

Annual Report 2022-23

Centre for Education and Communication (CEC)

October 2023

Centre for Education and Communication

173-A, Khirki Village, Malviya Nagar,
New Delhi – 110017

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Preface

I am delighted to present the Annual Report of CEC for the year 2022-23. I extend my heartfelt appreciation to the CEC team for their invaluable contributions, which facilitated the timely publication of this report.

This year, we expanded our work with the small producers. We initiated a new project aimed at enhancing the socio-economic prospects of the Small Tea Growers in various tea growing districts of Assam. We also conducted a Pilot Program, exploring the potential for building a robust environment for Rural Women Entrepreneurs (RWEs) in Assam, by leveraging women's traditional skills and engagements in tea processing and handloom segments.

This year, we also expanded the remit of our Labour Dialogues, to encompass the entire South Asian region. Notable scholars, worker leaders and civil society representatives from India, Nepal, Sri Lanka, and Bangladesh participated in the Labour Dialogues to discuss and build common understanding around subjects such as gig work, migrant labour, and social protection - issues of immediate relevance across our subcontinent.

As part of our mandate to build capacities and skills of labour, we prepared training handbooks on financial literacy and digital literacy, and organised online training sessions with waste-recyclers in Pune and Ahmedabad.

As part of our Covid-19 related work, we organised vaccination camps in the under-served neighbourhoods of Delhi, and we collaborated with Delhi based civil society organisations in providing assistance in registration, execution of the vaccination and awareness building.

We also maintained the continuity of our decade-long work with brick kiln workers. Through awareness building on health & nutrition, mapping of government welfare programmes, food festivals, strengthening of educational and health infrastructure, training on health budgeting, health camps, and regional consultations, we continue to serve the brick kiln workers, who are among the most marginalised communities.

I am confident that in the forthcoming days, we will continue to carry forward our mission of building a wider horizon for labour and small producers.

LOKESH
Executive Director

1. EMPOWERING MIGRANT WORKERS IN THE BRICK KILNS OF INDIA

The project "Building a Child Rights-based Model of Sustainable Food Sovereignty for Children from Seasonal Migrant Families" focuses on promoting the rights of migrant worker communities, particularly children and women, in 10 brick kilns in Surir, Mathura (Uttar Pradesh), and 10 neighbouring villages. Through awareness-raising meetings, health camps, food festivals, and training sessions, the project has successfully increased awareness and access to health, nutrition, education, and sanitation services among brick kiln workers.

Key Stakeholders:

Brick kiln owners, contractors, labour collectives, CSOs, representatives from government departments such as labour, health, education, ASHA, Anganwadi & ANM workers, and Village Health, Sanitation, and Nutrition Committees.

Outreach:

- Direct impact across 10 brick kilns: 1666 workers (861 male and 805 female workers), and 706 children.
- Direct impact across 10 surrounding villages: 924 workers (482 male and 442 female workers), and 267 children.

PROJECT ACTIVITIES AND IMPACT:

1. Awareness Building Meetings

Regular Meetings with Workers: 30 Regular awareness-building meetings, with 404 participants (248 women, 156 men) were conducted across all 10 brickworks. The meetings were on the following topics:

- Sharing information about Child Health and Nutrition Centres established at the brickworks
- Promoting the rights of women workers to directly receive their wage each month, for their labour contribution, for meeting their personal expenses.
- Organising Food Festivals and building awareness around Health Budgeting.
- Creating awareness among workers around the fundamentals of health and sanitation.
- Informing men and women workers about health camps organised under the project and encouraging them to visit the camp for health check-ups, along with their family members.



- Building workers' awareness around government schemes and programs for upholding the health and nutritional rights of women and children.

Meeting with Women Workers and Adolescent Girls: 47 meetings were organised with 748 women and 226 adolescent girls on issues such as – domestic violence; menstrual health and hygiene; gender equality; egalitarian participation of all in domestic work; food security; nutritious food; the importance of vaccination, family planning, reproductive health.

Outcome:

Workers are now more aware of their rights in the workplace and have also started adding nutritional and green vegetables to their daily diet. Workers are consistently bringing their identity documents with them while migrating to brick kilns from the areas of origin. Awareness levels among women and adolescent girls have enhanced, and they know better about taking care of their health and practicing menstrual hygiene. 70 women workers have started getting direct weekly remuneration.

2. Strengthening the Local Health and Educational Infrastructure

Regular efforts are being made towards strengthening the capacities of village-level SMCs, and VHSNCs, through active participation in village-level meetings. In the reporting period, our team participated in 55 meetings with the Village Health Sanitation and Nutrition Committees (VHSNCs) and School Management Committees (SMCs) of 10 villages. The idea behind this set of activities is to make the local health and educational infrastructures inclusive and strong so that the migrant workers too can avail of them.

Outcome:

As a result of the project interventions, a significant number of migrant workers, primarily pregnant and lactating mothers from the brick kilns, regularly visit the local health centers.



1. Meeting with VHSNC & SMC Members

3. Food Festivals

36 food festivals were organised, with approximately 2500 participants, including children, youths, adult male and female workers, in 10 brick kilns. A variety of locally available vegetables, lentils, and grains were cooked, with the help of young worker volunteers, with the objective of building awareness about locally available nutritious food and introducing new nutritious recipes into the daily diet of migrant workers' families.

Outcome:

Brick Kiln Workers' families started growing green vegetables in kitchen gardens adjacent to their residence at kilns. They have begun to add 2-3 local nutritional dishes to their daily diet, as introduced through food festivals.

4. Training on Health Budgeting

10 trainings were conducted with brick workers' families at 10 brick kilns with 712 participants (371 male and 341 female), elaborating upon various aspects of health, hygiene, disease prevention, and the benefits of increasing the nutritional value through locally available foods.

Outcome:

Out of 308 families who participated in this training, 228 families have started maintaining weekly bills and saving.

5. Health Camps

A total of 10 health camps were organised, where around 585 men, women, and children were given comprehensive health check-up facilities. As prescribed by the doctors, the required medical assistance was also provided in the form of free medicines and vaccinations.

Outcome:

Compared to the status during the initial health check-up, positive results in the form of substantial improvement in the health of workers were visible.

6. Regional Consultation

A two-day regional consultation was organised at Lucknow, wherein labour collective members, brick kiln workers, brick Kiln owners, CSOs, and representatives from the Education & Health Departments, ILO, and UNICEF, came together to share their experiences and insights on promoting rights of children, women and brick kiln workers.



7. Active support through CHNCs

Regular health surveys were conducted at CHNCs across all 10 brick kilns and nearby 10 target villages for monitoring the health and nutrition status of children. 30 children (0-6 years) were selected for regular health, nutrition & education services through CHNC at each brick kiln. Regular health and nutrition monitoring was done for 511 children from 10 Child Health and Nutrition Centers of 10 brick kilns, and records were prepared with the details of the increase/decrease in height & weight of children monitored at regular intervals.

5 Children found to be suffering from acute malnutrition were connected to Nutrition Rehabilitation Centres, and 180 children (0-6 years) were provided Polio Vaccination.

Outcome:

A significant change in the growth of children age (0-6) years has been seen. Children and parents of children have adopted practices for maintaining hygiene and sanitation.

8. Mapping and Review of Government Programmes

Survey was conducted with the 760 brick kiln workers in the selected 10 brick kilns, and 412 local brick kiln workers from 10 neighbouring villages, with the objective of connecting brick kiln workers' families to nearby village health and education programs.

9. Health and Education - Other Supportive Measures

As part of these health surveys, 55 pregnant women were provided regular health monitoring, nutrition, and vaccination services. For promoting menstrual health and hygiene among adolescent girls, sanitary napkins and iron supplements were distributed to 118 girls across the 10 brick kilns. With the support of the health department, 527 male and female workers across 10 brick kilns were vaccinated against covid-19. Children excluded from the primary education system across the 10 target villages were identified, and 18 children were linked to the mainstream education system through admission in schools, between 1st to 9th standard.

10. Training of CSOs and Workers' Collectives

Two training workshops were organised wherein awareness building session was conducted with 119 participants (69 men and 50 women), including brick kiln owners, representatives from local CSOs, workers' collectives, ASHA, Anganwadi and ANM workers, and representatives from block level Education and Health department. The sessions addressed relevant issues such as connecting children at brick kilns with village-level schools, making health and nutritional services accessible at brick kilns, and promoting rights of brick kiln workers, such as decent working conditions, recognition of women as workers and access to equal wages, etc.



Outcome:

Workers have begun to speak collectively about the implications of unsafe migration, and their rights at the workplace. They have come to know about the importance of collectives and CSOs are actively working with them to promote their rights.

11. Meeting of multi-stakeholder platforms

Two meetings of multi-stakeholders were organised in this reporting period with 116 participants, including brick kiln owners, contractors, and brick kiln workers. The objective of this meeting was to facilitate convergence for awareness generation and sensitisation with respect to the roles each of the

stakeholders can take in safeguarding and promoting the rights of migrant brick kiln workers and their families.

Outcome:

A common understanding has evolved among the brick kiln owners, contractors, and workers, about the rights of brick kiln workers and their families, and how each one can play a significant role in ensuring the protection of these rights.

12. Engagement with Brick Kiln Owners

85 individual meetings were conducted with 10 brick kiln owners to encourage them to adapt green technology (Zig-Zag) and provide decent and equitable working conditions for brick kiln workers, including access to clean drinking water, washrooms for women, direct monthly payment to women workers for their work. The owners were made aware of the need for the establishment of Anti-Sexual Harassment Committee and Child Protection Policy at their kilns and were encouraged to initiate the setting up of these committees at their brick kilns.

Outcome:

Brick kiln owners are beginning to ensure basic amenities at brick kilns such as clean drinking water, washroom facilities, etc., and have been providing proactive support in the construction and smooth functioning of CHNCs across the 10 Kilns. Additionally, with their support, women workers have begun to receive weekly remuneration (Kharchi) in hand.



Learnings and Challenges:

In comparison to previous migration seasons, there has been a noticeable improvement in the awareness among workers' families regarding the health, nutrition, and sanitation needs of their families, along with their overall workplace rights, especially related to decent and fair working conditions. Families have shown a strong commitment to their children's education by ensuring their regular attendance and active participation in activities at Child Health and Nutrition Centres. The recognition of women workers as individuals and the direct receipt of their wages has greatly boosted their confidence and reinforced their sense of agency.

However, there are still some challenges in ensuring access to various schemes for migrant workers and their families in brick kiln areas. For example, the Integrated Child Development Scheme (ICDS), which focuses on improving the nutrition and health of children up to six years of age, generally covers only local children in specific villages. Children from migrant families working in brick kilns, even those located within 2-3 kilometres of these villages, are yet to be consistently included as eligible beneficiaries under the scheme.

2. PROMOTING DECENT WORK FOR INFORMAL WORKERS

CEC operates two community centres – the Centre for Labouring People (CLP) and the Centre for Labouring Women (CLW) – in the working class neighbourhoods of Delhi-NCR. These Centres address various community issues, such as assisting the community in reaching out to the appropriate authorities, training in digital and financial literacy, campaigns for sanitation, and awareness building on violence against women.

Key Stakeholders:

Informal workers in the community, local CSOs, local authorities.

Outreach:

- Direct Outreach: 527 informal workers engaged.
- Indirect Outreach: 700 individuals impacted through awareness campaigns.

Activities

1. Regular Meetings for Awareness Generation

Regular meetings were organised with workers, both men and women, on the question of gender discrimination at the workplace, home, and the community. The participants are encouraged discuss and learn about gendered division of labour, the role community members can play to address violence and discrimination. Other issues such as decent working conditions, workplace safety, social protection measures are also discussed through these meetings.

A number of important days, such as the International Environment Day, Youth Day, International Day Against Drug Abuse and Illicit Trafficking, International Women's Day were celebrated in the community centres, with active participation of the community youth.

2. Workshop on Occupational Health & Safety



A workshop on Occupational Health and Safety was organised in August. The provisions of the Occupational Safety, Health, and Working Conditions Code, 2020 was also discussed with the workers, and how they can benefit from the OSH related provisions.

3. Shramik Suraksha Campaign

Members of the Wazirpur Workers' Collective organised corner meetings with workers and collected about 700 signatures of workers, and met with various authorities, such as the Councillor of Wazirpur (No. 72) and submitted a petition, regarding regular supply of drinking water, toilets, and establishment of a park for children in the area. The Councillor promised

In Kapashera, activists of local CSOs also became part of the Shramik Suraksha Abhiyan. A petition containing various issues of the workers from the community was circulated and submitted to the local MLA, with the active participation of the community members.

As part of the 16 days of activism against gender-based violence, a series of meetings, discussions, and a rally was organised on the question of gender safety and gender-based violence and discrimination in workplaces, homes, and the community.



4. Empowering Youth as Drivers of Change

The representatives from the CLP Youth Group became part of the Delhi Youth Network and participated in campaigns such as *plastic hatao dharti bachao*. Community youth extended their active participation in Delhi-NCR-wide campaigns.

3.LABOUR DIALOGUES, RESEARCH AND DOCUMENTATION

CEC is actively contributing to labour knowledge through Labour Dialogues, Research, and the Digital Labour Archive. These initiatives aim to empower workers, build a strong foundation for positive change in the labour ecosystem, as well as make it easier for researchers to access information on labour issues.

A.Labour Dialogues

Through the Labour Dialogues (LDs), CEC brings together representatives of labour organisations, civil society organisations, labour scholars, industry experts, and policymakers, to discuss the various contemporary challenges faced by labour. The objective of the Labour Dialogues is to contribute towards the development of appropriate actions, initiatives, and strategies, crucial for labour in today's times.

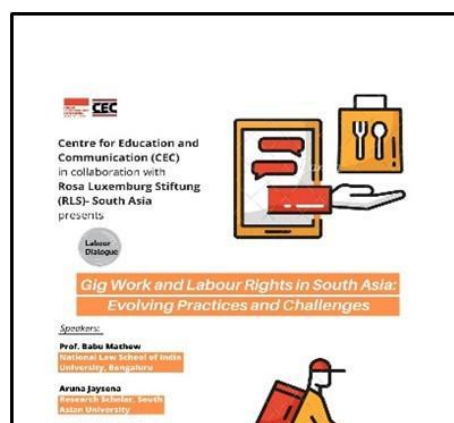
One of the distinguishing features of the Labour Dialogues this year was the focus on the South Asian region. Apart from speakers from India, TU leaders and civil society representatives from neighbouring countries, such as Nepal, Pakistan, Sri Lanka, and Bangladesh also participated in the Labour Dialogues.

Following were some of the themes of the Labour Dialogues

1. **Gig Work in Labour in South Asia: Evolving Practices & Challenges**
2. South Asian Migrant Labour in the Gulf: Status, Issues and the Way Forward
3. Fair Wage, Social Protection and Workspace Safety for Informal Workers
4. Migrant Workers: Challenges and Prospects

B. Study- Labour in the Lower Tiers of the Automotive Value Chain

This study examines the labour practices in the lower tiers of the global value chains (GVCs) within the automobile sector, focusing on the Delhi-NCR region. It explores the relationship



between large factories and equipment suppliers, highlighting opportunities for enhancing access to social protection, occupational safety, and transparent job contracts. The study emphasises the importance of collaboration among authorities, employers, civil society, and workers' organisations to promote sustainable and inclusive growth in the sector. By building awareness and fostering dialogue, the aim is to support improved working conditions while contributing to the shared goal of decent work for all.

C. Digital Labour Archive

The Digital Labour Archive (DLA), developed by CEC, serves as a repository designed to assist researchers, activists, and authorities in accessing a systematic collection of documents related to labour in contemporary India. It offers a wide range of materials that capture the struggles, experiences, and contributions of workers across different sectors. The archive includes trade union correspondence, pamphlets, photographs, booklets, cartoons, letters, petitions, newspaper clippings, magazines, reports, and interviews with trade union activists, labour scholars, and worker leaders.

During the reporting period, the following materials were added to the collection:

- News items from **Trade Union Records** (mouthpiece of AITUC) from 1980 to 2000, providing insights into Delhi's changing industrial landscape.
- News items related to the Covid-19 pandemic, especially from **The Indian Express**, covering the period from 2020-2021, to aid scholars in understanding the labour situation during the pandemic.

The DLA aspires to be a valuable resource for those studying labour and its history in India.

4. BUILDING CAPACITIES AND SKILLS OF LABOUR

CEC is building capacities and skills of labour through training handbooks on Financial Literacy and Business Literacy essential for empowering workers.

Overview:

Two Training Handbooks were developed by CEC for the International Labour Organisation (ILO) on Financial Literacy and Business Literacy. These followed two online training sessions conducted with Waste Recyclers in Pune and Ahmedabad in September 2022, in collaboration with ILO, Swachh, and SEWA. The Manuals were first in prepared English, and later translated into Marathi and Gujarati.

Outcome:

The handbooks have facilitated the development of accessible knowledge resources, using simple and interactive language, on a range of topics including financial planning, budgeting, savings, access to financial services, risk mitigation strategies, collective business planning, business development schemes and services, skill development, and simplified profit and loss statements. These handbooks are valuable tools for awareness generation and capacity building, and can be effectively utilised by CSOs, training institutions, and workers' groups/unions.



5. SUPPORTING WORKING CLASS COMMUNITIES DURING COVID-19

Overview:

CEC worked closely with the consortium of civil society groups in Delhi, and organised vaccination camps in Wazirpur and Kapashera, with the support of Azim Premji Foundation. This involved three tasks, viz. assistance in registration, executing the vaccination and awareness building.

Households Surveyed – 4,169

People Vaccinated – 5,413



6. SUPPORTING SMALL PRODUCERS

CEC is assisting the Small Tea Growers (STGs) in Assam, to collectively establish and run a set of STG-owned Tea Producing Companies (TPCs), to ensure fair distribution of the value accrual, in the different nodes of the tea value chain. While some of these TPCs are old, efforts are being made also to establish new TPCs.

CEC has also been exploring the potential for building a robust environment for rural women entrepreneurs (RWEs) in Assam, by leveraging women's traditional skills and engagements in tea processing and handloom weaving.

Objectives:

- Empower 250 new Small Tea Growers to setup up 4 new STG-owned Tea Producer Companies (TPCs).
- Capacitate STGs on technical knowledge to cultivate, process and sell sustainable tea and to manage and run Tea Producer Companies, through Financial Literacy and Capacity Building Trainings.
- Empower women to actively participate in economic activities and take up leadership roles in the tea value chain.
- Support 150 STGs in 3 existing TPCs in stabilising operations and sales, and ensure a smooth transition to environmentally sustainable practices.

1. Equifarm Tea

In collaboration with Ajim Premji Foundation (APF), CEC has been implementing a project for the upward socio-economic mobility of the Small Tea Growers (STGs) in different tea growing districts of Assam since August 2022. The project is aimed at stabilising and building sustainable and equitable methods of manufacturing and processing teas at all nodes of the tea value chain, starting from tea cultivation to processing units, STGs-controlled marketing companies and finally to the conscious consumers. This project is an offshoot of the work CEC has been doing for the last two decades in empowering Primary Producers Societies (PPS) of small tea growers, i.e. enabling STGs to form collectives and grow chemical-free tea leaves and supply directly to the tea estate, thereby reducing the dependency of STGs on the strong middlemen network and, enabling them to get a fair price for the leaves supplied. The project intends to STGs to move up the tea value chain by enabling them to set up their own mini tea processing units and simultaneously nurture sustainable, inclusive, and environmentally friendly business practices for 7 Tea Producing Companies (4 new and 3 existing TPCs).



EMPOWER 250 NEW SMALL TEA GROWERS TO SETUP UP 4 NEW STG-OWNED TEA PRODUCER COMPANIES (TPCS):

An extensive baseline assessment was conducted among the 13 PPS to understand their socio-economic status and willingness to move ahead to establish TPCs. A survey was conducted among the members of 13 PPS, and information was collected to gauge the feasibility of forming TPCs. 13 PPS were identified (Tinsukia-5, Karbi Anglong-2, Udalguri-4, and Tamulpur-2). Based on the SWOT analysis and factors such as ownership, infrastructure, sustainability, and financial knowledge, 4 PPS were identified to move forward with establishing TPCs.

SUPPORT 150 STGS IN THE EXISTING 3 TPCS IN STABILISING OPERATIONS AND SALES AND ENSURING A SMOOTH TRANSITION TO ENVIRONMENTALLY SUSTAINABLE PRACTICES:

Existing TPCs' strengthening training: 15 Factory wise on-the-job Trainings (5 at each TPC) were executed at 3 existing TPCs (Rwmdwmsha TPC-RSA, Rwdwmkhang TPC-RKG, and Swmkhwar Valley TPC-SKV) in operations including leaf acceptance, withering, rolling, drying, cleaning, grading, sorting, and packaging cleanliness and quality assurance at each stage, maintenance of books of accounts, machinery usage and servicing, cleanliness and workplace hygiene, and sanitation.



Assisted three existing TPCs with their Financial and Compliances Status maintenance: Assisted three existing TPCs in maintaining their financial and compliance status, including generating balance sheet reports, managing profit and loss accounts, and updating long-term loans. Entered green leaf purchase

data in Tally and handled company audits and income tax filings. Generated loans and advance data, and made bank statement entries for the TPCs in Tally. Filed GST returns for the months of October, November, and December. Entered sales data for the TPCs in Tally and updated trade advances. Created separate ledgers for farmers and workers within the existing TPCs. Completed annual filings (ROC filings) and maintained the e-way bill system.

Assisted 3 existing TPCs for compliance to line-up supply chain process: Registered one TPC for auction sales to establish a sales channel through auction. Currently, one TPC has been renewed under FSSAI. Factory licence renewal for all three TPCs is underway to ensure worker safety and hygiene. Ongoing negotiations with buyers, sellers, and auction brokers to determine market prices. Coordinating with packaging manufacturers for tea bag packaging, including design and FSSAI marking.

Manufacturing sustainable and environmentally friendly tea: CEC made efforts to promote organic mulching and vermicomposting practices among the women STGs of Rwmdwmsha TPC. The growers showed interest and committed to setting up vermicompost units both on their farms and within the factory premises.

2. Building Sustainable Rural Women Entrepreneurs- Handloom & Tea Value Chain:

The India Programme of Oak Foundation under the Big Bets portfolio is launching a 4-year initiative to fund a collaboration of organisations, to build a robust environment for rural women entrepreneurs (RWEs) from Assam and West Bengal. The Big Bets Collaboration is a consortium, wherein in addition to CEC, 5 other organisations are there, viz. American India Foundation, SELCO Foundation, Switch ON, The Goat Trust, and Digital Empowerment Foundation.

As part of the 8 months formative phase (June 1, 2022, to January 31, 2023), CEC launched the pilot program in 4 villages of Karbi Anglong district, Assam, wherein the following activities were undertaken during the reporting period:

IDENTIFICATION & SELECTION:

A baseline assessment was done with over 200 rural women, and selection of 80 women was done based on the level of aspirations & willingness to move up the value chains, the existing level of skills, and potential towards envisioning self as an entrepreneur in the handloom/ tea value chain.



Capacity Building Workshops for Women- Stages of Handloom Value Chain

CAPACITY BUILDING WORKSHOPS ON THE STAGES OF HANDLOOM VALUE CHAIN:

Design specialists and value chain experts introduced different processes/stages involved in the value chain, new patterns, and value-added products from market perspective. Following the trainings, women have started producing a range of products such as cushion covers, bed runners, etc.

YARN BANK

Trainings provided to women for enhancing skills in identifying good quality yarn & relevant markets for sourcing such yarn. Steps such as exposure visits to Yarn factory, physical set up of yarn shop at village level, training program with women leaders on setting up specific systems for management have been initiated, towards exploring the scope for developing local yarn banks, managed, and sustained by and for rural women in nearby villages.

CAPACITY BUILDING TRAINING IN HOME-BASED TEA PROCESSING:

Value chain and tea processing experts trained women on the different stages involved in home-based tea processing. Starting with organic cultivation methods, preparation of vermicompost for growing organic tea, and proper tea leaf plucking techniques (two leaves, one bud), the women were introduced to the steps and technicalities of processing handmade tea at home, including steaming, cooling, hand-rolling, sun drying, and pan drying. After the training, the women began practising these skills and prepared vermicompost for chemical-free cultivation on a section of their land. They were also trained in the sorting and packaging of dried tea leaves, with detailed guidance on the FSSAI certification process and the information required on the packaging.

INSTALLATION OF DRYER MACHINES:

With support from CEC, 22 RWEs took steps towards installing dryer machines for drying tea leaves and setting up tea processing units in their homes.

WORKSHOPS ON FINANCIAL AND BUSINESS LITERACY:

Conducted in two stages – foundation and secondary levels – the workshops covered key financial management concepts, including setting financial goals, family budgeting, and managing income, expenditure, savings, and loans. In the business literacy sessions, participants were introduced to the basics of business and entrepreneurship, how it differs from livelihoods, essential qualities of an entrepreneur, self-assessment as a potential businesswoman, and developing a business plan.

WORKSHOP ON WORKING AS COLLECTIVES:

Women were introduced to the principles of collective work, such as transparency, equal participation, inclusion, and democracy. The workshop aimed to help the group understand how small producers can build successful businesses by leveraging collective strength.



Capacity Building Workshops for Women on Financial Literacy, Business Literacy, and Working as a Collective

STAKEHOLDER ENGAGEMENT:

In handloom, meetings were held with TRIFED, Assam State Rural Livelihood Mission (ASRLM), and retail and wholesale yarn suppliers. For tea, visits were made to NEDFi and the Tea Board of India's district development office. Meetings were also conducted with a tea processing machinery innovator, along with spouses and family members of RWEs.

Outcome

80 Rural Women have been introduced to tea processing and handloom production from an entrepreneurship lens, out of which 65 have initiated to pre-production and production activities. Learning from the Pilot program, implemented as part of the formative phase, provided a basis for development and designing of the *Theory of Change* for the larger 4- year implementation program on Handloom Value Chain.

Learning & Challenges:

The demography of the study area is not entirely homogeneous as several linguistic, religious, and ethnic communities and groups live in these regions. Though infrastructure facilities were found to be very weak in all four villages, women entrepreneurs are moving ahead in all spheres with determination and focus, more so after the interventions undertaken so far. Many issues continue to be impediments in such a collective journey. Lack of awareness of the processes, complex procedural formalities, lack of transparency in value chains, and inadequate scheme linkages discourage rural women from moving towards setting up and managing their own enterprises. The daily lives of Rural Women Entrepreneurs are entwined with household chores like taking care of children, cooking, washing of clothes, managing livestock, attending to farms, etc. Even while challenges remain, women have shown eagerness to take this journey under the right guidance and support.

CEC TEAM

DELHI TEAM

Aniket

Aparna Singh

Ashok Kumari

Meena Sharma

Pawan Kumar

Prasad R

Ruchika Sharda

Field Officer

Programme Coordinator

Centre Facilitator-cum-Coordinator

Manager-Administration

Accountant

Administration Assistant

Manager – Finance and Accounts

Soni Prajapati

Accounts Assistant

Yasar Saeed Khan

Programme Officer-MIS and Research

MATHURA TEAM

Aarti

Centre Facilitator

Babli

Centre Facilitator

Bulbul Sony

Centre Facilitator (till January 2023)

Chanderkanta

Centre Facilitator

Dauli

Centre Facilitator

Geeta

Centre Facilitator

Kavita Rawat

Field Facilitator

Lalit Kumar

Project Coordinator

Madhubala

Centre Facilitator

Raj Bahadur

Centre Facilitator

Ravita

Centre Facilitator

Sangeeta Devi

Centre Facilitator

Uttam Singh Rana

Field Facilitator

ASSAM TEAM

Anup Deb Nath

Accountant

Dipankar Baruah

Pilot Coordinator-(Handloom)

Kache Timungpi

Pilot Officer-TEA

Kukhol Boro

Project Officer (Operation & Compliance)

Minto Goswami

Project Officer (Supply Chain & Compliance)

Padumi Thapa

Pilot Officer-TEA

Raushan Kumar

Project Manager

Sudeb Das

Project Officer (Operation)

Sujit Hazarika

Pilot Coordinator-(Tea)

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 nonprofit that focuses on organizational development. He is based in Bengaluru, Karnataka.

Chander Nigam: Secretary

Chander Nigam is a Delhi based lawyer, with expertise in gender issues.

Kirti Baban Pathak: Treasurer

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

Chitra Joshi: Member, Governing Board

Chitra Joshi is a historian, 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 UP based veteran activist with expertise on land rights for Dalits, among others.

Dr. Ramshanker Tiwari: Member, Governing Board

Dr. Ramshanker Tiwari retired as Regional Labour Commissioner from the states of Madhya Pradesh and Chhattisgarh.

Lokesh: Ex-Officio

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

Gunasekaran S: Member, General Body

Dr. Gunasekaran S is an Assistant Professor at the Centre for Historical Studies, JNU.

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.

Jyotsna Jha: Member, General Body

Jyotsna Jha has been the Director of Centre for Budget and Policy Studies (CBPS) since January 2011.

CEC FINANCIALS

CENTRE FOR EDUCATION AND COMMUNICATION : NEW DELHI
CONSOLIDATED BALANCE SHEET AS ON 31.03.2023

LIABILITIES	SCH	31.03.2022	31.03.2023	ASSETS	SCH	31.03.2022	31.03.2023
Capital Fund (To The Extent Of Fixed Assets)				Fixed Assets (As Per Schedule)			
General Fund				Investment			
Sundry Creditors Annexure	2	64,89,661	53,73,036	Fixed Deposit	4	53,63,832	49,12,031
Projects Balances	3	41,47,504	17,04,178	Closing Balances			
Equipam Tea		-	68,64,427	Cash In Hand		38,636	42,102
Covid Relief Work		10,04,441	7,59,611	Bank Balance		47,31,244	58,13,783
Supporting Awareness on Informal labour and Decent		1,36,037	-	State Bank of India		22,37,686	20,56,126
Supporting Awareness on Just Transition and Decent		-	5,42,022	Corporation Bank		1,61,151	3,54,034
Building A Child Right Based model		-	6,48,864	Bank of India		-	6,58,864
Covid Relief Work APP		10,55,925	3,56,842	Kotak Mahindra Bank		-	-
Security				Advances /Imprest/TDS	5	3,46,551	1,93,001
Rental Security		1,60,000	2,19,000	Projects Balances			
Closing Balances				NABFNS		5,49,523	5,49,523
Kotak Mahindra Bank		1,458	46	Project Core 2007-10		8,69,628	-
				ILO		3,03,500	-
				Building A Child Right Based model		3,06,486	-
				Building Sustainable Rural Women Enterprises		-	18,98,002
TOTAL		1,83,58,859	2,13,80,056	Total		1,83,58,859	2,13,80,056

Secretary / Treasurer

Executive Director

Place : DELHI

Date : 02/04/2023

For R.K. TULI & ASSOCIATES
CHARTERED ACCOUNTANTS
FAN-001847 N

23081019 BQZ4CE3022

CENTRE FOR EDUCATION AND COMMUNICATION
NEW DELHIConsolidated Income & Expenditure Account
For the year Ended 31st March 2023

Expenditure	31.03.2022	31.03.2023	Income	31.03.2022	31.03.2023	Amount (Rs.)
Bank Charges	-	525	Bank Interest	2,36,198	1,62,430	
Co-ordination charges	14,84,369	10,14,976	Bank Interest -APF	-	92,666	
Misc. Expenses	16,36,293	10,36,137	Bank Interest -BCRM	1,18,308	27,582	
Interest on TDS	-	1,933	Misc Receipts	3,86,487	29,112	
Program Expenses-BCRM	-	22,582	Interest on FD	1,31,963	1,73,601	
Program Expenses-APF	-	1,13,519	Interest on FD-APF	-	1,65,468	
			Rent from Shop No.20	5,55,660	20,853	
			Rent from Shop No.21	-	5,67,235	
			Rent from Shop No.22	1,87,500	32,000	
			Interest on I.T refund	10,048	3,06,250	
				14,96,498	10,198	
Excess of Income over Expenditure (Transfer to General Fund)			Excess of Expenditure over Income (Transfer to General Fund)		6,05,277	
TOTAL	31,22,662	21,89,672	TOTAL	31,22,662	21,89,672	

Secretary / Treasurer

Executive Director

Place : DELHI

Date : 02/09/2023

For R.K.TULI & ASSOCIATES
CHARTERED ACCOUNTANTS
FRN-001847 NR.K.Tuli
(PARTNER)
M.No. 081019
UDIN: 23081019B6Z4CE3012

**CENTRE FOR EDUCATION AND COMMUNICATION
NEW DELHI**

Consolidated Receipts & Payments Account
For the year Ended 31st March 2023

Receipts	Amount (Rs.)	Payments	Amount(Rs.)
Opening Balance		Payments for Projects	
Cash	38,636	Covid Relief Work APF	6,99,086
Banks		Building A Child Right based Model	44,58,978
State Bank of India	47,31,244	Covid Relief Work I Probono	32,46,010
Corporation Bank	22,37,686	Supporting Informal Workers for Decent Work	1,49,898
Kotak Mahindra Bank	(1,458)	Building Sustainable Rural Women Enterprises	55,88,481
Bank of India	1,61,151	Supporting awareness on Informal labour and D.	23,72,577
		Equipfarm Tea	21,88,573
		Financial and Business Literacy Training-ILO	1,62,030
Decrease in Advances			1,88,65,634
	1,53,550	Increase in Investments	14,51,964
Receipts from Projects		Excess of Expenditure over Income	6,05,277
Building A Child Right based Model	40,52,649		
Covid Relief Work- I Probono	30,01,180		
Building Sustainable Rural Women Enterprises	36,90,479		
Equipfarm Tea	90,53,000		
Financial and Business Literacy Training-ILO	4,65,530		
Supporting awareness on Informal labour and D.	22,36,540	Decrease in Creditors	24,43,326
Supporting Informal Workers for Decent Work	6,91,920		
Transfer from General Fund			
	8,69,628	Closing Balance	
Increase in Security	59,000	Cash	42,102
Adjustment in General Fund	(5,11,348)	Banks	
Own Contribution-General Fund	13,61,678	Corporation Bank	20,56,126
		Bank of India	3,54,034
		Kotak Mahindra Bank	6,58,818
		State Bank of India	58,13,783
			89,24,865
TOTAL	3,22,91,064	TOTAL	3,22,91,064

Secretary / Treasurer

Executive Director

Place :DELHI

Date : 02/09/2023

For R.K.TULI & ASSOCIATES
CHARTERED ACCOUNTANTS
FRN 001847 NEW DELHI
R.K.Tuli
(PARTNER) ACCO-081019
M.No-081019

UDIN: 23081019 BGZG CE3021
UDIN: 23081019 BGZG DH 8901
Date: 29.12.2023

