

The background of the cover features a photograph of three women in traditional Indian clothing, smiling and looking upwards. The image is overlaid with a semi-transparent red filter. On the wall behind them are colorful drawings of vegetables with faces: a carrot labeled 'TOMATO', a pumpkin labeled 'PUMPKIN', and a pineapple labeled 'PINEAPPLE'.

ANNUAL REPORT

[2023 - 2024]

Centre for Education and Communication (CEC)

August 2024

Centre for Education and Communication
173-A, Khirki Village, Malviya Nagar,
New Delhi - 110017
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Annual Report 2022-23

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PREFACE

I am pleased to present the Annual Report of CEC for the year 2023-24. My sincere gratitude goes to the entire CEC team whose dedication and hard work have made it possible to publish this report in a timely manner.

Our engagement on the question of migrant workers has continued this year as well in the form of the initiative to build a child rights-based model of sustainable food sovereignty that empowers the brick kiln workers in Mathura, Uttar Pradesh.

We have made significant progress in raising awareness on health and nutrition among 1,244 worker families, with 378 women receiving financial support to overcome wage disparities. Furthermore, 427 pregnant women and breastfeeding mothers were linked to local health infrastructures for essential services such as vaccinations and institutional deliveries.

We have also expanded our efforts in promoting decent work for informal workers in Delhi-NCR, particularly through our Centre for Labouring People (CLP) in Kapashera. Our work this year included organizing multiple Labour Dialogues workshops on Occupational Safety and Health and capacity-building sessions for youth and women in the community.

Our commitment to supporting small producers remains steadfast. In Assam, we continue to work with Small Tea Growers, helping them establish and run Tea Producer Companies that ensure fair and equitable value distribution across the tea value chain. Additionally, we have launched a new initiative to build sustainable rural women entrepreneurs in the handloom sector, providing training and support to enhance their skills and business acumen, reaching 582 rural women entrepreneurs across 20 villages.

As we reflect on the year's achievements, we are reminded of the challenges that persist. Yet, our resolve to create a better future for workers and small producers is stronger than ever. We look forward to continuing our mission in the coming year with renewed energy and commitment.

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" promotes child rights and empowers migrant communities, especially women and children, in ten brick kilns in Surir,

Mathura, and nearby villages. It organises awareness meetings, health camps, food festivals, and training sessions to enhance access to healthcare, education, and sanitation services for brick kiln workers.

Snapshot of key progress areas

In the past 3 years, we have observed an increase in the number of returning capacitated families and children at our project brick sites. In 2022, it was 59 families. In 2024, the number was 113 families. Similarly, the number of children has risen from 16 in 2022 to 67 in 2024.

- 1244 worker families made aware of health and nutrition thereby inculcating socio-behavioural practices viz. health, nutrition, WASH.
- 378 women received financial support (kharchi), overcoming gender disparity in wage payment.
- Linked 427 pregnant women and breastfeeding mothers with local health infrastructure for vaccinations and institutional deliveries
- 563 children were connected to government health programs, and appropriate actions were taken for 9 malnourished children.
- Successful linkage of ICDS coverage for kiln families and children where an attempt has been made to include the brick kiln migrant families in the target list of beneficiaries prepared by Anganwadi Workers (AWWs) at the village level.
- Regularised School Management Committee (SMC) meetings in 10 villages through close coordination with Basic Shiksha Adhikari (BSA) of Education Department.

Regular engagements with the community during the reporting period

- A total of 412 workers attended regular meetings
- Number of women workers and adolescent girls attending meetings: 127 women & 71 adolescent girls
- A total of 10 sessions with about 700 participants on Health Budgeting were conducted
- 133 families are now engaged in operating kitchen gardens
- 30 food festivals were held
- 346 children were enrolled in all 10 Community Health and Nutritional Centres (CHNCs)
- 209 women workers are receiving wages at least once in two weeks at three kilns
- 297 Children showing improved growth after joining CHNCs
- Anti-Sexual Harassment Committees are now operating at all 10 brick kilns

Strengthening of local health and educational infrastructure – Key Highlights

- 94 meetings with 1048 participants (419 males and 629 females) meetings were held with Village Health, Nutrition and Sanitation Committees (VHNSC) and SMC (School Management Committees)
- One convergence meeting with 9 participants, including 5 males and 4 females was conducted
- One meeting with Workers' collectives was organized with 57 attendees consisting of 28 males and 29 females.
- 68 participants (33 males and 35 females) attended the training session for local organizations, CSOs, and Brick owners
- Multi stakeholder meeting had participation of 58 participants (31 males and 27 females)
- 94 Individual meetings with Brick owners and contractors were conducted

Learnings and Challenges

Over the past three and a half years, we have gained significant insights into project implementation, particularly in the areas of community and stakeholder management. One major challenge has been ensuring follow-ups with our target community, migrant families, whose transient nature complicates gauging the impact of our interventions. To address this, we have identified recurring families and children who return to our project brick sites. Engaging with them has revealed that many attribute their return to the positive impact of our Community Health and Nutrition Centers (CHNCs). These success stories are empowering and serve as effective stakeholder engagement tools for improving conditions at brick kilns.



2. PROMOTING SUSTAINABLE LIVELIHOOD MODELS FOR SMALL PRODUCERS

CEC is working towards building a robust environment for rural women entrepreneurs (RWEs) in Assam, by leveraging women's traditional skills and engagements in handloom value chain. CEC is also assisting the Small Tea Growers (STGs) in Assam, to collectively establish and run a set of STG-owned Tea Producing Companies (TPCs), to ensure egalitarian distribution of the value accrual, in the different nodes of the tea value chain.

A. BUILDING SUSTAINABLE RURAL WOMEN ENTREPRENEURS- HANDLOOM VALUE CHAIN

In the reporting period, CEC concluded a Pilot program as part of a 8 month formative phase with 100 rural women weavers in Karbi Anglong, Assam, focusing on assessing needs and testing enabling methodologies for advancing rural women entrepreneurs in Handloom & Tea value chain. This pilot was also accompanied by a comprehensive research facilitated by Indian Institute of Bank & Management, Guwahati, to capture the context of the two value chains in Assam & exploring scope and possibilities for rural women entrepreneurship therein. Based on the learnings from the formative phase, a 4-year implementation program strategy focused on handloom value chain was designed, resulting into launch of a 4-year project-“Building Sustainable Rural Women Entrepreneurs in Handloom Value Chain”. The project's objective is to empower around 1000 rural women entrepreneurs (RWEs) engaged in the handloom value chain. This empowerment involves fostering self-reliance and enhancing the capacity to effectively manage and sustain handloom businesses through tailored support initiatives. The current focus areas for program implementation are Kamrup Rural and Goalpara District.

Key Highlights

- Baseline Assessment in 20 Villages, across 5 blocks in 2 districts (Kamrup Rural; Goalpara)
- Number of Rural Women Entrepreneurs reached through baseline: 582
- Participation in Production Workshop: 140 women
- Number of trainers for Entrepreneurship Development Program (EDP): 15
- EDP-TOT Conducted: First Stage (Foundation level)
- RWE participation in EDP Foundation Workshop: 75

Stakeholder Engagement

During the course of 6 months in the project, engagements were made with village leadership to acquaint them on the importance of rural women led handloom entrepreneurship; consultations with Assam Rural Livelihood Mission (ASRLM) & Indian Institute of Entrepreneurship (IIE) were organized for exploring the future scope of collaborations; and networking with local CSOs were made for exploring programmatic collaborations and knowledge exchange.

Additionally, to get a glimpse and form an understanding on rural handloom collective, an exposure visit was made by the team to AAGOR- a collective enterprise of rural women in Chirang district of Assam. Through the visit, the team got an understanding on the working structure and the initial challenges that the collective faced which will be beneficial in guiding our strategies for collectivizing the RWEs in their journeys to become sustainable entrepreneurs. Visits were made to MSME to link available resources to the RWEs for their holistic growth, and women are also being supported in making applications for Weavers cards to access linkages. The team also visited Assam Khadi and Village Industries Board to enable the registration process for Individual RWEs under ‘Swanirbhar Naari Portal’, a support scheme available for weavers having standard production flow to gain access to raw materials such as yarn and marketing opportunities.

Learnings and Challenges

In the past few months, several key insights have emerged from our work with Rural Women Entrepreneurs (RWEs). Collaborations with government stakeholders like ASRLM and IIE have proved invaluable for accessing handloom villages, where RWEs already possess basic exposure to different value chains. Such areas benefit from ongoing government interventions, facilitating easier entry and access to women-led federations and collectives. However, in villages where agriculture dominates, additional time and effort are needed to instil confidence among women, families, and communities regarding the potential of handloom as a sustainable income source.



TOOK KIT DISTRIBUTION



*WEAVING USING DRAW-BOY
TECHNIQUE TAUGHT IN PDP*



*INTERACTION WITH WEAVERS FOR
MONITORING DURING PDP*

B. BUILDING SUSTAINABLE AND EQUITABLE TEA VALUE CHAIN FOR THE SMALL TEA GROWERS

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 egalitarian distribution of the value accrual, in the different nodes of the tea value chain. The idea is to empower 250 new STGs to setup up 4 new STG-owned Tea Producer Companies. This involves strengthening the ecosystem for 400 Small Tea Growers in Assam by promoting sustainable farming practices to build a

fairer, more equitable tea value chain. Key interventions include stabilising the supply chain of 3 existing TPCs, supporting the establishment of 4 new TPCs and improving the socio-economic conditions of STGs and at least 800 workers engaged with TPCs.

Key Highlights

- During the reporting period, Alupara TPC in Gohpur-Sonitpur district of Assam joined our project initiative, thereby increasing the total count of TPCs to 4 (earlier TPCs include- Kunhi TPC, Rangagora TPC, and Hawjsheer TPC).
- Share collection and addition of new members have been the priorities of the TPCs. So far 191 STGs have become stakeholders in the process.
- Setting-up Digital Infrastructure: A blueprint of digital infrastructure to ensure smooth operation and monitoring of TPCs is ready. In the coming days, the digital infrastructure will be deployed on the field.
- During this period, training modules covering Sustainable Agricultural Practices, Legal and Financial Setup, Factory Infrastructure Setup, and Gender Sensitive Team Working and Leadership were developed. Trainings were conducted with Core members
- A four-day workshop on Legal, Financial, and Factory Infrastructure Setup was held in November 2023, with 16 core STG members.
- Financial Inclusion, Financial Literacy, and Sensitisation Training on Increasing Women's Participation in the tea value chain were held at all the new TPCs in the reporting period.
- Core members of existing TPCs received on-the-job training in finance and accounting, covering basic accounting principles such as cash flow statement generation, financial statement preparation, and ledger maintenance. They were also instructed on essential aspects of accounting books like sales registers, stock registers, and bank books.
- On-the-job training sessions were held in March 2024 at all three TPCs. These sessions covered various operations such as leaf acceptance, withering, rolling, drying, cleaning, grading, sorting, and packaging. Additionally, training on servicing machines, machinery parts, and machine safety protocols were provided to the staff
- The TPCs have demonstrated continuity in production and supply of green leaf from May to October 2023, resulting in increased capacity utilization rates of 40%, 26%, and 24% for Rwdwmsha TPC (RSA), Swmkhwr Valley TPC (SKV), and Rwdwmkhang TPC (RKG) respectively.

Learnings and Challenges

Through our engagement in the tea sector, we've come to recognize the critical need for an alternative model of tea farming that goes beyond traditional organic and inorganic cultivation methods. Our focus has been on implementing sustainable practices among Small Tea Growers (STGs), aiming to balance economic viability with environmental and social responsibility. Organic farming, while beneficial in many ways, poses challenges in terms of economic sustainability for STGs, who often face significant opportunity costs. On the other hand, chemical-based cultivation threatens both the environment and the health of workers and

consumers alike. To address these challenges, we are embarking on an intensive scientific experiment in Sustainable Tea Farming. This will enable us to develop a comprehensive package of practices tailored specifically for STGs, ensuring both economic viability and environmental sustainability.



Women STGs being guided on cleaning and sorting and grading techniques



3. CONTRIBUTING TO LABOUR KNOWLEDGE THROUGH DIALOGUES, RESEARCH AND DOCUMENTATION

Labour Dialogues

CEC has been organising a series of dialogues – *Labour Dialogues* - to discuss the various contemporary labour questions, with active stakeholder participation including workers organisations, representatives of employers, labour experts 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.

In the reporting period, CEC organised Labour Dialogues on the following themes - Due Diligence in Global Value Chains; Women Workers & Just Transition; Children in Industrial Value Chains: Progress Made and the Way Forward etc.

Research Dissemination on Decent Work and Just Transition for Workers in Global Value Chains

An event to disseminate CEC's research on "Decent Work and Just Transition for Garment Workers in Global Value Chains" was held in December 2023, at the Indian Social Institute, Delhi. A compendium on "Just Transition" was also shared in the event. The program saw discussions on various proposals for Just Transition in the garment sector, and strategies for promoting Decent Work and Green Transition in the GVCs.



Digital Archives

CEC is currently building an online repository on Just Transition initiatives in India. These include several reports, newspaper clippings and interviews with worker leaders and experts on the field. The collection is available under the Digital Labour Archive section of the CEC website.

4. CENTRE FOR COMMUNITY RESILIENCE

CEC has been running the **Centre for Labouring People (CLP)** in Kapashera since 2019. Through CLP, CEC connects with informal sector workers, youth, and their children to generate awareness on rights and build community leadership. This space supports capacity-building interventions for workers and regularly engages children and youth from working-class migrant families, helping them develop as young leaders for social change. The focus includes capacity building for informal sector workers in the garment value chain and automobile industry, and promoting educational engagement for children and youth within the community.

Meetings for Awareness Generation

Regular meetings at CLP, Kapashera, focus on gender-based violence, decent working conditions, fair wages, workplace safety, social security, and other community issues. CLP organised a Labour Dialogue in the community, on Occupational Health and Safety for garment supply chain workers on November 26, 2023. It facilitated discussions on workers' health and safety concerns, and their daily challenges. Workers learned about their rights, entitlements and welfare provisions. Ideas on improving occupational health and safety in factories were also shared.

Youth as Drivers of Change

International Youth Day was celebrated enthusiastically on August 14, 2023, at CLP Kapashera, with 43 participants aged 14 to 25. The event featured performances in various creative mediums such as skits, poetry, and theater facilitated by theatre educators Mr. Jagdish and Mr. Manoj Bhatia.

Women's Day Celebrations

Women's Day was organised on March 3, 2024, at the CLP. Participants engaged in various activities including poetry readings, listening to speeches, and participating in a quiz session. The celebrations were facilitated by youth, ensuring active participation from all present. Throughout the gathering, participants delved into the significance and history of Women's Day, sparking discussions on the need for a dedicated day to honour women. This prompted individuals to reflect on their experiences of womanhood.

CEC TEAM:

DELHI TEAM

1. Adya Gupta: Researcher: Documentation and Communication
2. Aniket: Community Researcher-Field Work Data Collection
3. Aniket Chouhan: Assistant for Research cum Archiving
4. Ankit Gupta: Accountant (from July, 2023)
5. Asif Ansari: Accountant (from Nov. 2023)
6. Avishek Sharma: MIS-cum-Project Coordinator
7. Aparna Singh: Programme Coordinator
8. Ishu Jaiswal: Assistant for Research cum Archiving
9. Meena Sharma: Manager-Administration
10. Pawan Kumar: Accountant (till 20.07.2023)
11. Prasad R.: Administration Assistant
12. Preeti Bhadula: Researcher
13. Ruchika Sharda: Manager – Finance and Accounts
14. Tanya Choudhary: Researcher

MATHURA TEAM

1. Aarti: Centre Facilitator
2. Anila Kumari: Centre Facilitator
3. Babli: Centre Facilitator (till May 2023)
4. Bacchu Singh: Centre Facilitator
5. Chanderkanta: Centre Facilitator
6. Dauli: Centre Facilitator
7. Geeta: Centre Facilitator (till May 2023)
8. Himanshi: Centre Facilitator
9. Kavita Rawat: Field Facilitator (till Nov, 2023)
10. Kalpana: Centre Facilitator (till Nov, 2023)
11. Lalit Kumar: Project Coordinator
12. Madhubala: Centre Facilitator
13. Pratigya: Centre Facilitator
14. Raj Bahadur: Centre Facilitator
15. Ravita: Centre Facilitator
16. Sangeeta Devi: Centre Facilitator
17. Uttam Singh Rana: Field Facilitator
18. Yashoda Devi: Field Facilitator (from Feb, 2023)

ASSAM TEAM

1. Anil Nath – Master Trainer
2. Anup Deb Nath: Accountant
3. Ashish Suman Kullu: Project Associate-Supply Chain
4. Chandamita Baruah: Assistant Project Manager
5. Chandan Pachani: Project Manager-TEA
6. Dharmeshwar Nath: Master Trainer
7. Indrajit Kalit: District Coordinator
8. Kukhol Boro: Project Officer (Operation & Compliance)
9. Minto Goswami: Project Officer (SupplyChain & Compliance)
10. Nilambar Das: Master Trainer
12. Raushan Kumar: Project Associate
13. Rupam Boro: District Coordinator
14. Sudev Das: Project Officer (Operation)
15. Vijayeta Rajkumari: Project Associate: MIS, Research & Documentation

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 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 31.03.2024

LIABILITIES	SCH	31.03.2023	31.03.2024	ASSETS	SCH	31.03.2023	31.03.2024
Capital Fund (To The Extent Of Fixed Assets)	1	4,912,031	4,710,542	Fixed Assets (As Per Schedule)	4	4,912,031	4,710,542
General Fund	2	5,373,034	4,726,299	Investment			
Sundry Creditors Annexure	3	1,704,178	1,489,244	Fixed Deposit		4,902,586	959,152
Projects Balances				Closing Balances			
Equifarm Tea		6,864,427	9,835,088	Cash In Hand		42,102	23,855
Covid Relief Work		759,611	759,611	Bank Balance			
Supporting awareness on Informal labour and Decent		542,022	-	State Bank of India		5,813,783	11,045,790
Building A Child Right Based Model		648,864	651,662	Corporation Bank		2,056,126	3,084,503
Covid Relief Work APF		356,842	356,842	Bank of India		354,034	362,143
Promoting Decent Work Just Transition 2024		-	319,979	Kotak Mahindra Bank		658,864	651,662
Security				Advances / Imprest/TDS	5	193,001	235,544
Rental Security		219,000	139,000	Projects Balances			
Closing Balances				NABFINS		549,523	549,523
Kotak Mahindra Bank		46	-	Building Sustainable Rural Women		-	1,344,679
				Building Sustainable Rural Women Enterprises		1,898,002	20,873
TOTAL		21,380,054	22,988,266	Total		21,380,054	22,988,266

Secretary / Treasurer

Executive Director

Place : DELHI
Date : 31/08/2024

For R.K. TULI & ASSOCIATES
CHARTERED ACCOUNTANTS

FRN 001847 N
NEW DELHI
R.K. TULI
PARTNER
M.No. 081019
UDIN:

24081019BKHWHO8598

**CENTRE FOR EDUCATION AND COMMUNICATION
NEW DELHI**

**Consolidated Income & Expenditure Account
For the year Ended 31st March 2024**

Expenditure	31.03.2023	31.03.2024	Income	31.03.2023	31.03.2024	Amount (Rs.)
						31.03.2024
Bank Charges	525	4,334	Bank Interest	162,430	183,567	
Co-ordination charges	1,014,976	238,643	Bank Interest - APF	92,666	45,497	
Program/consultancy charges	1,036,137	1,200,585	Bank Interest - BCRM	22,582	36,154	
Interest on TDS	1,933	-	Misc Receipt	29,112	-	
Program Expenses-BCRM	22,582	36,154	Contributions	175,601	150,000	
Program Expenses-APF	113,519	135,696	Interest on FD	165,468	92,410	
			Interest on FD-APF	20,853	90,199	
			Rent from Shop No.20	567,235	145,860	
			Rent from Shop No.21	32,000	385,600	
			Rent from Shop No.22	306,250	349,128	
			Interest on I.T refund	10,198	-	
				605,277	136,997	
Excess of Income over Expenditure (Transfer to General Fund)			Excess of Expenditure over Income (Transfer to General Fund)			
TOTAL	2,189,672	1,615,412	TOTAL	2,189,672	1,615,412	

Secretary / Treasurer

Executive Director

Place :DELHI

Date : 31/08/2024



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



**R.K.Tuli
(PARTNER)
M.No. 081019
UDIN:**

24081019BKHWHO8598

**CENTRE FOR EDUCATION AND COMMUNICATION
NEW DELHI**

Consolidated Receipts & Payments Account
For the year Ended 31st March 2024

Receipts		Amount (Rs.)	Payments	Amount(Rs.)
Opening Balance				
Cash		42,102		
Banks				
State Bank of India		5,813,783	Building A Child Right based Model	3,898,789
Corporation Bank		2,056,126	Supporting Informal Workers for Decent Work	2,944,679
Kotak Mahindra Bank		658,818	Building Sustainable Rural Women Enterprises	722,362
Bank of India		354,034	Building Sustainable Rural Women	7,485,890
			Promoting Decent Work just Transition 2024	230,713
			Equifarm Tea	6,606,339
				21,888,772
Receipts from Projects				
Building A Child Right based Model		3,391,848	Excess of Expenditure over Income	136,997
Building Sustainable Rural Women Enterprises		2,599,491	Increase in Advances	42,543
Building Sustainable Rural Women		6,141,211	Decrease in Security	80,000
Promoting Decent Work just Transition 2024		9,532,560	Decrease in Creditors	214,934
Equifarm Tea		9,577,000		
Supporting Informal Workers for Decent Work		2,420,790		
			Own Contribution-General Fund	
				3,943,434
Decrease in Investments				
			Closing Balance	
			Cash	23,855
			Banks	
			Corporation Bank	3,084,503
			Bank of India	362,143
			Kotak Mahindra Bank	651,662
			State Bank of India	11,045,790
				15,167,954
TOTAL		37,531,199	TOTAL	37,531,199



Secretary / Treasurer

Executive Director

Place :DELHI

Date : 31/08/2024



For R.K.TULI & ASSOCIATES
CHARTERED ACCOUNTANTS

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