

CEC Annual Report

2018-19



Centre for Education and Communication

Annual Report 2018-19

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Centre for Education and Communication (CEC)

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Preface

It gives me immense pleasure to bring to you CEC's Annual Report for the year 2018-19. I thank the entire CEC team for their contributions, which made the timely release possible.

CEC has made significant progress in the last one year. The number of brick kilns converting to green technology, as part of the *Decent Work and Green Technology* project, now stands at 10, from last year's 6. A growing number of brick manufacturers are showing interest in converting their kilns into NDZZT technology, a proof of CEC's tireless efforts and networking with the brick kiln owners.

At the same time, our efforts with the brick kiln workers are also beginning to show visible results. In Tripura, the Tripura Action Committee was formed on November 2018 and took the shape of a Labour Collective in 2019 and became a registered body in March 2019. The Labour Collective is named *Mohona* or Confluence and it will work towards the formation of a registered labour collective for unorganized sector workers, primarily working with women workers in the informal sector. Moreover, the capacities of as many as 60 CSOs and 60 Worker Leaders have been strengthened on *diversity at work*. Training of Trainers on *Decent Work* with 60 CSOs is now complete. Cumulatively, 57 CSOs have been reached so far by the project through *ToTs on Decent Work* from source and destination states and Delhi. The total number of participants reached through 9 trainings inclusive of worker leaders is now 294. With figures like these, we are making steady progress in combining green activism with efforts towards ensuring decent work and establishing conditions for win-win situation for everybody.

The year also witnessed rapid growth in our work with the Small Tea Growers. For the last many years, CEC has been assisting the small tea growers to organise themselves into Primary Producer Societies (PPS) to enjoy better bargaining capacity with big factories. The PPS gradually came together and formed a number of Tea Producing Companies (TPCs). Last year, CEC provided training to three select Tea Producer Companies in Assam in the areas of *Capacity Building, training of staff, market linkage intervention and exposure visits*. All these TPCs are owned by small tea farmers and they registered the producer companies under the Companies Amendment Act, 2015, availing the policy notification by the Tea Board of India. The TPCs are in the process of setting up Mini Tea Manufacturing Units, which will manufacture organic, high quality Orthodox and Green Tea. In the next phase too, we intend to assist the small tea producers in the marketing of their product, through collaborative and cooperative processes.

The Social Security Now (SSN) campaign, of which CEC is a constitutive part, saw renewed vigour in the last one year. CEC took the leadership in organising a Round Table of SSN in January 2019, followed by a National Workshop in March, on the Idea of Universal Social Security, with active participation of hundreds of delegates coming from all over the country. This acquires special significance in today's times, when across the globe numerous stakeholders are debating about various means and methods of ensuring social security for the vast majority of labouring people. In the coming days, we intend to take forward the campaign across the country and spread awareness about the idea of universal social security in the context of the fast changing global socio-economic

situation. In this regard, the decision of the Government of India to initiate a series of discussions by releasing a number of drafts on social security in the last one year is a welcome step.

The year also witnessed a good number of team members leaving the organisation and a new set of members moving in, including this present Executive Director. As someone who joined the organisation only in January 2019, I can only express my sincere gratitude to the whole CEC team for their warm cooperation and the immense energy they bring to their work. I am especially thankful to J John for guiding and assisting me throughout the period. Thanks are also due to Arati Pandya, who assisted me in all possible ways in making a smooth transition.

In the coming future, with much optimism, we hope to carry forward the mission of CEC with more vigour and energy.

Ms. Lokesh
September, 2019

Empowering CSOs 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. The duration of the project is 48 months which started on 1 January, 2016. The overall objective of the project 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 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 project is being implemented by CEC in partnership with Prayas, Terre des Hommes, Germany-India Programme in destination states viz., Uttar Pradesh (UP), Rajasthan, Tripura and source states of Bihar, Orissa, Chhattisgarh and Jharkhand.

India being the second largest producer of clay-fired bricks in the world, employs 15-20 million workers. The large majority of these brick kilns use rudimentary technologies, are structured informally and employ bonded labour, child labour, practice gendered feudal labour relations and contribute to environmental destruction and emission of harmful pollutants.

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 activities envisaged in the project are: 4 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 Decent Work covering - Labour Rights, Gender Rights, Child Rights, Entitlements and Social Security, Occupational Safety and Health, Trade Union, Financial Literacy, Safe Migration.(vi) ToTs on decent work;(vii) inclusive worker collectives (viii) skill diversification training & training tool; (ix) Field exposures and ToT for brick makers to kilns producing safe, green bricks & providing basic amenities, social security to workers; (x) Regional consultations - interface between green bricks and decent work; (xi) Worker Skill Development Centre for diversity at work; (xi) Model Employment Exchange, (xii) National Consultations on 'Social Protection for Brick Kiln Workers and on production of green bricks; (xiii) Training for Policy Promotion.

CEC, the lead partner of the project, is responsible for the overall implementation and reporting of the project. CEC facilitates coordination among all Partners. CEC is directly responsible for activities undertaken in two states namely, Western and Eastern Uttar Pradesh and Tripura. Prayas, with

experience in working on bonded labour rescue is implementing the project in brick kilns in Rajasthan, has been executing various activities in Rajasthan. Jointly CEC and Prayas work in the Source States. TdH, having long years of experience in project monitoring in India, is taking the lead in monitoring of the project.

Research Studies

The research studies aimed at finding the status of India's brick kilns and its impact was completed in Year 2 and finally printed in Year 3 and shared with key stakeholders. The studies published are as follows:

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. Understanding Migration Patterns and the Socio-Economic Profile of Workers in the Brick Kilns of Rajasthan – Part I
5. Understanding Migration Patterns and the Socio-Economic Profile of Workers in the Brick Kilns of Rajasthan – Part II

Since the study on Understanding Migration Patterns and the Socio-Economic Profile of Workers in the Brick Kilns of Rajasthan is a documentation of migration pattern over a four year period, the third year study was completed and shared by Prayas and now it is in the printing stage.

Training of Trainers on Decent Work

In order to strengthen the CSOs and ensure decent work conditions for brick kiln workers, several capacity building and mobilisation initiatives were undertaken under the project during the reporting period.

In 2018, eight Training Modules on the following Decent Work components were developed i) Labour Rights, ii) Gender Rights, iii) Child Rights, iv) Entitlements and Social Security, v) Occupational Safety and Health, vi) Right of Representation and Forming Collectives/ Trade Union, vii) Financial Literacy and viii) Safe Migration; and 2 Posters viz. Child Rights and Labour Rights were also developed and disseminated.

As was reported last year, CSOs and Worker Leaders were identified in the respective project locations to be a part of the ToT on Decent Work. It was decided that CSOs and worker leaders will be trained together to promote cross learning. However, in Rajasthan the trainings were designed slightly differently; one for CSOs and the other for worker leaders as the degree of understanding was at two different levels. Invitation letters were sent to the CSOs. Meetings were organised with CSOs and Labour Collectives, to identify worker leaders for participation in the ToT.²² CSOs and 65 worker leaders were identified in Tripura and Uttar Pradesh (Fatehpur and Mathura) to be part of the ToT on Decent work.

In Rajasthan identification of CSOs was done through meetings with the CSOs. One meeting was held in June, 2018. 12 members from 4 CSOs participated in this meeting. In the meeting, it was decided that the CSOs would visit the brick kilns and spread awareness on matters of education, gender and

advocacy. The duration of the ToTs was from June 2018 to December 2018. The training calendar has been given below:

Training of Trainers Calendar 2018				
Date	Cluster	Number of participants		
		MALE	FEMALE	TOTAL
30 June – 2 July, 2018	Mathura, Uttar Pradesh	29	5	34
July 09 -11, 2018	Mathura, Uttar Pradesh	27	13	40
July 16 – 18, 2018	Tripura	28	7	35
July 21 – 25, 2018	Mount Abu, Rajasthan	28	0	28
August 18 – 22, 2018	Pithora, Chhattisgarh	44	2	46
October 9 – 10, 2018	Fatehpur, Uttar Pradesh	31	13	44
October 30 – 31, 2018	Tripura	22	3	25
December 13-15, 2018	Ajmer, Rajasthan	12	1	13

Project Location	Total number of Trainees				Total
	CSO participants		Worker Leaders		
	Male	Female	Male	Female	
UTTAR PRADESH	21	12	33	8	74
TRIPURA	16	7	10		33
RAJASTHAN	16	0	67	3	86

After receiving feedback from the participants in UP and Tripura, further two Refresher Trainings were organized in October 2018 with the same CSOs. A two day refresher training was organized in Fatehpur and Tripura, with the objective to further strengthen their capacity in drafting and pleading.

8 ToTs were conducted between June 2018 to November 2018 in Rajasthan, Uttar Pradesh and Tripura. In the end of the training, each participant was provided with hard copies of all 8 Modules in Hindi for reference. The total number of CSOs trained was 30. A total number of men trained was 163 and women 30, including worker leaders.

As an outcome of these ToTs, in Tripura, Tripura Action Committee was formed on November 2018 and took the shape of a Labour Collective in 2019 by formalizing the name, by-laws and logo to become a registered body in March 2019. The Labour Collective is named Mohona or Confluence. It will work towards the formation of a registered labour collective for unorganized sector workers, primarily working with women workers in the informal sector. Similarly, two CSOs from Tripura, namely, Sewa lok and JUST have also started intervening in Brick Kilns and engage through education, health & hygiene activities etc.

The outcome in Fatehpur too has been heartening and there is growing engagement with brick kiln workers in the region. 6 CSOs- Fatehpur Vikas Manch, Jan Kalyan Vikas Manch, Jamrawa Mahila Mandal, Vanshika Foundation, Manav Vikas Sewa Sansthan and Akhil Bharatiya Bal Vikas Sansthan are actively working on labour rights and child rights issues of the brick kiln workers.

Strengthening Workers' Collectives

Bhatta Karmgar Evam Nirman Shramik Union (BKENSU) & Uttar Pradesh Grameen Mazdoor Sanghathan (UPGMS) in Uttar Pradesh and Rajasthan Pradesh Int Bhatta Majdoor Union (RPIBMU) in Rajasthan are the three workers' collectives identified during the implementation of the project. These collectives are being strengthened through this project by undertaking different activities.

Mobilisation through meetings:

BKENSU facilitates continuous *village meetings* in Fatehpur to reach out to as many workers as possible within the scope of the project. A significant number for uptake of Decent Work issues as well as raising consciousness on accessing social entitlements was achieved through these meetings. 1504 workers (987 male and 517 female) were reached in 2018 through village level meetings. Similarly, in Rajasthan, 19 awareness and mobilization meetings were held in 2018 with a total participation of 300 workers out of which 26 per cent were women workers. In 2019, till the reporting period, 8 meetings were organized with 250 workers, including 15 percent women workers. Regular



corner meetings are facilitated by CEC and UPGSSS in Surir, Mathura with brick kiln workers at brick kilns to mobilise workers and create awareness on decent work. A signature campaign was undertaken in brick kilns in 2019. 19 brick kilns and 200 workers were covered under this campaign.

A meeting was held with village Pradhan Mr. Subhash, Manth, in February. The problem of non-availability of bathrooms /toilets for

workers at brick kilns was discussed. He assured to discuss the matter with other Pradhans of the neighbouring villages. Subsequently, they submitted a memorandum to the District Magistrate, Mr Sarvigya Ram Mishra, to construct toilets in the brick kilns. Consequently, the DM, Mathura, issued a notice to 165 brick kiln owners of the region to construct toilets immediately. Pit toilets were constructed to mitigate the situation by few BKO's.

Labour Collective Membership and Case Work:

Constant campaigning resulted in increase of the membership of the collective, which cumulatively stands at a level of 1610 members for BKENSU and 4158 for RPIBMU till the reporting period. Addressing grievances is significant role of the collective. In 2018, BKENSU resolved 8 cases related to non-payment of wages. In Rajasthan, 33 cases were registered with RPIBMU and by the end of 2018, 29 cases were resolved. In the current period, 11 cases were registered and 06 were resolved.

The strengthening of BKENSU has led to mobilisation of members on BOCW registration, consequently addressing identity and social entitlements. In 2018, 555 registrations were lodged with BOCW. It led to access of social entitlements to the tune of Rs.447,000.

Addressing Child Labour through education:

In order to address *child labour* in brick kilns, non-formal learning centres were set up in Surir, Mathura in collaboration with UPGSSS. From February 2018, a bridge course Learning Centre was started with 52 children (28 boys and 24 girls) covering 2 brick kilns viz. Radharani Eint Udyog and Madhav Eint Udyog in Surir, Mathura. The Centres ran till July 2018, i.e. the time of departure of the workers from the kilns to their source villages.

An immediate outcome of the action resulted in initiation of a second centre in April 2018 with 17 more children from another adjoining kiln (Hiramani Int Udyog). 67 (33 Girls 34 Boys) are enrolled at two more learning centers run by UPGSSS and CEC which commenced from December 2018 till the end of the brick making season. The children were taught reading and writing alphabets and counting. They were also engaged in creative activities such as drawing and clay modeling.



An article was published in Dainik Jagran on 12th January 2019. It focussed on the problems of non-availability of education for children in brick kilns. It also discussed CEC's efforts in running four learning centers.

In Tripura 5 meetings were held between January to March 2019 with Samgrah Shiksha Abhiyan (SSA) Officer, Ms Rina and details of the NRSTC centres at brick kilns was gathered. The conditions were found to be appalling. Visits were undertaken at the following NRSTCs centres located in Jirania and Mohanpur- BDC, MBM, Joy Guru Brick Industry, Jyoti Brick Industry, Sarda Mani Industry, Satish Brick Industry. The govt. pays Rs 4 per day per child for 6

months. This includes TLM and Food for the children. The teachers come four times a week and teach for 2 hours. However, in reality less than 25% teachers come back. Rest of them are absent. The teachers haven't received salary for last 2 months which also makes it difficult for them to continue.

In Ajmer, Rajasthan, 2 Non Residential Bridge Courses (NRBCs) were opened in November 2018 by Sarva Siksha Abhiyaan (SSA). RPIBMU submitted memorandums to SMCs, PEEO, DPC and DM to open NRBCs. Since the NRBCs stopped functioning due to lack of support from the government, the concept of Vidya Volunteers was initiated with the opening of 5 Centres in the kilns located in the district of Bhilwara. 5 teachers or Vidya Volunteers were appointed. The teacher training by Prayas was scheduled in the time period of March to May 2018. A total of 124 children (49 girls and 75 boys) were covered under the program. In 2019, a new initiative was taken to stop children dropping out of school and 29 children were enrolled in government schools as part of that endeavour. The concept of Bal Manch was introduced in Bhilwara, where children could come and raise their voices on issues involving them. A Bal Mela was also organized where 71 children from different brick kilns participated with the objective to learn while playing and singing.

A video documentation was carried out in 2018 by the project partners depicting the situation of children in brick kilns of Surir and Ajmer. Since then it has been used as an advocacy tool at different platforms to address child labour in brick kilns and towards ensuring decent working conditions.

Women and Health:

4 women members were elected in BKENSU Executive Council during the reporting period. Maalti Devi of BKENSU Executive Body addressed a body of international development workers at the prestigious CRB meeting in New Delhi on November 2018.

15 Self Help Groups (SHGs) were revived in Fatehpur block. Women in SHGs are involved in income generation activities including small enterprises, animal husbandry, poultry, vegetable cultivation, tailoring etc. SHGs have provided credit support for livelihood activities. 80% of these women belong to socially and economically marginalized sections of the society and were brick kiln workers. These WSHGs are contributing in poverty eradication and building assets among brick workers by purchasing assets including agricultural equipments, irrigation systems and solar light systems. In Rajasthan, meetings are conducted with women workers to discuss the importance of women's participation in the collective, understanding gender and violence, importance of entitlements for women, self-help groups etc.

A Health camp was organized in Surir, Mathura on 15th November 2018 for brick kiln workers in collaboration with Nehru Gramin Mahila Vikas Sansthan and District Health Department. A team of 3 doctors from the district and block hospital and nursing staff participated in the programme. 22 brick kiln workers visited the camp. In 2019, contact was established with the concerned Auxiliary Nurse and Midwife (ANM) to vaccinate children in the brick fields. 40



children were vaccinated in two brick fields in the month of January.

A significant achievement of this project is the formation of *National Struggle Committee for Brick Kiln Workers* (NSCBKW). A meeting was organized on 23rd October 2018 of regional labour collectives to strategize how to advocate for workers and their rights at the national level. The purpose of this body was to raise the voice of workers and continue the struggle of the brick kiln workers beyond the project. The committee had three meetings during the reporting period. It has members from different collectives from a number of states, viz. Punjab, Rajasthan, Uttar Pradesh, Gujarat, Maharashtra and Odisha. There were other activities conducted on significant days such as May Day, Women's Day, World Environment Day, Republic Day to engage workers with discussions on different issues such as labour rights, entitlements, social security and trade unions; to create awareness about climate change, environmental pollution and decent work.

In Tripura, with efforts from the CEC project officer, BOCW camps were organised. After continuous follow up meetings with the Labour Department, a preliminary visit was done by them to five kilns of Jirania on 29 January 2019. The camp was organized on 1st February 2019 at Matadi Brick Industry, Jirania. 35 workers had come to seek entitlement under BOCW. However, as many as 11 supporting documents were required to register. Hence, only 11 workers who had all the relevant documents could be registered.

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

ToT& Exposure Visits

Exposure visits for brick kiln workers continued in April and May. The fourth batch of training cum exposure visit was organized on April 12-13, 2018. The fifth batch of training cum exposure visit was organized on May 24 - 25, 2018. A total of 31 owners from Tripura, Mathura and Fatehpur participated in the exposure and training programme. Finally with these two visits, the exposure visits were completed and the project crossed the proposed target.

A total of 54 brick kiln owners were trained through these exposure visits. It has enhanced their knowledge about the benefits of green technology. The five trainings have led to conversion of 12 brick kilns to Natural Draft Zig Zag Technology, with 7 owners from Tripura and 5 from Fatehpur. Further, three more conversions are expected in Tripura in 2019.

Worker Skill Development Trainings

The skill diversification *training manual* as prepared by Greentech Knowledge Solutions Pvt. Ltd. was finalized in December 2018. This includes a handbook in Hindi, which has been translated into Bangla and Khorok too, with help of NBIRT. The training modules have been adopted by Tripura State Skill Development Corporation (TSSDC). The training modules are being officially used to train youth in brick making by our partner NBIRT.

Two MCG meetings with CEC, PKT, NBIRT were organized- one on 20th April 2018 at Tripura and second on 13th November 2018 to review the work undertaken by the stakeholders as part of WSDC and to plan for the future. Two Workers Skill Development training programmes were held during the reporting period:

1. 3rd Batch - November 22nd, 2018 to January 25th, 2019 at Rangacherra Panchayat, West Tripura
2. 4th Batch - January 30th, 2019 to March 29th, 2019 at Montola Panchayat, West Tripura

With this, all 4 trainings were completed with a total of 80 trainees, out of which 49 were male and 31 female. A meeting was held in Tripura in 2018, with the 1st batch of workers in order to know about placement requirement for the upcoming season. Out of the 20 trained workers, 19 attended the meeting. Only 2 trainees continue to work at brick kilns, the rest have taken up work either under the MNREGA or they work as daily wage labourers. Some are also engaged in petty fish businesses during the off season.

Web-linked database

The design of the webpage was finalised in 2018. The front end and back end controls were ready. After several corrections and revisions, the webpage was made ready and the process to enter data was initiated. Data related to workplace facilities at brick kilns, workers collective, CSOs trainings, WSDC trainings and technological innovations have been entered in the respective project areas.

Model Employment Exchange

To build an understanding of the workers on the concept of Model Employment Exchange several meetings are held continuously by members of BKENSU and RPIBMU in Fatehpur and Rajasthan respectively.

A campaign was conducted for the same in the brick kilns of Ajmer and Bhilwara. The campaign ran from January to June 2018 where various meetings were conducted with the brick kiln workers, contractors and owners at various work locations to discuss the advantages of MEE and how it could be implemented. A two fold strategy was adopted for this.

Strategy 1: Direct recruitment of workers by brick kiln owners, nulling out the contractors. This was primarily to ensure better wage rates to the worker. –

1. The owners of brick kilns in Ajmer and Bhilwara were provided information on MEE and its advantages. As a result in Bhilwara, 4 owners and 100 Paatla worker units (Saanchas) agreed to come to work through the MEE.
2. A memorandum was drafted and circulated amongst the Kiln owners with conditions applicable for Paatla worker recruitments through the MEE. The owners agreed to abide by the memorandum.
3. A drive to inform workers about MEE was organized in Ajmer focussing on Paatla workers. Workers from 12 kilns who came from source areas of Mahasamund, Baloda Bazar and Jahngir Champa in Chhattisgarh were connected with and a small meeting organized with them. Pamphlets were distributed with information on MEE.
4. Finally in December 2018, Keshav Brick Kiln of Mandal, Bhilwara recruited 11 sanchaas of Paatla workers from Chhattisgarh through the MEE. The Memorandum is now being developed.

Strategy 2: The other strategy was to try and work with the small contractors to ensure they collectivise and negotiate better wages and living conditions for workers across their kilns. This would ensure worker retention for the owner and better wage rates and living conditions to the

workers. This was executed in the second phase of MEE registrations and awareness from July to December 2018.

1. A contact drive was organized in source area with workers from Chhattisgarh who were migrating to Rajasthan to inform and encourage them to register and go through the MEE.
2. In order to establish a functional MEE in Pithora (Mahasamund -Chhattisgarh), a capacity building workshop was organized for worker leaders of Brick Kilns from 18-22 August 2018.
3. In the Masuda district of Ajmer, 40 villages were covered through an awareness and contact drive. A draft memorandum was floated for approval from the workers and contractors.
4. In order to implement MEE and address the issue of bonded labour and their rehabilitation in the kilns the SDO - Masuda; Deputy Labour Commissioner- Bhilwara, Labour Secretary- Rajasthan was presented the memorandums from the labour collective.
5. IEC material was distributed in brick kilns in Ajmer and Bhilwara.

A cumulative data of 612 workers, 21 brick kiln owners and 12 small contractors have been collected in Fatehpur. In Rajasthan, 25 contractors and 552 workers were registered to MEE. Two owners in Rajasthan have agreed to employ workers via the MEE.

Regional Consultations

Regional consultations were envisaged in the project to provide an interactive and common platform for different key stakeholders. They were designed to promote decent work, social justice and promotion of green bricks. Brick kiln workers, CSOs, brick kiln owners, regional policy makers, regulatory bodies and academicians were offered a space to put their issues across.

Three regional consultations were held in 2018 on social protection for brick kiln workers and production of green bricks.

- Regional Consultation in Tripura- 20th April, 2018
- Regional Consultation in Rajasthan- 23rd October, 2018
- Regional Consultation in Lucknow- 19th December, 2018

The consultation provided an interactive platform for CSOs, brick kiln owners, labour collectives, regional policy makers and academicians to put across their issues.

Mid-Term Review

The mid-term project review was undertaken in April 2018. Independent Consultant P.V. Ramachandran was appointed to conduct the evaluation. A detailed methodology of desk review, discussions with the project stakeholders and field visits were undertaken. The Consultant interviewed Delegation of European Union, Mr. Pattabiraman Subramanian; Terre des Hommes (TdH); Greentech Knowledge Solutions Pvt. Ltd.; NB Institute of Rural Technology (NBIRT); Mr. O.P. Badlani of Prayag Kiln Technologies, Varanasi; Mr. Akhilesh Kumar Tewari of Sarathi Development Foundation (SDF), Fatehpur; a number of brick Kiln owners, and a large number of beneficiaries in the brick fields and their family members. The final Mid-Term Evaluation report was submitted with recommendations to CEC in June 2018 and recommendations were incorporated into the work plan.

Result Oriented Monitoring (ROM) Visit

Result Oriented Monitoring (ROM) of the project was undertaken by European Union appointed independent consultant Ms. Joanne Baker in November 2018. It started from 26 November 2018 and ended on 04 December 2018. Ms. Baker had a meeting with the project team collectively in CEC office, New Delhi. She visited the project locations in Rajasthan & Tripura. CEC shared all relevant documents of the project- reports, MIS and financials with her which was further evaluated by her. She also met and interviewed all stakeholders involved in the project. CEC and all partners supported Ms. Baker with her queries. The evaluation report was finally submitted to the EU. In January 2019, EU shared the report with its findings and recommendations. After an extensive evaluation, Ms. Baker recommended the project for a six month no-cost extension.

Promoting Child Rights to Education

The Context

CEC under the project ‘Empowering CSOs for Decent Work and Green Bricks in India’s Brick Kilns’ has been working in the state of Uttar Pradesh in ensuring decent work conditions in brick kilns. It is attempting at building capacities of CSOs as well as providing skill trainings to brick kiln workers in promoting decent work conditions in the brick kilns of India. It has been found through studies that workers working in the brick kilns are mostly from economically disadvantaged background and they work as family units against advanced payments. They often work for 12-14 hours every day under arduous conditions. A large number of workforce consists of brick moulders. Child labour is rampant in the brick kilns. Children migrating with their families, work in brick kilns. They are deprived of their fundamental right to education, health and protection. Since the industry is seasonal, the workers and their families migrate in the month of October and stay till the end of the brick making season i.e. till May-June. Due to this reason, the children are unable to attend mainstream schools. Without any education facilities at the brick kilns, the children are not only deprived of their basic right to education but also to their childhood.

The Project- Promoting Child Rights to Education at Surir, Mathura was funded by Terre des Hommes (TdH) Germany-India Programme. Initially the project period was from November 2018 to February 2019. However, after assessment by TdH and receiving a positive response from the parents of the children, the project was extended till 30th June 2019.

Objective:

CEC is addressing child labour through provision of non-formal education to children in the age group of 5-14 years, working in the brick kilns of Surir, Mathura, to

- To nurture cognitive capacities- speaking, listening, reading and writing skills of children working in the brick kilns.
- To develop the interest of children to continue their academic education in their respective source villages and encouraging mainstreaming.
- To sensitize parents regarding their children’s education.
- To sensitize brick kiln owners towards creating infrastructure for school, crèche, toilets etc.

The two centres functioned at Kalka Eint Udyog and Baba Eint Udyog with a total strength of 74 children including 43 girls. Both the centres were located in village Tehra of Surir. Centres continued till the end of the brick making season. These centres had started from November 2018.

A local resident was appointed to teach in both the centres. The centres run for 3-4 hours per day. Both conventional and non-conventional methods were used to engage with children at the PCRE centers.

Initial learning method was based on verbal learning. Towards the end of the first month, the children were introduced to alphabets and number counting. They were provided with pen, notebook and books. At both the centres, in the initial hour, the children were taught in a group where each child verbally memorise alphabets, numbers and number tables. Afterwards, they were segregated into 2-3 groups, keeping in mind their learning capacities and accordingly focused exercises were imparted to them.

With the help of activities like story-telling sessions, role-plays, drawing etc. children build their understanding on issues such as safety, hygiene, gender violence etc. To develop different sensory capabilities, some tasks such as closing their eyes and listening to sound around them and identify the direction of the sound etc. were organised. Another reason for conducting such exercises is to develop the ability to narrate situations through words or action, enabling both motor coordination as well as articulation.

As a result of employing both the methods, it was possible to sustain children's interest in different kind of learning with almost 100 per cent attendance. Children started to articulate themselves and became more vocal. When they came together to work in a group, there was a sense of belonging and spirit of togetherness.

Monthly meetings are organized in which children are capacitated on issues related to child rights like right to education, development and protection



One of the significant outcome of the programme was - receiving support from both the brick kiln owners and the workers to construct a shelter for learning of the children. The response from parents was very positive as they were happy to see their children learn and take part in playful activities. Some of these parents in fact admitted their children in regular schools once they returned to their home states after the end of the brick season. Some of these children are also girls. This is a significant change observed in the parents. The fact that the parents are now mobilizing to re-open the local government schools in their villages, indicates the true empowerment that this project successfully brought in a very short period.

Supporting Small Tea Producers

For the last few years, CEC has been supporting small tea producers in production, processing and marketing of tea through collective and collaborative processes in different parts of India and especially in Assam. This support is based on the idea that it would not only contribute to economic growth but also ensure enhanced livelihood options for petty producers in the country.

Earlier, CEC assisted the small tea growers to organise themselves into Primary Producer Societies (PPS) to enjoy better bargaining capacity with big factories. The PPS gradually came together and formed a number of Tea Producing Companies (TPCs). The TPCs are now

in the process of setting up Mini Tea Manufacturing Units, which will manufacture organic, high quality Orthodox and Green Tea.



In the reporting period, i.e. between March 2018 and December 2018, CEC provided training to three select Tea Producer Companies in Assam in the areas of Capacity Building, training of staff, market linkage intervention and exposure visits, with financial assistance of NABFINS. These TPCs are

Rwdwmkhang TPCL, Swmkhwr Valley TPCL and Rwdwmsha TPCL – all located in Assam. All the TPCs are owned by small tea farmers and they registered the producer companies under the Companies Amendment Act, 2015, availing the policy notification by the Tea Board of India.

1. Training in Accounting & Financial Management

Accounts and Finance Training were done in two phases. In the first phase, through a residential programme, the trainers introduced the participants to the concepts of finance and accounting followed by certain practical sessions. The first phase of the training was conducted on 15 -17 March, 2018. The second phase of the training, again a residential one, was conducted after a few months. During the interval, the trained farmers were expected to practice the learnings at their own TPCs. The second phase of the training was conducted on from 21-23 August, 2018. The trainers were practicing Chartered Accountants and Company Secretaries.

The participants came from Rwdwmsha TPCL, Swmkhwr Valley TPCL, Rwdwmkhang TPCL and Alupara TPCL, with each TPC contributing 3 participants. All the trainees were Directors or Promoters in their own companies. The training covered topics such as Book keeping and Accounting (Theory), Essentials of Vouchers, Billing, Banking, Statutory financial reports and other statutory Books, Tally+ Manual (practical) GST, Cash Book & Ledger Book entry, Journal Entry and Maintenance of Registers for companies.

2. Training in Management and Administration

Training in Management and Administration was held on 27-29 May 2018. The training covered



topics such as – (i) basics of Input Supply, Production Commodity Assembly; (ii) Production Inventory Management; (iii) Model Small Factory Set up; (iv) Key points in Factory Operation; (v) Basics of Accounting; (vi) Basics of Financial Management; (vii) Basics of Producer Company; (viii) Roles & Responsibilities of Board of Directors; (ix) Basics of Production Company Compliances; (x) Stock Management; (xi) Financial Inclusion; (xii) Marketing.

A total of 10 participants participated in the training, from Rwdwmsha TPCL, Swmkhwr Valley TPCL and Rwdwmkhang TPCL & Alupara TPCL. The resource persons for the training were Dhruvajyoti Kakati, tea factory manager; Nabajyoti Deka, entrepreneur; Roma Singh, Dhriti Choudhury and Pranab Nath, academic staff from Commerce College, Guwahati; Nalinakshyan Santanu Mohan Deka, and Bhaskar Saud, Faculty Member, IIE, Guwahati Abhijit Sharma, Director, IIE, Guwahati

The trainees were for the first time exposed to theoretical understanding of how to manage various stages in the production of tea, especially during manufacturing of tea and marketing of tea. They were introduced to the various stages in the processing of tea, as well as to the issue of scientific management of raw materials and finished products in the warehouse and how this becomes a crucial component of marketing of tea.

3. Training in Organic Cultivation

The training on organic cultivation was held thrice, once for each TPC. They were held between July-August 2018 (24 July, 31 July and 6 August). The total number of participants in the three trainings was 117. The training on organic farming was imparted by Jayanta Boro, Organic Farming Expert and Hand Made Organic Tea Entrepreneur, at each TPC.

Each training was held locally, at the TPC site. This was done to ensure that most of the farmers get an opportunity to directly interact with the trainer and vice-versa. The quality of tea can be maintained only if all the farmers willingly move to organic cultivation and they sustain the process. In a sense, this is the primary value proposition in the marketing strategy - organic, traceable tea produced by the farmers themselves.

The key objective of the training was to build skills on conversion from chemical to organic tea farming. Topics covered under the training were: making organic pesticides, drainage systems,

collective practices, and Participatory Guarantee System under National Mission for Sustainable Agriculture

4. Training in Tea Manufacturing

Training in tea manufacturing was divided into different stages:

Stage I: Exposure to a Tea Manufacturing Unit (Processing Orthodox and Green Tea): This was organised on 6 August 2018 at Labonya Tea Factory and 15 farmers attended it. The key objective of the exposure visit was to learn practically about processing and manufacturing of Green & Orthodox Tea.

The specific factory was chosen because it specialised in green tea manufacturing. The resource person was Krishna Sekhar Hazarika, Proprietor cum Manager, Labonya Tea Industry. Hazarika introduced the TPC representatives to different stages in the manufacturing process and explained the technical details and duration of each stage. He also explained other nuances like colour, smell etc of the raw materials. He patiently listened to the questions and doubts raised by the representatives of TPCs. In particular, the representatives of the TPCs were introduced to, observed and learnt about the processes of rolling, fermentation and drying. The participants learnt the importance of regulating the temperature of the dryer. They also learnt about the sorting processes, the types of sorters used and the grading of tea. They were also introduced to the techniques of bulk packaging including the materials used, statutory information to be stamped and the storage of the packaged tea.



Stage II: The second phase of the training began after the installation of machinery units at Rwdwmsha TPC. Machinery had also been installed at Swmkhwr Valley TPC. A group of select people from each of the TPCs were given training in manufacturing before the tea season of 2018 was over. The group was introduced to each machine unit, and provided training on their operation. The trainees were introduced to various stages of tea manufacturing, with focus on

green tea and orthodox tea. The trainers were experienced and qualified professionals from different machine manufacturing companies. Practical sessions on processing of tea were also organised, at Rwdwmsha TPC, Barengabari on 9-11 December 2018.

5. Hands-on Training in Marketing

This training was an intense residential programme, held on 3-6 December, 2018. Besides selected invitees, those who attended the tea-tasting training also attended the marketing training programme. Representatives of the Marketing Company constituted by the TPCLs also attended the training programme. The trainers were familiar with the initiative and provided a hands-on training. The objective of this training was to build up orientation and strategies building on Tea Marketing under Grassroots Tea Corporation Pvt. Ltd. and under brand name 'Equifarmtea'.

A total of 15 participants took part in the training. Topics covered in the training included: Status of Tea in India, Tea Marketing in India, Certifications for organic standards recognised by the Government of India, Sustainable Business Practices (special focus on waste management), Development of marketing plan, (Market Research, Market segmentation), Pricing strategies, Traceability as a differentiator, Compensation for farmers, Importance of story-telling, Case studies of Farmers, Marketing Goal (Market segmentation, Target Audience) Marketing Mix (Budget, Implementation schedule, Legal agreements and bindings, Evaluation, Group work and presentation by each team, questions.

6. Celebrating 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. CEC has been working closely with the Confederation of Indian Small Tea Growers Association. Particularly with the STGs of West Bengal and Assam over a decade now and it continues to celebrate the workers struggle. Each year it is celebrated with a digital/electronic campaign to provide a continuous dialogue between the workers and policy makers.

In 2018 series of interviews were conducted with key people involved in the long struggle. The information was further shared with STG members via a Google group. Stalwarts such as Interview with Shri Vazhoor Soman, AITUC, Kerala, J John, Managing Director, Grassroots Tea Corporation Private Limited and Ashok Ghosh, General Secretary, UTUC. The interviews were also posted on CEC website. Also a Statement was released on the website to mark the demands of the Tea Plantation workers.

Social Security Now

Social Security Now (SSN) is a national campaign that builds awareness about desirability of universal social security for all the people living and working in India. SSN was formally launched in 2006 at a National Convention in Nagpur. SSN is constitutive of various civil society organisations, workers' associations, rights based groups, farmers' associations and trade unions. SSN pays special premium on active involvement of dalits, adivasis, women and other socially marginalised groups. SSN is led by a National Working Group, with representatives from around 30 partner organisations all over the country. Centre for Education and Communication (CEC) has been a leading member of the campaign since its inception in 2006.

CEC's Association with Social Security Now

Social security is a protection that society provides to its members. Ideally, social security 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 is often seen as a charity and not as a right of the working people, save a few in the organised sector. Absence of universal social security has contributed to the perpetuation of poverty and vulnerability of the majority of the working people.

Realising this, Centre for Education and Communication (CEC) along with other like-minded organisations and individuals launched the Social Security Now (SSN) in 2006 at a National Convention in Nagpur. Since then, SSN has grown as a national campaign that builds awareness about desirability of non-targeted, non-discriminatory universal social security as a right for all people living and working in India. CEC has been actively involved in strategizing and in taking forward the campaign; it constitutes the secretariat of SSN, which in turn is managed by a National Working Group.

Recent Collaborations with Social Security Now

For the last few years, the Government of India has been trying to simplify and rationalise the labour laws of the country into four broad codes. In line with the recommendations of the 2nd National Commission of Labour, the Ministry of Labour and Employment undertook an exercise to draft a comprehensive law governing social security measures in India. On March, 2017, the *Draft Labour Code on Social Security & Welfare* was published and put in the public domain for providing feedback and comments.

Since 2017, the Draft has went through various modifications, owing to feedback provided by various stakeholders. At each stage of the Draft, CEC has played a leadership role not only in studying, evaluating and providing comments on the Draft, but also to spread awareness about the importance of establishing universal social security in the country, along with its partners at SSN.

The first SSN meeting on the Draft Code on Social Security was organised on 16th May 2017 at Mobile Crèches office in New Delhi. The meeting was attended by representatives from 17 member organisations including CBCI Labour, RTE Forum, Nirman Mazdoor, Adhikar Abhiyan, Mobile Creches etc. The meeting saw a thorough examination of the Draft Code and it prepared a set of recommendations, which were then submitted to the ministry.

Round Table on Social Security

As the Labour Ministry published another Draft on Social Security on 9th November 2018, which proposed significant changes from the earlier Draft, it was felt by CEC and its partners at SSN that an updated understanding of the Draft is necessary. At the same time, it was also collectively felt that the campaign should update its understanding of Universal Social Security, given the recent changes in the economy as well as many novel proposals on social security coming from important government and non-governmental bodies. In 2016 itself, the Economic Survey had suggested that a system of Universal Basic Income (UBI) can be established to provide comprehensive social security net for the people. It was thus felt by SSN that the campaign should update itself on all these questions and so a Round Table on Social Security was organised on 21 January 2019.

The Round Table was held at Caritas India office, New Delhi. It saw participation of representatives from 15 different organisations and associations viz. All India Kabadi Mazdoor Mahasangh, Jan Pahal, New Trade Union Initiative, CBCI Office for Labour, RTE Forum, Delhi Forum, Sruti, National Campaign Committee for Construction Labour and Centre for Education and Communication. The Round Table discussed extensively on the following two themes:

1. Evaluating the Draft Code on Social Security
2. Determining Future Course of Actions for spreading Awareness on Universal Social Security

Ms. Lokesh from CEC made a comprehensive presentation on the various dimensions of the updated Draft Code. The following limitations of the Draft Code were identified by the Round Table participants.

- The Code is applicable only to workers employed in enterprises with 10 or less than 10 workers, thereby excluding the millions who are home based workers or self-employed.
- The Code will exclude the domestic workers, sex workers, waste pickers and many such marginalised groups
- The Draft talks about benefits such as gratuity, maternity benefits, and compensation. But although it makes insurance mandatory, it has been further stipulated that private players may be brought in for actual insurances. This brings up the danger of privatisation of social security.

- As per the Draft Code, the employers are required to register the enterprise with the “Controlling Authority” or CA. Under Clause 6.5, CAs can impose fine. But the employees can forfeit their due amount very easily owing to debatable grounds such as “offence involving moral turpitude and riotous or disorderly conduct”. There is a fear that this section might be misused by the powerful employers with connivance of corrupt CAs.
- The Draft reduces the role of Trade Unions; absence of tripartism is a major lacunae of the Draft. The CA has significant powers in deciding each individual case – for instance whether a worker deserves maternity benefit or not, can be decided based on her “gross misconduct” or “an offence involving moral turpitude.” It strongly embeds patriarchal values. CA can wield absolute power as he/she will be the first port of call for any dispute resolution between the employee and employer.
- The representation of the trade unions in the bodies stipulated by the draft are too few. This should be enhanced to at least 1/3rd of the total members at each stage. Instead of being nominated, the TU representatives should be elected.

It was felt by the Round Table Meeting participants that a national level conversation is required on social security, especially in the context of the Draft Code. It was also felt that the social security requirements of different sections of the society should be explicitly identified and be recognised and an awareness campaign be unleashed accordingly. Thus it was decided to hold a National Workshop on Social Security in the coming months, covering different dimensions of social security. It was decided that the meeting will be held in Nagpur with participation of all the constitutive organisations and associations of SSN.

National Workshop on Universal Social Security

The National Workshop on Universal Social Security was organised on March 27-28, 2019 at Kannamwar Nagar Nagpur, Maharashtra. Declaring Social Security as a fundamental right of all the people living and working in India, around 100 participants from different civil society organisations, trade unions, peasant organisations, women rights organisations, peoples’ movements, dalit movement and academia from different parts of the country deliberated on various dimensions of social security requirements, existing provisions and suitable strategies to achieve universal social security in the country. Centre for Education and Communication (CEC) took leading role in organising the workshop, along with National Institute of Women, Child and Youth Development (NIWCYD), with generous assistance of Terre des homes, Germany.

The workshop was organised to assess the different social security requirements of different segments of working people in the country in the context of recent socio-economic changes; to understand the various constraints towards achieving universal social security; to analyse the various *social security models* offered across time and space and to move towards developing suitable strategies for achieving the objective of universal social security.

Issues taken up in the workshop included ‘**Employment and Social Security**’, ‘**Health and Social Security**’, ‘**Women and Social Security**’, ‘**Excluded Communities and Social Security**’, ‘**Migration and Social Security**’, ‘**Agrarian Crisis and Social Security**’, ‘**Universal Basic Income and Social Security**’ and ‘**Financing Social Security**’.



Employment and Social Security:

The contemporary Indian economy is characterised by an acute job crisis, exacerbated by a declining agrarian sector, lack of job creation in the formal industrial sector and growing informality in employment in general. Even among the employed, the vast majority of the workers hardly enjoy any job protection, law mandated facilities and adequate social security benefits. As of now, social security in India exists only for 7 percent of the workers - those who are employed in the so called formal sector. The rest 93

percent do not enjoy even a minimum level of social security. An ambitious and universal social security system must begin by accepting that providing meaningful, long-term, non-stressed and generously remunerative work to the vast majority of working people in the country would have to be the first step towards ensuring effective social security in the country. This in turn would require generous state investment in projects of job creation, in industries, services, infrastructure as well as agriculture. This would also require strict adherence to existing labour laws, elimination of the contract system and a robust welfare state.

Health and Social Security: There has been a consistent decline in government expenditure on health. India spends only a little over 1 percent of the GDP on this sector. According to the National Health Portal (2018), only 34 percent of the population are covered under any health insurance in 2016-17. Even the much touted Ayushman Bharat Scheme plans to provide an annual coverage of up to Rs.5 lakh per family for only 10 crore poor households for secondary



and tertiary care hospitalisation, which is grossly inadequate in a country where the vast majority of the workforce is employed in the least rewarding informal sector. As per the WHO's health financing profile for 2017, around 67 percent of the total expenditure on health in India was paid out of pocket, while the world average is 18.2 percent. In a poor country like India, the vast majority of families live on modest incomes and the reluctance

to spend adequate public money on affordable health services means that the families are under increasing burden to spend from their own pockets. In fact, according to a recent survey of NSSO, around 63.22 million individuals or 11.88 million households were pushed to the Below Poverty Line status due to healthcare expenditure. A comprehensive legislation on social security must cover the health and educational needs of the vast majority of the working people of the country.

Women and Social Security: Close to 81 percent of all employed persons in India make a living by working in the informal sector, with only 6.5 percent in the formal sector and 0.8 percent in the household sector. Out of this 81 percent, women constitute nearly one third of all unorganised workers in the country. This figure would be much larger if the unpaid work done by most women is recognized and included. As such, nearly 95 percent of all female workers in India are engaged as unorganised workers. The non existence of adequate social security provisions for unorganised workers therefore means that an extremely large section of women in the country remain unprotected. Whatever little social security provisions exists today, they exclude large sectors of work where women often find employment, such as domestic work, sex work, entertainment workers, street vendors etc. Women workers also face the burden of rampant sexism, discriminatory compensation and sexual harassment at workplace. As far as the question of reproductive health is concerned, the absence of maternity entitlements often mean that a woman worker has to leave her job to have a child. With the near absence of any effective primary health care system in the country, most women are forced to have children at home without any medical care. A majority of the women and their families are unable to bear the burden of hospitalization costs. Absence of maternity entitlements also means that a woman is unable to take care of her nutritional needs before and after the pregnancy and get adequate rest, and is compelled to start working soon after child birth. Any comprehensive social security legislation must be able to address these various constraints faced by women living and working in India.

Excluded Communities and Social Security: Among the excluded communities, the Dalits (Scheduled Caste) constitute 16.2 percent of the total population of the country (2001 census). Eighty one per cent of the Dalits live in rural areas and mostly depend on work in the primary sector, agriculture, forestry, animal husbandry, fishing etc. Dalit workers are doubly discriminated against: first, as a worker of the unorganized sector and secondly as a member of a socially discriminated group. There has been a consistent rise in violence against the dalit communities across the country. The representation of dalits in niche jobs in the formal sector is abysmal. Dalit workers often face untouchability and discrimination at the workplace both by employers and fellow workers of upper caste communities. The situation is similar in the case of adivasis, another excluded and marginalised community. According to one estimate, around 85 per cent of the Adivasis live below the official 'poverty line'. The National Commission for Scheduled Castes and Scheduled Tribes found that 83 per cent of the total bonded labourers come from the ST communities. Adivasis who often work as forest workers are paid extremely low wages and have no social security benefits. While forest workers are entitled to minimum wages, in most cases the wage is far below what is necessary for survival. Any effective social security legislation must be able to address the various constraints faced by the dalit and adivasi communities of the country.

Migration and Social Security: Rough estimates suggest that there are over 400 million migrant workers in India who have left their home districts, and moved to other states in search of livelihood. There are over 30 million cross border Indian migrants who are working in other countries. The nature of such migration is predominantly temporary and their nature of employment, casual. They migrate for six months to three years per year and move back home during the agricultural season. Migrant workers are among the most vulnerable class of workers. Authorities, employers, local people, politicians and even trade union leadership ignore the hardships and challenges they face. They often face xenophobia, hate politics, and often labeled as criminals, making their living and working conditions more precarious. Social security entitlements like health protection for individual and family members, maternity benefits, wage-protection during leave, compensation for employment related injury or accident, income protection on untimely death of earning members, old age pension etc. are hardly ever achievable for migrant workers and their families. Our existing legislations on social security do not protect them. Migrant workers move from one state to another whereas various state labour authorities have jurisdiction in their own state only. The Inter-State Migrant Workmen Act, 1979 is not of any use to them because of absence of coordination among states. As these workers are vulnerable and they are disowned by locals and even by authorities or politicians they find it hard to raise their grievances. The state policies and laws on social security do not provide



any specific provisions for migrant workers. Cross border Indian migrant workers and workers of other countries in India are equally deprived of protection of social security laws or schemes. Neither sending countries nor recipient countries express any concerns for them. The International Convention on the *Protection of the Rights of All Migrant Workers and Members of Their Families* is a United Nations multilateral treaty governing the protection of migrant workers and families. Signed on 18 December 1990,

it entered into force on 1 July 2003. Earlier to this UN convention, *ILO Migration for Employment Convention (Revised), 1949 (No. 97)* and *Migrant Workers (Supplementary Provisions) Convention, 1975 (No. 143)* prescribed social security standards for migrants and states are to ratify and implement them. In a world of manifold increase in labour migration, there is an urgent need to address the social security concerns of the migrant working classes.

Agrarian Crisis and Social Security: After 1990's Indian farmers were put under increasing pressure of the upheavals in the international commodity markets. The domestic field was left open for predatory MNCs whose oppression of the farmers in the seed, fertiliser and other input markets have been well recorded by now. This same time period also saw a continuous decline in state investment in the farming sector. All these factors have wrought havoc in the lives of millions of Indian farmers. Climate change has emerged as another enemy to the well-being of the Indian farmers and they live under increasing pressure of declining productivity of soil, scarcity of ground water and skewed patterns of land ownership. As per a comprehensive study of Amit Basole and Deepankar Basu, nearly 80 percent of Indian farmers should be considered as marginal farmers, who can no support their lives from farm income alone. If the Indian peasants are to be protected and their lives made secure, drastic changes in the agrarian policy is the need of the hour. A comprehensive social

security system must have enough provisions to guarantee stable incomes to all the marginal farmers and agricultural workers of the country. Such a social security system also must address questions of climate change, declining soil fertility, skewed land ownership patterns and predatory practices of the MNCs in the input and markets.

Universal Basic Income and Social Security: The Economic Survey of 2017 had suggested that a system of Universal Basic Income (UBI) can be established to provide comprehensive social security net for the people. The same report however also cautioned that this might require 4-5 percent of the GDP of the country, making it a politically risky affair for any government. So far, things have not moved further than this but nonetheless, it occasioned some discussion among the unions and civil society organisations. The discussion around UBI is in fact quite varied and the question has been addressed from numerous and often contradictory perspectives. An adequately financed, non-targeted and non-discriminatory UBI scheme has the potential to give a huge boost to the social security of the vast majority of Indian people. It would push up the existing market wage rates and it would make many non-capitalist economic experiments (such as building cooperatives, experimenting in various forms of solidarity economy etc) viable at once, because the workers involved in such experiments would have a resource base to rely upon/or fall back to. On the other hand, if the UBI is envisioned as a limited scheme designed only for a small segment of the poor, or if UBI is seen as a replacement for all the existing welfare schemes which would supposedly make the government bureaucracies redundant, it would lose its effectiveness as a measure of social security. This requires that the concept of UBI be carefully discussed and appropriate models be developed.

Financing Social Security: If social security measures are to be effective, they must be seen in terms of a progressive resource redistribution system. This would mean that rather than clubbing social security with the contributing capacity of the beneficiary, it must be made universal and free. Different mechanisms can be found to finance social security schemes, including but not limited to – a strictly progressive regime of income tax. Steep wealth taxes can also imposed, as suggested by the economist Thomas Piketty. What is at stake here is not a matter of mere technicalities but a question of recognition of the rising inequality in the Indian society. The question of social security will have to be linked with the efforts to reduce inequality and moving towards building an egalitarian society. This would also mean a departure from the existing neoliberal regime of capital.

A consensus on the following points emerged through the National Workshop:

i. Towards a Common Understanding

1. Social security should be non-targeted and non-discriminatory; social security measures must be rights based, rather than scheme based and be universal in scope.
2. Targeted schemes and market based solutions are inadequate to address the social security requirements of the large majority of working people in the country. Significant state intervention is a must, to ensure universal social security.
3. Resources for social security can be gathered through progressive taxation and wealth tax on the super-rich.
4. Universal Social Security should be such that it takes care of the specific needs of the different segments of the population as well.
5. Tripartism should be established at the centre of all socially relevant policy making processes.

ii. Future Tasks

1. There should be close examination and evaluation of different social security provisions currently existing both at the national and state levels.
2. The SSN campaign should be expanded at the regional levels as well.
3. Establishing close relationship with the trade unions is a must; profession based organisations should also be included the campaign.
4. Steps should be taken to propose an alternative people's bill on universal social security.

The Workshop was followed by a Press Conference and Press Release.

CEC Team: 2018-19

Anima Debbarma	Project Officer, Tripura
Bhawna Salhotra	Project Officer – MIS and Research
Jagdish Chand Upadhyaya	Project Officer, Uttar Pradesh
Javed Iqbal	Accounts Officer
Madan Pal Singh	Project Officer, Uttar Pradesh
Meena Sharma	Manager-Administration
Minto Goswami	Consultant
Pragya Majumder	Project Manager
Ruchika Sharda	Manager, Finance & Accounts
R Prasad	Administration Assistant

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

Gunasekaran S.: Secretary

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

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.

Deenadayalan E.: Member, Governing Board

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.

Sobin George: Member, Governing Board

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

Surinder S. Jodhka: Member, Governing Board

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.

Kirti Pathak: Member, Governing Board

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

Ms. Lokesh: Executive Director

Ms. Lokesh is Executive Director, Centre for Education and Communication (CEC) and an Ex-officio member of its Governing Board. Ms. Arati Pandya was Executive Director till December, 2018.

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

CEC's Financials 2018-19

R.K. TULI & ASSOCIATES

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INDEPENDENT AUDITOR'S REPORT

**To the Members,
CENTRE FOR EDUCATION AND COMMUNICATION**

Report on the Financial Statements

We have audited the accompanying financial statements of **M/s. Centre for Education and Communication ("the Society")**, which comprise the Balance Sheet as at March 31, 2019, the Statement of Income & Expenditure and Receipt & Payment Account for the year then ended and a summary of significant accounting policies and other explanatory information.

Management's Responsibility for the Financial Statements

The Society's Board of Trustees are responsible with respect to the preparation of these financial statements that give a true and fair view of the financial position, performance and cash flows of the Society are in accordance with accounting principles generally accepted in India, including the Accounting Standards. This responsibility also includes maintenance of adequate accounting records for safeguarding of the assets of the Society and for preventing and detecting frauds and other irregularities; selection and application of appropriate accounting policies; making judgments and estimates that are reasonable and prudent; and the design, implementation and maintenance of adequate internal financial control that were operating effectively for ensuring the accuracy and completeness of the accounting records, 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.

Auditor's Responsibility

Our responsibility is to express an opinion on these financial statements based on our audit. We have taken into account the accounting and auditing standards and matters which are required to be included in the audit report as per the generally accepted Rules, Guidelines



1 of 2

and Policies. We have 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 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 financial control relevant to the Company's preparation of the financial statements that give a true and fair view in order to design audit procedures that are appropriate in the circumstances but not for the purpose of expressing an opinion on whether the Company has in place an adequate internal financial controls system over financial reporting and the effectiveness of such controls. An audit also includes evaluating the appropriateness of accounting policies used and the reasonableness of the accounting estimates made by the Company's Directors, 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 on the financial statements.

Opinion

In our opinion and to the best of our information and according to the explanations given to us, the statements give a true and fair view in conformity with the accounting principles generally accepted in India, of the State of Affairs of the Society as at March 31, 2019, its Statement of Income & Expenditure and Receipt & Payment for the year ended on that date.

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



R. K. Tuli
Partner
Membership No. 081019
UDIN: 19081019AAAAAY2221

Date: 24/09/2019
Place: New Delhi

CENTRE FOR EDUCATION AND COMMUNICATION
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Notes to financial statements for the year ended March 31, 2019

1. Society Information

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 number 13682 dated 20/07/1983.

The society is also register with:

- i. Income-tax Authorities u/s 12A(a) [vide certificate number DLI(C)(I)-1538] dated 04.10.1983] and u/s 80G [vide certificate number NQ.DIT(E)/2013-14/DEL-CE24931-29082013/3628 dated 29.08.2013]; and
- ii. Foreign Contribution (Regulation) Act, 2010 [vide certificate number 231650113 dated 31.10.2016], the said certificate is valid for the period five year with effect from 01.11.2016.

2. Basis of preparation of financial statements

The financial statements of the company have been prepared in accordance with generally accepted accounting principles in India (Indian GAAP). The company has prepared these financial statements to comply in all material respects with the accounting standards notified under section 133 of the Companies Act 2013, read together with paragraph 7 of the Companies (Accounts) Rules 2014. The financial statements have been prepared on an accrual basis and under the historical cost convention.

The accounting policies adopted in the preparation of financial statements are consistent with those of previous year except for the change in accounting policy explained below.

The year under consideration is the first year of operations.

2.1 Summary of Significant Accounting Policies

a) Use of estimates

The preparation of financial statements in conformity with Indian GAAP requires the management to make judgments, estimates and assumptions that affect the reported amounts of revenues, expenses, assets and liabilities and the disclosure of contingent liabilities, at the end of the reporting period. Although these estimates are based on the management's best knowledge of current events and actions, uncertainty about these assumptions and estimates could result in the outcomes requiring a material adjustment to the carrying amounts of assets or liabilities in future periods.



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b) Revenue Recognition

Revenue is recognized to the extent that it is probable that the economic benefits will flow to the Company and the revenue can be reliably measured. The following specific recognition criteria must also be met before revenue is recognized:

Donation:

Donations received in local currency are accounted for on date of receipt. Donations received in foreign currency are accounted on the date of realization.

Interest:

Interest income is recognized on a time proportion basis taking into account the amount outstanding and the applicable interest rate. Interest income is included under the head "other income" in the statement of profit and loss.

c) Tangible Fixed Assets

Fixed assets are stated at cost less accumulated depreciation and impairment losses, if any. Cost comprises the purchase price and any attributable cost of bringing the asset to its working condition for its intended use.

Subsequent expenditure related to an item of fixed asset is added to its book value only if it increases the future benefits from the existing asset beyond its previously assessed standard of performance. All other expenses on existing fixed assets, including day-to-day repair and maintenance expenditure and cost of replacing parts, are charged to the statement of profit and loss for the period during which such expenses are incurred.

Gains or losses arising from de-recognition of fixed assets are measured as the difference between the net disposal proceeds and the carrying amount of the asset and are recognized in the statement of profit and loss when the asset is derecognized.

d) Depreciation on Tangible fixed assets

Depreciation is provided using "Straight Line Method" Method at the rates prescribed in Schedule II of the Companies Act, 2013 and is representative of actual useful life of assets.

Plant & Machinery	15 Years
Computer Equipment	03 Years
Furniture & Fixtures	10 Years



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e) Taxation

Income of the society is exempt u/s 12A hence no Taxation clause is applicable here.

f) Provisions

A provision is recognized when the Company has a present obligation as a result of past event and it is probable that an outflow of resources will be required to settle the obligation, in respect of which a reliable estimate can be made. Provisions are not discounted to its present value and are determined based on management estimate required to settle the obligation at the balance sheet date. These are reviewed at each balance sheet date and adjusted to reflect the current best estimates.

g) Leases

Operating lease, risk and rewards relating to Building are not transferred to the company and hence company has not capitalised the ultimate consideration.

h) Cash & Cash Equivalents

Cash and cash equivalents for the purpose of cash flow statement comprise cash at bank, cash in hand and short term investments with an original maturity of three months or less.

i) Contingent Liabilities

A contingent liability is a possible obligation that arises from past events whose existence will be confirmed by the occurrence or non-occurrence of one or more uncertain future events beyond the control of the company or a present obligation that is not recognized because it is not probable that an outflow of resources will be required to settle the obligation. A contingent liability also arises in extremely rare cases where there is a liability that cannot be recognized because it cannot be measured reliably. The company does not recognize a contingent liability but discloses its existence in the financial statements.

As per our report of even date

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


R.K. Tuli
(Partner)

M. No. 081019

UDIN: 19081019AAAAAY2221



For & behalf of Board of Directors





Place: New Delhi
Date: 24.09.2019

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Notes for relevant financial statements:

1. The financial statements do not contain the corresponding amounts for the immediately preceding reporting period because the year under consideration is the first reporting period after incorporation.
2. No Employee was entitled to retirement benefits and therefore no provision has been made for Gratuity & Leave encashment.
3. No provision has been made in absence of taxable income.
4. Balances grouped under Sundry Debtors, Sundry Creditors and loans & advances are subject to confirmation.
5. Auditor's Remuneration includes fees in respect of:

	31.03.2019	31.03.2018
	(In INR)	(In INR)
a) Statutory Audit	3,40,000/-	3,10,000
6. Related party disclosure as per AS 18:

Related Party Disclosures	Details
Name of the Key Management Personnel's	Dr. Duarte Barreto Mr. Dominic D'Souza Mr. J John (resigned from the board vide letter dated 04.07.2018, which was accepted by the Board) Ms. Kirti Pathak Mr. E. Deenadayalan Mr. S Gunasekaran Prof. Surinder S. Jodhka Mr. Sobin George Ms. Lokesh
Mr. J John was paid Rs. 11.70 lakhs as professional charges for services rendered.	

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

R.K. Tuli

R.K. Tuli
(Partner)

M. No. 081019

UDIN: 19081019AAAAAY2221



For & behalf of Board of Directors



[Signature]

Place: New Delhi
Date: 24.09.2019

CENTRE FOR EDUCATION AND COMMUNICATION : NEW DELHI

CONSOLIDATED BALANCE SHEET AS ON 31.03.2019

LIABILITIES	SCH	31.03.2018	31.03.2019	ASSETS	SCH	31.03.2018	31.03.2019
Capital Fund (To The Extent Of Fixed Assets)	1	6,115,792	6,990,539	Fixed Assets (As Per Schedule)	4	6,115,792	6,990,539
General Fund	2	4,324,784	3,276,852	Investment			
Sundry Creditors Annexure	3	1,679,512	840,725	Fixed Deposit			734,835
				Closing Balances			
Projects Balances				Cash In Hand		43,719	20,309
Decent Work Green Brick		9,923,590	12,514,576	Bank Balance			
NABFINS		411,693	-	State Bank of India		12,693,443	13,105,674
Promoting Child Rights to Education		-	48,967	Corporation Bank		1,931,938	1,315,484
				Bank of India		721,450	21,450
				Advances /Imprest/TDS	5	253,401	318,218
Security				Projects Balances			
Shop No. FF21		174,000	254,000	NABFINS			549,523
				Project Core 2007-10		869,628	869,628
TOTAL		22,629,370	23,925,659	Total		22,629,371	23,925,659

Secretary / Treasurer



Executive Director



Place : DELHI

Date : 24.09.2019

For R.K.TULI & ASSOCIATES
CHARTERED ACCOUNTANTS
FRN 001847 N
PARTNER
M.No. 081019

**CENTRE FOR EDUCATION AND COMMUNICATION
NEW DELHI**

Consolidated Receipts & Payments Account

For the year ended 31st March 2019

Receipts	Amount (Rs.)	Payments	Amount (Rs.)
Opening Balance		Payments for Projects	
Cash	43,719	Decent work Green Brick	22,102,784
Banks		Promoting Child Rights to Education	65,633
State Bank of India	12,693,443	NABFINS	961,216
Corporation Bank	1,931,938		23,129,634
Bank of India	721,450	Increase in Investments	734,835
		Increase in Advances	64,817
Increase in Security	80,000	Adjustment in General Fund	1,721,153
		Decrease in Creditors	838,787
Excess of Income over Expenditure	673,222	Closing Balance	
		Cash	20,309
Receipts from Projects		Banks	
Decent work Green Brick	24,693,771	Corporation Bank	1,315,484
Promoting Child Rights to Education	114,600	Bank of India	21,450
		State Bank of India	13,105,674
			14,462,917
TOTAL	40,952,143	TOTAL	40,952,143

Secretary / Treasurer

Executive Director

Place : DELHI

Date : 24.09.2019

For R.K.TULI & ASSOCIATES
CHARTERED ACCOUNTANTS

FRN 071847 N

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



