



# ANNUAL REPORT

2020-2021

**CENTRE FOR EDUCATION AND  
COMMUNICATION**  
NEW DELHI



# Annual Report 2020-21

Centre for Education and Communication (CEC)

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Centre for Education and Communication  
173-A, Khirki Village, Malviya Nagar,  
New Delhi – 110017  
Tel: 011 29541858 / 29541841  
Email: [cec@cec-india.org](mailto:cec@cec-india.org)  
Website: [www.cec-india.org](http://www.cec-india.org)

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## PREFACE

I am happy to bring to you the Annual Report of CEC for the year 2020-21. I thank the CEC team for their contributions, which made the timely release of the report possible.

The last year was a difficult and trying period for us. We lost many near and dear ones to the pandemic. The working class communities across the country suffered immensely from the repeated Covid-19 induced lockdowns, travel restrictions and the destruction of the economy and livelihood. We salute the resilience of our staff, volunteers and the frontline workers, who worked under very difficult situations and offered assistance to the communities in need.

Braving the pandemic, CEC made significant progress in the last one year. CEC successfully completed the Decent Work and Green Bricks project, supported by the EU, in this period. The project team worked towards consolidation of the project gains, while assisting the distressed workers through relief programmes and engaged in advocacies with the authorities for urgent action.

To gauge the impact of the pandemic on the brick kiln workers, owners and the sector as a whole, a series of studies were conducted in the period and the findings were shared and discussed with the representatives of labour collectives, brick kiln owners and the authorities for appropriate action. The National Struggle Committee for the Brick Kiln Workers (NSCBKW) - a consortium of more than 11 labour collectives that emerged through the project interventions – played an important role in coordinating assistance activities for the brick kiln workers throughout the country.

While the EU supported project came to an end in this period, CEC's engagements with the brick kiln sector was renewed through a new project, in partnership of TDH. From January 2021, the new project is working towards addressing nutritional and health needs of children and women in the brick kilns of Uttar Pradesh, by building on the insights and key lessons of the last five years.

In the beginning of 2020, CEC had begun two new programmes – *Labour Dialogues* and *Labour Archive*. I am happy to inform you that a significant collection of materials - posters, union correspondence, letters, photos, collections of magazines, workers' newspapers – has now been gathered and compiled through the *Labour Archive*. CEC is now moving towards establishing the digital set up for the Labour Archive. The *Labour Dialogues* too made significant contributions towards discussion and analysis of various challenges faced by labour in contemporary times. Both – the *Labour Dialogues* and the *Labour Archive* – will now be long term programmes of CEC.

In this period CEC also renewed its engagements in the garment sector –through the establishment of a Centre for Labouring People (CLP), to complement the initiatives began by the Centre for Labouring Women (CLW) from 2019. Currently, the CLP is working in working class neighbourhoods of Delhi-NCR, to support the various categories of informal workers – especially those engaged in different departments and layers of the Global Supply Chains of garment & automobile and other segments of work – such as small steel factories, Anganwadis, domestic work, hawking and others – for *community based organizing* and to promote decent work conditions and expanded social security for all.

One of the most crucial interventions of CEC in the pandemic period was the *Workers' Dhaba* initiative, which fed thousands of workers throughout the lockdown period in numerous working class neighbourhoods of Delhi-NCR and parts of Uttar Pradesh. Initiated during the first lockdown, it was a collaborative effort between Citizens' Collective for Humanitarian Relief – a volunteer group of citizens and CEC, which ran three soup kitchens in three locations of Delhi from March to July 2020. After the lockdown was lifted, the volunteers of the *Workers' Dhaba* assisted the workers in the form of dry ration distribution, assistance in travel back home and everyday support. The *Workers' Dhaba* initiative was much appreciated by the civil society of Delhi and received significant coverage in the media. The entire CEC Team worked very hard to support the working class communities throughout the pandemic period and provided logistical and personnel support to the *Workers' Dhaba*. CEC is now assisting the workers in registration for vaccination and accessing welfare schemes.

I am confident that in the coming future we will continue to carry forward the mission of CEC with more vigour and energy.

**LOKESH**  
Executive Director

## 1. EMPOWERING MIGRANT WORKERS IN THE BRICK KILNS OF INDIA

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

The project “Empowering CSOs for Decent work and Green bricks in India’s brick kilns” was funded by the European Union and was implemented in the destination states of Uttar Pradesh, Rajasthan, Tripura and the source states of Bihar, Orissa, Chhattisgarh and Jharkhand. The partners in the project were – Centre for Education and Communication (CEC), Prayas and Terre des Hommes, Germany - India Programme. The project began on 1 January 2016 and successfully ended on December 2020.

The overall objective of the project was to usher sustainable change through decent work and green technology in India's brick kilns. The specific objective was 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 originally 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, was responsible for the overall implementation and reporting of the project. CEC facilitated coordination among all partners. CEC was

directly responsible for activities undertaken in two states, viz. Uttar Pradesh and Tripura. Prayas was implementing the project in the brick kilns of Rajasthan. TdH was taking the lead in monitoring the project.

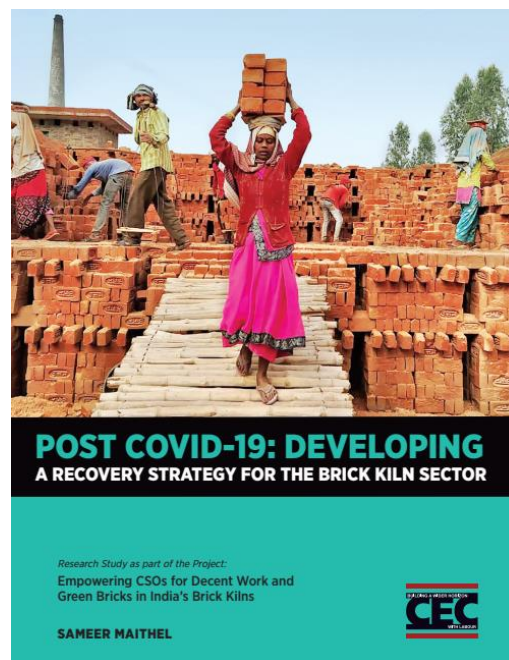
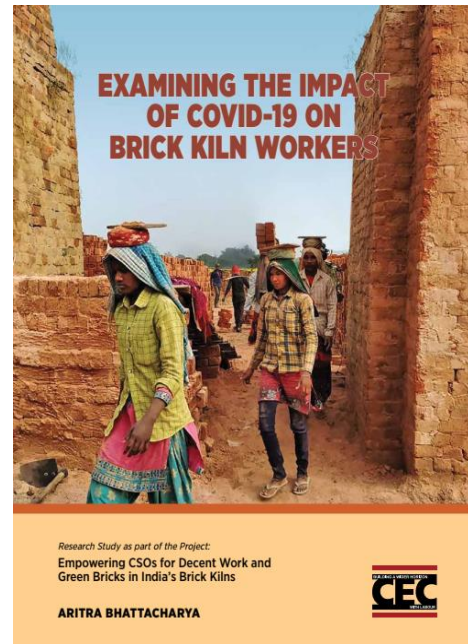
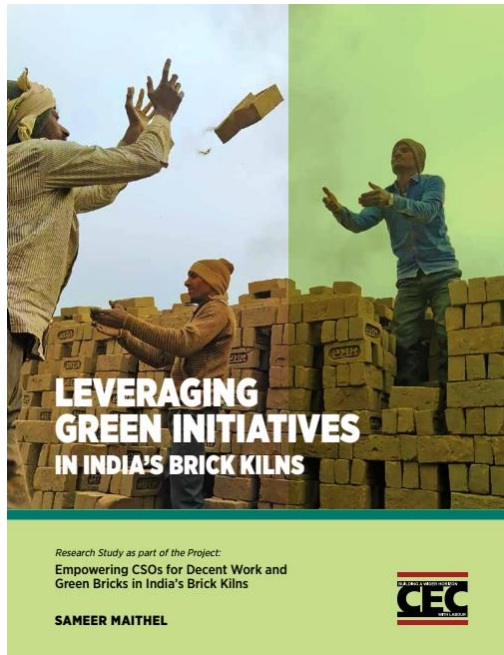
The project in the Year 5 worked towards long term sustainability of the gains of the project while tackling the obstacles posed by the Covid-19.

## Research Studies

In Year 5, three previous studies (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 were translated into Hindi, for widening their reach. These now constitute an important repertoire of knowledge on different dimensions of brick kiln sector. To enhance visibility, a calendar (in table as well as wall format) was developed in the reporting period, with suitable quotations on different dimensions of decent work, labour rights, labour laws, gender rights, child rights, green technology options and so on. Further, a short documentary on “Ensuring Decent Work and Leveraging Green Technology in India’s Brick Kilns” was also made in the reporting period, highlighting the achievements of the project.

Three new studies were also conducted in the final year of project on: *1. Examining the Impact of COVID-19 on Brick Kiln Workers, 2. Post Covid-19: Developing a Recovery Strategy for the Brick Kiln Sector & 3. Leveraging Green Initiatives in India’s Brick Kiln.* The findings of the all three studies were shared in a Webinar Series conducted on 21, 23 and 24 December 2020 with Brick Kiln Owners (BKO), CSO representatives, government representatives such as Labour Commissioners and others. Specific set of recommendations were developed for the recovery of the sector and further promotion green technology conversion.







## The National Struggle Committee for Brick Kiln Workers

The National Struggle Committee was an outcome of the project intervention. It was formed by the Labour Collectives themselves, to develop regular Action Strategies for brick kiln workers in 2018. Currently it is a platform of 11 Labour Collectives from different parts of the country. During the lockdown, the NSCBKW organised a series of discussions and consultations and prepared a memorandum for the authorities to demand adequate provisioning for the brick kiln workers, along with pending wages and means of transportation, to move back home. The memorandum was submitted to the Labour Department at the national and state level by the constituent labour collectives.

A national webinar was organised on June 13, 2020 on the difficulties faced by the brick kiln workers in the context of the pandemic. The various union representatives of NSCBKW made presentations on the situation of brick kiln workers in their areas and states and discussed strategies to organize advocacies with the authorities.

Throughout the reporting period, the NSCBKW members coordinated with each other in providing assistance to the distressed and trapped workers, in different locations of the country. For instance, 40 workers from Chhattisgarh were trapped in a brick kiln in the Karchana Block of Allahabad, during the lockdown period. The brick kiln had stopped working and the workers had neither food nor were they receiving *kharchi*. The case was shared with the NSCBKW members, and as the labour collective Bhatta Kamgar Evam Nirman Shramik Union (BKENSU) was located in UP, it supplied food relief to the distressed workers and made arrangement for *kharchi* with the cooperation of the Labour Department.

## Strengthening Inclusive Labour Collectives

Throughout the reporting period, regular monthly meetings of the labour collective - Bhatta Kamgar Evam Nirman Shramik Union (BKENSU) of Fatehpur were held on matters such as workers' rights, access of workers to worksite amenities, registration for BOCW etc. Continuous meetings and interactions with government authorities were also organised. A total of 279 workers were registered with BKENSU in the reporting period. After September 2020, direct project support was withdrawn, but the BKENSU activities continued.

In Surir, with the support of the labour collective Uttar Pradesh Grameen Mazdoor Sangathan (UPGMS), 14 meetings were organised in the reporting period, with workers of different brick kilns to encourage them towards collectivisation. UPGMS activists also regularly supported women workers to access medical facilities in the region. Three Learning Centres were regularized by the project in Surir and more than 10 brick kilns made provisions for safe drinking water for the workers in the area. At least 3 Brick

Kiln Owners also expressed their interest in providing permanent built structures to construct Learning Centres for the workers. A total of 62 children – 29 girls and 33 boys were enrolled in the three Learning Centres. In Rajasthan, 3 Non Residential Special Training Centres (NRSTCs) were run by the Prayas team, apart from 16 Educational Centres spread over in Bhilwara and Ajmer districts.

In the reporting period, a total of 224 workers were registered under Building and Other Construction Workers Welfare Board (BOCW) in UP, with the support of the labour collectives. Through Case Work, all the three Labour Collectives supported by the project were able to provide Rs.38,70,000 to the workers. Additionally, the workers received Rs.2,42,000 as Contingency payment due to COVID-19, from the Labour Department of UP and another Rs.18,000 as per of the Chikitsa Sahayata Scheme. Taken together, the workers received Rs.41,30,000 as cash benefits in the reporting period. This is excluding the relief-in-kind that the workers received through relief measures and PDS supply. It was observed during the pandemic that the workers suffered more in those areas where organisations of workers were absent, a fact also corroborated by the study on the impact of Covid-19 on brick kiln workers, organised during the project. Apart from providing various relief measures, the labour collectives and CSOs were also instrumental in providing access of the workers to various welfare measures.

CEC Fatehpur team had been supporting women SHGs, as part of the decent work agenda. These women were from families of brick kiln workers, or workers themselves. In the reporting period, women SHGs in the Paharpur village were successful in convincing the Gram Panchayat to build a water drainage system in the village. The empowered SHGs are now in a firm position to take forward grassroots campaigns on their own.

### **Conversion of Brick Kilns into Green Technology**

Three new brick kilns (SS Ent Udyog, Kumar and Company and Balaji Brick Field) were converted into zigzag technology in the reporting period. Overall, a total of 21 brick kilns have been converted into zigzag technology to produce green bricks.

### **Webinars on Decent Work and Green Bricks**

A National Consultation in the form of a Webinar Series was held on 21, 22 and 24 December, 2020, to disseminate the findings of the three studies conducted. More than 50 participants participated in the event. The subjects of the three webinars were as follows:-

- a) Webinar on Leveraging Green Initiatives for Green Technology Conversion.
- b) Webinar on Impact of Covid-19 on the Brick Kiln workers.
- c) Webinar on Recovery Strategy for the Brick Kiln sector.

Various stakeholders viz. brick kiln owners, representatives from industry associations, industry experts, CSOs, representatives of trade unions, labour commissioners and others participated in the webinars and appropriate strategies relevant for each of themes were discussed.

The core objective of the webinar series was to bring the different stakeholders together and to engage them in advocacies for ensuring continuous green technology conversion of brick kilns and protection for existing worker rights, while a *recovery strategy* for the industry is pursued.

The participants in the Webinar Series arrived at the following broad conclusions, after deliberations in all the sessions. They decided to work on each specific point, by collaborating with each other:

1. The pandemic created serious bottlenecks for the brick kiln industry and coupled with the ongoing economic downturn, this poses a significant challenge for the brick kiln sector. The uncertain policy climate especially those related to pollution laws, lack of access of brick kiln owners to institutional credit and non-recognition of the industry as a proper industry also hampers the growth of the sector and conversion to zigzag technology. This in turn means that a series of specific steps are necessary to revive the sector and further promote green brick production. At the very least, laws related to pollution must be made predictable and stable and all changes must be made only after due consultation with all the stakeholders, including the brick entrepreneurs. The brick kiln industry must find representation in the mainstream industry bodies and generous credit lines must be ensured to the brick entrepreneurs in the process of conversion.

2. In comparison to many other categories of informal workers, the brick kiln workers continued to work in many places during the lockdown period. However, all of them faced significant challenges while trying to return home, due to the restrictions on transportation facilities. In many brick kilns, instances of coercion by the owners, non-payment of wages etc. were also witnessed. It was felt that the distress experienced by the workers during the pandemic was directly related to lack of adequate social security measures for the workers. This in turn means that generous social security measures must be extended to the brick kiln workers and the existing labour laws must be respected by the owners. The owners were also appealed, to make provisioning for amenities such as bathrooms, education of children and drinking water at the worksite. Brick entrepreneur Mr. O P Badlani made a convincing case that only when workers

can work in a stable work environment with decent amenities in their reach, labour productivity will see significant enhancement.

3. The CSOs and labour collective representatives made the case that whatever specific provisions are made for the brick kiln owners, they should be made conditional on enforcement of decent work conditions in the brick kilns and Labour Inspectors must be allowed to make regular visits to the kilns by the owners. The owners felt that blaming them for *all* the problems faced by the workers is not alright and social evils such as alcoholism also should share the blame. It was felt by all the participants that the extension of the reach of various welfare schemes made by the government to the workers would be beneficial for all. The Labour Commissioner Mr. Suvigya Singh appealed all the CSOs and labour collectives to continue to play pro-active role in registering workers in various welfare schemes.

### Training and Capacity Building of CEC Staff

One staff training on Report Writing was organised on 1-2 December, 2020 at the Hotel Polo-Inn-and-Suits at Jaipur for the Project Team. It was the follow up of two earlier trainings that were organised on Result Based Monitoring in the first and second year of the project. The Project Team attended the training and learnt how to improve upon different types of documents required during the project cycle. Mr. Saiju Chacko, an Expert Consultant provided the training.

### Field Visits to Brick Kilns

Two brick kilns were visited in Surir (Dev Int Udyog and Bharat Int Udyog) by the Project Manager and Executive Director of CEC in June 2020, to assess the ground situation. Majority of the workers were still working at the kiln, but were preparing to go home. Notebook and pencil kits, biscuits, masks and soaps were distributed to the children of the workers.



Due to Covid-19 restrictions, regular project visits could not be organised to the project areas - Fatehpur, UP and Ajmer and Bhilwara, Rajasthan. One monitoring visit was conducted by TdH in the month of November 2020. Two brick kilns were visited in Surir. At both the kilns, meetings with children and women workers were organised who shared their experience of Covid-19 and lockdown.

CEC Team in a Visit to Brick Kilns of Surir

## Relief Measures during COVID-19

During the lockdown, CEC distributed a total of 1422 dry ration kits to the migrant workers including the brick kiln workers. The dry ration packets comprised of flour, rice, pulses, salt, sugar, tea, cooking oil and hygiene kits. The kits were distributed to the migrant workers in different locations of Delhi-NCR. In addition to this, CEC also distributed relief kits among the brick kiln workers in Fatehpur and Surir of Uttar Pradesh.



## 1.2 Building a Child Rights based Model of Sustainable Food Sovereignty for Children from Seasonal Migrant Families

This project is a collaborative effort of HAQ, PCLRA and CEC, and is being supported by TdH, Germany-India Programme and it began from the first quarter of 2021. The direct target groups of this project comprise of brick workers, children, breast feeding and pregnant mothers along with Village Health Sanitation and Nutrition Committees (VHSNCs), School Management Committees (SMCs), Workers' Collectives, CSOs and Brick Kiln Owners.

Special focus of the project is on migrant worker families, who find it difficult to access the health and nutrition programmes of the government, both in their home and destination states. CEC's role under the project is concerned with micro-level interventions for workers in the brick kilns in Uttar Pradesh and in source states, such as Bihar and Chhattisgarh, through implementation of the models of "Nutrition and Health Centres" that can be replicated by local and state authorities and brick kiln owners.

## **Promoting Health, Hygiene and Nutritional Values in Brick Kilns through Meetings and Food Festivals:**

The project work began with preliminary mapping of brick kilns in Uttar Pradesh. Owners and brick sites were identified and they were approached for establishing Child Health and Nutrition Centres (CHNC).

Three meetings in the brick works with workers were conducted in the reporting period, to spread awareness around health, sanitation, nutrition and holistic child development, with participation from both male and female workers on the following themes:

- Sharing information about Child Health and Nutrition Centres (CHNCs).
- Organising food festivals for awareness building on nutritious food, with collaboration of brick kiln workers, especially the youth
- Covid care and precautionary measures for self and family
- Financial literacy, including awareness building on savings and banking.

It was found out through field analysis that worker families do not have adequate knowledge about the requirements for ensuring their families' health, hygiene and nutritional needs. They were also not adequately aware about the available government programmes and schemes for them.

Two Food Festivals were organized in Raju Eint Udyog and Dev Eint Udyog in Surir, Uttar Pradesh on 26 March 2021 and 27 March 2021, and through these events, workers were made aware about nutritional needs, nutritional content of various food items, and locally available nutritious food alternatives. The Festivals witnessed enthusiastic participation of large numbers of children, youth, as well as male and female workers. A variety of locally available lentils and grains were cooked with the involvement of volunteers (young workers) and food & knowledge of recipes were provided to youth, children, female and male workers to introduce the idea of wholesome nutrient fortified food.

## **Supporting Child Health and Nutrition through CHNC:**

By March 2021, six Child Health and Nutrition Centres (CHNC) were established in the premises of brick kilns in Surir, with the support of BKO's (Brick Kiln Owners) and were made functional to link women and children of the brick kilns with the nearby Anganwadi Centres for services such as health, nutrition and pre-school education. The aim is to establish models which can be replicated with support from the government, contractors and BKO's. In the Centres, the children are provided with snacks, their growth data (height, weight etc) are recorded, and they are engaged in discussions on nutrition and food habits with the aim to encourage healthy eating patterns. Malnourished children are given priority in all the six Centres.

**Monitoring Health and Nutrition:**

Health of 179 children (in the 0-6 year age group) were monitored at the six Child Care Centres by Centre Facilitators to understand the health situation of children. The data was segregated by weight-for-age and weight-for-height components. The collected data was classified into categories such as *healthy, underweight, severe underweight and overweight*, adopted from the WHO guidelines, which served as a basis for development and design of Health Cards for monitoring growth of children.

Growth data of 179 children (99 girls and 80 boys) indicated that 55 children (33 girls and 22 boys) were in the healthy weight category; 101 children (54 girls, 47 boys) were underweight; and 13 children (2 girls, 11 boys) were severely underweight.

**Mapping and Review of Government Programs:**

The objective of this component is to improve the access of children, pregnant and breastfeeding mothers to local health infrastructure and nutrition programs. For this, a process to identify pregnant female workers were carried out, to link them with institutional delivery. Meetings were carried out with female workers at all the ten brick kilns to spread awareness about the same. Eighteen pregnant workers were marked for vaccination at Naujheel hospital, Mathura, out of which 14 went there to get their vaccination. New born children were also marked and ASHA workers were contacted for their vaccination.



## 2. REINFORCING RIGHTS OF INFORMAL WORKERS IN GLOBAL VALUE CHAINS THROUGH COMMUNITY DRIVEN ACTIONS AND COMPREHENSIVE RIGHTS' BASED ADVOCACY

### 2.1 Supporting Informal Workers for Decent Work

In collaboration with Rosa Luxemburg Stiftung South Asia, CEC has been working on a project on promotion of decent work conditions among informal workers in Delhi-NCR, from the first quarter of 2021. The project focuses on various categories of informal workers, especially the informal workers who are employed in the second and third tiers of Global Value Chains of the garment and automobile industries. The objective of the project is to produce crucial knowledge about the *world of work* in the informal sector, with an especial focus on the global value chains; organize advocacies to promote sustainable Global Value Chains; and promote decent work conditions for the workers, through combination of community based organizing and work based organisations.

In March 2021, CEC established a Centre for Labouring People (CLP) in Kapashera, to build awareness among the workers about their rights and entitlements and to strengthen community based organizing of the workers, in collaboration with workers' organisations and CSOs. CLP provides a space for the workers to share, discuss and organize various community initiatives for workers education and awareness building. It also organizes regular bi-weekly meetings on various contemporary themes relevant for the workers, to promote education and capacity building of the workers. In addition to these roles, the Centre has also been instrumental in providing relief to the workers throughout the pandemic period.

#### Workshop at CLP:

On 7th March 2021, CLP held a workshop on "Women and Work" on the occasion of the International Women's Day. The workers and community youth actively participated in the workshop. The history and contemporary relevance of women's day, the struggles of working women across the globe and the relationship between gender discrimination, violence and work relations were discussed. How women workers can put across their demands and grievances to the appropriate authorities and how community based campaigns on various issues can be organized – were discussed in detail. The participants also sang songs of women's struggle- both of past and the present - to mark the day.



*Workshop on Women and Work at the CLP*

## 2.2 Capacitating Women Garment Workers against Gender-based Violence and Discrimination through Awareness and Collectivization

CEC had entered into a partnership with TDH to work for enhancing the awareness of women workers and adolescent girls in the garment industry about their rights, legal provisions and entitlements through a project viz. “Addressing issues of Discrimination and Violence Against Women in Garment Industry” in the last quarter of 2019. As part of the project, a Centre for Labouring Women (CLW) was formally established in Kapashera, Gurugram on December, 2019. Since then, the CLW has continued to play an active role in imparting awareness among women garment workers on labour rights and gender rights, even after formal completion of the project in December 2020. CLP worked towards building the capacity of the women workers to resist violence against women (VAW) at factory spaces, neighbourhood and at their home. In the lockdown period, the CLW team remained in constant touch with the women workers providing them information on crucial women and child help line numbers, relief centres, connecting them with other CSOs in cases of domestic violence, child abuse etc. The CLW through CEC also collaborated with other organisations and initiatives such as the *Workers’ Dhaba*, I-Probono and Sacchi Saheli during the lockdown, in order to provide relief measures in the form of dry ration kits and hygiene kits.

### Meetings at CLW

From September 2020 onward, regular meetings at the CLW were organized with the women workers. The meetings were on the following themes: (i) am providing information to the workers on relevant organisations and agencies, who could assist them in starting small-scale shops or any other businesses, especially for those who lost their livelihood. (ii) lack of documentation of the workers with respect to their employment at the factories. (iii) the ways through which the company management

intentionally maintain incorrect data of the workers so as to deprive them off the benefits such as PF, ESI, bonus, gratuity etc. (iv) sharing information about institutions that can assist women workers in their struggle for gender and labour rights, such as the labour department, shelter homes, feminist counseling organisations etc.

One of the outcome of the regular meetings and interactions at the CLW was the formation of a Garment Women Workers' Collective - "Shramik Mahila Samuh" in January 2021, to take leadership role in the community, in disseminating awareness about VAW, share information about helplines, welfare programmes and relevant institutional support to the community.

### **Training of Change Makers:**

In January 2021, a Change Makers Training was conducted at Indian Social Institute (ISI) with various organizations working in Kapashera, viz. Milestone, CSCD, Sakhi Kala Manch and community women of CLW, with a total of 28 participants.



*Training of Change Makers at ISI*

The Training focused on:

- Understanding gender and various stereotypes about social roles associated with it.
- Gender based discrimination in workplaces: The Trainer dwelt on the ways in which gender discrimination manifest in the workplaces. Many participants shared the problems and struggles they had to go through in their workplaces such as the low paying jobs assigned to them based on gender, sexual harassment at workplace and unequal pay between male and female workers.
- Framework for Feminist Collectives: Capturing the problems and issues faced by the participants, the Trainer explained how a Feminist Collective can be formed and discussed how Collective can take up issues of women workers.

- Leadership Qualities and Collectives: the participants talked about the qualities they believe a person should possess in order to become a good leader. They also discussed how a Collective can function, what role a leader plays and how the Collective members actively participate in the proceedings of the Collective.
- The training ended by evaluating the learnings of the participants by asking them to write two initiatives they would take up in their family and workplace to change no matter how small they are.

### Workshops on Gender:

Four Basic Gender Workshops were organised at CLW with female and male garment workers in November-December 2020, which focused on capacitating the participants on gender roles, process of gendering, gender division of work and gender based violence. The workshops were conducted by the veteran feminist activist Ms. Chaitali Halder, which broadly focused on the following themes:

- Gendered division of work between man and woman.
- Gender roles in the community and related myths.
- Activities with the participants to promote understanding about differences between gender and sexuality.
- From survivor to Change Maker.





## Campaign on Violence Against Women (VAW):

The CLW Team observed and organized programmes on various important days – such as May Day, World Day against Child Labour, International Domestic Workers Day, 16 Days Campaign on Violence Against Women etc. to spread awareness about human rights of women, children and workers. Posters, slogans, videos, and banners were made by the community women and youth on these occasions and meetings were organized to disseminate information about these important occasions.



*World Day Against Child Labour at CLW*

In December 2020, a movie screening programme was organised, on the theme of women, gender and VAW. The movie “Anarkali of Aarah” was screened.



*Movie Screening at CLW: Anarkali of Aarah*



*Meeting at CLW on Human Rights Day*

In January 2021, CLW celebrated Women Sports Day with women garment workers to build awareness about bodies, bodily capacities, health & leisure for women and the impact of patriarchy on women's autonomy at the Indraprastha Park, New Delhi.



*Workshop on Menstrual Hygiene and distribution of Hygiene Kits*

### **Regional Consultation on Gender Based-Discrimination:**

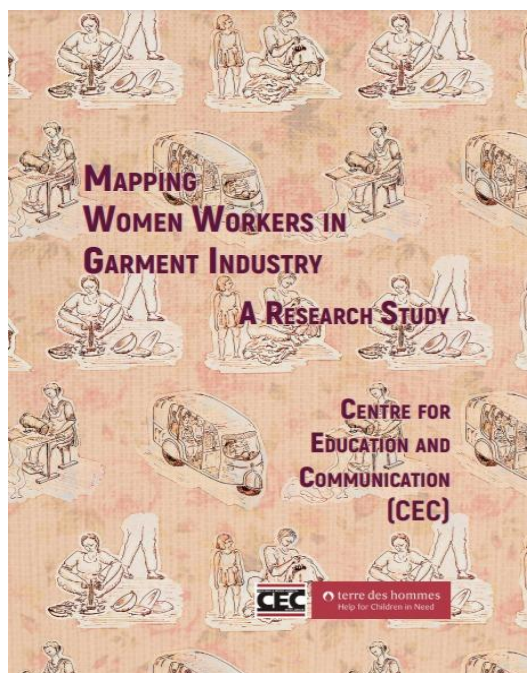
A regional Consultation on “Violence Against Women in the Garment Sector in Delhi NCR: Challenges and the Way Forward” was organised at India International Centre (IIC), New Delhi in January 2021 to discuss and highlight issues related to women garment workers and strategize about ways to address these issues. Representatives from organisations such as International Labour Organisation, All India Democratic Womens’ Association, Centre for Indian Trade Union, representatives from Local Complaints Committees and CSOS were present in the consultation.



*Regional Consultation at the India International Centre*

### **Research work on VAW in the Garment Industry, Home and Neighborhood:**

An evidence-based research was undertaken with both qualitative and quantitative aspects highlighting different forms of violence, especially sexual violence, experienced by women garment workers. The research was published in digital form and disseminated among different stakeholders, addressing the relationship between the garment sector, the segmented labour market and the myriad forms of gender discrimination and sexual violence faced by female garment workers. The report now constitutes a crucial source of knowledge relevant for activists, authorities and policy makers.





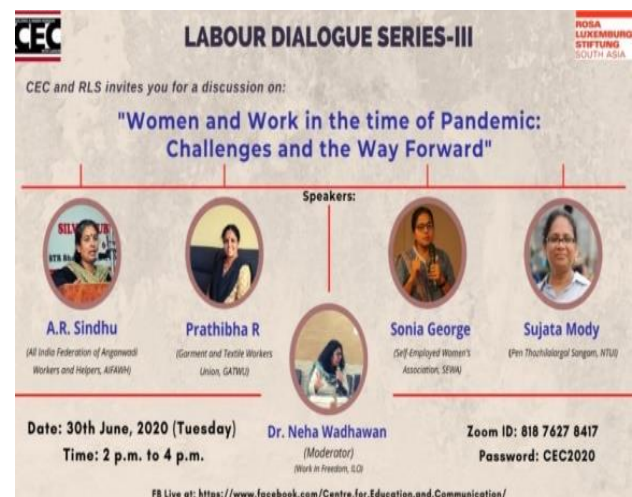
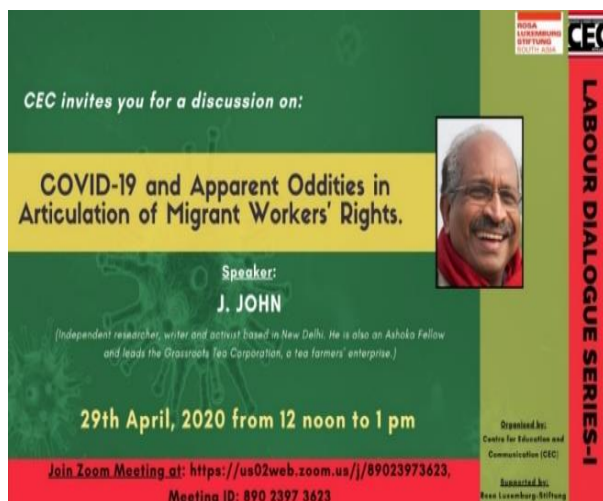
### 3. CONTRIBUTING TO LABOUR KNOWLEDGE THROUGH LABOUR DIALOGUES AND LABOUR ARCHIVES

#### 3.1 Understanding the Contemporary Challenges to Labour through Labour Dialogues

In 2020, CEC began a new Programme – *Labour Dialogues* - a series to discuss the contemporary challenges faced by labour, through active engagement with representatives of trade unions, civil society organisations, labour scholars and policy makers. The objective of the series is to contribute towards development of appropriate actions, initiatives and strategies, relevant for labour in contemporary times.

The Labour Dialogues channelized in-depth discussions on a wide range of issues, especially pertaining to migrant and informal workers. With participation of prominent labour scholars, union members, feminist activists, Dalit rights activists, the *Labour Dialogue* series organized discussions on - housing, food, child care, social security, occupational safety, decent wages, humane working hours and safety of workers, especially informal workers. Due to the unprecedented situation created by COVID-19, the Labour Dialogues were organised online.

Following are some of the posters of the Labour Dialogues:



**CEC** **LABOUR DIALOGUE SERIES-VII**

CEC and RLS invites you for a webinar on:

**"Pandemic and Labour Relations: Then and Now"**

**Speakers:**

**Aditya Sarkar**  
(Department of History, Warwick University)

**Discussant:**

**Prabhu Mohapatra**  
(Labour Historian, University of Delhi)

**Moderator:**

**Chitra Joshi**  
(Association of Indian Labour Historians, AILH)

**Date: 22nd Dec 2020 (Tuesday)**  
**Time: 3 p.m. to 5 p.m. (IST)**  
**Zoom ID: 841 1074 7931**  
**Passcode: CEC2020**

Register at: <http://bit.ly/3nw3ms4>  
FB Live at: <https://www.facebook.com/Centre.for.Education.and.Communication/>

**CEC** **LABOUR DIALOGUE SERIES-IV**

CEC and RLS invites you for a discussion on:

**"Organising Gig Workers in the Pandemic: Challenges and the Way Forward"**

**Speakers:**

**Bhavani Seetharaman**  
(Independent Researcher, Gig Economy in Bengaluru)

**Shaik Salauddin**  
(Indian Federation of App-Based Transport Workers (IFAT))

**Vinay Sarathy**  
(United Food Delivery Partners' Union (UFDPU))

**Moderated By:**

**Prof. Babu P. Remesh**  
(Dean, School of Development Studies, Madras University (South India))

**Date: 30th July, 2020 (Thursday)**  
**Time: 2 p.m. to 4 p.m.**  
**Zoom ID: 819 8437 5754**  
**Passcode: CEC2020**

Register at: <http://bit.ly/3nw3ms4>  
FB Live at: <https://www.facebook.com/Centre.for.Education.and.Communication/>

**LABOUR DIALOGUE SERIES-V**

CEC and RLS invites you for a webinar on:

**"Labour Law Reforms Today: Issues and Challenges"**

**Speakers:**

**K. Hemalata**  
(President, Centre of Indian Trade Unions, CITU)

**Gautam Mody**  
(General Secretary, New Trade Union Initiative, NTUI)

**Babu Mathew**  
(Director, Centre for Labour Studies, National Law School, NLS)

**Moderated By:**

**Ramshanker Tiwari**  
(Founding Member, Social Security Now, SSN)

**Date: 26 Sept 2020 (Monday)**  
**Time: 2 p.m. to 4 p.m.**  
**Zoom ID: 854 1057 0241**  
**Passcode: CEC2020**

Register at: <https://bit.ly/32XcbW4>  
FB Live at: <https://www.facebook.com/Centre.for.Education.and.Communication/>

**LABOUR DIALOGUE SERIES-II**

Centre for Education and Communication (CEC) invites you for a discussion on:

**"Addressing the Pandemic: The Labour Perspective"**

**Speakers:**

**Amarjeet Kaur**  
(General Secretary, All India Trade Union Congress (AITUC))

**Prabhu Mohapatra**  
(Labour Historian, University of Delhi)

**Date: 16th May, 2020 (Saturday)**  
**Time: 12 noon to 1 pm**

**Join Zoom Meeting at:** <https://us02web.zoom.us/j/89072651575?pwd=MDZxRTJldkFSSktFYW9rSm03Sy9zQT09>  
**Meeting ID: 890 7265 1575** **Password: CECIndia**

Organized by: Centre for Education and Communication (CEC)  
Supported by: Rosa Luxemburg Stiftung

**CEC** **LABOUR DIALOGUE SERIES-VI**

CEC and RLS invites you for a webinar on:

**Global Supply Chains and Workers' Rights: Challenges & Prospects**

**Speakers:**

**Apoorva Kalwar**  
(Regional Secretary, South Asia, Industrial Global Union)

**Ashok Ghosh**  
(General Secretary, United Trade Union Congress, UTUC)

**Bharti Birla**  
(Project Manager, Sustainable Global Supply Chains, ILO)

**Praveen Jha**  
(Economist, Centre for Economic Studies and Planning, JNU)

**Moderated By:**

**J. John**  
(Editor, Labour File)

**Date: 13 Nov 2020 (Friday)**  
**Time: 2 p.m. to 4 p.m.**  
**Zoom ID: 856 0424 0404**  
**Passcode: CEC2020**

Register at: <https://bit.ly/3eAgECq>  
FB Live at: <https://www.facebook.com/Centre.for.Education.and.Communication/>

## Additional Series- Webinars on Social Security and Small Tea Growers

CEC has been supporting the Small Tea Growers (STGs) of India through various initiatives and projects for more than two decades. Recognising the immense crisis faced by the STGs and to amplify their concerns to the policy makers, CEC organised a webinar on “Livelihood, Health & Safety During Pandemic Times: Challenges & Options” on the eve of the International Tea Day, with the Support of Rosa Luxemburg Stiftung (RLS)-South Asia, Equifarmtea and Confederation of Indian Small Tea Growers’ Associations (CISTA). Various participants representing small level entrepreneurs, industry bodies, trade unions, academicians, medical practitioners, and tea growers participated in the discussion.

**On the occasion of International Tea Day**

CEC, RLS, CISTA and equifarmtea invite you to a dialogue on:

**Livelihood, Health and Safety During Pandemic Times: Challenges and Options for Tea Workers and Small Growers**

**Speakers:**

 <b>Bharti Birla</b> Project Manager, International Labour Organisation (ILO)	 <b>Avantika Jalan</b> Joint Secretary	 <b>Bijoy Gopal Chakraborty</b> President, CISTA	 <b>Ashok Ghosh</b> General Secretary, IFLC & Chairman, ITC, India	 <b>Achyut Prasad Gogoi</b> Secretary, CISTA
 <b>Karuna Mahanta</b> Secretary, All Assam Small Tea Growers' Association	 <b>Abdul Hannan</b> Assistant Engineer, CICA, Secretary	 <b>Kukhol Boro</b> Small Tea Grower and Entrepreneur	 <b>Dr. Ashish Mittal</b> Health and Safety Expert	 <b>Shaji Chelivayal</b> General Secretary of Small Tea Growers' Association, PFSSN
 <b>Bijit Basumatary</b> Secretary, All Bhutan Small Tea Growers' Association	<b>Moderated By</b>  <b>J. John</b> Independent Policy and Expert on Livelihood, in tea plantation			

**Date: 21st May, 2021** **Zoom ID: 816 8685 5518**  
**Time: 11:30am to 1:30pm IST** **Password: 12345**  
**Register at: <https://bit.ly/3ymkhFs>**  
**Facebook Live at: <https://bit.ly/3fkK6Lm>**

16th International Tea Day  
\*\*part of Labour Dialogue Series

CEC has also 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.

Throughout the Covid-19 period, Social Security Now undertook various activities, to disseminate awareness about the urgent need to provide universal security for all working people.

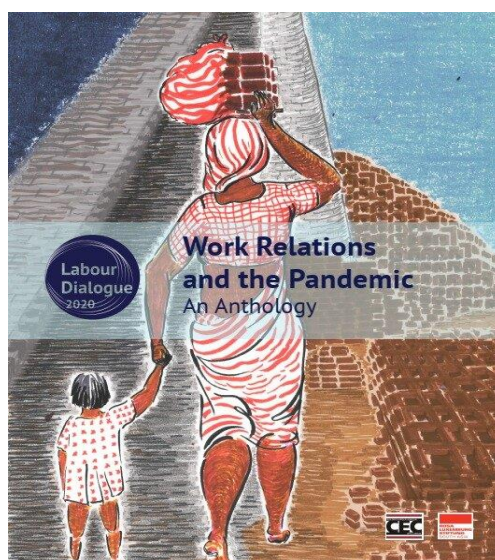
In June 2020, Social Security Now organised a Webinar on "The Impact of Covid-19 on the Working People of India and the Way Forward", to examine its impact on different segments of the working class communities in our country. The speakers in the



webinar were - Arun Khote, National Movement for Land, Labour and Justice; Saktiman Ghosh, National Hawker Federation; Sanjay Singh, Vigyan Foundation, UP; and R S Tiwari, Founding Member, Social Security Now.

### Publication of Booklet on Labour Dialogues:

In addition to organising the above mentioned webinars, a consolidated booklet was published on all the seven Labour Dialogues to ensure better outreach and dissemination of information on discussions, strategies and challenges elucidated during the Labour Dialogues amongst trade unions, academicians, legal experts and other CSOs alike.



### Labour Dialogues in 2021:

One offline Labour Dialogue was organized in March, 2021 on the “Impact of COVID-19 on Informal Labour in Delhi-NCR” at the N.D. Tiwari Bhawan, New Delhi. This session was organized in collaboration with CLW (Centre for labouring women) and Wazirpur Mazdoor Samuh and witnessed an active participation from workers, trade unionists, academicians, and civil society organizations.



The Labour Dialogue was held in two parts: in the first session, the CEC team and volunteers from the community presented the research findings on the impact of Covid-19 on informal workers. In the second session, a Round-Table was organized on the Challenges and Strategies for organizing informal workers. Some of the key speakers of the Roundtable were: Anita Kapoor (Sehri Mahila Kamgaarh Union), Prof. Atul Sood (Centre for the Study of Regional Development, JNU), Sandeep Rauzi (Workers Unity) etc. The workers also spoke and shared their experiences with the pandemic

### 3.2 Mapping the Contemporary Struggles and Experiences of Labour in India through Digital Archives

*Labour Archive* is another new programme initiated by CEC in 2020, with the support of Rosa Luxemburg Stiftung – South Asia. The objective behind the *Labour Archive* is to develop a crucial digital knowledge hub on the history, struggles and experiences of labour in India, with a focus on Delhi-NCR. A number of training workshops were organized with experts such as Prof. Prabhu Mohapatra, Prof. Chitra Joshi, Marien van der Heijden (International Institute of Social History, Amsterdam). These training sessions capacitated the labour archive team on identification, collection and classification of materials and documents.

#### Collection of Materials and Cataloguing:

The Archive has a diverse set of materials, such as pamphlets, posters, letters between union leaders, workers' newspapers, magazines, videos of workers' struggle, workers education etc. The Archive is also collecting oral testimonies of trade union leaders, veteran workers' activists, scholars and others on the history and experiences of labour. Along with collection of materials, the Archive is also organizing scanning and meta-data writing of the collected materials.

## 4. PARTNERING IN CRISIS: COVID RELIEF WORK

In the wake of the pandemic, CEC in collaboration with the Citizens' Collective for Humanitarian Relief, started a series of soup kitchens (*Workers' Dhaba*) in different working class neighbourhoods of Delhi-NCR and parts of Uttar Pradesh. The *Workers Dhaba* was active from March 2020 to July 2020, and the initiative distributed cooked meals and dry ration kits to the stranded workers.



### Distribution of Cooked Meals:

Initially, the Dhaba was functioning at the North Campus, Delhi, and the team was delivering about 1500 food packets each day in two batches at different locations of Delhi. Additional two kitchens were set up at two different locations given the increasing demand for food and dry rations at these places. The second *Workers' Dhaba* was started in Subash Camp Britannia Chowk on 21 April 2020, and the third began on the eve of International Workers Day at Wazirpur. The team successfully provided food to 2600-2900 workers every day through three Dhabas. Altogether, the Workers Dhaba Initiative distributed about 2,46,255 packets of food in different regions of Delhi-NCR.

### Distribution of Dry Ration Kits:

In addition to providing cooked meals, CEC was also involved in distributing dry rations kits among the workers residing in different parts of Delhi-NCR. The dry ration kit comprised of 5 kg flour, 5 kg rice, 2 kg pulses, 1 kg salt, 1 kg sugar, 250 grams tea leaves, 1 litre cooking oil, 1 soap and 2 packets of sanitary pads. In collaboration with I-Probono, Delhi, CEC also distributed 100 ration kits to the workers residing in various areas of North Campus and East Delhi. CEC was able to extend the outreach of distribution of kits to the garment workers in Kapashera Colony in South-West Delhi and among the brick kiln workers in Mathura and Fatehpur districts of Uttar Pradesh.

With the assistance of the team and volunteers at the Centre for Labouring Women (CLW), CEC distributed 160 ration kits in three batches, of which the first two batches were distributed during the lockdown. The last batch was distributed during the first unlocking phase. In U.P., CEC distributed 200 kits in Mathura and another 200 at Fatehpur among the brick kiln workers and their families.

## **Dissemination of crucial Information:**

The CEC team remained connected with the workers through social media and phone calls throughout the pandemic period, especially during the lockdown, to provide them guidance, material assistance and support. The team created a WhatsApp group of volunteers to share daily updates on transportation facilities, food distribution and other relief measures.

The CEC volunteers also assisted the workers in applying for e-coupons and in the booking of train tickets. To address increasing instances of domestic violence and harassment, the volunteers capacitated the community members on relevant helpline numbers, shelter homes and counseling centres.



## CEC TEAM: 2020-21

Meena Sharma	Manager-Administration
R Prasad	Administrative Assistant
Ruchika Sharda	Manager, Finance & Accounts
Pawan Kumar	Accounts Officer
Mayur Chetia	Manager, Programme
Avishek Sharma	MIS and Research Officer
Megha Sharma	Researcher
Bhawna Salhotra	Assistant Manager
Madan Pal Singh	Project Officer, Uttar Pradesh
Jagdish Chand Upadhyaya	Project Officer, Uttar Pradesh
Anima Debbarma	Project Officer, Tripura
Santosh	Project Coordinator, Centre for Labouring Women (till January, 2021)
Ashok Kumari	Centre Facilitator, Centre for Labouring Women
Noorjahan Khatun	Centre Facilitator, Centre for Labouring Women

# CEC Governing Board and General Body

## **Haritha Sarma M K: President**

Haritha Sarma M.K is a trained process facilitator and certified Organisational Development Consultant. Haritha is the former executive director for HID Forum, a non-profit that focuses on organizational development. He is based in Bengaluru, Karnataka.

## **Chander Nigam.: Secretary**

Chander Nigam is a Delhi based human rights lawyer.

## **Kirti Baban Pathak: Treasurer**

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

## **Chitra Joshi: Member, Governing Board**

Chitra Joshi is a distinguished historian and a leading member of the Association of Indian Labour Historians (AILH). She retired from the Department of History, Indraprastha College, University of Delhi.

## **Ruchi Gupta: Member, Governing Board**

Ruchi Gupta is currently with The Energy and Resources Institute (TERI), New Delhi.

## **Arun Khote: Member, Governing Board**

Arun Khote is a veteran intellectual and activist who works on questions of Dalit Rights, Land Rights and Labour Rights. He is based in Lucknow, UP.

## **Lokesh: Ex-Officio**

Ms. Lokesh is the Executive Director of CEC and an ex-officio member of its Governing Board.

## **Duarte Barreto: Member, General Body**

Dr. Duarte Barreto is an executive trustee of FEDINA (Foundation for Educational Innovations in Asia). He was also the former Deputy Director of Indian Social Institute, Bangalore

## **Jaya Srivastava: Member, General Body**

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

**Gunasekaran S: Member, General Body**

Dr. Gunasekaran S., a researcher and writer, is an Assistant Professor at the Centre for Historical Studies, Jawaharlal Nehru University, New Delhi.

**Sobin George: Member, General Body**

Dr. Sobin George is an Assistant Professor at the Centre for Study of Social Change and Development, Bangalore

**Varsha Mehta: Member, General Body**

Varsha Mehta comes with a long experience in research, and evaluation of organisations and has worked with numerous international organisations in the development sector. She is an expert on forest and human rights issues.

**Jyotsna Jha: Member, General Body**

Jyotsna Jha has been the Director of Centre for Budget and Policy Studies (CBPS) since January 2011. She has a PhD in Economics from the Jawaharlal Nehru University (JNU).

**Ramshanker Tiwari: Member, General Body**

Dr. Ramshanker Tiwari retired as Regional Labour Commissioner from the states of Madhya Pradesh and Chhattisgarh. He was also the Deputy Director at the National Commission on Labour, Govt. Of India.

## 7. CEC FINANCIALS

**CENTRE FOR EDUCATION AND COMMUNICATION : NEW DELHI**  
**CONSOLIDATED BALANCE SHEET AS ON 31.03.2021**

LIABILITIES	SCH	31.03.2020	31.03.2021	ASSETS	SCH	31.03.2020	31.03.2021
<b>Capital Fund</b> (To The Extent Of Fixed Assets)	1	6,194,299	5,927,852	<b>Fixed Assets</b> (As Per Schedule)	4	6,194,299	5,927,852
<b>General Fund</b>	2	5,307,780	10,413,077	<b>Investment</b>			
Sundry Creditors Annexure	3	957,110	7,857,106	Fixed Deposit		731,601	734,694
				<b>Closing Balances</b>			
<b>Projects Balances</b>				Cash In Hand		39,627	42,930
Decent Work Green Brick		4,984,524	-	<b>Bank Balance</b>			
Labour Movement in India		512,858	-	State Bank of India		5,998,400	3,732,303
Supporting Informal Workers for Decent Work		-	1,223,161	Corporation Bank		2,906,114	2,821,056
Building A Child Right Based model		-	1,964,296	Bank of India		74,426	123,168
				State Bank of India, NDMB			
<b>Security</b>				Advances /Imprest/TDS	5	498,490	412,023
Rental Security		175,000	175,000	<b>Projects Balances</b>			
				NABFINS		549,523	549,523
				Project Core 2007-10		869,628	869,628
				Decent Work Green Brick		-	12,347,310
				Labour Movement in India		-	-
				Environment As Meta Narrative		104,676	-
				ADWWGI		164,787	-
<b>TOTAL</b>		<b>18,131,571</b>	<b>27,560,490</b>	<b>Total</b>		<b>18,131,571</b>	<b>27,560,490</b>

Secretary / Treasurer

Executive Director

Place : DELHI

Date : 06.12.2020

For R.K.TULI & ASSOCIATES  
CHARTERED ACCOUNTANTS

FIRN-001847 N



UDIN: 21081019 AAAACY2674

**CENTRE FOR EDUCATION AND COMMUNICATION  
NEW DELHI**

**Consolidated Income & Expenditure Account  
For the year Ended 31st March 2021**

Expenditure	31.03.2020	31.03.2021	Income	31.03.2020	31.03.2021	Amount (Rs.)
						31.03.2021
Bank Charges			Bank Interest	53,374		110,398
Co-ordination charges	47		Misc Receipt / Publications	1,932,570		4,021,021
Misc. Expenses	570,531	389,163	Contributions	1,463,894		4,189,323
Interest on TDS	2,030,519	3,566,858	Interest on FD	56,383		56,740
			Rent from Ground Floor CEC	55,000		-
			Rent from Shop No.20	514,500		540,225
			Rent from Bhannu infotech of Shop No. 21	121,800		-
			Rent from Shop No.22	360,000		126,000
			Sale of Old Newspaper	1,277		-
			Annual Membership	100		-
			Interest on I.T refund	1,400		2,109
			Sale of Old Assets	15,000		-
Excess of Income over Expenditure (Transfer to General Fund)	1,974,200	5,089,795	Excess of Expenditure over Income (Transfer to General Fund)	-		-
<b>TOTAL</b>	<b>4,575,298</b>	<b>9,045,816</b>	<b>TOTAL</b>	<b>4,575,298</b>		<b>9,045,816</b>

Secretary / Treasurer

Executive Director

Place : DELHI

Date : 06.12.2021

For R.K.TULI & ASSOCIATES  
CHARTERED ACCOUNTANTS

FRN 001847 N



UDIN: 21081019AAACY2674

**CENTRE FOR EDUCATION AND COMMUNICATION  
NEW DELHI**

**Consolidated Receipts & Payments Account**  
For the year Ended 31st March 2021

Receipts	Amount (Rs.)	Payments	Amount (Rs.)
<b>Opening Balance</b>		<b>Payments for Projects</b>	
Cash	39,627	Decent work Green Brick	17,331,835
<b>Banks</b>		Building A Child Right based Model	562,986
State Bank of India	5,998,400	ADWWGI	1,001,947
Corporation Bank	2,906,114	Supporting Informal Workers for Dece	343,939
Bank of India	74,426	Labour Movement in India	1,788,658
			21,029,365
Increase in Creditors		Increase in Investments	3,093
Excess of Income over Expenditure			
Decrease in Advances			
Adjustment in General Fund			
<b>Receipts from Projects</b>		<b>Closing Balance</b>	
Building A Child Right based Model	2,527,282	Cash	42,930
ADWWGI	1,166,735	<b>Banks</b>	
Environment As Meta Narrative	104,676	State Bank of India, NDMB	
Labour Movement in India	1,275,800	Corporation Bank	2,821,056
Supporting Informal Workers for Decent Work	1,567,100	Bank of India	123,168
		State Bank of India	3,732,303
			6,719,458
<b>TOTAL</b>	<b>27,751,917</b>	<b>TOTAL</b>	<b>27,751,917</b>

Secretary / Treasurer



Executive Director

Place : DELHI

Date : 06.12.2021

For R.K.TULI & ASSOCIATES  
CHARTERED ACCOUNTANTS



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