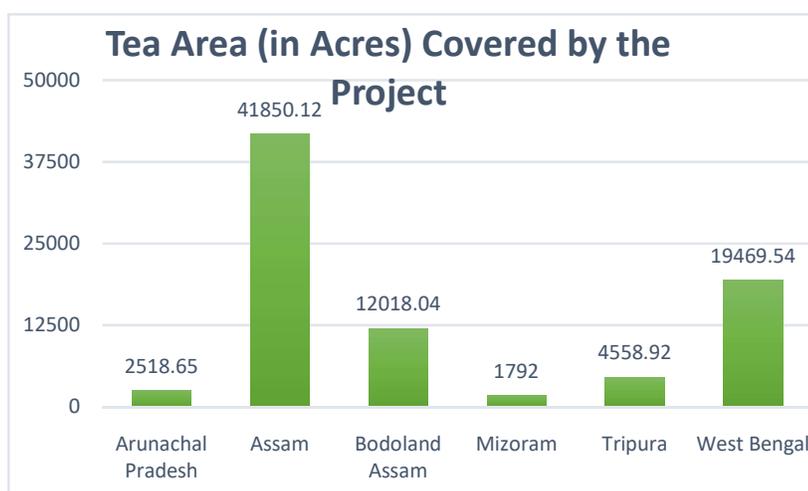


PPSs are collectives of STGs formed for the purpose of enhancing their capacity to consciously engage in tea value chain and obtain better terms of trade. PPSs in due course of time get registered under the Societies Registration Act, 1860 as per the

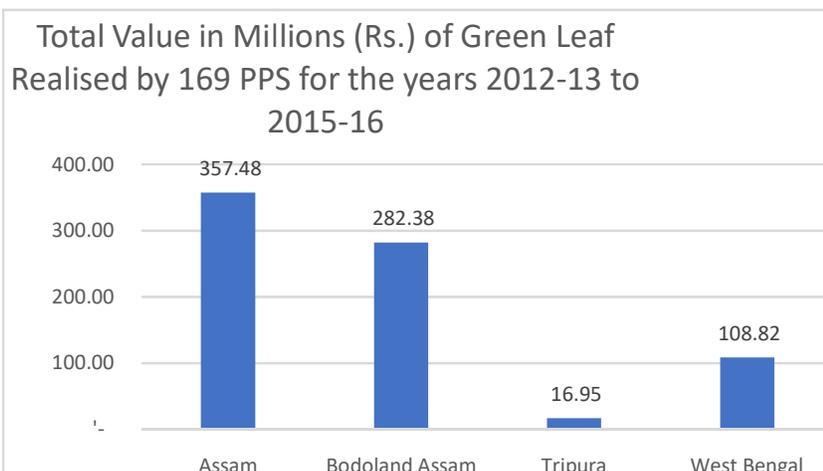
norms of TBI. These function as business enterprises at the grassroots level. They address and organise issues around the cultivation of tea and sales of green leaves. PPSs facilitate its members to gain better prices for green leaves by enhancing the quality of production and engaging in fair terms of trade with BLFs. Organising into PPSs helps in enhancing the bargaining power of the STGs vis-à-vis other actors in the tea supply chain and they eventually eliminate leaf agents. It will also help the STGs get access to the government schemes and programmes. A PPS is based on the principles of a cooperative but has more functional autonomy than a cooperative.

Land under Tea of the Members of PPSs

The small growers covered under the project cultivated tea in an area of 82207 acres (33,268 hectares) of land. State-wise division of the data is presented in the figure below. Hence the average acreage of these STGs under tea cultivation is 1.90 acres.



A PPS has an average membership of 74 small tea growers. Each PPS cover an area of 138.86 acres of tea on an average. A State-wise analysis of average ownership of land of a PPS member shows that the highest acreage is reported from Arunachal Pradesh and the lowest in Mizoram. Small tea farmers in Assam (Upper and Lower) have acreage of 2.00 acres under tea.



PPS Registered with Registrar of Societies

During the year of 2015-16, 75 PPSs were registered with the Registrar of Societies, giving them necessary legal identity.



Altogether, 55.18 per cent of PPSs formed during the entire project period have either got their registration certificate from the Society Registrar or have applied for the registration. Recently, PPSs have experienced resistance to get registered. The processes have been made strict and the documentation requirements were made more

elaborate. In Arunachal Pradesh, the cost of registration is very high and growers couldn't afford the cost. In Mizoram, the registration is under the State Cooperative Act and with the TBI. In Assam, a parallel process of registering with the state level Department of Industry and Commerce (DIC) to obtain benefit from the State government as opposed to benefit from TBI, created confusion among growers. Despite repeated representations to the State Government and the TBI, this confusion has not been resolved.

Relationships with Banks and having Accounts

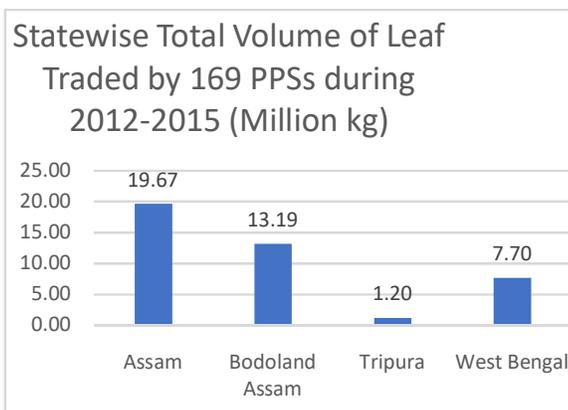
395 PPSs out of 598 had established relationships with a Bank and 389 PPSs (65 per cent) had opened bank accounts in PPS's name. BLFs make the payment into their Bank account and PPSs distribute the money to the tea growers against their share of green leaf contribution. A second level of Bank linkage is when all small tea growers in a PPS open their bank accounts and the financial transaction from the PPS take place through the bank accounts.

Bank linkage is an important technical activity. Leaf agents always deal in cash, which is their method of control of growers and the best way to keep the transaction arbitrary to the effect that growers are never receive fair price for their produce. Leaf agents adjust their advances against leaf trade and all transactions are conducted in cash. Generally, BLFs also prefer cash transaction as it hides payments which are not in conjunction with TBI's rule of Price Sharing between BLFs and growers.

STGs in PPSs who Obtained TBI Smart Card

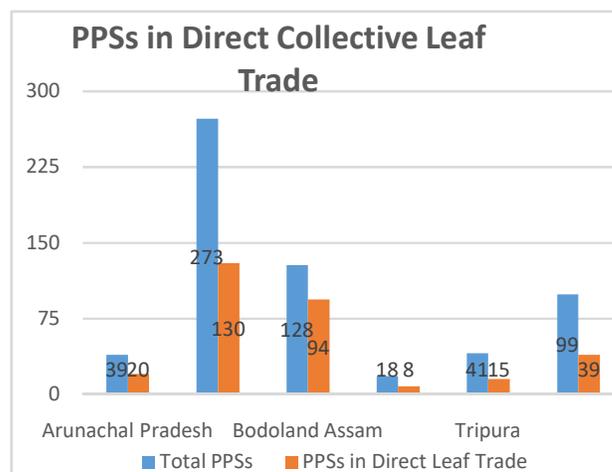
Smart Card is being issued by the TBI to all STGs as a means of individual registration, since there is no official data on STGs in India. PPSs have become a captive source and CEC facilitated submission of application for smart card as required by the TBI. These have been introduced in a phased manner since 2013; however there are still States like Arunachal Pradesh, where the Smart Card issuance process has not begun. During the project period, 19,029 STGs who are members of the active PPSs have received Smart Card.

Direct Leaf Trade and its Impact



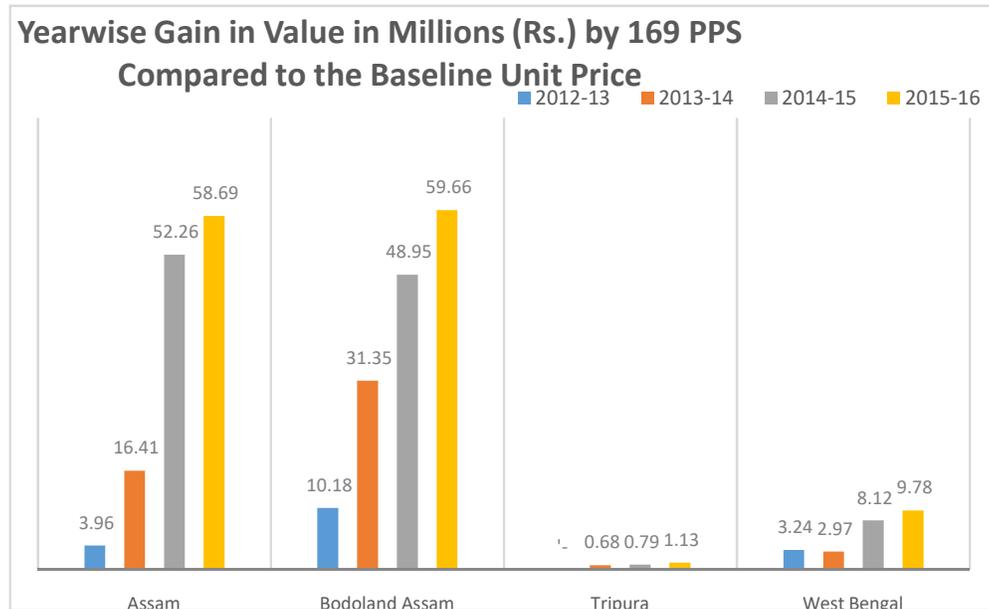
Leaf Trade is another crucial aspect of collective action. While during the first and second year the emphasis of the project was on reaching out to the growers and initiating formation of collectives/PPSs; in the following years, the project concentrated on strengthening the PPSs formed along with forming new ones and orienting them into leaf trade.

However, those who started collective leaf trade are experiencing gain in price realisation, which is encouraging other PPSs to do the same. Out of 598, 306 PPSs (or



51.17%) are engaged in direct collective leaf trade during the project period.

Considering that the key objective of the project being poverty alleviation and improved standard of living by STGs, CEC undertook a sample study of 169 PPSs in



consistent collective leaf trade to measure the impact in terms of the incremental income generated through the project interventions viz., by collectivizing the STGs into PPS, negotiating collectively with the factories for fair prices for their leaves and entering into agreements with them for direct supply of leaves, eliminating agents from the supply chain etc.

Volume of Leaf Traded and Value Realised

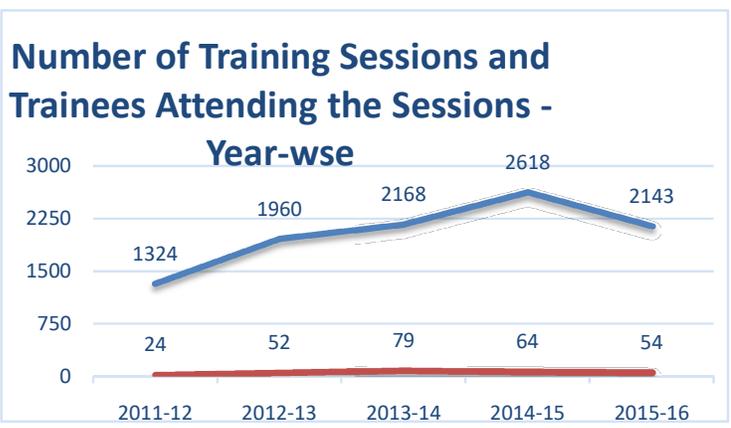
During the project period (2012 - 2015), the 169 PPSs together traded 41.74 million kg of green leaf and obtained Rs. 765.63 million in value. The graph on annual progression of leaf trade clearly indicates that there has been a consistent increase in the volume of tea traded over years for most PPS who are consistently trading leaves and more and more PPSs started leaf trade as the years progressed. The leaf trade consistently increased from 2233.76 thousand kg in 2012-13, to 18291.72 thousand kg in 2015-16.

Incremental Income to the STGs

The STGs from the sample 169 PPSs engaged in collective leaf trade experienced gain in unit value of green leaf sold with reference to the price offered by Leaf Agents. It has been observed that overall, the 169 PPSs in leaf trade realised an additional income of 1.51 million EURO with respect to the Unit Value offered by leaf agents. This incremental income was 1.8 times the value of funds received in the current contract for Project Implementation. However, when compared to the baseline prices, they realised an increase in income of Rs.308.11 million (4.40 million EURO). This is the amount that they would not have got if the prices remained at the pre-project base line unit values for

the green leaf they trade. This incremental income was 5.24 times the value of funds received in the current contract for Project Implementation.

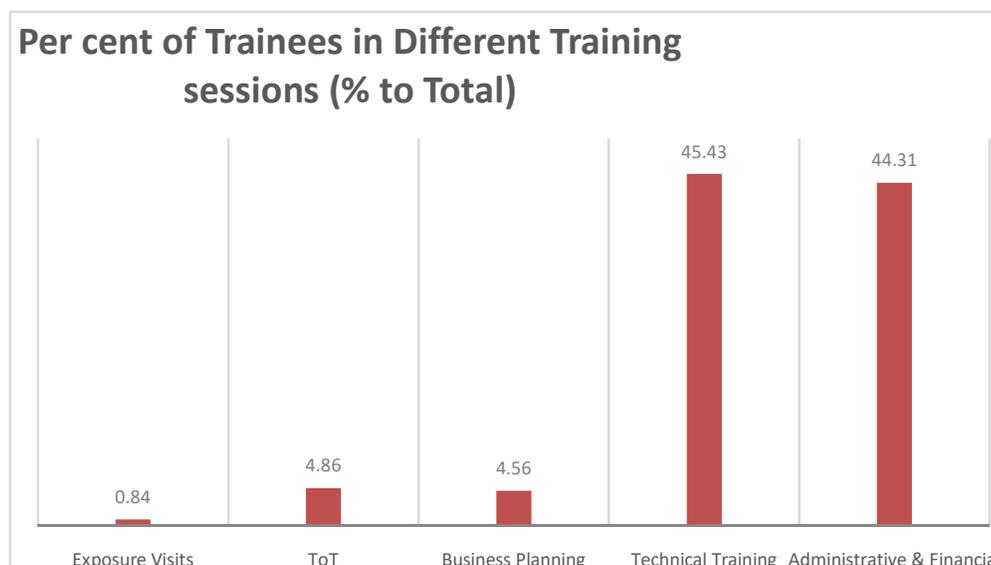
Training and Capacity Building



The project implementation strategy laid stress on providing necessary skill and exposure trainings to STGs in scientific farm management including organic tea farming, management of STG collectives, savings by members and business planning for STG members of PPS.

The number of growers participating in the training sessions increased every year, from 1324 in 2011-12 to 2618 in 2014-15. Though the number of participants reduced to 2143 in 2015-16, the last year of project implementation; it was still higher than the number at the beginning of the project. Needless to mention, the number of training sessions have also increased from 24 in 2011-12 to 64 in 2014-15.

Further, there were 714 STGs, who received trainings in more than one occasion. They were primarily the PPS leaders (President, Secretary & few EC members) who received trainings in Administrative-Society Management, Leaf Trade and Agricultural Management and in some cases, in the business plan to move up the value chain. In is



important to note here that the trainings are given to STGs, not as individuals, but as representatives of PPSs; who further imparted their knowledge to the respective PPSs.

Additionally, Trainings have also been imparted to the leaderships and representatives of all the 598 PPSs, with the trainees being selected by the PPSs.

For better management and results, the trainings imparted were broadly divided into five categories: (i) Administrative & Financial, (ii) Business Planning, (iii) Exposure Visits, (iv) Training of Trainers (ToT) and (v) Technical Training. Technical Training were given to 4640 STGs in 89 sessions; Administrative & Financial training were given to 4525 STGs in 146 sessions; Business Planning were given to 466 STGs in 17 sessions; ToT training for 496 STGs in 16 sessions and Exposure Visits were for 86 STGs in 5 sessions.

Technical Trainings certified by the Agricultural Skill Council of India- of National Skill Development Council of India (NSDC) given to 241 STGs in Tripura.

PPS Assembly in Delhi

In a high profile and participatory culmination of the project activities, CEC organised the Dissemination workshop at India International Centre, New Delhi on 6-7 June 2016, which has also been referred to as “PPS assembly: Celebration of Innovation”. It was a mega event in which more than 200 STGs representing PPSs from West Bengal, Assam,



Tripura and Arunachal Pradesh attended. Farmers came to Delhi hiring two coaches in a train. Besides the attendance of the PPS representatives, the highlight of the event was the participation of Chairman, Tea Board of India; Head of cooperation and Programme

Manager, Delegation of the European Union in India, General Manager, NABARD; Assistant Representative in India, FAO; Chairman, Ministry of Commerce Desk, Centre for Development Studies, CISTA and STG Association leaders from Assam, Bodoland, Tripura and West Bengal. The meeting was also attended by Traidcraft representative and a number of CSOs.

The event began with the screening of a 11 minutes' documentary film made by Prabin Hazarika, renowned Assamese filmmaker, followed by a presentation on the objectives, the method of action and the impact of the project and the challenges it poses on sustainability of the outcomes by the independent evaluator of the project. The event gave sufficient time for the STGs to raise questions and interact with policy makers.

Setting the Tone:

Setting the tone of the PPS Assembly, J John, Executive Director, affirmed that the central message of this assembly was that it was an assembly of farmer innovators. He said that there was none in the assembly who was not a member of a primary producer society. Being a member of a PPS was an innovation because tea farmers had shown that they could do things differently in the tea value chain.

The tea value chain could be looked at from two perspectives. One, from the perspective of the global leaders in trade, where the concern would be how to integrate small producers with the global value chains to maximise commercial benefits to the parent company. Two, the tea value chain can also be looked at from the perspective of small producers, where they would ask the question, 'where are we in the tea value chain?'; 'are we getting fair price for our produce?'; "why are we not getting fair price?"; "are there internal and external factors limiting their capacity?"; "how to overcome the factors that constrain them?" etc. He said that it was a process of self-realisation a primary producer society was, therefore, a collective of conscious tea farmers. Innovative PPS farmers would slowly gain self-worth, acquire the courage to talk to factory managers, learn the tricks of doing business, and improve the quality of the product.

He said that a win-win situation would be when the industry recognises these innovators and forges sustainable business partnerships with them. More and more BLFs and estate factories must come forward to purchase leaf from the societies giving them fair price for the green leaves.

He said that the PPS innovators were going a step further. "They are saying that they manufacture tea and market it, not necessarily in competition with global leaders, but adding depth and value to the product and quality range." He said that the PPS farmers were setting up systems and processes for putting into practice these ideas.

Message from Tea Board of India:

Santosh Kumar Sarangi, Chairman, Tea Board of India pointed out that somebody had rightly said that in any trade value chain there were multiple layers and the profit had to be shared by each of these layers. He said, "If we are in a position to eliminate

some of the layers, maybe that much of portion will get apportioned to the remaining players.” He emphasised that “our effort should be to eliminate some of the players who may be redundant and to enable those who are at the production stage to get into processing and marketing value chain.” To that extent, he expressed his belief that the efforts of CEC combined with the synergy they made with TBI was a very good initiative.



From the point of view of TBI, he said, everyone present must concentrate their energies towards a few important steps, with the main goal of converting SHGs/PPSs into producer companies and empowering them to be involved in processing and marketing of tea as active agents in the value chain. This would be

TBI’s big effort for the future and would require commensurate efforts from everyone.

Simultaneously, he assured that as chairman of TBI he was taking efforts to finalise guidelines for setting up mini and micro factories. He said, “The guidelines for mini and micro factories have more or less been prepared. These will need to be fine-tuned and an order will be released from the Tea Marketing Control, ministry of commerce, within a month’s time.” This will facilitate SHGs, who are our future tea-producing companies, in establishing mini or micro processing factories.

At the same time, the TBI chairman emphasised that there would be no compromise on quality. For that, TBI had already announced Plant Protection Code (PPC).

Sarangi further said that the Tea Board would like to focus on converting more and more farmers into organic farming. The scientists showed that if the present level of global warming and erratic rainfall patterns continued, then Assam and West Bengal’s areas would not remain suitable for tea production. Sarangi said it was time to decide what measures needed to be taken and the same would have to be done immediately. That may require soil conservation and water conservation measures even in small fields, steps to be taken for groundwater recharging, and arrangements for giving adequate tree shades for tea. He stressed that all these had to be started immediately. Hence, there was a need for sensitisation of tea farmers, soil and water conservation measures to be increased, and organic tea to be produced for sustainability. These would be among the priorities of the Tea Board.

Message from the European Union:

Johann Hesse, Head of Cooperation, Delegation of the European Union in India, said that he was happy to be in the midst of small tea growers and dignitaries including representatives from Tea Board of India, NABARD and FAO.

Hesse recalled that he came from a small part of Germany where people drank tea five times a day and each time it was not less than three cups. He expressed his happiness that the EU was a part of the project for five years and that an impressive number of STGs had been benefited.



According to him, there were a few things that made this intervention unique and impressive. One, tea growers had actually managed to obtain a better price for their tea. Two, there had been an improvement in the quality of tea the farmers were producing as a result of increased awareness of timing and plucking standards, which in turn had contributed to getting better prices. Three, the collective vision and common identity of smallholder tea growers had put them on the way to achieving sustainability. Four, there were no big offices and no big bureaucracy in the project locations, which in fact set an example of how to execute project work in an efficient manner. Five, the project team

received cooperation of other stakeholders like Tea Board of India, other tea-related research institutes and Confederation of Indian Small Tea Growers' Associations.

Hesse expressed hope that the primary producer societies and tea producer companies would be resilient and continue to function in an effective manner even after the project ended. He appreciated the concrete steps announced by the chairman of Tea Board of India in support of small tea growers. He thanked CEC for organising the assembly and expressed his desire to visit the farmers' areas in the near future.

Awards:



The 10 best PPSs were given a computer with printer and a soil-testing kit. The next best 40 PPSs were given a soil-testing kit each.

Soumen Palit, Panelist of the selection committee, said that the selections were made from 145 societies who had applied for the awards. These societies were from the states of Arunachal Pradesh, Assam,

Tripura, Mizoram and West Bengal.

The three-member award committee consisted of Mr PV Ramachandran, Retired General Manager, NABARD; Dr Soumen Palit, Director, ECO-YES Technologies under STEP IIT Kharagpur; and Ms Arati Pandya, Independent Development Sector Consultant.

The selection committee evaluated the applicants' performances based on the information provided by them. Weightages were assigned to individual parameters based on their relative relevance to project objectives. The total mark for all parameters was fixed at 200.

Moving up the Value Chain: Tea Producer Companies and Tea Marketing Company

PPSs gave small tea farmers a functional framework to aggregate their resources, remove middle-men from the supply chain, increase their bargaining capacities with BLF, and report increased household income.

Those PPSs who have shown extra ordinary entrepreneurial aptitudes are deciding to set up Tea Producer Company that manufacture chemical free green, orthodox and specialty tea.

In order to help the STGs mitigate these price fluctuations and move up the tea value chain STG societies will set up Tea Producer Companies (TPCs) to install farmer-owned micro tea processing factories that manufacture specialty tea - chemical free green tea and orthodox tea for conscious consumers. The TPCs will be registered under the special provision in the Company Act, 2013.

15 PPS in Assam and Tripura have taken concrete steps in setting up their own micro/mini tea processing units for green/orthodox tea while 4 PPSs in West Bengal and 11 PPSs in Assam are establishing mega CTC units. They also intend to set up a marketing unit.

The TPCs are setting up SGTea, a marketing company to market tea manufactured by the TPCs. The factories will be supported by an STG owned marketing entity that will market specialised and chemical free tea to niche markets and conscious consumers.

Final Review and Areas of Concern

Mr. P. V. Ramachandra, Retired General Manager, NABARD did the Mid-Term and Final evaluation of the project. He acknowledged that considering that the project had envisaged a 25% increase in income from tea of STGs over the project period, the achievement is commendable. It is not only the STGs members who were organised under the project who benefitted from the collectivisation, but also other STGs in the project areas as the leaf agents faced with competition from STG collectives over prices of green leaves supplied, also increased their prices as well, thereby reducing the gap between their prices and the prices being offered by PPS. The difference in prices offered by the leaf agents which averaged over Rs 4-5 per Kg earlier have been brought down to about Rs 2.5 per Kg on average. It has also been observed that in areas where the

collectivisation of STGs has been more pronounced as in Bodoland Area of Assam, the rice differential has come down below Rs 2 per Kg. clearly indicating an inverse relation between organising the STGS and the price differential.

He observed that as the STG collectives graduate themselves to take up more commercial operations like processing and marketing of tea, they would also need resources support from financial institutions on a much larger scale and a conducive policy environment needs to be in place. He also suggested that harnessing their own savings to meet the credit requirements of the members needs to be promoted universally among all the STGs organized under the project.

In his final evaluation, Mr Ramachandran recommended promotion of diversified farm activities to reduce the effect of volatility in production and prices of cash crop tea and not to disturb the food security of the region. He proposed facilitating other farm based activities like animal husbandry, fisheries, etc. He observed that pending full scale integration with formal financial institutions, regular thrift and credit within the farmer collectives needs to be encouraged so that emergency credit requirements of the farmer members are met from within the group. Another important recommendation was on integration of such far reaching projects with other development initiatives of the government towards optimizing returns to farmers. Further, considering the project had been quite successful in organising STG collectives at the village level, he mentioned that it should have managed to build farmer organisations at the macro level bypassing some of the existing associations and suggested creating strong leadership among the STGs as a suitable strategy to achieve this objective.

Key Learning CEC Identifies:

1. A farmer centric comprehensive perspective would be advisable, especially when one is dealing with a cash crop and a mono-crop. Programmes must have elements that encourage respecting and strengthening food security, biological diversity and cultural diversity.
2. Activities and mobilisation which has a bearing on land ownership has an inherent bias against women in most of the cultural and social contexts. If special care is not taken, there could be tendencies of distorted accumulation wealth and decision making power that gets integrated with the outcome of the project implementation.
3. Significant institutional support, financial, policy and process related, are to be harnessed if value chain intervention to be successful. Accessing credit is extremely difficult as policies are not attuned to the reality of farmers. Contradictory policy prescriptions make it impossible for tea farmers to set up processing units. These have to be addressed through sustained engagements with policy makers.

4. Rich farmers speak on behalf of small farmers and need not necessarily represent their interests all the time. There is need for building small farmer organisations from ground up and enable them, through intensive trainings, to advocate their interests locally, nationally and internationally with various stakeholders.

5. The unrestricted growth of small tea growers is putting very serious challenges before the tea industry in maintaining quality and the observance of food safety standards. This has implications for not only the Indian tea industry but also millions of consumers. This also opens up big opportunities for coordinated action among state and non-state actors.

Register on Rules and Notifications on *BLSA* Act, 1976

The Project

In 2012-13, CEC had undertaken an International Justice Mission (IJM) sponsored project on preparing a 'Rules and Notifications framed by Central Government, State Governments and Judicial Comments and Orders by Supreme Court and High Courts on the Bonded Labour System (Abolition) Act, 1976'. The information collated would be used by IJM, their partners and sub partners for intervention in the field.

In June 2015, IJM entered into a contract with CEC to update the register for 12 Indian states Andhra Pradesh, Bihar, Chhattisgarh, Delhi, Jharkhand, Karnataka, Madhya Pradesh, Odisha, Rajasthan, Tamil Nadu, Telangana and Uttar Pradesh and to analyse the information in light of the State Action Plan of IJM.

The objectives of the Project were as follows:

- Update the Register of Rules and Notifications (prepared by CEC in 2013) and document governmental, judicial and non-governmental resources on bonded labour practice and legislation in India for the period April 2013-April 2015 for 12 Indian States/UTs (Andhra Pradesh, Bihar, Chhattisgarh, Delhi, Jharkhand, Karnataka, Madhya Pradesh, Odisha, Rajasthan, Tamil Nadu, Telangana and Uttar Pradesh).
- Collect related information for Madhya Pradesh and Telangana up to April 2015.
- Analyze data collected both as part of the updated Register and the Elements of State Action Plan for seven states (Bihar, Chattisgarh, Delhi, Madhya Pradesh, Odisha, Rajasthan, and Uttar Pradesh).

Methodology:

In order to undertake this research CEC held meetings with officials of different government agencies to understand their views and the actions taken on bonded labour cases. Representatives of organizations working on forced and bonded labour in the state were also contacted. Field visits were also conducted in district headquarters and areas where bonded labour cases were reported. The methodology also included archival and secondary research, available online resources and the use of RTI to obtain information. Ex-government officials were also contacted to benefit from their observations on the subject. Visits were also made to brick kilns, quarries, and mines in the States of Rajasthan, Madhya Pradesh, Chhattisgarh, Uttar Pradesh, Bihar, and Odisha.

Consequently as part of the Project, CEC prepared the following documents:

- Updated Register for 11 states from May 2013 to May 2016
- Register of rules for Madhya Pradesh for the period 1975- 2015
- Analysis report for seven states
- Comprehensive Analytical Report

Information under this Project was gathered during the period September 2015 –April 2016. Revised state analytical reports were submitted to IJM in July 2016 and the final comprehensive report by August 2016.

Limitations:

However, there were limitations faced during the research while accessing the government documents.

In few cases/states the officials denied the existence of bonded labour, hence refused to share information. In a few states information was shared but on the condition of anonymity. The information received from the state governments under RTI was largely unsatisfactory and incomplete.

Analysis was possible only within the limits of information available. However frequent revisions to the state analysis reports were made based on the concerns raised by IJM in light of the State Consultations organized.

CEC Team 2016-17

1	Meena Sharma	: Manager, Administration
2	Javed Mansoori	: Manager, Finance & Accounts
3	R Prasad	: Administration Assistant
4	Gijo P. Mathew	: Driver
5	V. K. Vinayaraj	: Manager, Campaign & Advocacy
6	Ruchi Gupta	: Coordinator, Research & Training
7	Javed Iqbal	: Cashier-cum-Accounts Assistant
8	Joy Chakravorty	: Project Manager- STG
9	Minto Goswami	: Senior Project Officer, Tinsukia & Karbi Anglong
10	Kaustav Roy	: Senior Project Officer, Jalpaiguri, Cooch Behar & Darjeeling
11	Pijush Goyary	: Project Officer, Bodoland & Sonitpur- STG
12	Sujit Hazarika	: Project Officer, Jorhat & Golaghat- STG
13	Dayananda Pashi	: Project Officer, Tripura- STG
14	Shampa Das	: Project Officer, Shibsagar- STG
15	Ratul Gogoi	: Project Officer, Dibrugarh- STG
16	Ayananta Roy	: Project Officer, Uttar Dinajpur- STG
17	P. Mungrei	: Project Officer, Arunachal Pradesh- STG
18	Gunja Kirti	: Project Manager- DWGB
19	Pritom Saikia	: Senior Research Officer- DWGB
20	Devendra Kumar Pandey	: Project Officer, Uttar Pradesh- DWGB
21	Anima Debbarma	: Project Officer, Tripura- DWGB

CEC's Governing Board & General Body

Duarte Barreto: President

Dr. Duarte Barreto, President, CEC, is a social scientist. He is executive trustee of FEDINA (Foundation for Educational Innovations in Asia), since 1996. Dr. Barreto is former Deputy Director of Indian Social Institute, Bangalore

Philip Jadhav: Secretary

Mr. Philip Jadhav, Secretary, CEC, is a social activist. He has long association with the YMCA movement and has worked in senior posts with the Delhi, national and international YMCAs.

Dominic D'Souza: Treasurer

Mr. Dominic D'Souza, Treasurer, CEC, is Associate Director, Laya, Visakhapatnam. He is also involved in the governance of other NGOs: founder member, of YUVA (Youth for Unity and Voluntary Action), Mumbai; member of YUVA-Rural, Nagpur; Trustee of National Youth Foundation (NYF), and Samvada, Bangalore. He is elected as the Executive Council Member of the Asia South Pacific Association for Basic and Adult Education (ASPABAE), Philippines till 2016.

Surinder S. Jodhka: Member

Dr. Surinder S. Jodhka, an eminent scholar and writer, is Professor, Centre for the Study of Social Systems, Jawaharlal Nehru University, New Delhi. He is on the Boards of Institute of Rural Management, Anand and Indian School of Political Economy, Pune.

Deendayalan E.: Member

Mr. Deenadayalan E., a social activist, has long association with the human rights movement in the country. Mr. Deenadayalan returned to serve CEC in its Governing Board after a stint as its Executive Director in 1992. He is the founder member of The Other Media.

Gunasekaran S. : Member

Dr. Gunasekaran S., a researcher and writer, is Assistant Professor, Centre for Historical Studies, School of Social Science, Jawaharlal Nehru University, New Delhi.

Sobin George: Member

Dr. Sobin George, a researcher and writer, is Assistant Professor, Centre for Study of Social Change and Development, Bangalore.

J John : Executive Director

Mr. J John is Executive Director, Centre for Education and Communication (CEC) and an Ex-officio member of its Governing Board. J John is among the founders of the English bi-monthly, Labour File.

Sreerekha M. S.: Member, General Body

Dr. Sreerekha M.S., a women's rights activist and writer, is Assistant Professor, Centre for Women's Studies, Jamia Millia Islamia.

Jaya Srivastava: Member, General Body

Ms. Jaya Srivastava, a women's rights and child rights activist is based in Delhi

Kirti Pathak: Member, Governing Body

Ms. Kirti Pathak, a Finance expert, is based in Delhi.

CEC's Financials 2016-17

R.K. TULI & ASSOCIATES

CHARTERED ACCOUNTANTS

Address: 11/37, Old Rajinder Nagar,
New Delhi - 110 060
Email: rkta2007@yahoo.com
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Tax: 011 - 2573 4493
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INDEPENDENT AUDITORS' REPORT

TO THE MEMBERS OF CENTRE FOR EDUCATION AND COMMUNICATION

Report on the Financial Statements

We have audited the accompanying financial statements of **CENTRE FOR EDUCATION AND COMMUNICATION** ("the Society"), which comprise the Balance Sheet as at March 31, 2017, the Statement of Income and Expenditure and the Receipt and Payment Account for the year then ended, and a summary of the significant accounting policies and other explanatory information.

Management's Responsibility for the Financial Statements

The Society Management is responsible for the preparation of these financial statements that give a true and fair view of the financial position, financial performance and Receipt and Payments account of the Society in accordance with the Accounting Standards notified and in accordance with the accounting principles generally accepted in India. This responsibility includes the design, implementation and maintenance of internal control relevant to the preparation and presentation of the financial statements that give a true and fair view and are free from material misstatement, whether due to fraud or error.

Auditors' Responsibility

Our responsibility is to express an opinion on these financial statements based on our audit. We conducted our audit in accordance with the Standards on Auditing issued by the Institute of Chartered Accountants of India. Those Standards require that we comply with ethical requirements and plan and perform the audit to obtain reasonable assurance about whether the financial statements are free from material misstatement.

An audit involves performing procedures to obtain audit evidence about the amounts and the disclosures in the financial statements. The procedures selected depend on the auditor's judgment, including the assessment of the risks of material misstatement of the financial statements, whether due to fraud or error, in making



those risk assessments, the auditor considers internal control relevant to the Society preparation and fair presentation of the financial statements in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the Society internal control. An audit also includes evaluating the appropriateness of the accounting policies used and the reasonableness of the accounting estimates made by the Management, as well as evaluating the overall presentation of the financial statements.

We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our audit opinion.

Opinion

In our opinion and to the best of our information and according to the explanations given to us, the aforesaid financial statements give the information required by the Act in the manner so required and give a true and fair view in conformity with the accounting principles generally accepted in India:

- (a) in the case of the Balance Sheet, of the state of affairs of the Society as at March 31, 2017;
- (b) in the case of the Statement of Income and Expenditure, of the income of the Society for the year ended on that date; and
- (c) In the case of the Receipt and Payments account, of the Receipts and Payment account of the Society for the year ended on that date.

Place: New Delhi
Date: 18/09/2017

For R. K. Tuli & Associates
Chartered Accountants
(FRN No. 001847N)



R K Tuli
R K Tuli
(Partner)

(Membership No. 081019)

CENTRE FOR EDUCATION AND COMMUNICATION: NEW DELHI**NOTES ON ACCOUNT AND SIGNIFICANT ACCOUNTING POLICIES****Significant accounting policies**

Centre for Education and Communication [hereinafter referred to as "CEC" or as "the Society"] is a society registered under the Society Act, 1860. Vide certificate dated 20th day of July, 1983. The society is also register with:

- i. Income-tax Authorities u/s 12A(a) and u/s 80G; and
- ii. Foreign Contribution (Regulation) Act, 2010.

The Society is a non-profit making entity working for people at large. For the relevant financial year the society had undertaken numerous projects in India. These projects have been financed by the organisations located in as well as outside India.

(a) Basis of preparation

The financial statements are prepared under the historical cost convention on an accrual basis of accounting in accordance with the generally accepted accounting principles, Accounting Standards.

(b) Use of estimates

The preparation of financial statements requires management to make judgments, estimates and assumptions, that affect the application of accounting policies and the reported amounts of assets, liabilities, income, expenses and disclosures of contingent liabilities at the date of these financial statements and Profit and Loss statement for the years presented. Actual results may differ from these estimates. Estimates and underlying assumptions are reviewed at each Balance Sheet date. Revisions to accounting estimates are recognised in the period in which the estimate is revised and future periods affected.

(c) For the relevant financial year:

1. As per the agreement as entered with respective donors a share of expenses have to be borne by the Society, the same is pre-determined, the same although relating to FC Projects has been booked in NFC.
2. During the relevant financial year the CEC was unable to utilize the 70% (targeted expenditure) of the grant received from EU in DWGB project, hence, the future disbursement was accordingly deduced by the target un-utilized cost.



3. All the amounts, expenses and claims which are outstanding for a period of more than 3 years have been written off, although the entity will pay these amounts/monies whenever the actual claimant will ask for the payment. The same stand has been taken for Old TDS/withholding credits, for which no refund has been received as of now.

Yours' Sincerely
For R. K. Tuli & Associates
Chartered Accountants
FRN 001847N


R. K. Tuli
(Partner)
M. No. 081019



Place: New Delhi
Date: 18.09.2017

**CENTRE FOR EDUCATION AND COMMUNICATION
NEW DELHI**

Consolidated Receipts & Payments Account

For the year ended 31st March 2017

Receipts		Payments	
	Amount (Rs.)		Amount (Rs.)
Opening Balance		Payments for Projects	
Cash	91,418	Subsidable Livelihood for Small Tea Growers	9,384,198
Banks		Pre-operative Training to Marginal Workers	1,095,315
State Bank of India	15,271,654	Department of State Welfare in Regions	213,041
Corporation Bank	355,178	Receipt on Judgment on BUA 1916	1,002,099
Bank of India	355,887	BT - Education Pl. in India's SK Industry	758,148
			23,58,357
Excess of Income over Expenditure	2,009,269		
Investments		2,337,373	Decrease in Creditors
Decrease in Advances	727,523	Adjustment in General Fund	3,697,913
Receipts from Projects		Opening Balance	
Department of state welfare in Regions	465,042	Cash	30,704
Subsidable Livelihood for Small Tea Growers	11,808,435	Banks	
Pre-operative Training to Marginal Workers	592,309	Corporation Bank	1,387,632
Pre-Disbursement Training to Marginal Workers	592,309	State Bank of India	221,452
BT - Education Pl. in India's SK Industry	589,998	State Bank of India	10,914,333
			13,652,089
TOTAL	40,211,078	TOTAL	40,211,078

Secretary / Treasurer

Executive Director

Place: New Delhi

Date: 18.06.2017

(Signature)


For R.K.TULI & ASSOCIATES
 CHARTERED ACCOUNTANTS
 FNN 01847 N

R.K.TULI
 (PARTNER)
 M.No.081019



CEC Annual Report 2016-17

Centre for Education and Communication (CEC)