



CEC

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**CENTRE FOR EDUCATION AND
COMMUNICATION**



Annual Report 2019-20

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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 2019-20. I thank the entire CEC team for their contributions, which made the smooth release of the report possible.

CEC 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 12, with two new additions this year, while many more are in the pipeline. Increasing number of brick manufacturers have been expressing their interest in converting their kilns into green technology, a demonstration of the tireless efforts and networking of CEC with the brick manufacturers.

At the same time, our efforts with the brick kiln workers and labour collectives are also showing significant results. Concerns of women workers, gender based violence and discrimination and education of children are receiving increasing attention in the programmes and activities of the labour collectives and civil society organisations supported & trained by the project. Different labour unions working with the brick kiln workers in different states of the country came together and formed a national consortium – the National Struggle Committee for Brick Kiln Workers (NSCBKW) in this period. The efforts of the NSCBKW will be crucial in ensuring long term sustainability, once the project support is withdrawn.

The majority of the project activities were completed in this period. All the research studies, except one, was completed. All the ToTs on Decent Work and Exposure visit of the brick makers were also completed. It was a significant recognition of the efforts of the project that the EU invited the DWGB team of CEC to participate in the European Development Day, 2019.

The year also marked our continuous support to 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). In the reporting period, two capacity building trainings were organized for 27 STGs. The trainings provided technical knowledge on legal setup, administration and effective management of Producer Societies, to select STGs to help them further in their journey towards better socio-economic outcomes.

The Social Security Now (SSN) campaign, of which CEC is a constitutive part, saw a new momentum in the last one year. CEC took the leadership in organising a National Consultation with SSN with the support of RLS, in March 2020, on the recent legislative initiatives on social security, with active participation of more than 80 participants coming from all over the country. This acquires special significance in today's times, when many novel models are being proposed to ensure social security for the vast majority of labouring

people, as a way out of global economic slowdown. 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.

The year also marked a number of new initiatives and projects undertaken by CEC.

A Centre for Labouring Women (CLW) was established in Kapashera, to work with garment workers on questions of class and gender based violence and discrimination, in the reporting period. With increasing global discussions about decent work deficits in the garment sector and continued negligence of the gender dimension in union activities, such initiatives acquire special relevance. This initiative is being undertaken with the support of Terre des Hommes, Germany-India Programme.

A *Labour Dialogue* series was initiated in the period, to discuss, deliberate and understand the various challenges faced by labour today, especially those of the informal sector. Union leaders, scholars, legal experts and activists will be regularly invited through the *Labour Dialogue* series to deliver lectures on various contemporary themes, relevant for Indian labour. Another initiative – *Labour Archive* was also initiated in the reporting period, to archive and document the history, experiences and struggles of Indian labour. A research and archiving team has been prepared and trained for this activity. Both the *Labour Dialogue* series and the *Labour Archive* are being supported by the Rosa Luxemburg Stiftung (RLS) and they are going to be long term thematic areas of CEC.

The global emergence of Covid-19 towards the end of the reporting period (March, 2020) significantly affected the work of CEC. It led to delays of many planned activities and initiatives. Millions of working people lost their lives, livelihood and income, owing of the health, economic and social crises generated by the pandemic. To assist the distressed migrant workers, CEC ran a number of soup kitchens in Delhi-NCR and distributed cooked and dry food ration in working class neighbourhoods. A full report on the relief programme ran by CEC will be provided in the next Annual Report.

The year also witnessed a good number of team members leaving the organisation and a new set of members moving in. I express my sincere gratitude to the whole CEC team for their warm cooperation and the immense energy they bring to their work. In the coming future, with much optimism, we hope to carry forward the mission of CEC with more vigour and energy.

Lokesh
December 2020

Empowering CSOs for Decent Work and Green Bricks in India's Brick Kilns

Background

The project 'Empowering CSOs for Decent work and Green bricks in India's brick kilns' is funded by the European Union and is being implemented in the destination states of Uttar Pradesh, Rajasthan, Tripura and the source states of Bihar, Orissa, Chhattisgarh, Jharkhand. The Partners in the project are - Centre for Education and Communication (CEC), Prayas Center For Labour Research And Action (PCLRA) and Terre des Hommes, Germany - India Programme (TdH).

The duration of the project is 48 months, which started on 1 January, 2016. In the reporting period, the project received an extension till 30 June, 2020, to complete the project activities hampered by the effects of Demonitisation and the General Election.

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 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 project envisaged the following activities: (A) conducting 4 Studies on (i) 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) migration pattern to brick kilns over 4 year period; (B) preparing Manuals on Decent Work, covering themes viz. Labour Rights, Gender Rights, Child Rights, Entitlements and Social Security, Occupational Safety and Health, Trade Union, Financial Literacy, Safe Migration.(C) organising Training of Trainers (ToTs) on Decent Work Components; (D) Strengthening Workers' Collectives (E) organising Skill Diversification Training & preparing Training Tools; (F) organising Field Exposures and ToT for Brick Makers to model brick kilns producing safe, green bricks & promoting decent work; (G) organising Regional Consultations to build interface between Green Bricks and Decent Work;

(H) organising Worker Skill Development Centre for promoting diversity at work; (I) establishing a Model Employment Exchange, (J) organising National Consultations on ‘Social Protection for Brick Kiln Workers and Production of Green Bricks’; (K) Training on National and International Advocacies.

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. PCLRA is implementing the project in brick kilns in Rajasthan. TdH, having long years of experience in project monitoring in India, is taking the lead in monitoring of the project.

Research Studies

The fourth and final report on “Understanding Migration Patterns and Socio-Economic Profile of Workers in Brick Kilns of Rajasthan” was received from Prayas in the reporting period. The study covered 21 brick kilns across Ajmer and Bhilwara, and migration mapping was done for 903 families and a detailed socio-economic survey was conducted for 170 families. The final report was received and given for copy-editing and designing.

All the other studies were already completed, printed and shared with the stakeholders in Year 2 and Year 3.

Training of Trainer (ToTs) on Decent Work Components

In a meeting held on 26 April, 2019 in Udaipur (Rajasthan), CEC mobilized CSOs, particularly from Rajasthan, Jharkhand and Chhattisgarh through a presentation on the project, and discussed the key problems that are present in brick kilns today. The CSOs were mobilized to join the upcoming ToT on Decent Work in Delhi, in July 2019.

A three-day ToT on Decent Work was conducted from 31 July-02 August 2019 at New Delhi’s Vishwa Yuvak Kendra. Dr R S Tiwari, a retired Labour Commissioner and Smt. Anjali Sinha, an experienced researcher and gender trainer were identified as two resource persons for undertaking the training. 24 CSOs participated in the training from Bihar, Delhi, Orissa, Chhattisgarh, Rajasthan, Jharkhand, Uttar Pradesh. This included four trade unions as well. 8 female and 23 male participants were part of this training. The Decent Work Modules and other useful handouts prepared under the project were distributed to the CSOs for further promotion and implementation of the learning at community level.



In the previous financial year, 8 ToT trainings were already executed. With the one additional training during the reporting period, the project objective of “training 60 worker leaders and 60 CSOs on decent work components” was finally achieved. The following are a few outcomes of the trainings:

In Fatehpur, the workers’ collective – Bhatta Kamgar Evam Nirman Shramik Union (BKENSU) decided to work collaboratively with CSOs on ensuring basic benefits for the workers. In September 2019, Nehru Yuva Sangathan and BKENSU collectively organized a two-day-training with 40 workers on labour rights and labour collectives.

In Rajasthan, a capacity building workshop was organized by Rajasthan Pradesh Int Bhatta Majdoor Union (RPIBMU) for worker leaders and CSOs on 12 -13 September 2019. The main agenda of the meeting was to discuss the challenges of decent work at brick kilns, education initiatives for brick kiln workers, gender and women rights, collectivisation of workers and formulation of work plans for the upcoming future. 39 participants, including 9 women, participated in it. It was decided that the CSOs would visit the brick kilns and spread awareness about education and gender rights. Two CSOs collaborated and initiated work in brick kilns in new areas in Jaipur and Bharatpur. Handholding support and capacity building meetings were conducted by RPIBMU during visits to the CSO areas in Jaipur and Bharatpur. A total of 4 visits were made – 2 in Jaipur and 2 in Bharatpur.

After the first decent work training, Human Rights Law Network in Tripura had filed a PIL in 2018 on bonded labour. The judgement in favour of HRLN came through in October, 2019. Childline awareness in one of the brick kilns in Jirania

area was initiated by the Voluntary Health Association of Tripura in the reporting period.

An Action Committee was also formed in Tripura, which took the shape of a Labour Collective for women workers in the informal sector. The collective was named *Mohona* or Confluence. An application for registration of the Labour Collective was submitted to the Labour Department, Tripura at Agartala on 16 July, 2019. On 16 October, 2019 officials from the Labour Department visited *Mohona* for physical verification. They verified the by-laws and assets and suggested assigning photo identity cards to the members of Mohona. On 31 October, 2019, all members of the *Mohona* met and contributed membership fees to prepare the ID cards and membership receipt booklet. The materials were submitted to the Labour Department. The registration process is still ongoing.

National Struggle Committee of Brick Kiln Workers (NSCBKW)

The National Struggle Committee of Brick Kiln Workers is a consortium body of Trade Unions, engaged in collecting information on the status of brick kiln workers, informing policy makers, collective deliberations on effective strategies to ensure decent work and spreading awareness in media and public domain. NSCBKW collects and disseminates information on migration of brick kiln workers, their source areas, profile details of workers, contractors and destinations of migration. The platform comprises of representatives from Odisha, Punjab, Maharashtra, Rajasthan, Uttar Pradesh, Telangana and Gujarat.

In the reporting period, through a series of deliberations, the NSCBKW constituted a Core Group and prepared a *Demand Charter* during the General Elections. The *Demand Charter* was presented to various political parties, to ensure the inclusion of workers' demands in their Election Manifestoes. On 6 December 2019, 300 brick kiln workers participated from 6 states in New Delhi in a mass demonstration organized by the NSCBKW. The NSCBKW members also met with the Labour Minister, Shri Santosh Gangwar, and presented the *Demand Charter* to him.

Strengthening Workers' Collective

The role of the workers' collectives such as Bhatta Kamgar Evam Nirman Shramik Union (BKENSU), Rajasthan Pradesh Int Bhatta Majdoor Union (RPIBMU) and Uttar Pradesh Gramin Majdoor Sangathan (UPGMS) has been instrumental in collectivizing and organizing the brick kiln workers in Uttar Pradesh and Rajasthan.

The workers' collective BKENSU in Fatehpur has been in action consistently to mobilise brick kiln workers and building their awareness on labour rights, and decent work conditions in the brick kilns (wages, social security, entitlements, and child rights). It has been very active in ensuring access to social entitlements for the brick kiln workers.

Annual Conference of BKENSU was held on 29 Feb 2020. It was attended by around 385 workers along with CSOs - Fatehpur Vikas Manch, Jankalyan Mahasamiti and Nehru Yuva Sangathan. Mr. Salim Khan, Labour Department, Fatehpur was also present.



The following were main points in the conference:

- Awareness on labour rights for brick kiln workers through CSOs and Labour Department.

- Issues related to workers were raised and possible solutions and suggestions were discussed.
- Discussion on strengthening the Labour Collective.
- Demand charter prepared was presented during the Conference.
- Elections to BKENSU District Executive were held.
- Registration camp of workers with Labour Department was organised (78 workers were registered; male - 45, female -33)

In Fatehpur, 163 village and community meetings at the brick kilns were held in 2019 with a total of 3613 workers (2157 men, 1456 women). 12 BKENSU meetings were held by December 2019 to discuss Collectives' proceedings and strengthen monthly activities.

In Rajasthan, RPIBMU has mobilized 1455 workers to the labour collective through various awareness meetings. Cases related to payment of wages and bonded labour were addressed by the collective throughout the reporting period.

In Surir, on occasions such as the Republic Day, the opportunity is taken to introduce the need of a labour collective to the workers. A meeting with male workers was held at Garhi Parsoti on the Republic Day. Advocate Madhuvan Chaturvedi, a lawyer practicing on Labour Rights, too addressed the meeting. The workers were also explained the recently implemented changes in citizenship laws. UPGMS representatives had a meeting with Mr. Prabhat Kumar, Labour Commissioner, Mathura and requested him to organize BOCW camps in brick kilns to register workers and avail benefits of BOCW schemes.

Bhatta Kamgar Evam Nirman Shramik Union's (BKENSU) exposure visit to Rajasthan Pradesh Int Bhatta Majdoor Union (RPIBMU)

An exposure visit was organized for BKENSU members to RPIBMU (Ajmer and Bhilwara offices) on 15-16 April, 2019, for the purpose of cross learning. Ramsanjeevan, Asha Devi, Kiran Devi, Ramraj and Rakesh Kumar from BKENSU went for the exposure trip. During the exposure visit, they visited the brick kilns where RPIBMU works and spoke with the workers. BKENSU members learnt how RPIBMU assists workers in sorting out problems faced by them.

They also met with the children at the learning centers and their parents. These workers are from Chitrakoot and Banda from Uttar Pradesh. The workers said that they do not feel isolated or alienated anymore from other workers, due to the consistent support provided by RPIBMU.

Output in the form of learning-

Learning from the visit-

- What are the challenges faced by the union and how to resolve them.
- How to maintain records correctly.
- How to build rapport and working relationship with diverse stakeholders such as brick kiln owners and workers.

The exposure training also helped BKENSU to improve with documentation and record keeping at their offices in Fatehpur.

In Surir, a signature campaign and door-to-door survey was undertaken in brick fields. 19 brick fields were covered under this drive. 200 workers signed and details were gathered for a signature campaign demanding decent work conditions - such as safe housing, safe drinking water and toilet facilities in the moulding sites.

Source area visits

The project team during July to November 2019, visited two source areas to assess the conditions of the workers and to inform them about decent working conditions. Banka and Gaya (Bihar) were visited on July 2019 and Banda (UP) was visited in October 2019. Village level meetings with workers were organized to get their opinion on formation of workers' collective in the source and destination areas. The visits were also helpful in informing the workers about the activities of the National Struggle Committee of Brick Kiln Workers. It also helped in networking with CSOs in source states.

Actions Taken to Promote Decent Work Conditions

Various efforts have been made throughout the period to improve the condition of workers, children and adolescents at the brick kilns. These efforts range from advocacy for educational initiatives for children, meetings with women workers on gender and violence, helping them to access health benefits, strengthening women SHGs and collaborating with various government departments.

In Fatehpur, persuasion meetings were conducted to motivate and mobilize migrant workers to enroll their children to the nearby government school. Similarly, school administration was also mobilized to enroll these children. With support from Labour Department, three CSOs started 6 centres in which 50

children were enrolled by the end of 2019. So far the CSOs have successfully enrolled 300 children linking them to education.

In order to eliminate child labour in brick kilns in Fatehpur region, a meeting of CSOs was held on 18 Jan, 2020. It was decided that a campaign should be launched in brick kilns for the cause. Before initiating the campaign, it was decided that a one day programme will be held with brick kiln owners to include them in this campaign. The CSOs decided to include public representatives into the campaign. Local MLA, Mr. Vikram Singh agreed to be a part of it. More than 100 brick kiln owners were invited to be a part of the programme.

Learning Centres for children are functioning in the brick kilns in Surir. Different activities are undertaken with children in the Learning Centres on various occasions such as World Environment Day, World Day Against Child Labour etc. Two Learning Centres were functional in the first two quarters of 2019 in the following brick kilns- Hiramani/ Devka Int Udyog and Madhav/Kanha Int Udyog. The Centres resumed again from November 2019.

In the first months of 2020, 4 Meetings were organized with owners of 4 brick kilns. The agenda of the meetings with the owners of two of the kilns was to ask the owners to complete the construction related works of the learning centre. The brick flooring and levelling of the land in front of the learning centre had to be completed. Mr Gulab Ali, owner of Hawaldar Int Udyog showed his interest in children's education and said he will arrange a place for the learning centres if we are ready to set up the centre.

In Rajasthan, Non Residential Special Training Centres (NRSTCs) were continued through PCLRA's efforts. 5 brick kilns with 145 children continued the NRSTC even after the government stopped support to the centers after March 2019, as the owners and parents wanted to continue the centers till May 2019, to continue the education of the children.

Recreational spaces for children within the campus of the kilns have been created to engage them meaningfully through the day and facilitate learning. Some of these spaces have books, toys and games too. In the reporting period, 10 such spaces were created at kilns in Ajmer. Bal Mela was organized for children from different brick kilns, to come together and participate in the Mela with the objective to learn while playing and singing. Children engaged in different activities such as origami, thread painting, different *Bal Geet* (children's song) and toy making with paper in the Bal Mela.

Bal Panchayat as a platform for children was created at the source locations. The main objective like the Bal Manch is bring children together, build awareness and focus on learning activities, encouraging them to continue education. In the reporting period, Bal Panchayats were introduced in source areas of Ajmer.

To facilitate learning at the kilns in a more organized and regular way, Shiksha Kendra have been established in the year. These are similar to the government run NRBCs. The Kendra is the central point for all types of assessments, learning and recreational engagements with the children at the kilns. A trained teacher is in charge of the Kendra. The ratio of 1 teacher to 30 children has been maintained at each Kendra. These centers run every day and are expected to ensure children between the age group of 5-14 years are engaged in education and away from brick work at the kilns. In the year, a total of 12 Shiksha Kendra were opened across Ajmer and Bhilwara. Memorandums were also given to Rajasthan Elementary Education Council for the extension of the Migratory Hostel from being functional for three months to six months.

With advocacy efforts of the PCLRA team, the government had ran a migratory hostel in Chital, Nagaur district from November 2018 to March 2019. After the school break in March, the hostel was again started in Bhakhari, Parbatsar, Nagaur district in October 2019 and it continued till March 2020.

The concept of Vidya Volunteers was initiated with discontinuation of the NRBCs. The NRBCs were not initiated even after submissions of memorandums to the Government. PCLRA then took the initiative to run 5 Education Centers in brick kilns in the district of Bhilwara. The 5 Centers opened were at the following brick kilns - Jayashri Intt Udyog, Joganiya Intt Udyog, Pawan Intt Udyog, New Jyoti Intt Udyog and Shri Nakoda Intt Udyog. The centers opened in the month of March 2019 and functioned till May 2019.

The appointment of 5 teachers called *Vidya Volunteers* was completed. A CSO 'Digantar' provided material support like books and teaching material with curriculum design and teacher training workshop. The workshop was organized in April in Mandal, Bhilwara. This structured curriculum involving day to day teaching and exam pattern was followed for the period of three months from March to April, 2019. The final evaluation meeting took place in May, 2019 in Mandal, Bhilwara.

In order to ensure success of the education initiatives and participation of the children, multiple meetings and awareness drives were conducted with

stakeholders such as parents, worker community owners at the kilns and government officials.

On the occasion of 30 Years of United Nations Child Rights Commission, CEC collaborated with HAQ Centre for Child Rights, CACL and TdH in celebrating the special milestone in India. Children from 24 states and union territories participated in a three day long programme from 18 to 20 November, 2019, at New Delhi. On this occasion, a status report on children of India was also launched by HAQ.

Children spent two days at a convention prior to the event to discuss the Status Report and select a few among them who represented their voices at the Public Hearing that was followed by the release of the report. 11 children in the age group of 12 to 17 years deposed before a Jury of five eminent personalities. The depositions by children covered some of the crucial aspects of children's rights including Early Childhood Care & Development, Right to Education, Child Health, Ecological Rights of Children, Child Protection, Children with Disabilities, Child Labour, Children affected by Armed Conflicts and Statelessness.

From Tripura, Rajasthan and Uttar Pradesh, 6 children with 2 from each state, participated in the three day national event. Nancy Debbarma (11 years) of Tripura deposed movingly on the condition of children with single parent and demanded support from the government to access education for children faced with estranged parents. Raghubir and Kranti from Surir, children of migrant brick workers, also enjoyed participating and exchanging ideas with children from various states of India. The exposure to a national platform will remain an exciting and enriching experience for the children.

On 19 January, 2020, a workshop was organized by brick kiln owners in collaboration with Fatehpur Vikas Manch. The objective was to mobilize owners for child labour free brick kilns in Fatehpur district. Around 100 brick kiln owners participated in the workshop. Laws related to child labour in brick kilns and decent work for brick kiln workers were discussed. The owners were motivated to create an ideal brick kiln. A signature campaign was initiated with indicators of what will be an ideal brick kiln.

In collaboration with UPGMS, a meeting was organized with women workers on the event of International Women's Day. Issues of violence against women and gender discrimination were discussed with women workers. 30 women participated in the meeting. In Fatehpur, it was decided that women working in different areas

of work such as education, health, labour rights, literature and agriculture will be honoured on the occasion of International Women's Day. Two women members of BKENSU, Malti Devi and Nirmala Devi who work on issues related to labour rights were honoured in an event organised on the occasion of International Women's Day on 7 and 8 March 2020. BKENSU, Fatehpur Vikas Manch, World Vision, Jan Kalyan Mahasamiti and Amar Ujwala Foundation collaboratively organised the program.

Conversion to Zig-Zag Brick Kilns

Although the trainings and exposure visits with Brick Kiln Owners (BKO) was already completed in the previous reporting period, CEC continued to stay in touch with the BKOs in Tripura and Uttar Pradesh.

There has been continuous communication with Brick Manufacturers' Association of Tripura on conversion to Natural Draft ZigZag Technology and with Prayag Kiln Technologies (PKT). Mr. Shibu Saha, BKO contacted CEC to request PRT official to visit his kiln for conversion. Subsequently, a visit was facilitated between 29 - 31 May, 2019.

While visits were made to the kilns, one of the owners, Mr. Kripesh Deb shared that after converting into NDZZT, he had a production of 38 lakhs in 4 and a half round (8 lakhs each round). He also had production of 90 percent of first class and the difference of coal used was 714 tonne (18500 tonne earlier-14000 tonne). Another owner, Mr. Dipankar Biswas shared that he had 80 percent of first class and 5-6 lakhs in one round. There was 100 tonne difference in coal consumption in one single year.

In Fatehpur, two kilns which converted to zig zag- Uttam Brick fields and Amar Brick Fields have successfully constructed community toilets for the workers. They are also providing the workers with drinking water facility. Machinery has also been made available by them for *pathera* workers to prepare the mud.

Worker Skill Diversification Trainings

The fifth and concluding training was organized in Prayag Kiln Technologies in Varanasi, UP from 12 May to 11 July 2019. 12 trainees including two women were identified from Fatehpur district. However, only 9 agreed to join the 8 week residential programme, due to personal constraints. Another 10 trainees from

Varanasi joined the final training programme at PKT. With this Training, this particular activity stands completed.

National Consultation

A National Consultation was held by PCLRA on 10-11 October, 2019, New Delhi with the objective of bringing together various stakeholders across the brick kiln industry to join hands and work to ensure the social protection of brick kiln workers. The focus was on collaboration of workers, brick kiln owners and CSOs to strengthen the industry. 64 participants were part of the consultation, including 7 women who represented the brick kiln industry, 2 women brick kiln workers from Uttar Pradesh, experts from industry, researchers, brick manufacturers and representatives of workers' collectives. There were discussion on subjects pertaining to labour codes, tripartite/bipartite agreements for labour exchange, status of women and children at kilns, green bricks and formulation of an action plan.

Workers Skill Development Centre State Authorities adopt modules on Skill Training

In the reporting period, one last hands-on 8 week long technical skill development/diversification training was conducted in Prayag Kilns Technologies (PKT), Varanasi, Uttar Pradesh, from 12 May to 11 July 2019. 12 trainees including two women were identified from Fatehpur district. However, only 9 agreed to join the 8 week residential programme due to personal constraints. Another 10 trainees from Varanasi joined the final training programme at PKT. A session on Labour Rights was imparted by CEC Project Officer Madan Pal Singh during the training. It covered the following topics:

- Labour Laws for brick kiln workers
- Social Security for Brick Kiln and Construction Workers
- Occupational Health and Safety law for brick kilns
- Industrial Dispute and resolution
- Welfare and benefits

With this Training this particular activity stands completed.



Model Employment Exchange

The concept of a Model Employment Exchange (MEE) was attempted to promote non-discriminatory recruitment and improve labour relations. In this process, meetings and discussions take place at different levels with members of RPIBMU and BKENSU. Accordingly, in Fatehpur (UP), 152 workers have enlisted with the Labour Exchange during the reporting period. In Rajasthan, awareness and registration drive mobilized 784 workers and 42 contractors for registering with MEE. A Labour Collective was formed in Chhattisgarh by the name “Chhattisgarh Banihar Sangh”. 12 brick kilns and 600 workers were covered through awareness drive on MEE in Chhattisgarh.

A campaign was conducted in the brick kilns of Ajmer and Bhilwara through the work season from January to June. Source visits were organized thereafter in the months of July to October 2019, to collectivize workers and initiate the MEE through labour collectives. 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.

The following activities were undertaken –

1. The owners of brick kilns in Ajmer and Bhilwara were provided information on MEE and its advantages.

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 focussing on Paatla workers.
4. Pamphlets/IEC material were distributed amongst them to inform them about MEE.
5. Finally recruitment of workers through MEE.

Strategy 2: The other strategy was to try and work with the small contractors to ensure they collectivize 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 October 2019. The following activities were undertaken.

1. A contact drive was organized in source areas of workers – Chhattisgarh, Rajasthan, UP and Bihar.
2. Capacity building workshop/meetings was organized for worker and contractors to understand MEE
3. Formulation of labour collectives where there were none.
4. A draft memorandum was floated for approval from the workers and contractors.
5. Contact drive for registration of workers and contractors for MEE.

Beyond this, advocacy efforts for MEE were made with various authorities.

Capacity building for national and international advocacy

Mr. J John, Senior Consultant, was identified and assigned by CEC to develop a tool-kit on Policy Promotion. This tool-kit was to be made available to all the participating CSOs for further using the same in strengthening their reach in brick kilns. The English version was developed and printed in the third quarter of the Year 4. Thereafter in the fourth quarter of the Year 4, translated Hindi version was designed and printed.

Identified CSOs from source and destination states were invited to three training programmes. The schedule of the trainings was as follows:

- Training 1 – Agartala – 2 – 3 September 2019 - 19 CSOs including 3 Trade Unions

- Training 2 – New Delhi – 11 – 12 November 2019 – 16 CSOs including 3 Trade Unions
- Training 3 – New Delhi – 14 -15 November 2019 – 17 CSOs including 5 Trade Unions



The prime objective of the training was to create an understanding amongst the CSOs to build and promote policy dialogue to get justice for workers across the country. It was designed to increase their knowledge to usher in necessary change in policies as required and also how to push for new policies to progressively form better laws for the benefit of the workers/labours. The training also helped them to understand how advocacy plays an important role in the sector because without policy engagement, no universal solution can be provided for the betterment of the workers. Two experienced and senior Consultants Mr. J John and Dr. R.S. Tiwari were imparted the trainings. A total of 52 CSOs were trained through this activity.

European Development Day 2019



In recognition of its significant contributions, the project - *Empowering CSOs for Decent Work and Green Bricks in India's Brick Kilns* –was selected for representation in the 13th edition of European Development Days 2019. This was

the sole project selected from South Asia. CEC Executive Director Lokesh and Project Manager Pragya travelled to Brussels and participated in the proceedings. A stand was provided to the CCC team, to showcase the project at EDD on 18-19 June, 2019. The project was recognized for bringing sustainable change to India's brick kilns and by offsetting of 500 tonnes of carbon emissions. A communication campaign was created to highlight the project's success story.

The following were presented: Backdrop, Standee, Webpage, 4 slide presentation, Quiz. Project Publications and modules were shared electronically through the EDD App and QR Code. The project achievements, the event and the EU campaign was highlighted on CEC website, Instagram, Facebook and Twitter.

Covid-19 Relief Work

In collaboration with Citizens' Collective for Humanitarian Relief (CCHR), a forum of civil society activists, CEC organized relief work in different working class localities since March, 2020. A soup kitchen was initiated on 28 March, 2020, in the North Campus of Delhi University, followed by many more throughout the lockdown period. Dry ration kits were also distributed to brick kiln workers in Mathura and Fatehpur. A full report on the relief programme initiated by CEC will be provided in the next Annual Report.



Supporting Small Tea Growers

As part of CEC's constant engagement with Small Tea Growers (STGs) in Assam, two capacity building trainings were organized for 27 STGs in the reporting period. The trainings provided technical knowledge on legal setup, administration and effective management of Producer Societies, to select STGs to help them further in their journey towards better socio-economic outcomes.

The broader objective of the trainings was to reduce poverty among small tea growers (STGs) by training them on innovative means of improved agricultural practices and establishing fairer terms of trade in the current tea value chain. The STGs through this training were upskilled on how to make the existing collectives more effective and efficient by helping them organize better internally, making them aware of the nuances of tea Indian tea value chain and introducing them to the benefits of TPCs.

A total of 2 training sessions were conducted. Each training session was for duration of 2 days each. Both the training sessions were held in Dibrugarh, Assam, on 5th and 6th November, 2019.

Topics Covered

The training topics were as follows:

1. Understanding Tea Value Chain in India: This segment of the training covered the current tea market in India and the current tea value chain in India. It also covered understanding the role, contributions, challenges and potential of STGs in this value chain. This helped the STGs understand the workings of the tea chain at a broader tea supply chain level.

2. Value and Need for SHGs and Farmer Producer Organization (FPOs)/Producer Societies (PSs): This segment covered what are SHGs and FPO/ PSs. What are the various advantages of forming SHGs and FPO/ PSs for the STGs. This segment also covered the value and benefits the STGs can expect once the start to operate as a collective. Case study examples were shared from one CEC enabled Producer Society in Udalguri District (Assam). All this set the base for the participants to move forward with the farmer collectives. This also served as a necessary precursor for helping farmers understand the true potential of PSs.

3. Legal setup, administration and effective Management of Producer Societies (PSs)

Legal aspects of forming and setting up PSs were introduced. This also covered a segment on creating by-laws for producer societies. This segment covered the necessary technical details of how to setup and effectively run and manage a Producer Society. The following specific aspects of management of Producer Societies were covered: a) How to conduct and manage a General Body Meeting b) Internalising Vision and Mission and c) Functional Management of a Producer Society Savings and leaf trade records

Achievements of the Training

By the end of the training, the participants were able to understand the objectives of training. They also shared that they understand the value of working as a producer society and have the basic knowledge now after the training on how to start the process of setting up and some of the key aspects of how to manage their Producer Societies. Though 2 days was not enough for the training to cover the topic, the understanding was quite clear by which the participants can begin their process of moving to legally set up their formal procedure societies.

Social Security Now

CEC has been active on the question of social security for the past two decades. It was one of the founding members of Social Security Now (SSN) in 2006 – a network of more than 500 organisations and individuals that advocates universal provisioning of social security for all the people living and working in India.

CEC played a pivotal role in organizing discussions and Consultations on the Unorganised Workers Social Security Act, 2008 at SSN and proposed extensive amendments to the Act, to overcome the deficiencies in the Act and to make it relevant and meaningful to about 40 crore unorganised workers in India.

In the wake of the recently proposed Labour Codes, especially the Labour Code on Social Security, CEC brought together the diverse stakeholders of Social Security Now network, including trade unions, feminist groups, Dalit rights groups and others and organised a National Consultation in November 2019 in Delhi. The event saw extensive discussions on the question of universal social security, given the changing global political economy, employer-employee relationships and social challenges. The program also discussed in detail the various recent proposals such as cash transfer, universal basic income, Nyay and others, to provide social security to the working people of the country.

The two day National Consultation on Universal Social Security was organised at Vishwa Yuvak Kendra, Delhi on 4-5 November, 2019 and it was a collaborative effort between Centre for Education and Communication, Social Security Now and Rosa Luxemburg Stiftung. The program was attended by more than 80 participants, representing diverse segments of the society viz. central trade unions, unions of fishworkers, domestic workers, agricultural workers, transport workers, ragpickers, garment workers, feminist groups, Dalit rights groups, economists, historians, activists and others.



The following were the speakers in the event - Jayati Ghosh, noted Economist, Ambarish Rai, National Convenor, Right to Education Forum (RTE Forum), Amitava Guha, Working Committee Member, Centre of Indian Trade Unions (CITU), Amjad Hassan, General Secretary, Delhi Asangathit Nirman Mazdoor Union (DANMU), Anshu Malviya, Shahri Gareeb Sangharsh Morcha (SGSM), Arun Khote, National Movement for Land Labour and Justice (NMLLJ), Arun Kumar, Economist, Ashok Khandelwal, Trainer on Labour Issues, Babu P Remesh, School of Development Studies, Ambedkar University, Bobby Kunhu, Legal Expert and Writer, Gautam Mody, Secretary, New Trade Union Initiative (NTUI), Jaya Mehta and Vineet Tiwari, Researchers, Joshi Adhikari Institute of Social Studies, J John, Founding Member, Social Security Now (SSN), Korivi Vinay Kumar, National Federation of Dalit Land Rights Movements (NFDLRM), Prabhu Mohapatra, Department of History, University of Delhi, Prakash Kumar, General Secretary, Rashtriya Hamal Panchayat and Pension Parishad, Priya Dharshini, Centre for Financial Accountability (CFA), Rajendra Ravi, National Alliance for Peoples Movements (NAPM), Rajiv Dimri, National Secretary, All India Central Council of Trade Unions (AICCTU), Ramesh Vats, Delhi Transport Corporation Workers Union (DTCWU), R S Tiwari, Founding Member, Social Security Now (SSN), Saktiman Ghosh, General Secretary, National Hawkers Federation (NHF), Sandeep Khare, Vigyan Foundation, Shashi Bhushan, General Secretary, Harit Recyclers Association (HRA), Soma Parthasarathy, Mahila Kisan Adhikaar Manch (MAKAAM), Subhash Lomte, Secretary, Maharashtra Rajya Hamal Mahapdi Mahamandal (MRHMM), Sudeshna Sengupta, Independent Researcher, Sudhir Katiyar, Project Director, Prayas Centre for Labour Action and Research, Sunita Rani, Coordinator, National Domestic Workers Union (NDWU), T Peter, General Secretary, National Fishworkers Forum (NFF), Tularam Sharma, Uttar Pradesh Gramin Mazdoor Sangathan (UPGMS), Vidyasagar Giri, All India Trade Union Congress (AITUC) and Vilas Bhongare, Vidharbha Molkarin Sanghatana (VMS).



The National Consultation was organised with a view to analyse the various proposals on social security in India and elsewhere by situating the question in the Indian context. It was also an effort towards developing a common vision and strategy for achieving universal social security in the country.

The National Consultation contributed significantly towards clarifying the different approaches to social security, evaluate their relative merits and moving towards consensus building on some of the broad themes. It also saw detailed discussions about the social security coverage enjoyed by different segments of the working class population, their merits, weaknesses and potentials. Questions of funding, resources, dualities of labour regimes and the larger question of development path were elaborately discussed.

The proceedings of the two day event were underlined by a series of *productive tensions* among the participants that contributed significantly in identifying problem arenas, points of conversion and evaluating alternative strategies. The following were two such arenas of productive tension that resulted in detailed discussion, followed by meaningful convergence of opinion.

1. Citizenship Rights vs. Workers' Rights

Much of the discussion in the National Consultation was centered around the question of suitable strategies for achieving universal social security coverage. While in principle, there was a broad agreement regarding the desirability of universal coverage, there were significant differences among the participants regarding the concrete strategy that one should follow. Some of the participants strongly argued that universal coverage is not possible if social security is made conditional on the employment status of the person. A strong feminist case was made that a narrowly conceived notion of employer-employee relationship cannot

adequately capture the immense diversity of work that women are found to be involved in. Similar arguments were made in the case of many other forms of work – such as fishworkers and the fishing community – a field of work that cannot be neatly conceptualized in terms of employers vs. employees. It was said that if social security is made conditional on establishing proof of employer-employee relationship, then a huge section of working class women of the country will be automatically excluded. The advocates of the employment based social security, on the other hand, expressed a fear that if social security is completely delinked from the employment status of the person, then the employer will be let off from any obligation towards the employees. Moreover, in policy terms, it would mean dismantling the existing social security systems for the formal sector workers. This would be very dangerous, given that attempt are already being made to scuttle all the rights enjoyed by labour and to turn everyone into unorganised workers.



The same debate was reflected in another form, in discussions about the social security schemes prevalent in the informal sector. A significant progress was made when it was pointed out that some of the models – such as the model of Mathadi Boards can actually help establish employer-employee relationships in fields that are otherwise difficult to organise and unionise. Once the employer-employee relationship is established and social security is provided to the concerned workers through contribution from the employers – it also opens up the possibility for further benefits for the workers, otherwise available only to the organised workers.

Proponents of both the approaches agreed that it was nobody's case that one shouldn't try to establish employer-employee relationships, wherever it is possible. In fact, in many sectors – such as app based platforms like uber – identifying the employers and employees is pretty easy, if there is actual will to do so. Further,

it was also agreed by all that dismantling the existing social security provisions, especially those for the organised workers would be dangerous if clear alternatives are not already proposed in details. The problem of trust deficit between the various stakeholders in tripartite consultations was also commented upon. The trade unions in turn agreed in principle that they are open to the idea of universal social security on alternative grounds if honest and detailed proposals are made beforehand by the authorities.

2. Class Approach vs. Social Approach

The National Consultation provided a platform of interaction between representatives of trade unions and social movements and the proceedings saw detailed discussions about the relationship between class and other social relations such as caste and gender. The feminist activists and Dalit rights activists made a strong case that class based movements, including the trade union movements have often been blind to questions of gender and caste based oppression. Some participants even raised larger epistemological questions and argued that in a country like India, caste has always been an organising principle of labour and the latter cannot be understood by the purely economic category of class. Furthermore, it was argued that the hostility of the class based movements to questions of social identities has been one of the reasons for the continuous decline of the former.



The representatives of the trade unions on the other hand argued that while unions do not discriminate people based on caste or gender, many a times

questions of identity do create problems for trade unions. Trade unions are not the appropriate bodies for taking forward many of the identity based movements – such as movements for reservation. Different organisations would be required for such movements. At the same time, the trade unions agreed, that many sectors of work - such as manual scavenging etc. are organised on principles of caste and the question of dignity will have to be placed in such occasions, apart from the economic demands of the workers. The trade unions also talked about many of the recent initiatives to unionise the various segments of the informal workers by taking into account the specific work conditions of the sector.

The conversation about the relationship between caste, class and gender is an ongoing one and it is still in an incipient stage. One of the positive outcomes of the National Consultation was the broad agreement among the participants that these conversations about caste-class-gender inter-links should be continued in the future and cross learning will be beneficial for all.

The National Consultation built consensus around the idea that universal social security is both desirable and feasible in the country. Coupled with a progressive tax regime and innovative instruments such as – imposition of wealth tax and inheritance tax on the superrich - it is possible to garner adequate resources for generous social programs. The National Consultation rejected the proposed Labour Code on Social Security as exclusionary and insensitive to the rights of women, Dalits, Adivasis, fishworkers and others who work in the informal sector. The National Consultation rejected market based solutions to questions of social security and raised concerns about attempts to corporatize the existing social security bodies and institutions.



The National Consultation advocated for an expansive understanding of social security, suitable for the country, by taking into account the specific social security requirements of the different vulnerable and marginalised communities. Furthermore, it rejected the view that social security is a form of charity, paid to the helpless by the government. On the contrary, it advocated for an empowering understanding of social security. The National Consultation questioned the dominant path of development and underlined the requirement for a radical reorientation of the national priorities around the social questions, relevant for the vast majority of the working people.

The National Consultation made significant progress in building a conversation between central trade unions and unions of unorganized workers, trade unions and social movements, academics and activists. It was felt by all that such conversations should continue in the future, even as collective steps are taken to take forward the campaign for universal social security. It was also decided to publish critical materials in Indian languages, beginning from Hindi, on the question of social security to take forward the conversation to the wider public. It was also decided to take concrete steps towards developing a Peoples Bill on Universal Social Security, based on the inputs of the diverse stakeholders. The Consultation ended with a resolve to take forward the agenda of universal social security by all, across the country.

Supporting Garment Workers against Violence and Discrimination

CEC entered into partnership with Terre des Hommes – Germany-India Programme (TdH), for a one year project on garment workers of Delhi-NCR, in November, 2019. The primary focus of this project is to understand the labour relations prevalent in the garments factories of Kapashera Colony in Gurugram - which represents a microcosm of world of the garment industry, filled with factories, working class neighbourhoods, suppliers and contractors - and address the issue of sexual harassment, violence and discrimination against women garment workers at workplaces, community and homes.

On 1st December, 2019, a Centre for Labouring Women (CLW) was formally established in Kapashera, as part of the initiative. Since then, the centre has been playing an active role in imparting awareness among women garment workers on labour rights and gender rights and is simultaneously building the capacity of the women to resist violence against women (VAW) at factory spaces, neighbourhood and at home.

During the initial phase of the project, the CLW team collectivised women workers through bi-monthly meetings, exposure visits and door-to-door interaction. The bi monthly meetings aimed at ensuring a safe space for discussion on sexual harassment at workplace, domestic violence, women and child rights, labour rights, and also to provide information on the role of CLW in assisting the women to resist any form of violation of their rights.

In order to capacitate garment women workers to stand up for their rights and actively take up issues with different stakeholders, an exposé visit to OBR (One Billion Rising) event was carried out on 9th February 2020. The OBR initiative had began in 2012 with the aim to promote gender equality and resist VAW. The information disseminated during the event helped the women to become more confident and stand up against discriminatory practices. They found the experiences shared during the event relatable and sought to voice out their concerns and demands.



Celebration of International Women's Day

On the occasion of IWD, the project coordinator from CLW participated on Women's Day Celebration at Jantar Mantar, Delhi. The CLW team was able to get in touch various women rights based organisations and activists, and discussed about possible collaboration with them in future.

In the afternoon of 8 March, a workshop was conducted at the CLW office. The workshop aimed at briefing the participants about the significance of the day and simultaneously, enabling them in recognising and voicing their demands on: labour rights (occupation and safety rights), equal wage and gender equality at workplace/ domestic sphere, social security, health security, and violence free workplaces.

In the workshop, the participants were divided into 5 groups and were asked to discuss about the kind of work environment they aspired for in the factory. Each group was asked to make a list of their demands on charts provided and present them. A few of the following crucial demands came up through this activity: demand for crèche, job security, violence free workplace, recruitment of women at better paying positions in the factory and an official holiday on 8th March.



Networking with different Stakeholders:

CLW has been actively networking with different organisations and individuals having similar interest in labour and gender rights. Networking with other organisation would act as a catalyst for CLW in their process of addressing the VAW in Kapasheda.

In this regard, a meeting was organised with Sakhi One Stop Centre (SOC), to avail rehabilitation, welfare measures and other forms of support for women workers associated with CLW. SOC works for the welfare of women and children and aims at putting an end to abuse of women and children. They also provide helpline numbers, legal assistance and shelter homes.

Workshop by Seven Sisters Group:

A workshop was organised by Seven Sisters Group on 4 February, 2020, with different organisations working with issues related to gender, livelihood and governance. The CLW members also attended the workshop, to learn about work of different organisations, their approach to women centric issues and build networks.

Meeting with ILO Representative

A meeting was organised with Neha Wadhawan, National Project Coordinator, Work in Freedom programme of ILO, on 19 February, 2020. The primary aim of

this meeting was to assess the demand of crèche among the women workers and examine the problems of local childcare facilities. A few of the women workers were invited to the meeting to interact with the Ms. Wadhwan. It was realised during the meeting that women workers have an urgent need for crèche as many of them leave their kids at home, neighbour's place, private tuitions or private childcare homes and consequently, many incidences of child abuse were reported in the locality. Moreover, others complained of their inability to go to work due to lack of safe crèche facilities in the area. It was decided to explore the possibility of establishing worker friendly crèches in the locality in the coming future.

Meeting with Rang Foundation

With increasing cases of COVID-19, CLW felt that it was necessary to provide masks to the women workers of the locality. For this reason, CLW had a meeting with Rang Foundation on 14 March, 2020, and charted out a work plan wherein both the organisation would collaborate and distribute mask and sanitizers to the working class communities of Kapashera. However, due to the lockdown and restrictions on mobility, this collaboration with Rang Foundation got postponed.

Research on VAW in the Garment Industry, Neighbourhood and Homes

While designing the research guide book, methodology and questionnaire, several meetings were organised with Dr. Sudha Vasan (Professor of Sociology at Delhi School of Economics), who was the acting advisor for the aforementioned research. In order to gather the data from the field, the researcher along with CLW team was out in the field interviewing women. Around 3 in-depth interviews and one Focused Group Discussion were completed right before lockdown was implemented in the country by the last week of March 2020. Consequently, the field work was postponed in the reporting period.

Labour Dialogue and Labour Archive

CEC entered into a partnership with Rosa-Luxemburg Stiftung, South-Asia (RLS) on a one year project on - “Towards a (Re) orientation of Labour: Examining key issues and strategies related to the Labour Movement in India”. The primary aim of this project is to understand the changing dynamics of labour movement in India, with especial focus on Delhi NCR, in the past four decades.

The project is constitutive of two major activities: i) organize Labour Dialogues with union leaders, scholars, legal experts and activists regarding various facets of the labour movement and especially on the question of formal/informal divide. ii) archiving the labour movement and the socio-economic profile of the Delhi NCR, over the last four decades.

Prior to the start of collecting materials for the archive, three workshops were conducted in the month of February and March in order to capacitate the archiving team on various technical nuances and challenges involved in collecting materials and building the archive.

During the first workshop, held on 17 February, 2020, with labour historians Prabhu Mohapatra, Chitra Joshi and Naveen Chander, the team was trained on various dimensions of archiving labour and the socio-economic transformation of the Delhi-NCR region in the post-liberalisation period. The team was capacitated through discussion on possible themes for archiving, including 1) workplace accidents and injury, 2) contractualisation 3) changes in labour laws across time.



The second workshop was organised with Dr. Naveen Chander on 3 March, 2020, at the India International Centre (IIC). Dr Chander capacitated and trained the labour archiving team of CEC in collecting, cataloguing, scanning and digitising of

the materials; developing coordination and preparing work plan among team members.



A meeting with Marien van der Heijden (Head, Collection Development, International Institute of Social History, Amsterdam) was organised on *Archiving Labour in Delhi NCR* on 11 March, 2020 at the Conference Room, CEC office. The archiving team received guidance, feedback and suggestions on the labour archive project from him. The team learnt about various challenges and possible solutions to complications arising from complex copyright status of materials collected. The team also learnt about specifics of three types of digitisation i.e., high-end, middle and low-quality digitisation along with advantages of developing prototypes of documentation on particular themes.



The first Labour Dialogue was supposed to be held in the last week of March (the first quarter of the project). However, due to the lockdown implemented in the wake of COVID -19 outbreak, led to the postponement of the same. It was eventually decided to organise the Labour Dialogues via webinars in upcoming months.

Working Group of Women in Value Chains (WiVC)

The working group on WiVC group is an informal and voluntary multi-stakeholder group contributing to women's empowerment in value chains. This group has committed members who are individually working with businesses, women workers and labour organisations. WIVC works on gender equality and economic empowerment of women in value chains (especially focusing on the less formal / unorganized workers and sectors including home based workers and factory workers in SMEs). It has more than 15 member organisations consisting of Civil Society Organisations (CSOs), social development agencies, research organisations, Multi Stakeholder Initiatives (MSIs) & value chain experts.

CEC is a member of the WiVC group, along with other organizations as listed below:

SEWA Bharat, GPN Studies, Traidcraft India, HomeNet South Asia, Fair Wear Foundation, CARE India, International Development Research Centre, Centre for Responsible Business, Fair Labor Association, Society for Labour and Development, Save The Children India, Oxfam India, Change Alliance, World Benchmarking Alliance, Thomson Reuters Foundation & Open Space.

During the reporting period, two major events were held - Centre for Responsible Business (CRB) Conference, on 21 November, 2019 and Livelihood India Summit, on 13 December, 2019. Women in Value Chains Group was given an opportunity to represent in these two events.

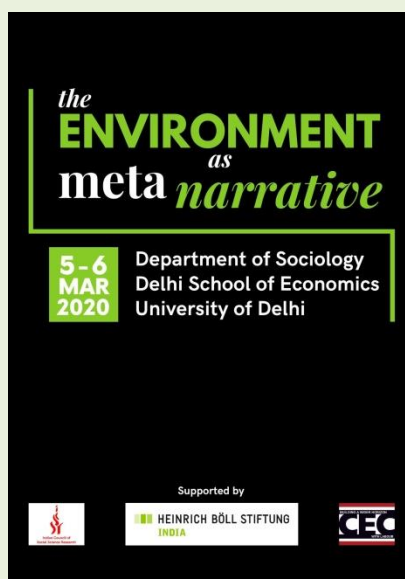
In the CRB Conference, the group facilitated a session on a core dilemma that Indian industries face today, i.e. - how to contribute to SDGs while maintaining competitiveness vis-à-vis other emerging markets, whilst ensuring that women workers' dignity and rights are respected in the workplace? The session addressed some of the complexities of the situation that Indian stakeholders find themselves in, as they seek to establish a model of business that is commercially sustainable as well as enabling of sustainable development. The Consultation was attended by industry experts, manufacturers, trade unions, women's organizations, other civil society representatives and researchers.

WiVC group was part of a plenary session on 'Enabling Livelihoods in the World of Work', being jointly organized by CARE India and ACCESS Development Services at the Livelihoods India Summit, 2019. The Livelihoods India Summit

focused on understanding and assessing the challenges that the poor face in sustaining and strengthening their livelihoods. The Summit attempted to analyze the policy environment, looking at the impact of large livelihoods programs, assess the aggregate poverty challenge and build a constituency of stakeholders to design a vision for strengthened and sustainable livelihoods of the poor in India. During the session, the panel deliberated on the challenges faced by workers in the world of work in India and the potential solutions to break the impasse, shared success stories and not-to-successful experiences, attempted to explore the emerging legal and political environment for promoting empowerment of this set of the Indian workforce, and tried to converge on stakeholder specific suggestions and way forward.

National Seminar on ‘The Environment as Meta-narrative’

In collaboration with the Department of Sociology, University of Delhi, Centre for Education and Communication (CEC) organised a National Seminar on “The Environment as Metanarrative”, with the support of Heinrich Boll Stiftung (HBS)-India and the Indian Council of Social Science Research, New Delhi.



The two day seminar was held on 5-6 March, 2020, at the Department of Sociology, Delhi School of Economics, University of Delhi and it aimed at understanding the different meta-narratives pertaining to the social relationship between the ecological sustainability and human interventions in form of ‘development’- projects, policies, demands and imaginations. Different scholars and academicians presented papers on several issues relating to the topic such as social movements, social justice struggles, lifestyle choices of the locale, infrastructure demands and provisions that have added to the commodification of the environment. CEC played a vital role in organising and providing logistics to ensure success of the seminar.

CEC Team: 2019-20

Meena Sharma	Manager-Administration
R Prasad	Administrative Assistant
Ruchika Sharda	Manager, Finance & Accounts
Pawan Kumar	Accounts Officer
Pragya Mazumdar	Manager, Programme (till December, 2019)
Mayur Chetia:	Manager, Programme (from January, 2020)
Madan Pal Singh	Project Officer, Uttar Pradesh
Jagdish Chand Upadhyaya	Project Officer, Uttar Pradesh
Anima Debbarma	Project Officer, Tripura
Bhawna Salhotra	MIS and Research Officer
Avishek Sharma	Researcher
Ms. Santosh	Project Coordinator, Centre for Labouring Women
Noorjahan Khatun	Centre Facilitator, Centre for Labouring Women

CEC Governing Board and 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.

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.

Jaya Srivastava: Member, General Body

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

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.

CEC Financials 2019-2020

CENTRE FOR EDUCATION AND COMMUNICATION : NEW DELHI CONSOLIDATED BALANCE SHEET AS ON 31.03.2020

LIABILITIES	SCH	31.03.2019	31.03.2020	ASSETS	SCH	31.03.2019	31.03.2020
Capital Fund (To The Extent Of Fixed Assets)	1	6,990,539	6,194,299	Fixed Assets			
General Fund	2	3,276,852	5,307,780	Investment	4	6,990,539	6,194,299
Sundry Creditors Annexure	3	840,725	957,110	Fixed Deposit		734,835	731,601
Projects Balances				Closing Balances			
Decent Work Green Brick		12,514,576	4,984,524	Cash In Hand		20,309	39,626
Labour Movement in India		-	512,858	Bank Balance			
Promoting Child Rights to Education		48,967		State Bank of India		13,105,674	5,998,400
Security				Corporation Bank		1,315,484	2,906,114
Rental Security				Bank of India		21,450	74,436
				Advances / Imprest/TDS	5	318,218	498,490
				Projects Balances			
				NABFINS		549,523	549,523
				Project Core 2007-10		869,628	869,628
				Environment As Meta Narrative		-	104,676
				ADVWGI		-	164,787
TOTAL		23,925,659	18,131,571	Total		23,925,659	18,131,571

Secretary / Treasurer

Executive Director

Place : DELHI
Date : 30.12.2020

For R.K.TULI & ASSOCIATES
CHARTERED ACCOUNTANTS
SRN 001847 N
NEW DELHI

R.K. TULI
PARTNER
M.No. 081019
UDIN : 20081019AAAABF7903

**CENTRE FOR EDUCATION AND COMMUNICATION
NEW DELHI**

**Consolidated Income & Expenditure Account
For the year Ended 31st March 2020**

Expenditure	31.03.2019	31.03.2020	Income	31.03.2019	31.03.2020	Amount (Rs.)
						31.03.2020
Bank Charges			47	57,644		53,374
Commission charges				1,087,265		1,932,570
Misc. Expenditure	678,624	570,531		930,004		1,463,894
Interest on TDS	1,729,592	2,030,519		38,706		56,383
				70,000		55,000
				1,980		-
				4,700		-
				490,000		514,500
				352,350		121,800
				30,000		360,000
				18,383		1,277
				150		100
				925		1,400
						13,000
						-
Excess of Income over Expenditure (Transfer to General Fund)	673,222	1,974,200	Excess of Expenditure over Income (Transfer to General Fund)			
TOTAL	3,081,437	4,575,298	TOTAL	3,081,437	4,575,298	

Secretary / Treasurer

Executive Director

Place : DELHI

Date : 30.12.2020

For R.K.TULI & ASSOCIATES
CHARTERED ACCOUNTANTS
FRN 001847 N



R.K. TULI & ASSOCIATES
(PARTNERS)

M. No. 081019

UDIN : 20081019AAAABF7903

**CENTRE FOR EDUCATION AND COMMUNICATION
NEW DELHI**

Consolidated Receipts & Payments Account
For the Year Ended 31st March 2020

Receipts	Amount (Rs.)	Payments	Amount (Rs.)
Opening Balance		Payments for Projects	
Cash	20,309	Decent work Green Brick	20,824,799
Banks		Promoting Child Rights to Education	50,881
State Bank of India	13,105,674	ADWWGI	261,464
Corporation Bank	1,315,484	Environment As Meta Narrative	276,214
Bank of India	21,450	Labour Movement in India	263,742
		National Consultation	936,870
Decrease in Investments			22,613,970
Increase in Creditors			
Excess of Income over Expenditure		Increase in Advances	180,272
		Decrease in Security	79,000
Adjustment in General Fund	58,640		
Receipts from Projects		Closing Balance	
Decent work Green Brick	13,294,747	Cash	39,626
ADWWGI	96,677	Banks	
Environment As Meta Narrative	171,538	Corporation Bank	2,906,114
Labour Movement in India	776,600	Bank of India	74,426
National Consultation	936,870	State Bank of India	5,998,400
			9,018,566
TOTAL	31,891,808	TOTAL	31,891,808

Secretary / Treasurer

Executive Director

Place : DELHI

Date : 30.12.2020

For R.K.TULI & ASSOCIATES
CHARTERED ACCOUNTANTS

FRN 01847 N



R.K. TULI
(PARTNER)

M.No.081019

UDIN : 20081019AAAAA87800