



Annual Report 2024-2025

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Preface

The year 2024-25 was one of transition, reflection, and consolidation for the Centre for Education and Communication (CEC). It was a period in which we prioritised clarity of direction over expansion, and depth of engagement over diversification.

CEC consolidated its work around three core areas that continue to shape our vision. Through *ShramBandhu*, we worked with migrant workers and their families, emphasising welfare, entitlements, and stakeholder engagement, while also beginning to connect workers' welfare with ongoing efforts towards a Just Transition - recognising that cleaner technologies in industries such as brick kilns must go hand-in-hand with dignity and rights for workers. *EquifarmTea* strengthened sustainable livelihood models with small tea growers, scaling up Producer Companies and piloting women-led innovations such as handmade green tea. The *Centre for Labouring People (CLP)* in Delhi NCR provided a safe and enabling space for urban poor and migrant communities, where women and youth could build capacities, solidarity, and leadership.

Together, these anchors - migration, sustainable livelihoods, and the urban poor - reflect both continuity with CEC's long-standing commitments and an ability to adapt to new challenges. While scaling continued in proven areas such as Tea Producer Companies in Assam, the broader approach was one of focus, depth, and consolidation.

This year also reaffirmed our resilience. Confronted with external challenges, we chose not to disperse our energies but to reinforce our thematic priorities, restructure programmes, and stand firmly with workers and small producers. The outcome is a leaner and sharper organisation — one better positioned to strengthen its models, forge new collaborations, and remain unwavering in its commitment to the dignity of labour.

As we look ahead, we carry forward the lessons of this year: that focus yields strength, that resilience is built through solidarity, and that CEC's role is to continue standing with those whose labour sustains our societies. With renewed clarity, we step into the future determined to deepen our impact and extend the reach of our vision.

Lokesh
Executive Director

Section I: ShramBandhu – Migrant Workers and Families

ShramBandhu continued to be CEC's anchor programme with migrant workers and their families during 2024–25. The programme focused on building solidarity and strengthening welfare linkages among kiln workers, with a strong emphasis on nutrition, health, safety, and entitlements.

Kitchen gardens and food festivals created opportunities for migrant families to cultivate and share nutritious food, while Child Health and Nutrition Centres (CHNCs) ensured that children's growth was consistently monitored and supported. Women workers gained access to regular fortnightly wage payments, enhancing their income security, and Anti-Sexual Harassment Committees functioned in all ten kilns where CEC operated, contributing to safer workplaces.



As part of its renewed direction, ShramBandhu also began linking workers' welfare to larger questions of Just Transition in the brick industry. CEC engaged with brick kiln owners through surveys and dialogues to understand the technologies being used and to explore how shifts in kiln practices could be aligned with improvements in workers' rights and welfare. By the end of the reporting period, ShramBandhu had established a collaboration with the Buniyaad programme, laying the foundation for stakeholder engagements on workers' welfare and Just Transition.

Through these efforts, ShramBandhu demonstrated how even in conditions of precarity, migrant families could access entitlements and build resilience — and how workers' rights must remain central to any process of technological change.

Outputs (2024–25)

- 262 workers engaged in regular meetings (107 men, 155 women).
- 191 women and 110 adolescent girls participated in awareness sessions.
- 133 families developed kitchen gardens; 10 Food Festivals organised.
- 300 children enrolled in CHNCs and monitored monthly.
- 141 children registered on ICDS portal.
- 76 vaccinations facilitated (63 children, 7 adolescent girls, 6 pregnant women).
- 94 women workers received fortnightly wages in their hand.
- Anti-Sexual Harassment Committees functional in all kilns.
- 20 VHSNC & SMC meetings held with 198 participants.
- 27 meetings with kiln owners on welfare and technology.
- 5 Health Budgeting workshops held (216 participants).

Outcomes (2024–25)

- Improved access to nutrition and health services for migrant children and women workers.
- Strengthened awareness of entitlements (ICDS, health schemes, wages) among migrant families.
- Women workers gained greater income security and safer working environments.
- Increased accountability among kiln owners through sustained dialogue.
- Worker welfare is explicitly linked with debates on Just Transition in the brick industry.
- Collaboration initiated with the Buniyaad programme for stakeholder engagements and scaling.
- Sustained visibility of migrant workers' struggles in national and international media (The Guardian, The Migration Story).



Section II: EquifarmTea – Sustainable Livelihoods with Small Tea Growers

EquifarmTea reflects CEC's commitment to building sustainable livelihood models where small farmers become collective owners of enterprises. Designed in collaboration with the Grassroots Tea Corporation (GTC), with support from the Azim Premji Foundation (APF), this five-year initiative (2022–2027) works to strengthen farmer-led Tea Producer Companies (TPCs) in Assam, enabling growers to secure a more equitable position in the tea value chain. The long-term focus is on consolidating three existing TPCs (earlier assisted by CEC) to make them sustainable, and advancing the process of establishing four new TPCs in different clusters

In 2024–25, TPCs made steady progress in production, processing, and marketing, while navigating challenges of scale, compliance, and infrastructure. Shareholder mobilisation and financial governance were strengthened, and detailed production reports were prepared to guide planning for future factory establishment. Alongside institutional growth, EquifarmTea promoted sustainable agriculture practices, encouraging chemical-free cultivation to reduce costs, improve soil health, and expand opportunities in eco-friendly markets.



This year also marked two important developments. Through CEC's facilitation, *Rang De* partnered with TPCs to provide working capital loans, giving small growers timely access to fair credit. In parallel, women growers, with technical support from GTC, piloted handmade green tea production in Rangagora, opening pathways for women's entrepreneurship and value addition in the tea sector.

EquifarmTea thus continues to link sustainable agriculture, fair finance, institutional handholding, and women's leadership, demonstrating how small growers can move towards more secure and equitable participation in the tea economy.

Outputs (2024–25)

- Supported operational strengthening of three TPCs, covering small growers across Assam.
- Shareholder mobilisation advanced, with contributions pooled for expansion.
- Detailed production reports prepared to support factory planning and growth.
- Compliance processes, including audits and renewals, completed for Producer Societies.
- Training and awareness sessions conducted on sustainable, chemical-free cultivation.
- Rang De partnership piloted for working capital loans and fair credit access.
- Women's groups initiated handmade green tea production in Rangagora with technical inputs.

Outcomes (2024–25)

- TPCs consolidated further as collective institutions of farmers' ownership, while navigating challenges of scale and competition.
- Small growers gained access to fair and timely working capital through Rang De, reducing reliance on informal lenders.

- Adoption of sustainable cultivation practices improved awareness and reduced chemical dependence.
- Strengthened governance through shareholder participation, audits, and compliance.
- Market presence of TPCs showed gradual improvement, reinforcing the model's potential.
- Opened new avenues for women's leadership and entrepreneurship in tea through handmade green tea production.



www.cec-india.org

Section III: Handloom – Rural Women Entrepreneurs

The Rural Women Entrepreneurs (RWE) initiative was designed to strengthen the collective and market capacities of women weavers, particularly in rural and semi-rural Assam. The programme promoted collective enterprise, product innovation, and market access, while also investing in women's leadership and solar-based infrastructure for improved production.

During 2024–25, the initiative engaged women weavers in new product development, exhibitions, and leadership building, with many women beginning to take active roles in their collectives. These efforts demonstrated how weaving, often undervalued as informal home-based work, could be recognised as an organised livelihood with stronger bargaining power.

By mid-2024, CEC transitioned the initiative to the Udyamini platform, ensuring that the early gains would continue with other partners. This handover was an important step in consolidating CEC's focus on its core thematic areas, while also securing continuity for the women's collectives and the work they had begun.



Outputs (2024–25)

- 210 women trained and supported in adopting improved production methods.
- 4 new handloom products introduced; existing range improved.
- 14 RWEs accessed marketing opportunities through exhibitions and events.
- 11 collectives strengthened; 33 RWEs took on leadership roles.
- 3 RWEs supported with solar luminaries for weaving units.
- Multiple exhibitions organised to showcase women's work and connect them to buyers.

Outcomes (2024–25)

- Enhanced women weavers' collective identity and bargaining capacity.
- Improved income opportunities through market exposure and product diversification.
- Women emerged as local leaders, guiding decision-making in their collectives.
- Access to solar infrastructure improved production capacity and reduced costs.
- The transition to Udyamini partners ensured sustainability of the initiative beyond CEC's direct involvement.

Section IV: Centre for Labouring People (CLP)

The Centre for Labouring People (CLP) in working-class neighbourhoods of Delhi-NCR continued to serve as a safe and enabling hub for migrant and urban poor communities. It remained a space where workers and their families — particularly women and youth — could come together for collective reflection, skill building, and solidarity.

Throughout 2024–25, CLP organised youth leadership sessions, cultural events, gender workshops, and awareness dialogues on health, entitlements, and rights. These activities provided both practical knowledge and a sense of belonging to a community that often faces displacement, insecurity, and exclusion.



Youth were encouraged to take on leadership roles through open mic sessions, time management workshops, and pledges during National Youth Day. Women engaged in health and empowerment workshops, celebrations such as Lohri and International Women's Day, and collective solidarity sessions on gender and safety. At the same time, the centre facilitated access to government schemes like Ayushman Bharat and Labour Cards, ensuring that workers and their families were not left out of basic entitlements.

By combining awareness, cultural expression, and community solidarity, CLP reinforced CEC's vision of supporting the urban poor in building resilience and dignity in everyday life.

Outputs (2024–25)

- Youth meetings and open mic sessions held.
- Workshop on time management.
- National Youth Day observed with youth pledges.
- Women's Health and Empowerment workshop conducted.
- International Women's Day celebrated collectively.
- Feminist Solidarity sessions organised.
- Gender Safety Audit and dialogue sessions conducted.
- Climate Action Dialogue with youth.
- Awareness sessions on SDGs and child labour.
- Awareness sessions on government schemes (Ayushman Bharat, PM SVANidhi).
- Labour Cards facilitated for community members.

Outcomes (2024–25)

- CLP strengthened youth confidence and leadership, enabling them to engage in social, cultural, and civic issues.
- Enhanced women's solidarity and empowerment, fostering collective identity and awareness of rights.
- Increased community awareness on gender safety, climate action, and SDGs, linking local realities with broader global concerns.
- Improved access to government schemes and entitlements among migrant workers and their families.



COMMUNITY DIALOGUES FOR CLIMATE ACTION (17th–24th Nov)

CEC, along with partner organisations, organised a series of dialogues with community leaders and youth to address persistent climate concerns surrounding Delhi-NCR.

Key Issues Raised: Air pollution, waste management, water scarcity, and heatwaves.

Proposed Solutions: Rainwater harvesting, afforestation, waste segregation, adequate hydration techniques and kits, and reducing plastic use.

ITO, Holambi Kalan & Kapashera

GLOBAL ACTION WITH YOU

Section V: Labour Dialogues & Knowledge Creation

CEC's Labour Dialogues have, since 2019, provided a platform for collective reflection on labour rights, social protection, and Just Transition. In 2024–25, the dialogues were fewer in number but deeper in focus. At the national level, discussions brought together unions, worker organisations, and academics on themes of occupational health and decent work in the platform economy.

At the community level, CEC facilitated a series of feminist dialogues in working-class neighbourhoods of Delhi-NCR. These workshops enabled women workers and youth to reflect on their lived realities — from health and entitlements to gender safety, violence, and cultural solidarity. By using participatory tools such as mapping, storytelling, and cultural expression, the workshops became processes of political learning rather than conventional awareness sessions.

Labour Dialogue 2024

We invite you for a Labour Dialogue

OCCUPATIONAL SAFETY & HEALTH FOR WORKERS IN GLOBAL VALUE CHAINS

2:30 - 4:30 pm
12 April, 2024

Speakers

DR. TSUYOSHI KAWAKAMI Senior Specialist on OSH and Labour Inspection, ILO DWT South Asia	AMIRUL HAQUE AMIN National Garment Workers Federation, Bangladesh
PADMINI WEERASOORIYA Women's Centre, Sri Lanka	DR. ASHISH MITTAL Practising Physician
DR. ELLINA SAMANTROY JENA Faculty, V.V. Giri National Labour Institute	SANDEEP SACHDEVA Co-Founder & CEO Safe In India Foundation

MAYUR CHETIA
Moderator

Contact
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About the Labour Dialogue

This Dialogue aims to address workers' health, well-being, and dignity within Global Value Chains (GVCs), including sector-specific OSH guidelines for brands and factories, and raising awareness among workers. It also focuses on gender disparities in OSH frameworks, highlighting the specific health vulnerabilities experienced by women.

Ensuring Decent Work Conditions for Domestic and Care Workers in the Emerging App-Based Economy

Invites you for a Labour Dialogue

MEET OUR SPEAKERS

SHREYA GHOSH Sangami Gharelu Kargari Union (SGKU)	DR. AKRITI BHATIA Labour Rights Activist & Founder, PAIGAM Network	SPANDAN PRATYUSH All India Gig Workers' Union (AIGWU)
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ABOUT LABOUR DIALOGUE

This labour dialogue addresses the challenges domestic and care workers encounter in today's on-demand economy. We will talk about women in app-based work, within and beyond the 'gigs'. This will help in mapping the diverse perspectives, and in shaping a decent work agenda that reflects evolving labour conditions.

21 May 2024
2:30pm - 4:00pm IST

zoom
Meeting ID: 857 1302 7360
Passcode: 123456

cec@cec-india.org 011-29541841/1858 www.cec-india.org

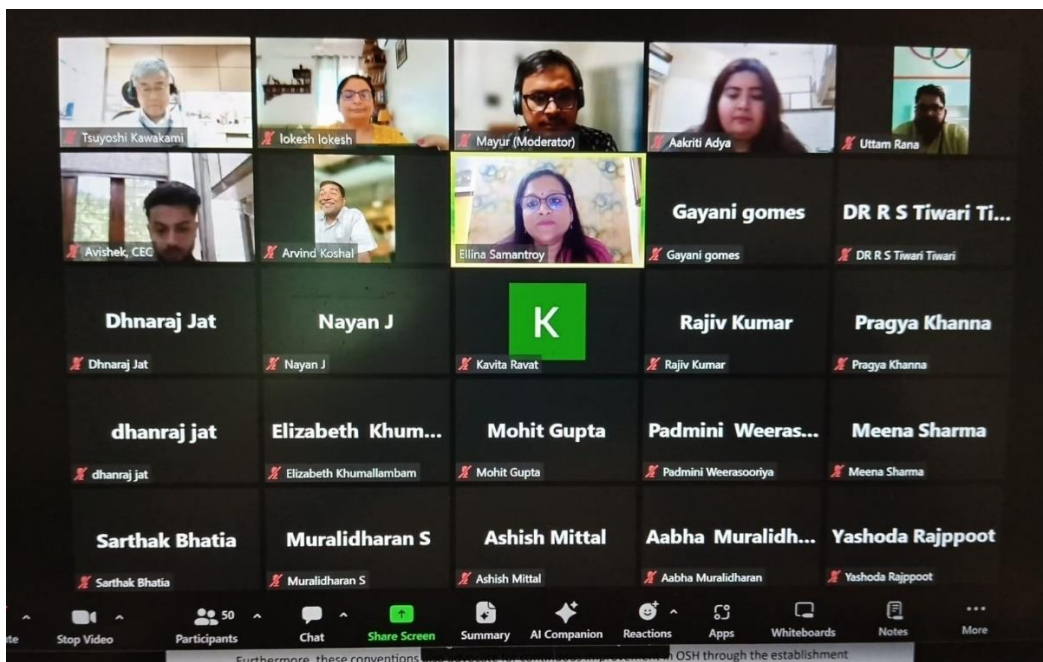
Together, these efforts reaffirmed CEC's role in linking grassroots voices with broader policy conversations and in keeping alive critical debates on labour and gender justice.

Outputs (2024–25)

- 2 national Labour Dialogues on occupational health and conditions in the app-based economy.
- 6 participatory workshops with women and youth in Delhi-NCR on health, gender safety, domestic violence, cultural solidarity, and feminist storytelling.

Outcomes (2024–25)

- Policy-level dialogues reinforced demands for better occupational health protections and social security for platform workers.
- Feminist workshops deepened awareness, solidarity, and political consciousness among working-class women and youth.
- CEC's standing as a connector of labour, gender, and climate justice debates was further strengthened.



Section VI: The Way Ahead

The year 2024–25 was one of restructuring and focus for CEC. Faced with external challenges, we chose not to disperse our energies but to consolidate around our thematic commitments. Rather than expanding widely, CEC invested in depth, resilience, and clarity of direction.

Looking ahead, we see our role as linking community-level initiatives with national and global conversations on labour, livelihoods, and Just Transition. This means that the work we do with migrant workers, small producers, and urban poor communities will not remain isolated interventions, but will actively inform larger policy debates and practical transitions.

Through **ShramBandhu**, CEC is moving decisively into the domain of Just Transition. Building on the groundwork laid through surveys and dialogues with kiln owners, the next step is to train both kiln owners and workers in low-carbon technologies. Alongside these technical trainings, programmes will also continue for workers and their families on social security and welfare schemes, financial literacy, and skills development related to their everyday needs. The focus ahead is to ensure that efforts towards cleaner kilns are closely linked with improving the lives of workers: creating safer, healthier, and more dignified work environments, while strengthening the portability of entitlements for migrant families and connecting them with the social protection system.

With **EquifarmTea**, the focus will be on consolidating the model of farmer-owned Producer Companies, deepening sustainable cultivation and securing fair finance. By strengthening institutional governance and access to eco-friendly markets, small growers will be better positioned to compete and thrive in an economy that increasingly values equity and sustainability.

At the **Centre for Labouring People (CLP)**, CEC will continue to serve as a hub for community solidarity in Delhi-NCR. The centre will deepen its work in nurturing youth leadership and strengthening women's collectives, while connecting the everyday struggles of the urban poor for entitlements with broader concerns of gender justice, urban precarity, livelihoods, and climate action

Across these thematic anchors, knowledge creation and dialogue will remain the glue — connecting grassroots realities to wider conversations on decent work, gender equality, social protection, and green transition.

In this way, CEC steps into the future with clarity and determination: to stand with workers and small producers, to build models of dignity and justice, and to contribute to broader struggles for equitable development and climate transition.