

ANNUAL REPORT 2013-14



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Annual Report 2013-14

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Table of Contents

| | |
|---------------------------------------------------------------------|----|
| About CEC | 4 |
| ED's Notes | 5 |
| Eradicating Bonded Labour in Brick Kilns | 7 |
| EqualiTea or Intervention in Tea Value Chain | 12 |
| Report to the NAC Working Group on Plantation Labour in India | 21 |
| Contribution to the Inter-Ministerial Group on Plantations | 24 |
| Child Labour in Craft Based Home-working | 27 |
| Governing Board - CEC | 31 |
| General Body - CEC | 33 |
| CEC Team | 34 |
| Financials 2013-14 | 35 |

About CEC

Founded in 1982, Centre for Education and Communication (CEC) is a resource centre for research, campaign and support on key concepts, ideas and policies that enhances the dignity and sustainable livelihood options of workers, in particular informal workers, and small producers.

CEC engages in 'knowledge generation', 'knowledge dissemination' and 'capacity building' with the objective of enhancing the dignity of labour and small producers. Nature of CEC's activities is discursive and advocacy oriented. The discursive character makes CEC a knowledge based organisation. The knowledge it receives is the knowledge from the workers and the community. The transformative character of this knowledge is such that in CEC's engagement with knowledge, it considers the 'subject' as an 'active entity' rather than a 'passive entity'. It is distinct from political parties and social movements, but exists in contestations with them.

Vision

A world where all workers and small producers are empowered to lead a life with rights, dignity, equity and justice.

Mission

CEC's mission is to build a wider horizon with labour and small producers and to uphold their rights as well as to enhance their dignity and power. CEC develops key ideas, policies and solutions that address changes in the world of work and engages with organisations of workers, small producers and like-minded entities.

Values

Programmes of CEC are based on principles of economic, civic and social justice:

Economic justice based on universal social security and ensuring need based wage to all workers and fair price for small producers;

Civic justice through enhancing bargaining capacity of workers and small producers, legal and policy interventions for achieving decisive participation of the working population in decision making and

Social justice based on non-discrimination and ensuring equality in terms of gender, caste and ethnicity.

Though CEC does not have separate gender and caste-based programmes, principles of gender rights and social inclusion are strictly followed in all activities.

ED's Notes

In 2014-15 too, CEC has been steadfast in its focus in the areas of child labour, bonded labour, social security, small tea growers and tea plantation workers.

Our interventions are discursive and mobilising in nature. We generate strong research and advocacy inputs and share it with our partners in our interventions on child labour, bonded labour, small tea growers, tea garden workers and social security. Our research and advocacy staff have the capacity to conceptualise and articulate. These ideas are discussed and debated among our partners and stakeholders whereby these are internalised and also critically contribute to the thought processes and strategy building. For instance, on child labour, we took the lead in conceptualising a model that might be effective in addressing child labour in homebased craft sector. This was done through a field research into existing interventions. In turn, the elements of the model are being implemented by craft producing groups in different locations. Similarly, need assessment surveys conducted by us among brick kilns, guide interventions in the brick kilns against bonded labour and for better working conditions. CEC has also contributed in breaking the conventional notions of tea manufacturing and in articulating small grower centric tea manufacturing. CEC has also been contributing to the conceptualisation of social security as a right for workers as well as a universal right to all those who are working and living in India.

At the same time, CEC's work also has a strong activity component of mobilisation. Thousands of small tea growers are being brought into collectives with the objective of mobilising at the lower end of the tea value chain and to demand fairer terms of trade. In the same way, CEC is facilitating the mobilisation of brick kiln workers to obtain entitlements and better working conditions. Social security also requires mobilisation at the national level, of workers and like minded organisations.

CEC has its expertise on labour, especially unorganised labour. However, in recent years, CEC has started articulating interests of small farmers and working with them. There has been discussions within CEC - at the Board level as well as at the team level - whether CEC is diverting from its core area and whether farmers' interests are the same as that of workers. Unorganised workers in rural and urban settings are generally not 'free wage labour', but maintain a strong relationship with their land. They are peasants for a short time during the year and then take up an assortment of paid jobs for their survival. CEC's engagements with small farmers have been the result of our exposure to the changes in tea value chain. In this case, small farmers are not just family farms in traditional sense (mainly producing for the consumption of the family), but made to operate as producers who are linked, at the lowest level, to a value chain in which they do not have any control. On the one hand, the distinction between workers and farmers are getting obliterated seen from the angle of capital accumulation; on the other hand new forms of organisations of agribusinesses are opening up fresh avenues of value chain struggles. However, these are issues that require intense scrutiny and experiential learning.

Eradicating Bonded Labour in Brick Kilns

With the aim of eradicating Bonded Labour within 300 brick kilns in three Indian States, CEC is implementing a project in partnership with Volunteers for Social Justice (VSJ), Punjab and ASI, UK. The project funded by Irish Aid, commenced on August 15, 2012.

The intervention has four fold strategy 1) reduce workers' poverty and vulnerability to bondage through facilitating their access to entitlements, benefits and government programmes; 2) improve working conditions through engagement with kiln owners and government officers, and seeking implementation of employment and other legislation; 3) obtain releases from bondage, using the court system, of workers who are experiencing extreme vulnerability and abuse; 4) empowerment of workers by facilitating their self-organisation as fully functioning and autonomous associations.

The role of CEC in the project is of monitoring and of VSJ is implementation at the field level. Specific responsibilities of CEC include conducting the project team meetings, developing training & campaign materials, conducting the initial assessment survey, designing monitoring & evaluation framework, reporting to ASI and conducting national advocacy.

In 2013-14, the interventions were concentrated in the Ferozpur, Taran Taran and Amritsar districts (cluster I) of Punjab. The operational area got extended to Mansa, Bhatinda, Muktsar (cluster II) in 2014-15.

CEC conducted initial assessment survey in the brick kilns in Amritsar, Taran Taran, Bhatinda, Mansa districts of Punjab. Given below are some of the key findings.

Caste, Landlessness & bondage

It has been observed that 97 per cent of the brick kiln workers were dalits. All the patheris were dalits. Interestingly, 99.4 per cent of those brick kiln workers who hailed from Punjab were dalits. Jalais, who came from Uttar Pradesh, constituted most of the non-dalits reported in the study.

A second glaring element was the landlessness of the people. 98 per cent possessed less than 0.5 acres of land and 70 per cent were landless. Moreover, 98 per cent of the landless and 98 per cent

of those having less than 0.5 acres of land were dalits.

The status of being a dalit and the condition of being landless, combine to create a deadly vulnerability cocktail that makes them vulnerable to becoming bonded labourers in brick kilns.

Ubiquitous Contractor

The relationship with the contractor is continuous through the ‘work-cycle’ of the labourers before, during and after they work in the kiln. No worker engaged in direct manufacturing of bricks in a kiln is independent of a contractor. Even if the worker is from the same locality, she/ he necessarily is attached to a contractor. Contractor identifies the workers, links them to a kiln, gives them advance, ensures that they work to repay the loan, monitors the workers so that they do not run away and ensures that the employer does not lose the money that has been advanced.

Contractors are usually from the same caste. For example, the contractors for patheris are dalits whereas the contractors for jalais are other backward castes (OBCs). The rigidity is also manifested in occupational ‘closeness’ rather than specialisation in labour supply; the patheri contractor supplies only patheri labour and the nikasi contractor supplies only nikasi labour. Caste-determined occupational trades, reinforced by caste-determined labour sourcing and supply, keep brick-kiln labour markets closed and rigid.

Pervasiveness of Loan and Working Against Loan

The system of taking loan is so pervasive that among the brick-kiln workers interviewed, 94 per cent said that they had taken advance. Over 99 per cent of the patheris had taken advance, showing that they were the most vulnerable. Interestingly, 30 per cent of Jalais had not taken advance. This could be linked to two other parameters, caste to which the worker belongs and control of key resources, such as ownership of land. Ninety-four per cent each of the landless and those who own less than 0.5 acres of land had taken advance. Whereas about 17 per cent of the general category had not taken advance, and only 6 per cent among the dalits had not.

Contractor identifies the workers, links them to a kiln, gives them advance, ensures that they work to repay the loan, monitors the workers so that they do not run away and ensures that the employer does not lose the money that has been advanced.

Workers took advances mainly to meet daily expenses (51 per cent). Advances were taken during the lean season when work was not available. Moreover, the weekly payment they received when they were at work was not sufficient to meet their daily expenses, compelling them to take loan while at work. Significantly, 17 per cent considered taking an advance as mandatory to secure work in the brick kiln. Other major reasons for taking an advance have been health (9 per cent) and marriage (6.7 per cent) expenses. About 5 per

cent of the workers (nikasi and bharai) took the advance to purchase tractors for carrying bricks.

Wage Determination that Defies Logic

The weekly payment (for daily expenditure) by the employer is added to the advance account and adjusted against wages at the end of the season. No one reported any other way of settling the debt. Workers explained the situation this way, “If we earn more wages, we can take some money home. In case the expenditure money and the advance is more than our wages, we either have to

work in the same kiln next year or we are asked to stay back in kiln during the off-season period. We are made to do some work in the kiln and forced to work in the next season too.”

There is no transparent and verifiable process of wage determination and wage settlement against advances. If the employer decides that the wages the worker earned during a season are not equivalent to the advance he took, workers are compelled to stay back during the lean season or to work against the old advance in the succeeding season, by which time the worker would have taken another advance, perpetuating bondage.

Besides a lack of transparency in the payment of wages, family labour, undervaluation of women's labour and child labour creates a situation in which “the products of labour of the individual of servile status become the property of the master without any compensation commensurate to the value of the labour.” First, workers, especially patheris, who constitute the majority, are not recruited as individual workers but as families. The contract the employer gives the contractor is to procure worker families. Families come to a brick kiln, stay as a family, work as a family. A family includes children. Second, this arrangement results in a gross undervaluation and intensification of women's work. All women in the sample worked above 10 hours in a day, with about 50 per cent saying they worked for more than 12 hours a day. However, women are seldom considered individual workers; they are appendages of males and the settlement of their wages are done with the men unless they represent single women households. Third, children assist parents in brick-making; their contribution is again unaccounted for. In a patheri's family, children between the age of 4 and 8 years, help in rotating bricks to dry them in the sunlight. Children of 8–12 years of age also carry bricks on their own or on the redi to their parents.

“If we earn more wages, we can take some money home. In case the expenditure money and the advance is more than our wages, we either have to work in the same kiln next year or we are asked to stay back in kiln during the off-season period. We are made to do some work in the kiln and forced to work in the next season too.”

Brick kilns are in the schedule of the Minimum Wages Act 1948 and the government of Punjab publishes the minimum wages of brick-kiln workers. The declared minimum wages are for per thousand units, giving tremendous scope for employers to manipulate the compensation package. Figures that the workers are quoting as the wages they receive are not tallying with the piece-rate wages declared by the government, indicating restricted flow of information on wages to the workers and scope for adjustments by the contractors and the management.

Entitlement Deprivation

Entitlements, for the project, are social protection measures the state has extended to its citizens through statutory provisions or schemes. Initial Assessment Survey in cluster II (Mansa, Bhatinda, Muktsar districts) has shown that brick kiln workers do not have access to any of the entitlements.

- In the brick kilns, most of the workers were migrants from other districts of Punjab, Uttar Pradesh, Rajasthan and Orissa who stayed as families within the kilns area. Many were having children below the age of six years. There was no Anganwadi or mobile

crechè in any of the kiln.

- In the brick kilns there were children who had temporarily or permanently left their studies to accompany their families to the brick kilns. In the case of girl child, citing reasons of protection and safety, parents preferred not to leave their daughters back in villages in their absence. Grown up girl children assisted their families at work (pathari, nikasi or jalai) or were engaged in taking care of their younger siblings. Despite provisions of the Right to Education Act, the village Aanganwadi or school did not enrol the migrant labourers' children saying that they did not understand Punjabi and that the children might leave the place along with their parents when they return home after season.
- Migrant labourers from other districts of Punjab and from other States did not have access to PDS benefits. The PDS quota was assigned to a particular village as per the number of PDS card holders. Those who were not from the same village and not having a PDS card would not have access to PDS benefits.
- Very few brick kiln workers owned RSBY cards and they did not know when and how to use. Majority of workers were not aware of RSBY or its benefits.
- Though there were several senior citizens accompanying their families at brick kiln, they were found not availing old age pension. However, there was general awareness about the old age pension scheme. They felt that the amount under the scheme was very small.
- In brick kilns, women are not recognised as workers; and consequently, they do not avail any benefit under the Maternity Benefit Act. Similarly, though ASHA workers operated in the villages under NRHM guidelines, the brick kiln workers did not receive their services. Brick kilns were not considered a part of village, and therefore, ASHA workers admitted that they avoided visiting brick kilns. Many villages in Punjab had at least two ASHA workers; one from dominant caste and other from the lower caste.

Besides a lack of transparency in the payment of wages, family labour, undervaluation of women's labour and child labour create a situation in which "the products of labour of the individual of servile status become the property of the master without any compensation commensurate to the value of the labour."

Awareness-raising Materials

CEC produced the toll-free cards in Punjabi, Hindi and English (total-10000 copies) for distributing it to labourers to create awareness about the 24*7 toll-free helpline number 18001802432, where labourers can contact to get help.

'Frequently Asked Questions' booklets on gender issues, child labour, entitlements, social security and unionization were produced in Hindi and Punjabi.

Training modules on trade union rights, gender issues, labour rights and financial literacy were produced in Hindi and Punjabi to be used during the training of trainers sessions.

Training of Trainers

The training of trainers program was conducted for VSJ field team and worker leaders at New Delhi from 8th-10th January, 2014.

CEC facilitated project team meetings, coordinated with VSJ in preparing project reports and submitting them to ASI periodically.

EqualiTea or Intervention in Tea Value Chain

The project, 'EqualiTea' or 'Sustainable Livelihoods for Small Tea Growers' is being implemented by CEC in partnership with Traidcraft, UK and supported by the European Commission. The project period is from April 2011 till March 2016.

Centre for Education and Communication (CEC) along with Traidcraft Exchange UK (TX) is implementing the project in the states of Assam, West Bengal, Tripura, Arunachal Pradesh and Mizoram, while the implementation of the project in Tetulia region of Panchgarh district in Bangladesh is carried out by Traidcraft directly.

The overall objective of the project is to reduce poverty among small tea growers (STGs) in India and Bangladesh. The project intends to reach 50,000 small tea growers (STGs), with focus on those who own less than 5 acres of land in India and 1000 STGs in Tetulia Block of Panchgarh District in Bangladesh. Additionally, it is also expected to cover 10,000 tea workers (mainly women) who are employed by STGs in India and 100 workers in Bangladesh. The project engages with regional and state level associations of small tea growers, bought leaf factories (BLFs) and tea estates who purchase green leaves from the STGs, the Tea Boards of India and Bangladesh, technical and financial institutions, local non-state actors and the private sector.

The project follows five key approaches: (i) creating a collective voice and identity for STGs by organizing them into Primary Producer Societies (PPS) of STGs; (ii) capacity building and institution building for STG representative bodies by providing them trainings on technical, organizational/ management and market issues; (iii) formation/ strengthening of a national representative body of small tea growers - the Confederation of Indian Small Tea Growers Associations (CISTA) for national and international advocacy; (iv) building sustainable supply chains for STGs in both countries, through transparent linkages with bought leaf factories and encouraging them to set up their own factories (wherever possible) to help them move up the supply chain; and (v) ensuring sustainability through policy protection for STGs, collective bargaining, access to resources and technical support to enhance productivity and access to markets.

Tectonic Shifts in Tea Production

Currently (2013), tea is grown in 15 states in India over an area of 5.79 lakh hectares, which account for 16 per cent of the total area under tea cultivation in the world. In India, 92 per cent of the area under cultivation and 98 per cent of the total production are accounted for by four major

tea-growing states, Assam (51 per cent), West Bengal (23 per cent), Tamil Nadu (17 per cent) and Kerala (7 per cent). The other states where tea is grown include Tripura, Arunachal Pradesh, Orissa, Manipur, Mizoram, Nagaland, Sikkim, Uttarakhand, Himachal Pradesh and Bihar. More than 75 per cent of tea produced in India is from West Bengal and the northeastern states (Assam, Tripura, Arunachal Pradesh, Manipur, Mizoram, Nagaland and Sikkim).

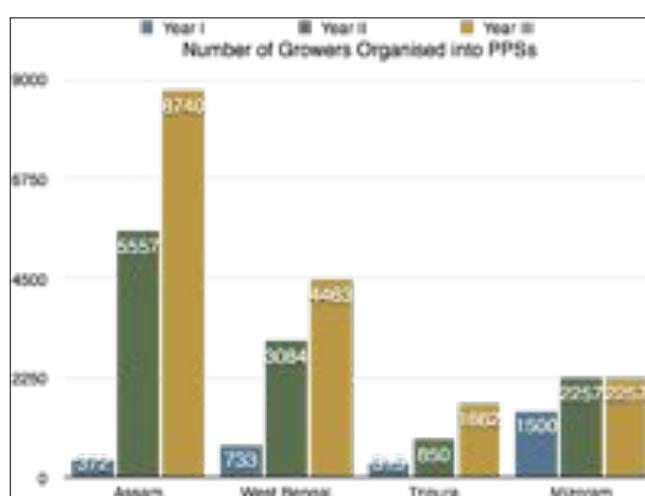
Tea cultivation has seen a major shift from estate form to small grower form of cultivation. Small tea growers contribute about 33 per cent of tea produced in India. Estimated production of tea in 2013 was 1200 million kg, of which the contribution from small sector was around 400 million kg. During 1999 the production of small sector was 111 million kgs which increased to 400 million kg in 2013, a cumulative increase of 360 per cent over 15 years. A sea change from a situation prevailing 25 to 30 years ago, when the estates cultivated, processed and marketed tea. This trend is not exclusive to tea. Among the other plantation crops, 70 per cent of coffee and 93 per cent of rubber are produced by small farmers.

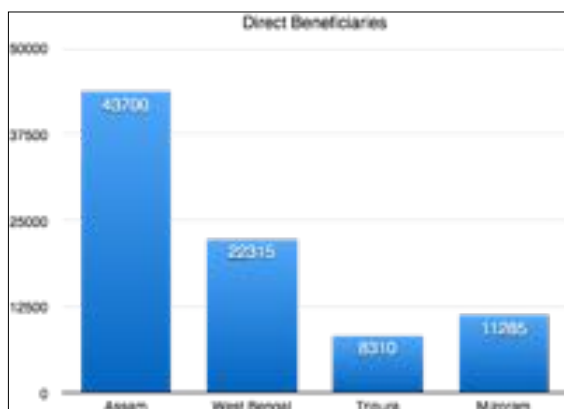
STGs and the workers in their gardens are vulnerable and receive the lowest rewards for their labour. They grow and harvest a perishable product that cannot be stored or transported over a long distance. Ideally, tea leaves need to be processed within two hours of harvest, limiting market opportunities to a small geographic area. As a result, STGs are dependent on local processing factories, making it virtually impossible for them to negotiate with buyers on price. STGs are not recognised by the wider tea industry and have little capacity to negotiate. Their lack of representation means they suffer from low prices, exploitation by factories, and lack of access to resources that could improve the quality and yield of tea. These factors contribute to their poverty and vulnerability. The current project intends to address poverty by helping small tea growers to negotiate their space in the tea value chain and to achieve fairer terms of trade.

Primary Producer Society Formation

CEC is working among the small tea growers in Assam, West Bengal, Mizoram and Tripura. The most crucial strategic intervention envisaged under the project for achieving its objectives is to organize 50000 small tea growers (specifically those having a land holding size of less than 5 acres) into Primary Producers' Societies so as to enable them to acquire a collective identity and to seek and achieve fairer terms of trade. Once they are organized into collectives, and are equipped with necessary skills – technical as well as managerial – they will not only improve their farm productivity but will also negotiate fairer terms of trade. Democratically electing the executive committee members, president and secretary is emphasised and facilitated. Once a group is formed and its memorandum of association and bye laws are passed by its general body, the group opens a bank account to initiate leaf trade.

Up to March 31, 2014 a total of about 236 PPSs have been formed reaching out to about 17,122 small growers and benefiting 85,610 growers.





of 1531.4 acres. In Tinsukia a total of 1238 growers have been organised into 18 PPSs with a total land size of 1921.95 acres. In Sibsagar 1092 growers have been organised into 21 PPSs with a total land size of 3702.54 acres. Among the Bodoland Districts, in Udalgudi 46 PPSs of 2642 growers have been formed. The total land is 4165.64 acre. In Kokrajhar about 172 growers have been organised into 3 PPSs covering a total area of 519 acres. In Baska 2 PPSs of 106 growers have been formed with a total land of 180 acre. In Sonitpur about 333 growers have been organised into 8 PPSs covering an area of 446 acres.

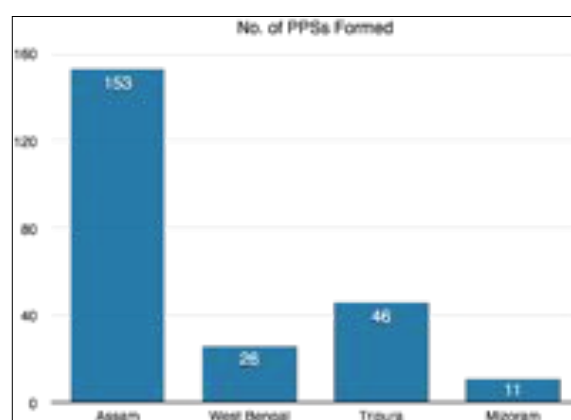
“The actual change was visible when we started leaf trade through the society in the month of June last year. We understood the domination of the agent when we got to know the difference between the price of green leaf being given to us by the BLFs and what the agent paid us. It was about three to five rupees per kilogram of green leaf.”

Raghu Gowalla, Ankur Society, Jorhat, Assam

STGS and all the BLFs. In Sibsagar, some regions are extremely difficult to work as they are border

Assam

Total number of PPSs formed in Assam is 153 covering about 8740 growers across an area of 18038.10 acres. The average landholding size is 2.1 acre. 98 primary producer societies of the STGs have obtained society registration certificates. In Jorhat 17 PPSs have been formed covering 950 growers and 2238 acres of land. In Golaghat 17 PPSs have been formed covering 977 growers over an area of 2455 acres. In Karbi Anglong 14 PPSs have been formed with 842 growers covering an area



Different factors have affected work in different districts across Assam. In the case of Jorhat and Golaghat the work has been well acknowledged by the stakeholders. The STG Association as well as the Tea Board of India have appreciated CEC's work and are continuing to support. Two PPSs have also got TBI revolving fund benefits and they have purchased a vehicle. They are functioning well and are maintaining proper records of the leaf trade. On the other hand in Dibrugarh the work has not been able really pick up like the rest of the districts due to the pressure of the leaf agents. The region is so sensitive that even meetings at the village level are extremely difficult and agents have a very strong clout over the entire region of the

areas with the conflict prone areas of other states including Nagaland. In Karbi Anglong, there is an on-going political strife, yet with the support of the association as well as the willingness of the growers to organise, the work has been able to pick up good pace in a short span of time. In Sonitpur the work has just started and groups are yet to get registered and start leaf trade. In the Bodoland districts PPSs have been formed in almost all the areas of STG concentration. The Association and the Tea Board is supportive of the work. There are not too many STGs in Kokrajhar and Baska.

West Bengal

In West Bengal a total of 4463 growers organised into 46 societies covering a total of 8184.5 acre. Average landholding size is 1.8 acre. 25 societies have obtained society registration certificates.

In Jalpaigudi 24 PPSs have been formed with about 2230 members covering 4556 acres of land. In Uttar Dinajpur 1202 growers have been organised into 16 PPSs covering 1494.5 acres of land. In Darjeeling 2 PPSs have been formed with about 167 members over an area of 400 acre. In CoochBehar 864 growers have been organised into 4 PPSs covering an area of 1734 acres.

In Jalpaigudi there is the support of the district association. Societies have been able to sustain leaf trade, have savings and get the tea board benefits. In the Uttar Dinajpur region the progress was initially slow but towards the year end gained pace. In Darjeeling some work was done in the previous years but it could not be followed up due to the tensed political climate and the division within the PPSs on the issue of statehood and political affiliations. After the general elections in 2014, this area will be taken up again.

Tripura

Focus has been on organising small tea growers in the Unnakoti district of North Tripura. About 26 PPSs have organised about 1662 growers across 3380 acres. The average landholding size is 2 acre. In Unnakoti 660 growers have been organised into 8 PPSs over an area of 1315 acre. In Dhalai 11 PPSs have been formed comprising of 632 growers with a total land area of 1235 acres. In West Tripura about 6 PPSs have been formed with about 333 growers over 670 acres of land. In North Tripura 1 PPS has been formed with 37 growers over 160 acres.

In Tripura small tea growers started cultivating tea from 2010 when the government helped them by providing saplings and land for tea cultivation. Agents are not operating in Tripura but growers are individually selling green leaf to the BLFs and estate factories. The societies have started negotiations with the factories for collective leaf trade.



Jagir Fakir Para, West Bengal did business of more than Rs.90 lakhs in 2013-14

Mizoram

In Mizoram no new groups have been formed in Year three. The existing groups were strengthened. Mizoram has about 11 PPSs with about 2257 growers and the average land is less than one acre. Based on request from the STGs, the EqualTea team is working for the provision of saplings both for infilling as well as cultivating new land. One of the newly formed PPS has huge potential of developing organic cultivation. EqualTea is negotiating with the government to help the PPS to develop as an organic farm with small scale processing unit. In Mizoram there is a need to have more processing units and efforts are being made in this direction.

Capacity Building in Collective Action

Once the PPS is formed their capacities are enhanced through continuous training on collective actions. Institution building and strengthening of governance structures are to be the focus at this stage. PPSs are mentored by the project staff. They are trained on conducting society operations, negotiating with BLFs/estate factories and initiating leaf trade, opening bank accounts, familiarising procedures for registration under the Societies Act, Tea Board of India as well as (in Assam) the Department of Industry and Commerce (DIC). Capacity Building for collective action has been conducted through by using the in-house expertise of CEC.

Technical Trainings Certified by the ASCI

CEC is giving trainings to small tea growers in Tripura that are certified by the Agricultural Skill Council of India (ASCI) under the Star Scheme of the National Skill Development Corporation. Through these trainings CEC intends to enhance technical capacities of members of the PPSs in Tripura. CEC started training two batches of small tea growers in Unnakoti District and Dhalai District in Tripura. Each group consists of 35 participants each. Four batches have been completed. Training programme covers all aspects of tea plantation like nursery bed preparation, land preparation, training and pruning, manuring, pests and disease management, irrigation and harvesting. Course material for training tea plantation workers has been accredited by ASCI. At the end of the training the candidates participate in a test conducted by an authorised certification body. We intend to have about 700-900 STGs trained as part of this scheme.

Linkage with Banks

In Assam out of 153 PPSs formed, 93 have been linked with banks. They have accounts through which they are managing leaf trade as well as their savings. In Tripura out of 26 PPSs, six have been linked with Banks. In West Bengal out of 46 PPSs formed 43 have bank accounts already.

Capacity Building in Technical and Administrative Matters

Several capacity building sessions of small tea growers are being conducted on the field aimed at addressing technical skills to improve quality and productivity; institutional development to improve governance and organisational development; advocacy skills to improve STG's understanding of rights and entitlements and access to resources; business skills to improve STG's links with the international supply chain and markets and business services from the representative bodies to the STG sector so that STGs have access to affordable services as they build their enterprises.

Leaf Trade

While organization of STGs as collectives gives a group identity to its members and helps them to lobby for better terms of trade, it is imperative that collective action of STGs extend beyond

primary production and corner more share of the supply chain. By encouraging the PPSs to aggregate leaves supply by members and have direct trading with factories eliminating the agents' system and negotiating better price for the leaves supplied, it was expected that there would be a value addition of at least 25% to STG members of the PPS.

Leaf trade is a stage wise process and often takes time – almost up to a year for PPSs to establish BLF linkage and then get into active leaf trade. At the onset when the growers are organised they are registered and a bank account is opened. Then BLFs or Estate Factories are shortlisted based on their proximity, price offered, willingness to take leaf of the PPSs, payment time etc. This is followed by a process of negotiation that the PPS leaders and the field staff undertake through meetings with these shortlisted BLFs. One and sometimes more than one factories are selected and a verbal or written agreement (very few written agreements) are done. These agreements fix the quantity that the PPS will supply to the factory. A key reason why this process takes a year is because the year when the PPS is formed, the growers have already taken advance from the agents. Sometimes they are able to repay the advance and start trading leaf from mid-year, but the factories often deny to take leaf from the middle of the year as it is the peak season time. Entry in the books of accounts is important not only for transparency and smooth functioning of the PPS but also to be able to apply for Tea Board benefits like vehicle, carry bags, leaf shed etc. In Assam 101 PPSs, in West Bengal 39 and in Tripura 11 PPSs have been linked with BLFs.

The Table 1 below indicates, (as shown in the Mid-Term Evaluation of the Project Report conducted in March 2014), the current position vis-a-vis the position prevailing before the project launch. As the data indicates the price differential per kg of leaf supplied before the project and during 2013 ranged from Rs 2.60 to Rs 8.32 – an increase of 50%-90% (except in Tripura – a non-traditional area where it was about 25%). The price differential of sale through PPS vis-à-vis the agents is above Rs 2 per Kg i.e. 15-20%. Table-2 shows the additional income (in absolute terms) accrued to the members of PPS through sale of leaves through PPS.

Thus the members of 69 PPS who have been engaged in regular supply of tea leaves collectively to BLFs/ Estate Factories (about 4500 STGs) could earn as high as Rs 72.19 million more than they were earning prior to project intervention. Elimination of the agents system in leaf trading itself resulted in an additional income of over Rs 20.56 million to these STGs.

The 69 PPS together could handle leaf trade of Rs 180.79 million during 2013. If all the STGs organized under the project are brought under direct leaf trade through their own collectives, the turnover will be many times the figures reported and this indicates the potential social returns from the project.

| Table 1: Gain in Unit Prices (Rs.) due to Project Intervention: Average Unit Prices for PPSs in Collective Leaf Trade in 2013 | | | | | |
|------------------------------------------------------------------------------------------------------------------------------------------|---------------------------------------------------|---------------------------------|-------------------------------|--------------------------------------------|-------------------------------------------|
| State / Region | Baseline: Leaf Agent Unit Price (Average in 2011) | Leaf Agent's Unit Price in 2013 | PPSs Realised Unit Price 2013 | Advantage with Reference to Baseline Price | Advantage with reference to Agent's Price |
| Assam | 9.16 | 15.44 | 17.48 | 8.32 | 2.04 |
| Bodoland | 12.40 | 18.57 | 20.60 | 8.20 | 2.03 |
| Tripura | 11.59 | 12.00 | 14.18 | 2.59 | 2.18 |
| West | 9.00 | 11.64 | 13.90 | 4.90 | 2.26 |
| Consolidate | 10.54 | 14.41 | 16.54 | 6.00 | 2.12 |

The Consultant, Mid-term Review, observed, “It is also pertinent to note that with more and more PPS entering into direct supply arrangements with BLFs, the agents too are forced to revise their prices upwards. Compared to the pre-project prices offered by agents, the increase has been Rs

2.5- Rs 6 per Kg – which works out to almost a 30% increase in the prices paid by the agents compared to the pre-project prices. As this price increase is also an indirect impact of the project intervention and benefits a large number of STGs in the project areas who are yet to be brought under direct leaf trade through their collectives, the overall impact of the project would be still larger.”

“We are glad that we formed the PPS as per the guidance of CEC. Prior to this we never thought that we could also get government support. Now we get at least Rs 3-4 more profit than before and we have also got support from the Tea Board. We have purchased a vehicle for leaf carriage. We want our society to become the ideal society in Sibsagar so that others can see us and become like us. The society has not been able to make much savings till now but we will be able to do it now.”

...Haresh Boruah, Secretary of the Nava Alok STG society, Sibsagar, Assam

stakeholder and is a permanent invitee to the Board of Tea Board. CISTA is also on the Advisory Board of Small Tea Growers Development Directorate (STGDD).

The Annual General Body Meeting (AGM) as well as Executive Committee (EC) meeting of CISTA were held in Jalpaigudi on February 22, 2014. Representatives from Tamil Nadu, West Bengal, Assam and Tripura were present. The

Linkage with STG Federations

The State level federations of STGs are quite active in the traditional tea growing areas like West Bengal and Assam (apart from the southern States like Tamil Nadu and Kerala). CEC had facilitated these state level federations to converge into a confederation (Confederation of Indian Small Tea Growers Associations - CISTA) in 2007.

CEC had been instrumental in strengthening their capacities in the understanding of tea value chain and also in taking up policy and advocacy issues. CEC also holds great influence over STG associations in all states. CISTA has been recognized by the Tea Board as a key

Table-2 : Additional Income through Project Intervention

| State / Region | Additional Income with reference to Baseline Unit Price | Additional Income with reference to Agent's Unit Price |
|----------------|---------------------------------------------------------|--------------------------------------------------------|
| Assam | 20,981,989 | 4,503,511 |
| Bodoland | 39,118,012 | 9,672,519 |
| Tripura | 804,236 | 676,977 |
| West Bengal | 11,281,314 | 5,711,094 |
| Total | 72,185,550 | 20,564,101 |

decisions of the EC meeting, the audit report and other strategic issues were also discussed. 23 National Executive Committee members has been elected for next 3 years.

Database

CEC maintains a detailed database of district wise PPSs, membership of each society and their leaf trade. The data provided in this report are based on the database maintained by CEC.

Engagements with the Tea Board of India

The Tea Board is increasingly giving priority to the small tea growers. The STG directorate has become functional now with over 90 Development Officers (DOs) working in different parts of the tea producing districts. The CEC field staff is coordinating closely with the DOs to ensure that the PPSs formed do their own leaf trade and once they cross about 250,000 kgs leaf trade in peak season, they get the TBI benefits.

On invitation from the Tea Board of India, CEC provided training to the Development officers. This was a two day training (20-21 September 2013) which included dynamics of group formation, collective leaf trade, registration and maintenance of records, etc.

An international Seminar on Small Tea Growers was organised by the Confederation of Indian Small Tea Growers Association (CISTA) and the Tea Board of India facilitated by EqualTea in Jalpaigudi in February 2014. There were representatives from Indonesia, Sri Lanka, Nepal and India for this meeting.

Mid-Term Review

The project was reviewed by Mr. P V. Ramachandran, former DGM, NABARD in February and

On Constraints

The experience has shown that given the hostile response to organizing the poor farmers in the region, it takes quite a lot of time and efforts in organizing the STGs into societies, gaining their confidence and help them stabilize their operations – at least one full season extending from March to December. The interaction with the field staff and the targeted groups revealed that there had been organized attempts by BLFs and estate factories and their agents to break the PPS through unfair means like discriminating against the leaves supplied through PPS as “low quality” and delaying payments to PPS. The practice of giving pre-season advances to small tea growers by agents in return for guaranteed supply of their leaves to them (at a much lower price) had been another deterrent for the entry of PPS under the project. On the positive side of the project implementation was dedicated attempts to disseminate knowledge about the best management practices through capacity building initiatives (discussed later) among the PPS members.

...Mid-term Review Report

March 2014.

STG PPSs in Kerala and Tamil Nadu Moving up the Value Chain

PPSs in Tamil Nadu (Nilgiris) and Kerala (Wayanadu) are gearing up to move to the Producer Company framework and to set up their own manufacturing units. Shollur Society G.B meeting was held on 6 January and discussed the possibility of

setting up of a mini tea factory. Cinna Coonoor Producer Company Directors met on 5 January and fixed share value @ Rs.10000 for each shares to be given to all members. Meeting of the



Strategic Meetings between CEC and the TBI

Meeting was held with Tea Board Chairman on August 20, 2013 at the TBI office in Kolkata. J John shared the case of STGs in Assam dividing their loyalty between the SHGs as mandated by the Cess Utilisation Policy of Assam and SHGs as mandated by the Tea Board of India; the latter being a registered society under Society Registration Act and the former, just a formality with Industries Department of Assam (having no legal status). The Chairman said that he will take it up and find a solution.

Another meeting was held with the TBI Chairperson in the TBI office in Kolkata on Sept 6, 2013. The meeting was on setting up of small grower factories. The participants were MGVK Bhanu, Chairman, TBI; G. Boriah, Director, STG Development Directorate; Amal Roy Chaudhary, Consultant, STG Development Directorate, Dibrugarh; Mr. Kakoty, Assistant Director, TBI, Guwahati; Bijit Basumatari, STG manufacturer, Kokrajhar; Tea machinery inventor from Assam; Tea machinery manufacturer from Amritsar, Punjab; J John and Pallavi Mansingh, CEC. During this meeting J John made a presentation on moving up the value chain and argued for a paradigm shift into the micro and mini factories by the STGs. The immediate outcome of the meeting was the Chairman agreed to develop rules for the recognition of micro and mini factories by STGs who produce speciality teas. He emphasised that the big factories and small / micro factories will co-exist.

Dharmagiri Chalivayal PPS members on 9 January discussed the possibility of setting up of factory. Karadipara PPS held its general body meeting on 9 January and considered moving to Producer Company framework and having their own manufacturing unit. Bandumai, Kundalai and Magamvayal PPSs also held meetings on mini factory.

Report to the NAC Working Group on Plantation Labour in India

National Advisory Council (NAC) constituted a Working Group on "Policy Framework for Plantation Labour in India" led by Prof. Virginius Xaxa. J John was invited to the meeting of the working group. The meeting of the working group held on 1st October 2013 at the NAC Conference Room, New Delhi constituted a sub-committee consisting of Mr. A.C. Pandey, Joint Secretary, MoLE, Dr. Onkar Sharma, Regional Labour Commissioner, MoLE and J. John, Executive Director, CEC to come up with a report on the changes to be made in the Plantation Labour Act, 1951 keeping in mind the guaranteed rights of tea worker community.

To obtain a first hand information on the ground realities a visit to the tea plantations of Dooars

NAC Working Group on "Policy Framework for Plantation Labour in India" had the following terms of reference:

Conduct a rapid review of the recent literature on the subject of plantation workers, with special reference to tea plantation workers with a view to identifying the gaps and opportunities for interventions to improve their lives and livelihoods.

Review the existing legislative and administrative framework to assess their relevance and adequacy in addressing the changing legal, welfare and socio-economic imperatives of the Plantation Workers, related to wages, employment, housing conditions, water, sanitation, health, education, social welfare etc.

Examine the impact of programmes and schemes being implemented for the Plantation Workers and highlight the constraints and weaknesses in the delivery systems that prevent the programme from reaching its objective.

Suggest measures - legislative, policy, institutional, programmatic, administrative, financial --- which would leading to improvement in the quality of life of the Plantation Workers.

Suggest measures of dovetailing the various Government of India schemes like IAY, NRHM, RSBY, ESIC, National Food Security Act, Aam Aadmi Bima Yojana (AABY) and Sarva Shiksha Abhiyan (SSA) etc. under the administrative control of Ministry of Rural Development, Department of Food & Public Distribution, Ministry of Health & Family Welfare and Ministry of Human Resource Development into the tea sector.

and Darjeeling was done in November (26-29), 2013 by Dr. Onkar Sharma (RLC, MoLE) and J John, ED, CEC. The visits were facilitated by Manohar Tirkey, Member of Parliament and Gopal, UTUC. The team visited Nagdala Garden, Dekhlapara Tea Estate, Bandapani Tea Estate, Kathalgudi Tea Estate, Andrew Yule (A Government of India Undertaking) in Dooars and Ambootia Tea Estate, Darjeeling. The team also had meetings with DBITA (Dooars Branch of Indian Tea Association), and ITPA (Indian Tea Planters' Association)



Observations on PLA with focus on Tea Plantations

The enactment, by the independent India's Parliament, in 1951, of the Plantation Labour Act (PLA) made legal those benefits which the planters were giving differentially and arbitrarily as incentives to workers. PLA mandated the employers to ensure health of the workers by providing wholesome (or clean) drinking water, separate urinals for men and women, medical facilities for worker and their families; to ensure welfare of workers by providing canteens (in plantations employing 150 or more workers), creches (in plantation wherein 50 or more women workers are employed or were employed on any day of the preceding twelve months or where the number of children below the age of six years is 20 or more), recreational facilities, educational facilities (where the number of workers' children in the age group of six and twelve years exceeds twenty five), housing facilities. The PLA provides for the regulation of work by stipulating weekly hours of work (not more than 48 hours a week and no adolescent or child for more than 27 hours a week and with overtime not more than nine hours on any day and more than 54 hours in any week), daily intervals of rest (at least half an hour each day after 5 hours of work), insisting on no night work for women and children, annual leave with wages, sickness and maternity benefits.

The enactment of the legislation, though happened in the overall context of assertion of India's Constitutional principles of development with justice and equity, its implementation, however, did not led either to the empowerment of the workers or to the structural transformation of the colonial plantations.

PLA is not applicable to workers engaged by small tea growers having growing area less than 5 hectares, a case of instrumental exclusion. Resident and non- resident temporary or casual workers, who constitute more than 40 per cent of the daily workers in the tea plantations, as a rule, are not covered under the PLA.

Irrespective of the status of employment, tea plantation workers are daily rated. Wages, whether given weekly, fortnightly or monthly, are determined on the basis of the number of days they work and significantly, Sunday is an unpaid holiday. The individual wages of tea plantation workers are determined, assuming that work in plantation is a 'family labour', individual plantation worker's wage is calculated considering one and half units consumption unit in violation of the principle of "three consumption units for one earner, the earnings of women, children and adolescents being disregarded".

Plantations are in the scheduled employments in the Minimum Wages Act 1948 though the wages

in plantations are decided through collective bargaining between the planters and the trade unions. The distortions in the principles employed in wage determination keep the plantation worker wages at subsistence level despite collective bargaining.

Unlike other industrial working class, tea workers constitute a tea population. Four or five generations of workers and their dependents are living in the tea garden enclaves, managed by tea garden companies. Virtual privatisation of a big population, much more than what the tea gardens require as workers, has resulted on the one hand in their regulated integration with the rest of the society; and on the other hand, in the denial of basic civic amenities like public roads, public health, public education, public sanitation and public water. Tea garden workers and their dependents are second class citizens in their own country.



For tea garden workers, housing is a deprivation and a fetter. Workers do not enjoy the benefits of an industrial township, rather houses are dilapidated and non-ventilated spaces in which generations of the same family lives - crowded, without any sense of privacy. In this process, workers are disempowered and they develop a sense of deep rooted inferiority complex. The tea garden workers are denied housing and land rights.

There does not exist a labour market in the tea gardens. Workers cannot exercise their free will in the choice of work. Once in a garden, always in that garden for generations. Absence of land rights and housing rights has been the main factor that prevented the emergence of a labour market in the tea garden.



Not only that there is no horizontal mobility, but also the strict hierarchical structure does not allow workers to aspire for vertical mobility in individual gardens. Workers always remain workers.

Planters in India have long argued that the expenditure on the social costs covering statutory benefits as well as non-statutory benefits that have been traditionally given (fuel for workers, food-rations at concessional prices) is burdensome for the industry. They

have opined that this is seriously affecting its competitiveness.

An Inter-Ministerial Committee constituted to find solution to this problem had recommended for sharing the social cost in the ratio of 10:40: 50 (10 % by the concerned state government, 40% by the central government and 50% by the plantation owners).

It was observed that schools - primary schools and elementary schools - are running efficiently in tea estates. This was the case in tea estates which were abandoned, closed, in crisis or well functioning. Schools are run by state governments and not the plantations.

Contribution to the Inter-Ministerial Group on Plantations

The Ministry of Labour initiated a meeting of the Inter-Ministerial Group (IMG) on Plantations. As requested by Joint Secretary, MoLE, J John worked with Mr. Onkar Sharma, RLC in preparing a note for the IMG. Onkar Sharma presented the report before the IMG held in February 2014, which had the following suggestions and recommendations.

Suggestions and Recommendations

(a) Housing and Land Right to Plantation Workers

Workers in tea and other plantations must get housing and land rights. This might end the monopoly of huge tracks of land by the plantation companies. There is no justification to deny housing and land rights to generations of workers. A fresh survey on land in plantation areas be initiated for the purpose. The plantation companies does not have ownership right over the land they hold; the land had been leased out to them on nominal rates.

After obtaining ownership over land, workers can avail benefits under Indira Awas Yojana.

(b) Extend ESIC Jurisdiction to Plantation Areas

Section 1(5) of the Employee State Insurance (ESI) Act says that the appropriate government may, in consultation with the Corporation and 5[where the appropriate government is a State Government, with the approval of the Central Government], after giving six months' notice of its intention of so doing by notification in the Official Gazette, extend the provisions of this Act or any of them, to any other establishment or class of establishments, industrial, commercial, agricultural or otherwise. Geographical contiguity and clustered nature of plantations, in particular, tea, coffee and rubber plantations open up the possibility of extending Employee State Insurance Corporation jurisdiction to plantation areas. ESI rules specify that jurisdiction of ESI can be extended to those areas where 3500 workers are available within a radius of 8 km. Tea plantations satisfy this clause. All already existing hospitals and dispensaries could be transferred to the ESI Corporation. Eligible medical staff could be retained and others recruited. Extending ESI jurisdiction to plantations will open up standard medical facilities to tea garden workers and their dependents. Planters only need to contribute to the Corporation as per the provisions of the law. By doing this, it is ensured that there is no diminution in the statutory health benefits now ensured in the PLA. Necessary amendment to the PLA may be introduced.

(c) Certain Welfare Provisions to Remain with Plantations

Implementation of provisions pertaining to Drinking water (Section 8); Conservancy (toilets) (Section 9); Canteens (Section 11); Creches (Section 12); Recreational facilities (Section 13); Other facilities (amenities) (Section 17) must remain with the planters as provided for in the PLA. These

must be implemented by the planters.

(d) Create Statutory Tripartite Welfare Board

Tripartite Welfare Boards may be constituted for various plantation crops. To augment the functioning of the Board, funds could be collected through levying a Cess on every kg of green leaf produced by big and small plantations in the case of tea and on every kg of respective plantation product in other cases. Cess need not be collected from farmers having less than 5 acres of land cultivating a plantation crop.

The Welfare Board may announce its own schemes other than those covered under PLA.

The schemes of the Welfare Board must be available for not only the permanent workers residing in the garden premises but also to resident and non-resident casual workers, if they can prove that they worked for 90 days in any plantation in an year.

The schemes of the Welfare Board must also be available for workers in the small farmers producing plantation crops.

The Board may-

- (i) provide immediate assistance to a beneficiary in case of accident;
- (ii) make payment of pension to the beneficiaries who have completed the age of sixty years;
- (iii) sanction loans and advances to a beneficiary for construction of a house not exceeding such amount and on such terms and conditions as may be prescribed;
- (iv) pay such amount in connection with premia for Group Insurance Scheme of the beneficiaries as it may be deem fit;
- (v) give such financial assistance for the education of children of the beneficiaries as may be prescribed;
- (vi) meet such medical expenses for treatment of major ailments of a beneficiary or, such dependent, as may be prescribed;
- (vii) make payment of maternity benefit to the female beneficiaries; and
- (viii) make provision and improvement of such other welfare measures and facilities as may be prescribed.

The Welfare Board, in collaboration with Panchayati Raj Institutions, can ensure dovetailing its schemes with other existing government schemes such as Indira Awas Yojana (IAY) for housing facilities, National Food Security Act, Total Sanitation Campaign, Swajaldhara (for provision of safe drinking water), National Rural Health Mission (NRHM), Aam Aadmi Bima Yojana (AABY), Rashtriya Swasthya Bima Yojana, (RSBY), Employees State Insurance Corporation (ESIC), Rajiv Gandhi Grameen Vidyutikaran Yojana (rural electrification programme).

(e) Constitute National Wage Board for Plantations and Revise Wages

Tea worker must be seen as independent unit and not as family unit. Consequently, the basis for fixing wages must be three consumption units per worker and not one and half units as has been the practice till now.

The current anomaly of negotiated wage being declared as minimum wage as well as the situation of negotiated wage remaining less than the minimum wages declared for agricultural workers must be addressed forthwith.

Constitute a Central Wage Board for Plantation Workers to look into all matters that restricts wages in this sector and to ensure that the plantation workers get living wages.

Child Labour in Craft Based Home-working

The project “Sustainable solutions in the fight against child labour in home-based craft production” addresses the issue of child labour in a sector that is functionally characteristic of engaging children in major ways: home-based craft production. The project attempts to ensure changes in the lives of children working in the craft industry.

The project has been implemented jointly by Fair Trade Forum - India, Centre for Education and Communication and Traidcraft Exchange in fair trade and non-fair trade supply chains since February 2012. It is supported by European Union and Traidcraft Exchange is the main recipient.

The focus of the project is to ‘improve the quality of life of children involved in home-based craft works’ and promote their best interests by mainly ensuring quality formal education for children involved in home-based work and/or children of home-based workers, addressing the causes of child labour in home-based work, ensuring minimum wages to home-based workers and using fair trade as a starting point to understand the different ways in which child labour can be eradicated. To achieve this, the project intends to develop an effective model for addressing child labour issues in the home-based crafts sector, a model which will be sustainable, viable, replicable and appropriate; gain the support of key stakeholders to ensure the implementation of this model. Further, it intends to set up monitoring mechanisms that confirms that the model addresses child labour issues in the home based craft sector’.

CEC leads the action research and advocacy activities.

The project initiated an action research in developing a locally appropriate and relevant model addressing the issue of child labour in the home-based craft sector. CEC led the action research with the help of partner organisations and it was conducted within the context of the child’s environment—with the community and business community in which the child works—and alongside analysis of existing models. Research exercise was conducted extensively throughout the five districts of the project areas of Western Uttar Pradesh and the National Capital Region (including Noida, Gurgaon) of Delhi. It mapped stakeholders in the supply chain including home-workers, home-based craft workers and home-based child workers. It also examined the nature of supply chain, government’s and other ongoing initiatives and locating learning centres.

The action research studied various models and embedded the learning from their experiences,

examined the deficiencies, combined strengths from the existing models and built on while developing the model. A blue-print of the model was developed. It was shared and discussed



rigorously in various consultations and also in multi-stakeholder network meetings. Stakeholders' suggestions were taken into account before finalising the locally appropriate and relevant model. The model consisted of five components - wage & social security, public provisioning, supply chain management, awareness & participation and education & schooling. It suggested that child labour could be abolished in home based craft sector if all those components were observed along the supply chain. The model was implemented and is getting tried and

tested in the selected locations/learning centres and their supply chains that include home-based workers and children. In order to ensure better replicability, the model is tested in both fair trade and non-fair trade supply chains and the action-reflection-action is being captured and documented to ensure that the model is efficient, effective and sustainable.

The model is being implemented through 13 learning centres run by 8 fair trade and 5 non-fair trade supply chains. While implementing, (1) issues concerning home-based workers and supply chain management were taken up through producer groups; and (2) the interventions related to the education of children were initiated through learning centres. Simultaneously, reflections on the experiences and learning from the model roll out were collected through a participatory approach involving all stakeholders.

At this stage of the project, CEC was responsible for leading the 'action-reflection' and in conceptualising and developing advocacy tools.



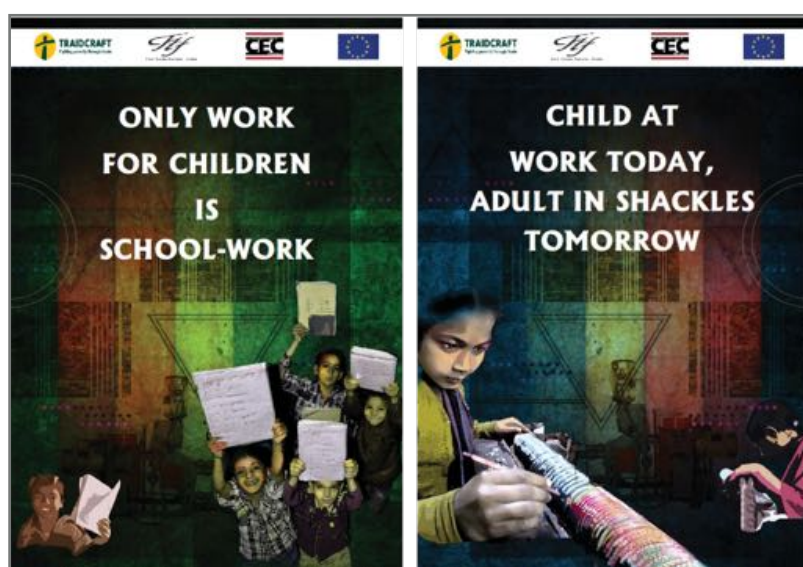
Reflective Learning from the Implementation of the Model

Follow up of the model implementation has been carried out by an action-reflection-action method. This is an ongoing process which includes a collective approach involving the participation of and consultation with all stakeholders, including learning centre representatives, parents,

children, producer groups, buyers, retailers, contractors, government and the private sector, especially focusing on the 13 locations where learning centres are located. This enables each actor to reflect on and review the action taken through the project and the action they have taken and to reflect on the learning points arising out of the implementation. This should then contribute to strengthen the model further, guide future action and improve performance.

Advocacy

Advocacy emphasises on the importance of the critical role of the state to bring children out of labour and securing their rights. It seeks concrete commitment from Government backed by adequate resource allocation as well as by providing necessary legal framework. It also seeks policy coherence - government ministries responsible for education and those for labour and employment – should have coherence in terms of objectives, budgets, decision making structures and delivery mechanisms.



Advocacy, therefore, attempts to involve relevant government departments and government officials (such as National Commission for Protection of Child Rights, the Ministry of Women and Child Development, the Ministry of Labour and Employment, Ministry of Human Resources Development, Ministry of Textiles, Government of India and District Collectorate) through one to one meetings, involvement in the multi-stakeholder network, their attendance at

various project events, and the sharing of project publications and project updates.

Campaign & Advocacy Tools

CEC developed various advocacy and campaign tools in consultation with producer organisations and FTFI and the project team. Among them were briefing papers on 1. CLPRA & Craft Sector; 2. RTE & Vocational Training; 3. Health & Social Security; and 4. Wages & Supply Chain Management. Brochures were prepared on 1. the negative impact of Child Labour; 2. importance of schooling and education to alleviate poverty; 3. awareness about minimum wages; 4. awareness on health issues affecting home-based workers and approach they should adopt to tackle the same. Posters were on child labour, education, wages and health issues. Post cards on 1. artisan cards and minimum wages were used for post card campaign. Memoranda on location specific issues like health, education, voters id, artisan card etc were prepared and signed by hundreds of people and submitted to relevant government offices in 1. Raipura, Firozabad; 2. Nikaun Village, Firozabad; 3. Labour Colony, Firozabad; 4. Jaffrabad, Delhi; 5. Bhati Khurd, Delhi and 6. Bahadurgarh, Haryana.

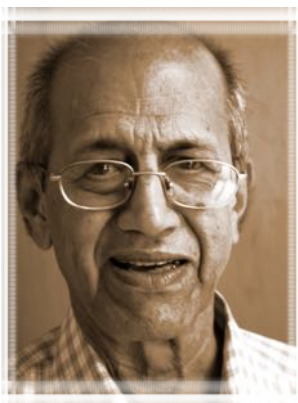
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Governing Board

General Body

Staff Team

Governing Board - CEC



Duarte Barreto

President

Dr. Duarte Barreto, President, CEC, is a social scientist. He is executive trustee of FEDINA (Foundation for Educational Innovations in Asia), since 1996. Dr. Barreto is former Deputy Director of Indian Social Institute, Bangalore

Philip Jadhav

Secretary

Mr. Philip Jadhav, Secretary, CEC, is a social activist. He has long association with the YMCA movement and has worked in senior posts with the Delhi, national and international YMCAs.



Dominic D'Souza

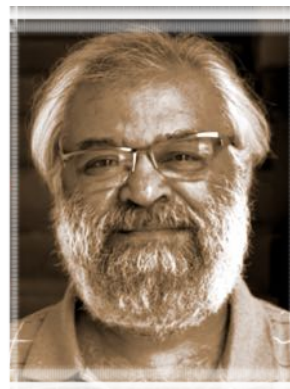
Treasurer

Mr. Dominic D'Souza, Treasurer, CEC, is Associate Director, Laya, Visakhapatnam. He is also involved in the governance of other NGOs: founder member, and currently on the Governing Board of YUVA (Youth for Unity and Voluntary Action), Mumbai; Chairperson of YUVA-Rural, Nagpur; Trustee of National Youth Foundation (NYF), and Samvada, Bangalore. He is elected as the Executive Council Member of the Asia South Pacific Association for Basic and Adult Education (ASPABAE), Philippines.

Deendayalan E.

Member

Mr. Deenadayalan E., a social activist, has long association with the human rights movement in the country. Mr. Deenadayalan returned to serve CEC in its Governing Board after a stint as its Executive Director in 1992. He is the founder member of The Other Media.



Surinder S. Jodhka

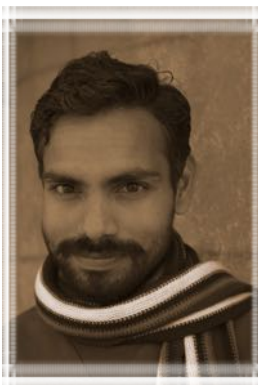
Member

Dr. Surinder S. Jodhka, an eminent scholar and writer, is Professor, Centre for the Study of Social Sytems, Jawaharlal Nehru University, New Delhi. He is on the Boards of Institute of Rural Management, Anand and Indian School of Political Economy, Pune.

Gunasekaran S.

Member

Dr. Gunasekaran S., a researcher and writer, is Assistant Professor, Hindu College, University of Delhi (North Campus), Delhi.



J John

Executive Director

Mr. J John is Executive Director, Centre for Education and Communication (CEC) and an Ex-officio member of its Governing Board. J John is among the founders of the English bi-monthly, Labour File.

General Body - CEC



Duarte Barreto



Dominic D'Souza



Surinder S. Jodhka



Ashim Roy



Jaya Srivastava



Sreerekha M S



J John



Philip Jadhav



Deenadayalan E



Gunasekaran S



Gazala Paul



Sobin George



Xavier Dias

CEC Team as on March 31, 2014

| | |
|------------------------------------------------------------------------------------------------------------|------------------------------------------------------------------------------------------------------|
|  J John |  Subhash |
|  Pallavi Mansingh |  Minto Goswami |
|  Meena Sharma |  Kaustav Roy |
|  Gautam Chatterjee |  Pijush Goyary |
|  Zeenat Afshan |  Sambaran Roy |
|  V.K. Vinayaraj |  Sujit Hazarika |
|  Ratul Gogoi |  Dayananda Pashi |
|  Priyanka Bhardwaj |  Shampa Das |
|  Prasad R |  Monoj Boruah |
|  Bhupali Vitthal Magare |  V Rajanagam |
|  Gijo P. Mathew |  Jane Eyer Mathew |



Financials 2013-14

R.K. TULI & ASSOCIATES

CHARTERED ACCOUNTANTS

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INDEPENDENT AUDITORS' REPORT

TO THE MEMBERS OF CENTRE FOR EDUCATION AND COMMUNICATION

Report on the Financial Statements

We have audited the accompanying financial statements of **CENTRE FOR EDUCATION AND COMMUNICATION** ("the Society"), which comprise the Balance Sheet as at March 31, 2014, the Statement of Profit and Loss and the Receipt and Payment Account for the year then ended, and a summary of the significant accounting policies and other explanatory information.

Management's Responsibility for the Financial Statements

The Society Management is responsible for the preparation of these financial statements that give a true and fair view of the financial position, financial performance and Receipt and Payments account of the Society in accordance with the Accounting Standards notified and in accordance with the accounting principles generally accepted in India. This responsibility includes the design, implementation and maintenance of internal control relevant to the preparation and presentation of the financial statements that give a true and fair view and are free from material misstatement, whether due to fraud or error.

Auditors' Responsibility

Our responsibility is to express an opinion on these financial statements based on our audit. We conducted our audit in accordance with the Standards on Auditing issued by the Institute of Chartered Accountants of India. Those Standards require that we comply with ethical requirements and plan and perform the audit to obtain reasonable assurance about whether the financial statements are free from material misstatement.

An audit involves performing procedures to obtain audit evidence about the amounts and the disclosures in the financial statements. The procedures selected

depend on the auditor's judgment, including the assessment of the risks of material misstatement of the financial statements, whether due to fraud or error. In making those risk assessments, the auditor considers internal control relevant to the Society preparation and fair presentation of the financial statements in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the Society internal control. An audit also includes evaluating the appropriateness of the accounting policies used and the reasonableness of the accounting estimates made by the Management, as well as evaluating the overall presentation of the financial statements.

We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our audit opinion.

Opinion

In our opinion and to the best of our information and according to the explanations given to us, the aforesaid financial statements give the information required by the Act in the manner as required and give a true and fair view in conformity with the accounting principles generally accepted in India:

- (a) in the case of the Balance Sheet, of the state of affairs of the Society as at March 31, 2014;
- (b) in the case of the Statement of Income and Expenditure, of the profit of the Society for the year ended on that date; and
- (c) in the case of the Receipt and Payments account, of the Receipts and Payment account of the Society for the year ended on that date.

For R. K. Tuli & Associates
Chartered Accountants
(FIR) No. 00134790

R. K. Tuli
(Partner)
(Membership No. 082010)

Place: New Delhi
Date: August 3, 2014

CENTRE FOR EDUCATION AND COMMUNICATION: NEW DELHI

NOTES ON ACCOUNT AND SIGNIFICANT ACCOUNTING POLICIES

Significant accounting policies

Centre for Education and Communication [hereinafter referred to as "CEC" or as "the Society"] is a society registered under the Society Act, 1860. Vide certificate dated 20th day of July, 1983. The society is also register with:

- i. Income-tax Authorities u/s 12A(a) and u/s 80G; and
- ii. Foreign Contribution (Regulation) Act, 2010.

The Society is a non-profit making entity working for people at large. For the relevant financial year the society had undertaken numerous projects in India. These projects have been financed by the organisations located in as well as outside India.

(a) Basis of preparation

The financial statements are prepared under the historical cost convention on an accrual basis of accounting in accordance with the generally accepted accounting principles, Accounting Standards.

(b) Use of estimates

The preparation of financial statements requires management to make judgments, estimates and assumptions, that affect the application of accounting policies and the reported amounts of assets, liabilities, income, expenses and disclosures of contingent liabilities at the date of these financial statements and Profit and Loss statement for the years presented. Actual results may differ from these estimates. Estimates and underlying assumptions are reviewed at each Balance Sheet date. Revisions to accounting estimates are recognised in the period in which the estimate is revised and future periods affected.

(c) For the relevant financial year:

1. Alike preceding financial year the Society has undertaken multi-country project, according to the terms of the agreement, as entered between European Union and Society, the Society was the lead partner and was liable to transfer funds to the other partners located outside India. As per the governing law i.e. FCRA, 2010 no funds can be transferred outside India except in case of prior-approval from Ministry of Home Affairs. To seek approval from Ministry of Home Affairs an application has been moved, the approval is still pending. However, for the relevant financial year the European Union [hereinafter referred to as "EU"] has directly transferred these funds to the project partners in Bangladesh.
2. Society has earned interest to the tune of Rs. 55,361/- (Sustainable Livelihood for Small Tea Growers project) and Rs. 17,20,594/- (Tea Revolving project) . As per the terms of the agreement the interest has not been credited to profit and loss account and has been shown as subscription as received for the respective projects.

21

FOR RICK TULL & ASSOCIATES
CHARTERED ACCOUNTANTS

Full & Assn
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ALL INFORMATION CONTAINED
HEREIN IS UNCLASSIFIED
DATE 08-01-2010 BY 60322
UCBAW


Executive Director

Secretary / President

**CENTRE FOR EDUCATION AND COMMUNICATION
NEW DELHI**

**Consolidated Income & Expenditure Account
For the year Ended 31st March 2014**

| Expenditure | 31.03.2013 | 31.03.2014 | Income | 31.03.2013 | 31.03.2014 | Amount (Rs.) |
|-----------------------------------------------------------------|------------------|------------------|---------------------------------|------------------|------------|------------------|
| General Expenses | 8,89,700 | | Bank Interest | 11,318 | | 49,318 |
| Bank Charges | | | Coordination Charges | 14,921 | | 3,71,106 |
| Institutional Expenses | | | Centre for Development Studies- | | | |
| | | 466 | Consultancy | 67,500 | | |
| | | | Membership Fees | 652 | | 400 |
| | | 9,31,990 | Misc Receipt | 9,08,111 | | 19,55,048 |
| | | | Sale of Assets | 5,000 | | |
| | | | Misc. balances written off | 1,287 | | |
| | | | Contributions | 2,71,360 | | 1,50,000 |
| | | | Sale of Newspaper | 3,535 | | |
| Excess of Income over Expenditure (Transfer to General Fund) | 3,96,082 | 27,45,399 | Interest Arisved | - | | 39,008 |
| | | | Rent from Shop No. 20 & 21 | - | | 39,37,683 |
| | | | Consultancy I.T.D | - | | 75,000 |
| TOTAL | 13,85,782 | 36,77,794 | TOTAL | 13,85,782 | | 36,77,794 |

Signature
Secretary / Treasurer

Place : New Delhi
Date :



Executive Director

For R.K. TULI & ASSOCIATES
CHARTERED ACCOUNTANTS

Signature
R.K. Tuli
(PARTNER)
M.No.081018
FR No.001847M

CENTRE FOR EDUCATION AND COMMUNICATION

NEW DELHI

Consolidated

Receipts & Payments Account

For the year ended 31st March 2014

| Receipts | Amount (Rs.) | Payments | Amount (Rs.) |
|------------------------------------------------------------------------------------------------------|--------------------|------------------------------------------------------------------------------------------------------|--------------------|
| Opening Balance | | Investment | 11,39,008 |
| Cash | 1,05,161 | Payments for Projects | |
| Banks | | Sustainable Livelihood for Small Tea Growers | 952,489 |
| State Bank of India | 28,76,479 | Eradicating bonded labour in India's Brick Kiln Industry | 31,30,332 |
| Federal Bank | 11,273 | Sustainable Solutions in the Fight Against Child Labour in Home-based Craft Production | 22,79,777 |
| Corporation Bank | 7,89,429 | Agriculture skill council of India | 6,36,295 |
| ICICI Bank | 14,574 | Production of Awareness Generation Kit on Bondage Labour | 7,79,646 |
| | | Rules and Notifications framed by Central Government, State Governments and Judicial Commissions Ltd | 7,54,945 |
| Excess of Income over Expenditure | 27,45,399 | Increase in Advance | 1,70,65,891 |
| Receipts from Projects | | | 3,30,634 |
| Sustainable Solutions in the Fight against Child Labour in Home-based Craft Production | 44,56,654 | Decrease in Creditors | 2,241 |
| Grassroots | 17,26,594 | Closing Balances | |
| FDR Interest (Tea Revolving Fund) | 55,361 | Cash | 3,07,591 |
| Eradicating bonded labour in India's Brick Kiln Industry | 44,47,235 | Banks | |
| Production of Awareness Generation Kit on Bondage Labour | 7,19,646 | Federal Bank | 1,51,237 |
| Rules and Notifications framed by Central Government, State Governments and Judicial Commissions Ltd | 2,41,861 | Corporation Bank | 2,20,857 |
| Interest Balances | | ICICI Bank | 14,574 |
| Receipt of security | | State Bank of India | 1,26,25,196 |
| Increase in Creditors | | | 1,33,18,655 |
| FDR - Investment | | | |
| TOTAL | 3,18,56,418 | TOTAL | 3,18,56,418 |

Secretary
Secretary Treasurer

Place: New Delhi
Date:



For R.K.TULI & ASSOCIATES
CHARTERED ACCOUNTANTS



ANNUAL REPORT 2013-14



Centre for Education and Communication (CEC)
New Delhi