

CEC Annual Report 2015-16

September 2016



Centre for Education and Communication

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Centre for Education and Communication (CEC)

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Preface

It is always a challenging task to explain the conceptual argument for the logical connection among various activities of CEC. The Board has consistently been vigilant of the rationale behind the selection of activities. Are we victims of funder priorities? Are we swaying away from the Mission and Vision of the organisation?

CEC's vision is a world where all workers and small producers are empowered to lead a life with rights and dignity in a society founded on principles of equity and justice.

CEC's mission is to build a wider horizon with labour and small producers, to uphold their rights, and 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.

To achieve this, CEC engages in 'knowledge generation', 'knowledge dissemination' and 'capacity building' with the objective of enhancing the dignity of labour and small producers. The nature of CEC's activities is discursive and advocacy oriented. This 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 reflected in CEC's engagement with the knowledge, wherein 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.

Presently, we work on three broad issues: (i) bonded labour in brick kilns; (ii) rights of international migrant workers; (iii) sustainable livelihood for small tea growers in the tea value chain.

Concerns were raised whether CEC had been sliding away from its core competencies of labour and labour rights when it started its work among tea farmers.

From the side of the Executive Management, two streams of justifications were offered. First, the need for breaking a perceived historical exclusivity labour questions assume. Labour issue is not a common man's issue in India in spite of the fact that people have to toil every day in most exploitative conditions.

Second, the Executive Management argued that globalisation brings in new dimensions of exploitation, especially in the agrarian global supply chains. Consequently, small farmers face multiple jeopardy - not having a say for their products at the factory gate and in the consumer market; not having any control over inputs and their costs; individualised ownership of land making them voiceless; lack of access and proximity to the processing units or market for their perishable products making them dependant upon and vulnerable to the influences of middle people; absence of protection during contingencies making them dependent on ursurers etc.

Now, let me offer a third, but related argument. This has been picked up from David Harvey, who recently made a distinction between 'production of value' and 'realisation of value'. He points out that traditionally the fight against capitalism was strategised around the issue of 'production of value' - the fordist factories where mass of workers worked, their organisation and their struggle. He says that this no more holds true as production processes and production relations have changed dramatically. Now workers are distributed in time and space. Second, he argues that 'realisation' of value is not taking place where value is 'produced'. Value gets realised in the market, which has become diversified and all powerful. Therefore, strategy and tactics in the fight against capitalist exploitation must change.

We can see that this proposition is equally applicable to the Indian context, which is increasingly getting integrated to the global supply chain and global market at all levels. As a result, the identification of strategies and tactics against capitalist exploitation becomes all the more baffling and challenging. Except for a minority of workers in factory sheds, most of our toiling people are literally on the roads, at houses and under contractors. Even those under factory sheds and offices are under contractors and informalised. Consequently, a number of identities and interests merge making it extremely difficult to mobilise on pure and exclusive labour identity. There is need for adopting innovative strategies as the distinction drawn by Harvey becomes evident even in the Indian context.

Our farmers and workers produce food for the world. While they produce value; the realisation of this value takes place elsewhere, and the same can be illustrated in the case of tea. A tea farmer gets Rs.15 for one kg of leaves. From the factory, it is sold for, say, Rs.190 for a kg. A consumer buys one kg of tea at Rs. 1000. If we accept the proposition that the struggle against capitalist exploitation must not only be where production of value takes place, but also where the realisation of value takes place, then we have an opportunity to engage creatively in challenging locations and methods of value realisation.

Can I dare say that primary producer societies, tea producer companies and tea marketing company is a strategy challenging processes and systems of value realisation?

I feel that we are not far off from our vision and mission.

Eradicating Bonded Labour in Brick Kilns

The Context

The Government of India abolished bonded labour during the period of emergency, when on 25 October 1975, the President of India, Fakhruddin Ali Ahmed, promulgated an ordinance titled the Bonded Labour System (Abolition) Ordinance, 1975 (BLSA), which stated, “On the commencement of this ordinance, the bonded labour system shall stand abolished and every bonded labourer shall, on such commencement, stand freed and discharged from any obligation to render any bonded labour.” Subsequently, both Houses of Parliament passed the BLSA Act in February 1976, and the government framed the BLSA Rules, 1976.

The enactment of the BLSA Act is considered epochal by many because it was the first legal step taken by the Government of India to prohibit forced/bonded labour, after 25 years of Independence and 21 years after the Government of India ratified the ILO Convention 29 on Forced Labour, to abolish slavery, in line with Article 24 of the Constitution..

On 24 December 1985, the Government of India amended the BLSA Act, 1976, clarifying that workers coming under the ambit of the Contract Labour (Regulation and Abolition) Act, 1970 and Inter-State Migrant Workmen (Regulation of Employment and Conditions of Service) Act, 1979, undertaking labour in a situation of force or coercion would be included within the definition of a ‘bonded labour system’ as defined under the BLSA Act, 1976.

The three pillars of the abolition of bonded labour are (i) identification, (ii) release and (iii) rehabilitation. Hence District Magistrates, Vigilance Committees and rehabilitation schemes assume strategic importance in addressing bonded labour. In 1997, the Supreme Court empowered the NHRC to monitor implementation of the BLSA Act, 1976.

According to Government of India reports, a total of 2,82,429 bonded labourers have been identified, released, and rehabilitated since the inception of the bonded labour rehabilitation scheme in 1978 up to December 31, 2015.

It is an acknowledged fact that despite all the efforts, bonded labour is endemic within the brick industry in India. Estimates about the number of

functioning brick kilns in India vary from 50,000 to 100,000. Considering 250 workers are employed in a kiln, the total employment in brick kilns can vary from 12,500,000 (1.25 crores) to 25,000,000 (2.5 crores) in a season. Brick-making is considered a seasonal industry for the reason that it remains non-functional during the rainy season, normally for three to four months. Workers are engaged every year for the season. Every year, brick-kiln owners must find workers and workers must find brick kilns where they can secure employment. This process is facilitated by brokers or labour contractors, who act as intermediaries between the owners and the workers. Contractors obtain workers both locally and from far-off places, resulting in significant annual migration from and to source districts and states. A system of advances mediates the employer-contractor-worker relationship. The employer engages contractors to obtain workers for the season by making an advance payment and in turn, the contractor secures workers by giving them an advance payment. Accepting the advance is a commitment by the worker to work in the kiln of an employer with whom he/she has never met or entered into a contract. In the kiln, the worker works against the advance that he/she has taken. If the advances are not cleared, grounds are set to tie them to the same kiln (and perhaps elsewhere) through employment in the next season(s).

The Project

Given this context, the project is to eradicate bonded labour in brick kilns in Punjab.

The Partners in the project are Volunteers for Social Justice (VSJ), Punjab (destination state); Jan Jagruti Kendra (JJK) in Chhattisgarh (source state) and Centre for Education and Communication (CEC). Anti Slavery International (ASI), UK is the Lead Partner, who receives funds from Big Lottery Fund (BLF), UK and USTIP for this project.

The intervention has a 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 wage related laws 3) using the judicial system to secure releases from bondage of workers who are experiencing extreme vulnerability and abuse; and 4) empowerment of workers by facilitating their self-organisation as fully functioning and autonomous associations. The project envisages coordinated action in both destination and source states.

The role of CEC in the project is of training and reporting. Specific responsibilities of CEC include conducting the project team meetings, developing training & campaign materials, designing monitoring & evaluation framework, reporting to ASI and conducting national espousal of the rights of brick kiln workers.

Training of Trainers

The Training of Trainers (ToT) have been designed and developed to meet the goals including (i) enhanced technical competence of staff of VSJ and JJK in themes including, among others, workers' rights, unionisation, migration, wages, (ii) capacity and leadership building in order to enable effective implementation of the project and (iii) accelerating the process of empowerment of brick kiln workers, particularly women, children and the most vulnerable groups through access to entitlements, equal pay for equal work, promoting decent work conditions, etc.

Tool-kit and materials for training, including training modules on labour rights, trade union, migration and wages, were prepared in consultations with VSJ and JJK. Training modules were prepared both in Hindi and Punjabi.

ToT, New Delhi on 23-25 April 2015

The two-and-a-half days training conducted at Indian Social Institute (ISI), New Delhi on 23-25 April 2015 was attended by 18 staff from VSJ and 8 staff from JJK among other project staff from CEC and resource persons/experts in the field.

An interactive and participatory learning approach was adopted in the training rather than the dominant dependence on the use of lectures. This training method encouraged the trainees to be active and analytical in their learning approach. The methods included brainstorming, group discussions, interactive talks, role play exercises, classroom practicals, and sharing of field experiences. Case studies were used and the participants were asked to interact freely with the resource persons and experts.

Ballabgarh case

CEC received a call from JJK requesting our intervention in an instance where a labourer was held in bondage in one of the brick kilns, RKM Brick Kiln in Ballabgarh, Faridabad.

Surendra Sonwani and his cousin brother Gautam Kumar Sonwani were held and kept captive by the munshi and jamadar of Baba brick kiln in Pandhera Kalan. Baba brick kiln is situated between Jaawan basti and Naariala in Ballabhgarh. Surendra Sonwani managed to escape from the kiln and had called Manju Gardia of JJK. JJK approached VSJ and CEC for help.

Gautam Kumar Sonwani (Babloo) had come to Baba Brick kiln about three years back to work as a pather. He had taken an advance before joining work. While at the kiln, he left his work midway and returned to his village, Tatheri in Jangjir Chapa district of Chhattisgarh, since the process of issuing ration cards had begun in the village. He left his settlement of payments and advance to a relative, Bhuvan Lal (his wife's uncle, who is also close to the jamadar).

Gautam had a pending advance of Rs. 50,000/, which was settled by Bhuvan Lal. Gautam had agreed to pay Bhuvan Lal the said amount gradually. Three years later, Gautam and his wife, Mamta, along with other family members returned to Balabhgarh to work in another brick kiln. On 8 March 2015, after an argument, Mamta left for Baba brick kiln, where her uncle Bhuvan Lal continued to work. On 9 March 2015, Gautam along with his brothers Surendra and Gyanendra went to meet Mamta. On the insistence of Bhuvan Lal, the munshi and the jamadar of Baba brick kiln took Gautam to the office and locked him. When the brothers pleaded, Gautam was allowed to leave. But in the evening, the brick kiln owner, Kaju along with the munshi and jamadar, came in a car to the kiln where the brothers were staying and took Gautam away. He was kept captive.

Ruchi from CEC followed up the case. She called up SDM Ballabhgarh, Dr. Priyanka Soni and narrated the incident. The case has been considered and the SDM had sent a team to the kiln for further enquiry. The worker held under captive was freed before the team arrived. We then called Gautam Kumar and he said things are fine and he started working normally.

Trainings to JJK

A two-day training/orientation session on finance reporting was conducted for JJK staff on 22 and 23 May 2015 at CEC Office, Delhi by CEC's finance team and programme team. The JJK team was given lessons in managing accounts in Tally software. Moreover, the previous financial statements of JJK were verified

with the vouchers and some rearrangements were suggested. A special session on reporting was also conducted for JJK staff on day two of the training.

CEC organised a two day Training of Trainers for JJK in March 2016. 32 participants attended the training. Payment of wages, minimum wages, equal remuneration act and provisions under the bonded labour system abolition act were discussed in detail. Sessions were also conducted on trade union rights, gender rights and financial inclusion. The case of workers who returned from Jammu and Kashmir was used as case in reference. Hira Nath Singh, Secretary, All India Trade Union Congress (AITUC), Chhattisgarh State Unit and Ruchi Gupta were the trainers.

National Seminar on Piece-rate Wages and the Status of Labour in India's Brick Kilns

In most occupations in brick kilns, wages are paid on a piece-rate basis. The logic and the method of wage determination employed in brick kilns ensures that the wages are never commensurate to the value of labour input by the workers. 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 calculated per thousand units of bricks, giving tremendous scope for employers to manipulate the compensation package.

A patheri from a brick kiln observed, "One person from the family will get up early in morning and mix soil with water; then the entire family starts moulding bricks. The number of bricks produced largely depends on the number of working members in a patheri family. On an average, one family produces around 500–800 bricks in a day. We get wages on piece-rate, that is, Rs 432 per 1,000 bricks."

CEC organised a seminar jointly with the Centre for the Study of Social Exclusion and Inclusive Policy and Dr. Ambedkar Centre, Punjab University, Chandigarh on October 9, 2015. The core issue was addressing caste based discrimination and exclusion through the practice of piece rate wages in the brick kilns.

The seminar looked at the political economy and the context of piece wages in India, studies on labour and wage practices in different states, the evolution and contemporary practices of piece rate wage in different sectors and the perspectives on piece wages particularly those of the trade unions, government bodies and non-government organisations.

Among the institutions, organisations and trade unions which participated in the seminar were Akal University, Bathinda, Punjab; Centre for Research in Rural and Industrial Development, Chandigarh, Punjab; Action Aid, New Delhi; Industrial Design Centre, IIT Bombay; PRAYAS Centre for Labour Research and Action, Udaipur, Rajasthan; Rajasthan Pradesh Int Bhatta Mazdoor Union; Department of Economics, Rabindra Bharati University, Kolkata; Aide-et Action, Bhubaneshwar; RKM Vivekananda College, University of Madras; All India Agricultural Workers Union; National Human Rights Commission; and the Ministry of Labour and Employment, Government of India. Brick kiln workers, some of them rescued from situations of bondage in the past, participated enthusiastically in the seminar. The seminar saw very active participation from faculty members and research scholars from different departments of Punjab University's Departments of Geography, Economics, Women's Studies and Law. Members of the student's union and representatives of the local press (Amar Ujala, Dainik Savera, Dainik Jagran) also took part. The issue was also given prominence in the local press.

Newsletters

Three issues of the newsletter were published. Important highlights of the seminar on piece-rate wages, a brief overview of the partners' campaign to abolish piece wages, stories on protests against the piece rate wages and demands for decent working conditions; presentation of the determinants of the minimum wage; issues of child labour and child rights and stories on the issue of non-recognition of women as independent workers were among topics covered in various issues of newsletters.

Toll Free Cards

10,000 pocket sized toll free cards were printed for distribution to workers at source areas in Chattisgarh. The toll free number, details of organisation at the source and destination state, narration of the basic situation in which they could make a call and the fact that the call was free of charge had been communicated to the workers.

Annual Review and Planning Meeting

CEC facilitated the Annual Review and Planning Meeting of the partners on October 10-11, 2015 in Chandigarh. A review of the project activities, processes followed, most significant learnings, and learnings from partners in the course of achieving the objectives was undertaken. Group discussions, reflections in a

larger group, and team interactions, not just within an organisation but with members of partner organisations, were also conducted as a part of the Annual Review and Planning Meeting.

The activities designed were intended to promote sharing of important events at the source and destination states and mutual learnings from all the partners. It fosters reviewing the collective processes and seeing each partners' contribution towards empowering the community.

Chhattisgarhi workers and their struggle in a J&K brick kiln

Mohan Das, a pather, had been accompanying his father in the brick kiln, ever since he was a child. Now himself a father of two, he cannot erase the horrifying memory of that December evening, when his family was packed with some 80 others in a truck and driven off to an unknown place.

Sakharam got the workers from Janjgir Chapa to work in a kiln in Jammu and Kashmir. Two brothers own the kiln and one amongst them is also a Sarpanch of the village where the kiln is situated. After three months of working in the kiln, a few workers wanted to go to their village in Chhattisgarh to cast vote for the Panchayat Elections. They feared their names would be deleted from the electoral roll if they did not vote. Heera, Munna and Mukesh went to meet the owner but they were beaten up. The owner then started to abuse the women and children.

Sakharam intervened but he was also beaten up. They owners declared that whoever wanted to leave the kilns could only do so by paying their dues. However, the owners had not paid any workers their wages and the workers thus had no money to return to the owner.

However, Heera, Munna and Mukesh escaped from the kiln.

When the owners got to know of their escape, they were furious and threatened the other workers that if anyone else tried to escape, they would kill and bury them in the kiln.

Heera and his two friends reached Jan Jagriti Kendra at Pithora and narrated the incidence to them. The organisation had held awareness meetings and camps in their villages on earlier occasions.

JJK asked them to file a complaint with the Deputy Commissioner of Janjgir Chapa. Despite their complaint, there was no action taken for two weeks. Back in the brick kiln, the harassment of the workers by the owners only

grew. A pregnant lady who asked for some money, was refused and as a result she lost her baby to still birth. The owners started to take finger prints of each worker on a blank page.

Heera Munna and Mukesh were getting more and more anxious as they had left their families behind at the kiln and the Collector had not taken any action yet. Through JJK's intervention they met the Chief Minister (CM). The CM's office faxed to the concerned department in J&K and demanded an immediate inquiry.

This information reached the owners who, being in positions power, never expected that their brick kiln will be ever inspected. They quickly asked the families staying there to pack their belongings and board a truck. Mohan Das, expected the worst. The owner drove the truck some 100 km away from the kiln and left the families there.

Left without food, shelter and inadequate clothing to protect them against the biting cold, the workers went to a nearby construction site to earn enough so as to return home.

The workers, through CEC and JJK, are trying to get certificates of release from bondage from the Deputy Commissioners Office.

Additionally, the Planning meet was also designed to develop the abilities of field staff in designing, planning and the final implementation. Team members were encouraged to speak and participate in the process and take ownership of the plans.

Briefing Paper and Resource Kit

CEC prepared a briefing paper on 'Payment of Wages and Debt Bondage in the Brick Kiln Industry', which contextualised the practice of piece rate wages in brick kilns and provided recommendations. This paper is based on the work done by partners on piece wages as well as relying upon secondary research.

This was part of a resource kit on abolishing piece rate wages in brick kilns. The kit highlights the workers' exploitation by bringing to light the wage provisions and rights of workers prescribed under law on the one hand, and juxtaposing them with the practices in the kilns oriented towards the kiln owners' profit and rendering workers as victims of neo-bondage, on the other. A charter of demands demanding decent living and working conditions in the brick kilns was prepared as a part of the kit. Questions that address the assumptions

behind piece rate wages and the basis on which one decides whether a worker is skilled or not, were included in the kit.

Suggestions from the partners were incorporated in the kit and the final draft was circulated amongst the partners. The kit had been printed in English and Hindi, so that this could be used to advocate with various government agencies and other stakeholders at the regional and local level.

Media Articles

A media article on bonded labour in brick kilns titled “Bonded Labour in India’s Brick Kilns” had been published in Outlook Hindi, a national weekly magazine, on November 2, 2015. The feature captured aspects of bonded labour in the brick kiln industry such as exploitative and discriminatory nature of piece wage system, arduous working hours, and the disregard for national and international legal instruments among other points. (<http://www.outlookhindi.com/country/issues/bonded-labour-in-indias-brick-kilns-4867>)

Another article was published in the Mumbai-based daily, Daily News and Analysis, on November 14, 2015, titled, “Debt trap: India’s brick kilns engage slave labour.” (<http://www.dnaindia.com/india/analysis-debt-trap-india-s-brick-kilns-engage-slave-labour-2145248>)

Additionally, ‘India News Calling’, publication from Punjab University Campus, covered CEC’s participation in national seminar organised at the Campus with the theme, “Piece Rate Wages and Status of Labour in India”. The coverage appeared on October 9, 2015.

Empowering Civil Society Organisations for Decent Work and Green Bricks in India's Brick Kilns

The Context

The project, "Empowering CSOs for Decent work and Green bricks in India's brick kilns" is funded by the European Union and will be implemented in the destination states of Uttar Pradesh, Rajasthan, Tripura and the source states of Orissa, Chhattisgarh, Jharkhand. The duration of the project is 48 months beginning from 1 January 2016. The overall objective is to usher sustainable change through decent work and green technology in India's brick kilns. The specific objective is to increase the capacity of Civil Society Organisations (CSOs) including human rights groups, labour organisations, child rights organisations, CSOs working on green technology, brick kiln manufacturers associations, workers' associations and local authorities to perform their roles more effectively to ensure inclusive 'decent work' in brick kilns and produce 'green' bricks. The Partners in the project are (i) PRAYAS, Delhi; and (ii) Terre des Hommes (TdH), Germany. The Associate in the project is Anti-Slavery International, UK.

The most prevalent form of intervention of human rights CSOs has been identification, release and rehabilitation of bonded labourers within the framework of BLSA Act, 1976. Notwithstanding the importance of such intervention, elimination of bonded labour in brick kiln remains a far cry. Moreover, efforts by environmental CSOs to facilitate a transition into less energy consuming and less polluting technologies like natural draught zig-zag kiln or vertical shaft brick kiln (VSBK) have not permeated widely. Both levels of interventions remain independent and mostly, mutually exclusive. In both cases, interventions neither addressed the caste based, regimented, advance-linked and contractor dominated labour market characteristics, nor addressed the organisation of the industry which thrives on non-innovation and gendered, feudal labour relations. The present action intends to address this gap. The action intends to bring together wide sets of CSOs on the principle that the observance of labour standards and establishment of green technology are compatible and not mutually exclusive. Moreover, the action is premised on the perspective that

the capacity of brick kiln manufactures to innovate depends on facilitating a labour market based on information flows, and an industrial relations based on observation of labour standards and recognition of skills rather than casteism, regimentation, bondage, contractors, and gendered feudal labour relations.

The project intends to build capacities of 50 human/child/labour rights CSOs to understand and respond to environmental issues and 25 environmental CSOs to understand and respond to decent work issues in brick kilns. It is expected to directly impact the decent work and environmental awareness of at least 10,000 brick kiln workers in the source & destination states as well as 100 brick kiln owners. The project intends to pilot two institutions which are expected to radically change the operation of labour market operates in brick kilns. These institutions are (i) the worker skill development centre for diversity and (ii) labour exchange. The project will help collectivising at least 5,000 workers. The project intends to introduce green technologies in brick kilns to brick kiln owners through exposure visits and ToTs. Simultaneously it will introduce them to the business case of ensuring decent work in brick kilns. It raises questions on the way in which worker skills are segmented along exclusivist caste lines and intends to make it more inclusive and non-discriminatory.

Following activities are envisaged in the project: Studies on (i) the labour market dynamics and industrial relations in brick kiln industry; (ii) archaic technology, social relations and innovations in brick kilns; (iii) health of kiln workers and exposure to emissions; (iv) document migration pattern to brick kilns over 4 year period; (v) Manuals on safe migration, decent work, safe work and gender rights; (vi) skill diversification training & training tool; (iii) inclusive worker collectives; (vii) ToTs on safe migration, decent work, freedom of choice, right to represent, Occupational Safety & Health (OSH), social security; (viii) Field exposures and ToT for brick makers to kilns producing safe, green bricks & providing basic amenities, social security to workers; (ix) national consultations - interface between green bricks and decent work; (x) Worker Skill Development Centre for diversity at work; (xi) Model employment exchange, (xii) national consultations on 'social protection for brick kiln workers' and on production of green bricks; (xiii) training for advocacy.

CEC, the applicant will be responsible for the overall implementation and reporting. CEC facilitates coordination among all Partners. CEC is directly responsible for activities in Western UP and Tripura. Prayas, having experience in working among bonded labour and brick kilns in Rajasthan, will execute various activities in Rajasthan and it will lead the action on setting up a pilot Labour Exchange. CEC will collaborate with identified private sector in setting up

Worker Skill Development Centre and conducting training for workers as well as in exposure visits of brick kiln owners and their ToTs. TdH having long years of experience in project monitoring in India, is taking the lead in monitoring the implementation of the project.

Project Set-up and Induction of the Team

A Project Team is in place for all Partners. CEC's Project Manager has the responsibility for overall management of the project. Project Officers in Uttar Pradesh and Tripura have taken charge of respective areas. CEC also has a Senior Research Officer.

Primary assessment was done in all the respective states to finalise the specific project districts where the direct project activities will be executed. Following districts from all the respective states are finalised- (a) Sepahijala, Khowai and West Tripura (Tripura); (b) Fatehpur and Allahabad (East UP), Fatehabad (West UP); (c) Ajmer and Bhilwada (Rajasthan). Induction meeting of the project team at CEC was organised to share details of the project's objectives, scope & strategies. A one-day training was organised for the project officers in UP and Tripura de-briefing them about the project framework; their roles & responsibilities and also on the study design of the baseline survey.

Baseline Survey and Research Studies

A consultant was identified to undertake the baseline survey for the project. The team finalised the research design and tools for the baseline survey and the research is in progress.

Concept notes have been prepared for the research studies on (i) the labour market dynamics and industrial relations in brick kiln industry; (ii) archaic technology, social relations and innovations in brick kilns; (iii) health of kiln workers and exposure to emissions and migration pattern to brick kilns over four year period. The research design and tools for the study were developed in the second quarter of the project timeframe.

Strengthening / Forming Inclusive Workers Collectives

The project has adopted the strategy to strengthen existing worker collectives in Rajasthan and UP. In Rajasthan, "Pradesh Int Bhatta Majdoor Sangathan" (RPIBMS) and in UP, Bhatta Karmgar Evam Nirmaan Shramik Sangathan (BKENSS) & Uttar Pradesh Grameen Mazdoor Sanghathan have been identified as collectives of brick kilns. 424 workers from Ajmer & Bhilwara are

registered as members of the collective. The Project is giving technical guidance to such worker collectives pertaining to legal recourse for improving workers access to their rights and entitlements. In Rajasthan, Prayas is also taking up cases related to bondage, atrocities and workers settlements due with the owners. In Uttar Pradesh, initially the Project was planned to work only with the target community in the western region of Uttar Pradesh, however the project area was extended to Eastern UP in consultation with the European Union. Initial rounds of meetings were conducted with the office bearers of these workers collectives. The target is to register 2,000 workers in one month.

Constructive Interface between Decent Work and Sustainable Green Brick Production using Appropriate Technology Innovations

Identification of CSOs

The Project intends to reach 75 CSOs working on the issues of gender, child rights, labour rights, human rights and environment. Introductory meetings with CSOs have been initiated in Rajasthan, UP and Tripura. The objective of these meetings is to brief them about the project framework and seek their views on proposed actions for addressing the issue of labor rights and environment.

Dialogue with district & state government

Initial dialogues with the district level officials of labor and environment department along with the industrial corporations have been initiated in Uttar Pradesh. In Tripura, conversation with the Department of Industries has been initiated and a letter has been sent to reach out to the members of the Brick kiln Manufacturers Association.

Reaching out to brick manufacturers

In order to establish constructive interface between green bricks & decent work, more than 25 manufacturers have been reached out to in Rajasthan & Uttar Pradesh. They were briefed about the project design & its objective, a few found it useful as it gave information about new technology available for producing green bricks & they expressed willingness to associate with the project in future operations.

Identification of training institutes

To facilitate the workers skill diversification training, identification of training institutes were initiated in the months of May - June. Prayag Kiln (Varanasi, U.P.) has been identified as potential institutes for providing training to workers.

Prayag kiln uses advanced green technology for production. The Prayag kiln has the potential to be a model station for exposure visits by government officials and brick manufactures from UP and Tripura. CEC is also exploring the option of another institute in western UP.

Creation of Model Employment Exchanges

Piloting institutional system of Employment Exchange is one of the most significant strategies of the Project. It is being done by Prayas in Rajasthan. A concept note was drafted and shared with all the partners to seek their feedback. Eventually, it was proposed that the labour supply will be collectivised in the source area by setting up an (physical) institution that will mediate the movement of workers. It will require the regulation of workers supply to the market from a single window system right from its origin state. The Exchange will register all the seasonal migrants from a particular source cluster and the employers who wish to recruit the workers. The Project seeks to set up the Exchange using the associational power of workers and labour contractors. For logistical reasons, the work is done in source clusters of Rajasthan – one in Masuda and Kishangarh blocks of Ajmer district and another in Parbatar block of Nagaur district. The two areas form homogenous clusters. Workers belong to a single ethnic community – Rawats in Masooda and Bavri in Nagaur and Ajmer.

Pre-departure Training for Migrant Workers from Uttar Pradesh to Qatar

The Context

CEC has been working on issues of overseas migrants from India through its action research, capacity building and policy advocacy for more than a decade. CEC served as the India Secretariat for the Migrant Forum in Asia, coordinating action from a range of Civil Society Organisations (CSOs). As part of this forum, CEC brought together a range of civil society actors including migrants' groups, trade unions, women's groups, academics, researchers, lawyers, human rights groups and activists on the issue of international migration. A series of consultative processes with the civil society were coordinated to draft an alternative legislation for International Migration, published in 2009 as a report titled "Towards a Holistic International Migration Policy: Recommendations from Civil Society". A model Emigration Welfare Bill, 2011 was also formulated deliberating changes to the emigration law.

CEC continues to anchor interventions that benefit international migrant workers.

India is believed to be on the threshold of a demographic transition that is expected to result in a growing supply of potential migrants. India's population pyramid projections indicate that by 2025, India will have the largest workforce in the world at over 832 million in the working age group (18 – 59) as compared to 658 million today (Census, 2011).

Emigration to the Gulf constitutes over 90 percent of India's emigration volumes. During 2002-2012 the gross flow of emigrants out of India was a phenomenal 6.82 million. Of this number, 6 million Indians went to the six GCC countries alone. The total emigrating population grew at 7% over the last decade on average, with a peak in 2008 of 847,000 workers.

Although the proportion of Indians to total migrants is the largest in Oman (at around 58 percent), it is also significantly large in the United Arab Emirates, Bahrain, Qatar and Kuwait (at 36 percent in each country). Even in Saudi Arabia,

which has the largest number of migrants, Indians account for around 20% of all migrants in the country (UNDESA, 2013).

Over the years, we see a definite shift in the migration pattern across different states of India. During the period 2002-12, the share of Uttar Pradesh (UP), the largest and most populous state in India, in the total migrant population increased dramatically from 5% to 26%. International migration from Uttar Pradesh has grown at an annual rate of 26% against the national average of 7% (Sasikumar and Timothy). Uttar Pradesh has emerged as the biggest contributor to migrant population in the last decade replacing Kerala, the traditional bastion of migration to the Gulf.

The Work in UP

CEC along with Anti-Slavery International, UK, is implementing a project titled 'Pre Departure training for migrant workers travelling to the Middle East', funded by UNISON International Development Fund. The Project focuses on the eastern districts of Uttar Pradesh – Deoria, Gorakhpur, Kushinagar, Maharajgunj, Sant Kabir Nagar, Siddharth Nagar Sultanpur and Faizabad. Training are being conducted by CEC along with BNKMU (Bhavan Nirman Karmkar Mazdoor Union, Lucknow) and MSS-Seva (Manav Seva Sansthan, Gorakhpur).

The Case of a Migrant Worker

“When I arrived, my passport was taken from me and I was told I was going to be a shepherd, not work in the job I was promised. I protested – I was educated and trained - I did not come to Saudi Arabia to be a shepherd. My employer said things had changed, then he ‘gave’ me to someone else. This new person was a police officer. He also had a farm – a big farm. It was so big that he had a helicopter that he flew sometimes to remote parts of the farm. I was forced to be a shepherd there – to do ‘animal husbandry’. I lived out in the fields, in a shed with a tarpaulin roof. I was given basic food, it was not enough. It was some rice, dahl, also the same food as the animals. Animal fodder.

I was not allowed to leave the farm. He took my passport, but did not give me a residence permit. I couldn't buy a SIM card or leave the farm without this permit. Luckily, I met another worker from India nearby – he lent me his phone and I messaged my family here.

I left India to try and earn more money – to have a good job. I went to an agent. I was told by the agent – that I had to pay 85,000 INR (approx. 1280 USD) to him. To do this I had to mortgage my farm land here in the village. I did it because he told me I would be earning a better wage that I get here – 1000 Riyal a month (approx. 265 USD). I thought he was the agent, but there was another one in Mumbai, who must have been the one registered the Government. I only met him the one in Mumbai to get the air tickets from him and I didn't know who he was until later. The one in the village was a sub-agent. I didn't ask if he was registered – I didn't know. I gave him the money. I was given a piece of paper – one sheet – written in Arabic. This was all I had that was like a contract.

One day, after I had told my family \[who had complained via an Indian Government mechanism], the 'employer' dropped me at the airport. He said I could go home and gave me my passport and a flight ticket. I didn't get any wages at all – he said that he deducted the air ticket cost from my wages and there was none left. I mortgaged my farm land for this."

The objective of this pilot initiative is to enable at least 300 migrant workers benefit from:

- Safe migration information including increased information on risks and dangers, financial implication, skill required, language, culture, society, polity and legal instruments
- Increased access to rights and entitlements
- Finding solutions to crisis situations
- Increased access to safe remittance channels
- State actors benefit from enhanced information on migrants conditions, denial of rights and benefits and suggestions on how institutional mechanisms can be enhanced and made more migrant friendly
- Worker organisations and CSOs contribute as well as benefit from structured trainings on rights of migrants

Trainings

Districts identified for training sessions are of high prevalence of migration to the Gulf in the eastern part of Uttar Pradesh, with some districts sharing their border with Nepal. The trainees are usually a mixed group, some who had been to Gulf / Qatar for work in the past and some who intend to migrate for the first

time. The training is conducted in a participatory manner discussing all the steps in the migration process, both pre and post departure, key documents required, how to reduce risk and stay safe, whom to contact when in need etc. Training is conducted based on the Training Manual prepared for this purpose. Every worker is given a worker passbook called *Soochna Pustika*, which is a passport sized book with all the information that workers require pre-departure and once they arrive.



Networking with CSOs, Worker Organisations and State Agencies

Relevant NGOs and local unions in these districts have been identified who participate in training in order to learn as well as be introduced to the workers. The local union has provided a WhatsApp number to workers (in addition to telephone numbers), so that workers can send queries via smart phones once in the Gulf states.

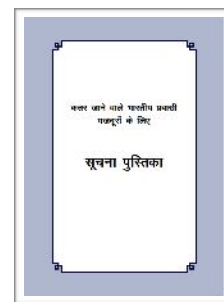
The Project staff reached out to recruitment agents and Trade Test Centres where potential migrant workers are required to attend for evaluation before migrating. In reaching out to these agents and centres, the Project staff obtained relevant information to ensure the awareness materials and training are comprehensive. With the assistance of the agent, the Project team visited Trade Test Centres, obtained work contracts and identified source districts in UP and Bihar. The contracts showed how the workers are cheated, for instance, the costs of food and accommodation gets deducted from salary and certain provisions like allowances for travel and medical benefits are left uncertain.

Meetings were held with the Uttar Pradesh Department of Non-Resident Indians (NRI), a separately created department to look into the affairs of the migrant workers amongst other functions. However, the department is at its initial stage of setting up. The department is currently engaged in staffing its Migrant Resource Centre and attempting to relocate its office of Protector of Emigrant (PoE) from Rae Bareilly to Lucknow.

Soochna Pustika

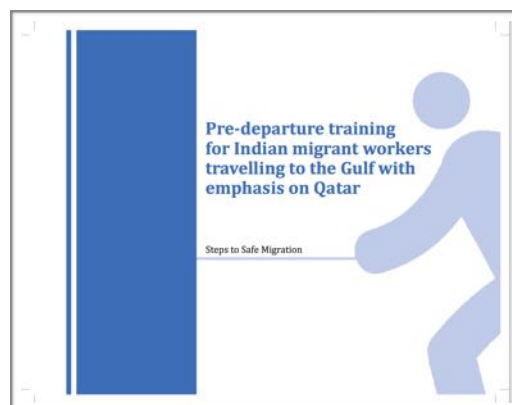
This is a pocket size document that workers can easily carry on them everywhere. The passbook is called '*Soochna Pustika*' and contains information of the worker (to be filled in by the worker) like passport details, address in home

country, qualifications and trainings, and employment background. Additionally, it also contains specific do's and don'ts concerning arrival in Qatar/other Gulf countries, workers' rights, how to be safe when exercising rights, emergency contact information, helpline numbers and contacts of organisations like BWI, Amnesty, Qatar Foundation and others.



Training Manual

The training manual includes modules on right to decent work, safe migration, financial literacy, return and reintegration. The training manual, intended for use by CSOs and Trade Unions, have information on the existing protective measures by the Government of India and also by the Qatar Government. It incorporates elements from the ILO's standardised pre-departure requisites for migrant workers and manuals of Building and Wood Workers' International. The manual looks at various aspects of safe migration, access to rights and entitlements at source and destination countries, access to safe remittances and grievance redressal mechanisms which the CSOs can use to conduct module based training in their region.



The manual was pilot tested in the training sessions and feedback was obtained from returnees who participated in the trainings. Their experiences – of being deported, cheated by the agent, abused by the kafils, denied wages, incomplete immigration documents, contacting disease at work place, stories of fellow workmen, family members and neighbours who struggled to get home - were accommodated by revising the manual.

International Tea Day

The first International Tea Day (ITD) was observed on December 15, 2006 in Delhi, in the wake of reports of numerous instances of closure of tea estates in an unprecedented scale and consequent disruption of the life and livelihood of tea workers. Worker representatives, small tea growers (STGs), industry representatives and academics from various tea producing countries came together and called for coordinated action to protect tea workers the world over.

Interestingly, in 2015, the Government of India made a proposal to the United Nations Panel to declare a Day as International Tea Day, which received support from various countries.



On December 2015, the 10th International Tea Day was observed in India and all over the World. Indian STGs raised the following issues:

- Remunerative price to small tea growers for green tea leaves
- Implementation of 'price-sharing formula' and effective functioning of 'district monitoring committee' for ensuring such implementation
- Review and revival of the proposed Price Stabilization Fund Scheme(PSFS). The Government of India must mitigate the volatility in the prices of perishable tea and provide adequate insurance cover by rolling out PSFS on immediate priority. The earlier price stabilisation fund ceased to exist in 2013 and was marked by several deficiencies.

In Jalpaiguri, representatives of all Primary Producing Societies (PPSs) met at Moynaguri Dharamshala community hall to discuss the above concerns. The

Confederation of Indian Small Tea Association (CISTA) leadership, representative from BLFs, officials from TBI & Labour Department of West Bengal attended the function. At Itakhuli Development Block of Tinsukia district, the event was jointly organised by Bapuji, Tegera and Rangagora societies. Prerona and Kunhi Small Tea Growers in Margareita gathered to observe the ITD event. The events had presence of TBI officials. Posters in vernacular were distributed appealing for possible solutions by STGs. In Udalguri district, 13 Primary Producing Societies (PPSs) held a programme with the leadership of All Bodoland Small Tea Growers' Association (ABSTGA) and TBI officials. At Borshila and Sonari, 100 STGs gathered at Moran along with representatives of all active stakeholders. At



Bordumsa, 50 STGs observed the ITD event with leadership of Bordumsa Small Tea Growers' Association and TBI officials. In Tripura, at Panchamnagar community hall of Unnokoti District 10 societies gathered to observe the ITD. In Mizoram, three societies observed the ITD event in Baktwang.

Sustainable Livelihoods for Small Tea Growers

Equalitea Project covering selected districts of the Indian States of West Bengal, Assam, Tripura, Mizoram and Arunachal Pradesh has been launched in April, 2011. The overall objective of the Project is to reduce poverty among small tea growers (STGs) through innovative means of improved agricultural practices and establishing fairer terms of trade in tea. The project implementation, originally scheduled for completion by March, 2016 has been extended for a period of 3 months i.e. till the end of June, 2016 without any additional allocation of funds for the extended period of implementation. The project is funded by the European Union and implemented by CEC in India and Bikash Bangladesh and Traidcraft (TX) in Bangladesh. Traidcraft extended business development support in India.

The project intended to reach 50,000 small tea growers (STGs), with focus on those who owns less than 5 acres of land in India. Additionally, it is also expected to cover 10,000 tea workers in India. The project engages with regional and state level associations of STGs, bought leaf factories (BLFs) and tea estates who purchase green leaves from the STGs, the Tea Boards of India (TBI) and Bangladesh, technical and financial institutions, local non-state actors and the private sector.

The Context

Historically, tea plantation all over the world had been characterised with the big tea estates having plantations covering hundreds of hectares and in house factories for the processing of tea. The scenario has been changing for the last few decades with big factories giving way to smaller tea gardens and tea processing being taken up by BLFs. The big estates have been finding it less and less profitable and more challenging to manage the estates due to the labour intensive nature of tea plantation and rising labour charges and volatility in international tea prices. In the Indian context as well, the monopoly of big tea estates in the total tea production is giving way to a major share being cornered by STGs supplying their leaves to estate factories and BLFs. The STGs in the traditional tea growing areas in the north eastern and southern parts of India have been finding

cultivation of tea more profitable than alternate livelihood options in the hilly terrains. The resultant spurt in the number of STGs (official definition of a small tea grower in India is one who owns less than 25 acres) has resulted in steady increase in the share of tea leaves production by STGs which is currently estimated at over 36% of the total green tea production in the country.

The STG holdings being small and unorganised are dependant on the estate factories and BLFs for sale of their leaves but have very little bargaining power. The result has been the evolution of very unfair trade practices with a class of middlemen working as agents of the factories and exploiting STGs with low prices. The factories find these leaf aggregators easier to deal with than individual STGs.

The Equalitea Project was conceived out of a concern for ensuring better income for STG farmers in Indian States of West Bengal, Assam, Tripura, Mizoram and Arunachal Pradesh – the areas most suited for tea cultivation – by enabling the STGs to adopt modern, scientific management of their tea gardens on the one hand and elimination of the middlemen in the leaf trade through collective action on the other.

The logic of project intervention was to collectivise the poorer STGs (those having less than 5 acres) into STG collectives – Primary Producer Societies (PPS) and enable them to bargain better deals with tea factories through direct sale by PPS to factories eliminating the middlemen and thus removing one step in the tea value chain.

The project aimed to improve productivity of tea plantation by STGs through extensive training while striving to seek better terms of trade through collective leaf trading and establishing their own processing and marketing network. Simultaneously, it was also intended to strengthen the STG network by activating STG Associations at the regional and national levels for networking with other stakeholders and effectively taking up issues concerning the STG Sector in the states concerned as well as in international fora.

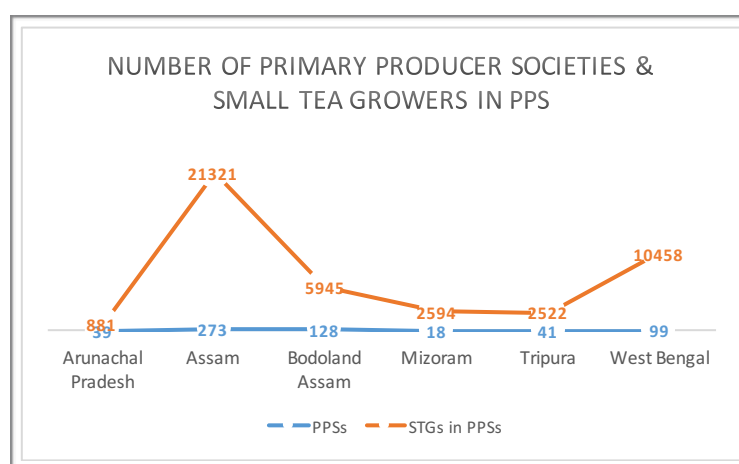
The project team, in the fifth and final year (2015-16) of implementation, worked united and with an increased sense of purpose to achieve the project goals laying emphasis on the sustainability of the results achieved even after the project team would withdraw from the field. Consequently, a lot of emphasis was given to consolidation of organisational capacities of PPSs, taking forward the most advanced among the PPSs and preparing a team of volunteer leaders who would be available for the farmers for guiding them in technical, financial and organisational matters. The year has been one of forward looking activities.

Geographical Locations

The Project is being implemented in 27 districts in the five States. Arunachal Pradesh: (1) Changlang; Assam: (1) Dibrugarh, (2) Golaghat, (3) Jorhat, (4) Karbi Anglong, (5) Nagaon, (6) Sivasagar, (7) Tinsukia; Bodoland Assam: (1) Baksa, (2) Kokrajhar, (3) Sonitpur, (4) Udalguri; Mizoram: (1) Champhai, (2) Kolasib, (3) Lunglei, (4) Mamit, (5) Saiha, (6) Serchhip; Tripura: (1) Dhalai, (2) North Tripura, (3) South Tripura, (4) Unnakoti, (5) West Tripura; and West Bengal: (1) Cooch Behar, (2) Darjeeling, (3) Jalpaiguri, (4) Uttar Dinajpur

Number of PPSs Formed and STGs Reached during the Project Period

During the project period, 598 Primary Producer Societies (PPSs) have been formed by CEC. Of these, 273 PPSs are in Upper Assam districts, namely Tinsukia, Dibrugarh, Sibsagar, Golaghat, Jorhat and Nagaon; 134 PPSs are in



lower Assam or Bodoland districts namely, Baksa, Udalguri, Sonitpur and Kokrajhar; 99 PPSs are in the districts of Jalpaiguri, Cooch Behar, Darjeeling and Uttar Dinajpur, West Bengal; 40 PPSs are in the districts of North Tripura, Unakoti, West

Tripura, Dhalai and South Tripura; 18 PPSs are formed in the districts of Champhai, Kolasib, Lunglei, Mamit, Saiha and Serchhip of Mizoram; and 39 PPSs formed are in Changlang district of Arunachal Pradesh.

PPSs are collectives of STGs formed for the purpose of enhancing their capacity to consciously engage in tea value chain and obtain better terms of trade. PPSs in due course of time get registered under the Societies Registration Act, 1860 as per the norms of TBI. These function as business enterprises at the grassroots level. They address and organise issues around the cultivation of tea and sales of green leaves. PPSs facilitate its members to gain better prices for green leaves by enhancing the quality of production and engaging in fair terms of

trade with BLFs. Organising into PPSs helps in enhancing the bargaining power of the STGs vis-à-vis other actors in the tea supply chain and they eventually eliminate leaf agents. It will also help the STGs get access to the government schemes and programmes. A PPS is based on the principles of a cooperative but has more functional autonomy than a cooperative. It can also perform the functions of an SHG.

PPSs formed in 2015-16

In 2015-16, only 75 PPSs were formed, but as already observed, the emphasis was on consolidation of the gains already achieved. Of those, 36 PPSs with 2,765 STGs were in Assam followed by 15 PPSs with 705 STGs in the Bodoland districts of Assam. In West Bengal 10 PPSs with 485 STGs were formed; in Arunachal Pradesh 7 PPSs with 165 STGs ; in Mizoram 4 with 221 STGs; and in Tripura 3 PPSs with 239 STGs were formed. Altogether 4,580 STGs became members of these PPSs.

Number of STGs Reached during the Project Period

43721 Small Tea Growers have been organised into 598 Primary Producer Societies (PPSs). PPSs would necessarily have an elected Executive Committee constituted from its General Body. These PPSs are identified by their names and have either been registered with the Registrar of Societies of the respective States or are in the process of getting registered. Among them, some have applied for registration while the others are in the process of applying. They would have opened a Bank account or are in the process of opening a bank account. They would have either started collective leaf trade or are in the process of starting collective leaf trade. Only such societies are eligible of receiving benefits from the TBI.

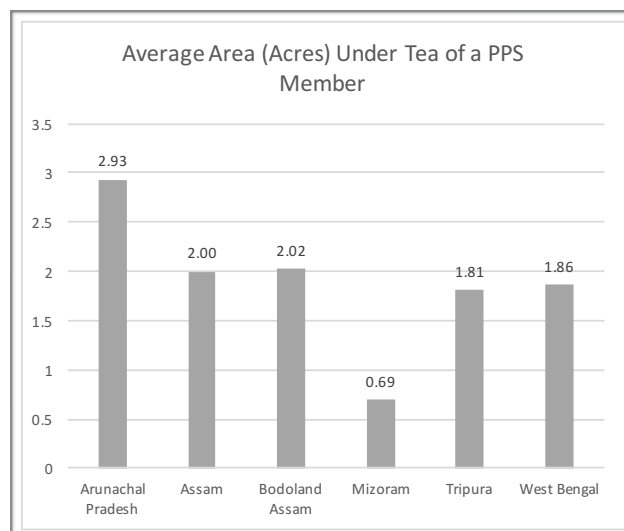
However, there are 6,545 STGs with whom our team has made contacts and held initial meetings. They are preparing to come together and register themselves as a PPS. Consequently, 50,266 STGs have been collectivised against the project target of 50,000 growers in India.

Land under Tea of the Members of PPSs

The impact of this work in poverty eradication could be gauged from the fact that average acreage of these farmers is just 1.90 acres and they are mostly dependent on tea as their main source of income though they have other crops like rice and arecanut. This shows that the resources have been judiciously utilised. The increased income from tea for the PPSs has directly reached the

needy. However, the Tea Board defines small tea growers who are owning land less than 25 acres.

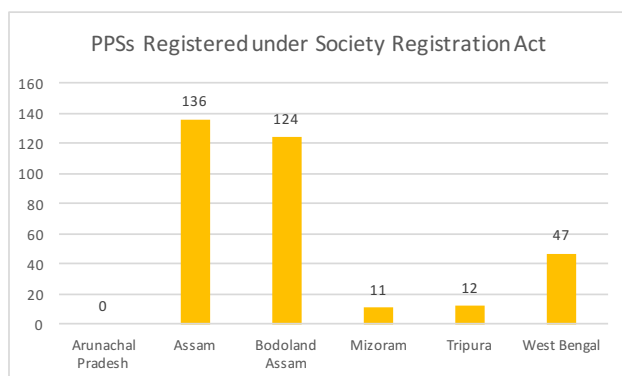
A PPS has an average membership of 74 small tea growers. Each PPS cover an area of 138.86 acres of tea on an average. A State-wise analysis of average ownership of land of a PPS member shows that the highest acreage is reported from Arunachal Pradesh and the lowest in Mizoram. Small tea farmers in Assam (Upper and Lower) have acreage of 2.00 acres under tea.



PPS Registered with Registrar of Societies

During the year of 2015-16, 75 PPSs were registered with the Registrar of Societies, giving them necessary legal identity.

Altogether, 55.18 per cent of PPSs formed during the entire project period have either got their registration certificate from the Society Registrar or have applied



for the registration. Recently, PPSs have experienced resistance to get registered. The processes have been made strict and the documentation requirements were made more elaborate. In Arunachal Pradesh, the cost of registration is very high and growers couldn't afford the

cost. In Mizoram, the registration is under the State Cooperative Act and with the TBI. In Assam, a parallel process of registering with the state level Department of Industry and Commerce (DIC) to obtain benefit from the State government as opposed to benefit from TBI, created confusion among growers. Despite repeated representations to the State Government and the TBI, this confusion has not been resolved.

Relationships with Banks and having Accounts

Bank linkage is an important technical activity. Leaf agents always deal in cash, which is their method of control of growers and the best way to keep the transaction arbitrary to the effect that growers are never receive fair price for their produce. Leaf agents adjust their advances against leaf trade and all transactions are conducted in cash. Generally, BLFs also prefer cash transaction as it hides payments which are not in conjunction with TBI's rule of Price Sharing between BLFs and growers.

47 PPSs opened Bank accounts in 2015-16. Overall, 395 PPSs out of 598 had established relationships with a Bank and 389 PPSs (65 percent) had opened bank accounts in PPS' name. BLFs make the payment into their Bank account and PPSs distribute the money to the tea growers against their share of green leaf contribution.

STGs in PPSs who Obtained TBI Smart Card

Smart Card is being issued by the TBI to all STGs as a means of individual registration, since there is no official data on STGs in India. PPSs have become a captive source and CEC facilitated submission of application for smart card as required by the TBI. These have been introduced in a phased manner since 2013; however there are still States like Arunachal Pradesh, where the Smart Card issuance process has not begun. During the project period, 19,029 STGs who are members of the active PPSs have received Smart Card.

In 2015-16, 2,029 small growers who are members of PPSs received smart cards. In West Bengal, in the districts of Jalpaiguri and Coochbehar all members of PPSs have applied for the Smart Card, but the TBI has not started its distribution. Smart Card distribution has not begun in Arunachal Pradesh and Mizoram.

Direct Leaf Trade

Formation of a PPS need not necessarily lead to collective leaf trade by the STGs. There are many constraints. Growers might have taken loans or advances from the agents. Sometimes it takes more than two years for them to repay the loan and get out of the clutches of the agents. Even after becoming a member of a PPS, growers continue to give their leaves to the agents. The BLFs are unwilling to take leaves from a PPS as they do not want to disturb the existing arrangements. Growers will continue to get benefits from the Tea Board like leaf shed subsidy and leaf carry bag subsidy even if they are not in a collective leaf

trade. In Arunachal Pradesh, there are no factories nearby where growers can supply their leaves. They do not have any other option but to give leaf to the agents. This is also the case in Mizoram, where the growers are compelled to hand roll tea and sell it in the local market. In Assam there is also pressure from the STG Association on the BLFs to discourage collective leaf trade by PPSs because there already existed an arrangement between BLF and the STG Association on a compulsory payment to the Association. In West Bengal,

Average Leaf Traded and Value Realised by 169 PPSs in 2015-16				
States	Average of Baseline Unit Price	Average of Price	Leaf Trade in Volume(KG)	Value Realised
Assam	11.50	17.93	91,23,394	16,36,13,770.42
Bodoland Assam	10.00	21.87	50,57,333	11,06,13,952.62
Tripura	12.00	13.87	6,07,492	84,22,924.79
West Bengal	11.00	13.79	35,03,500	4,83,21,858.49
Grand Total	10.99	18.73	1,82,91,719	33,09,72,506.32

especially in Uttar Dinajpur district, the agents are all too powerful.

However, those who started collective leaf trade are experiencing gain in price realisation, which is encouraging other PPSs to do the same. Overall, 306 PPSs, i.e. 51.17% of all PPSs formed during the project period are engaged in direct collective leaf trade. In 2015-16, 36 PPSs started direct collective leaf trade. An assessment of the leaf trade data collected from 267 PPSs in Assam Bodoland districts of Assam, Tripura and West Bengal showed that in 2015-16, the PPSs collectively sold 1,82,91,779 kg of green leaf to processing factories and realised a value of Rs.32,77,62,299.73.

In 2015-16, on an average, the 267 PPSs who collectively traded green leaf with processing factories obtained on an average Rs.2.48 more than that offered by the price leaf agent in the same localities. The highest gain was in Nagaon district of Assam where the PPSs received on an average Rs.7.20 more than what the leaf agents offered.

PPS Assembly in Delhi

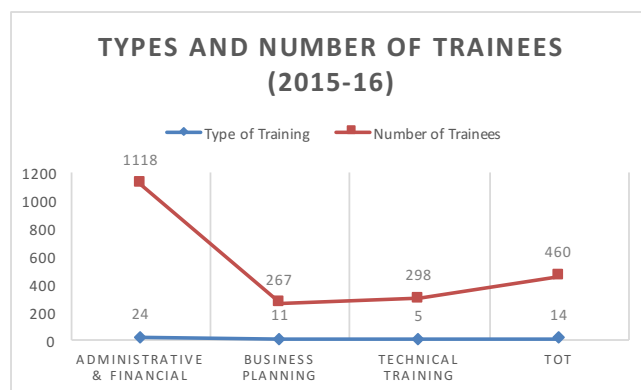
Preparations are on to bring about 120 PPSs from Assam, Tripura, Arunachal Pradesh, Mizoram and West Bengal to Delhi to mark the celebration of their achievements and to have direct conversations with various stakeholders including TBI, NABARD and FAO. It has also been planned to identify best

performing PPSs through an objective process and felicitate them. The programme is scheduled to be held in Delhi in June 2016.

Training and Capacity Building

The project implementation strategy laid stress on providing necessary skill and exposure trainings to STGs in scientific farm management including organic tea farming, management of STG collectives, savings by members and business planning for STG members of PPS. A total of about 300 training programmes have been organised under the project till March 2016 covering more than 10,000 STG members. The training programmes were broadly in five categories: (i) administrative & financial; (ii) business planning; (iii) exposure visits; (iv) training of trainers; and (v) technical training.

Training is given to STGs, not as individuals, but as representatives of PPSs. The trained STGs impart their knowledge to the respective PPSs. Training is imparted to PPS leaders and those who show aptitude for technical training. The trainees are usually selected by the PPSs. Training relies upon the administrative and technical training manuals prepared by CEC in English, Bengali and Assamese. These are revised periodically to accommodate new learning. Training has theoretical and practical components. The training process is residential if it is conducted for over one day.



In 2015-16, a total of 54 training sessions were held in which 2,143 STGs attended. The training sessions were planned such that it reinforced their knowledge and capacities in administrative and finance management as well as agricultural practices.

Training was also provided on business planning to prepare and help them to move up the value chain and set up own manufacturing units producing green and orthodox tea.

The 2015-16 training sessions on business planning was intended to cater to the needs of those PPSs who expressed their desire to move up the value chain, by transforming themselves to Tea Producer Companies (TPCs) and set up tea manufacturing units. There were groups who were planning to set up micro/mini units to manufacture green and orthodox tea and there were others who

were planning to set up CTC tea manufacturing units. Trainings were provided by Niiti Consulting Pvt. Ltd., experts in business management.

The participation in training of trainer workshops (ToT) were the highest in 2015-16. The ToTs were intended to build a cadre a cadre of volunteers, identified by the PPSs, who would continue to provide various kinds of services to the STGs after the departure of CEC upon completion of the project.

Register on Rules and Notifications on BLSA Act, 1976

In 2012-13, CEC had undertaken an International Justice Mission (IJM) sponsored project on preparing a 'Rules and Notifications framed by Central Government, State Governments and Judicial Comments and Orders by Supreme Court and High Courts on the Bonded Labour System (Abolition) Act, 1976'. The information collated would be used by IJM, their partners and sub partners for intervention in the field.

In June 2015, IJM entered into a contract with CEC to update the register for 11 Indian states Andhra Pradesh, Bihar, Chhattisgarh, Delhi, Jharkhand, Karnataka, Madhya Pradesh, Odisha, Rajasthan, Tamil Nadu, Telengana and Uttar Pradesh and to analyse the data.

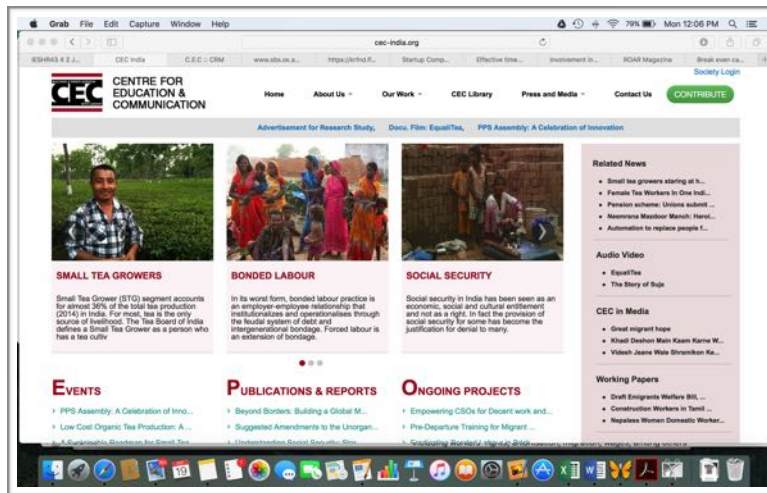
CEC is reviewing state compliance and implementation vis-à-vis the existing laws, notifications and judgments pertaining to bonded labour, such that each State-wise analysis presents a picture of efforts right through prevention and identification of bonded labourers to their rescue, rehabilitation and prosecution within the limits of the information collected as stated above. Apart from the BLSA Act, 1976 the analysis will also intersect laws such as Minimum Wages Act, 1948; Contract Labour (Regulation and Abolition) Act, 1970; Inter State Migrant Workmen (Regulation of Employment and Conditions of Service) Act, 1979; Child Labour (Prohibition and Regulation) Act, 1986; Scheduled Castes and Scheduled Tribes (Prevention of Atrocities) Act, 1989 (SC/ST Act); Building and Construction Workers (Regulation of Employment and Conditions for Service) Act, 1996; and the Unorganised Workers' Social Security Act, 2008.

Information is being collected through visits to the States, meeting with officials in the labour, social welfare departments of the governments, meeting with panchayat officials, NGOs, activists and trade unions and by using the RTI.

CEC's Website

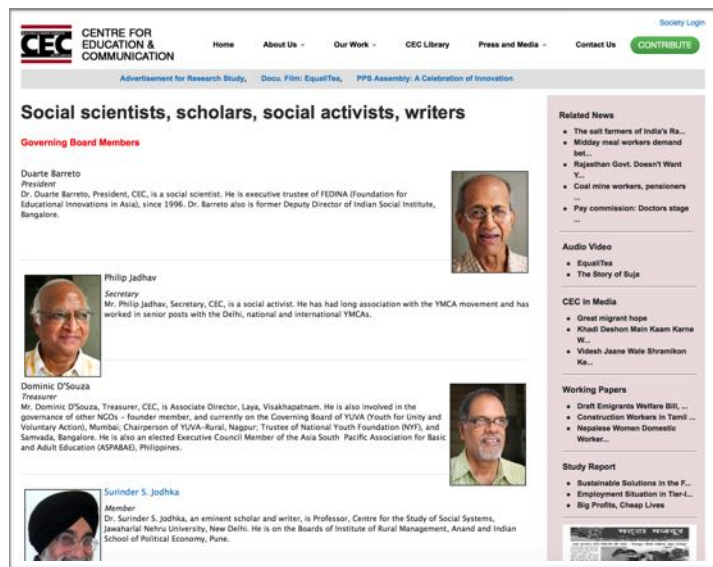
CEC's website had been hacked, which made all contents unrecoverable. Considering the extreme importance of a user-friendly website, CEC redesigned

and launched a fresh website. It has been programmed as database. New information can be easily added on to the website. The 'CEC Library' section has a huge amount of digital information. It has information on



more than 590 STG societies formed by CEC including their leaf trade data. We

intend to give them right to access the back end of the CEC website and make regular changes to their information. Surprisingly, more than 200,000 visitors accessed our website by March 2016, which is within eight months of the launch of the new website. Here are some screenshots of the new website.



CEC's MoU and Rules & Regulations

CEC's amended Memorandum of Association and Rules & Regulations have been registered with the Registrar of Societies as on 4 April 2016.

<p style="text-align: center;">AMENDED MEMORANDUM OF ASSOCIATION</p> <p style="text-align: center;">OF</p> <p style="text-align: center;">CENTRE FOR EDUCATION AND COMMUNICATION</p> <p>1. Name of Society: - CENTRE FOR EDUCATION AND COMMUNICATION</p> <p>2. Registered Office: - The Office of the society shall remain in the National Capital Territory of Delhi and at present it is at the following address: 173-A, Khirki Village, Malviya Nagar, New Delhi - 110 017</p> <p>3. Work Area: - The area of operation of society shall be the All over India</p> <p>4. Aims and objects:- To engage, employ or hire appropriate staffs, workers, legal experts and other professionals, managers and agents for the work and furtherance of the aims and objects of the trust and to pay their wages, salaries, stipends or fees.</p> <ol style="list-style-type: none">1. To engage in adult education and, in general education of people for development.2. To undertake study and research on all matters pertaining to development.3. To engage in the education of the urban and rural poor for development activities.4. To help the involvement and education of young people in activities related to development.5. To initiate and encourage the education of women on questions regarding their rights and their liberation.6. To stimulate people's involvement and organize community action in the fields of social, economic and cultural development.7. To undertake and participate in programmes pertaining to health education, employment etc., in the fields of rural and urban, agricultural and industrial development.8. To seek collaboration with and the co-operation of other voluntary and government agencies for development activities and programmes including relief programmes to people in areas affected by natural calamities and other emergencies and where possible to collaborate with such agencies9. To advance and diffuse information on educational matters, formal and informal, and development and with that object, collect, document, publish, issue, and circulate bulletins, papers, pamphlets, periodicals, books, and journals, etc., on education, development and other related subjects in India and elsewhere10. To conduct and/or participate in seminars, study circles, camps, fieldtrips, lectures, conferences, statistical/economic/sociological surveys, research and training programmes, audiovisual and mass media services, exhibition etc. In accordance with and in furtherance of the objectives of the Society <p style="text-align: center;">3 of 20</p>

CEC's Policies

CEC has framed organisational policies on (i) asset management, (ii) audit & accounts; (iii) internal evaluation; (iv) employee exit; (v) expenditure; (vi) financial authority; (vii) gender & sexual harassment redressal; (viii) internship; (ix) procurement; (x) staff recruitment; (xi) employee benefits; (xii) travel and discretionary expenditure and (xiii) vehicle use.

<i>Sl.No.</i>	<i>Policy Name</i>	<i>Established</i>	<i>Revision</i>
1	CEC Employee Appointment Policy	September 2008	March 2013
2	CEC's Employees Benefit Rules	September 2008	March 2013
3	Gender & Sexual Harassment Redressal Policies	September 2008	March 2013
4	CEC Performance Evaluation Manual	September 2008	March 2013
5	CEC's Employee Departure Policy	September 2008	March 2013
6	Travel and Discretionary Expenditure Policy	September 2011	
7	Asset Management Policy	September 2011	
8	CEC Vehicle Policy	September 2011	
9	Cash Advance Principles	September 2011	
10	Financial Authority Policy	September 2011	
11	Procurement Policy	March 2010	March 2013
12	CEC's Internship Programme	September 2008	March 2013
13	Audit & Accounts Policy	September 2008	March 2013

These have been developed in 2008 and/or 2011 and reviewed mostly in 2013. It is time to review these policies and revise, if necessary.

CEC Team 2015-16

1	Meena Sharma	: Manager, Administration
2	Javed Mansoori	: Manager, Finance & Accounts
3	R Prasad	: Administration Assistant
4	Gijo P. Mathew	: Driver
5	V. K. Vinayaraj	: Manager, Campaign & Advocacy
6	Ruchi Gupta	: Coordinator, Research & Training
7	Urmila Rao	: Manager, Communications
8	Javed Iqbal	: Cashier-cum-Accounts Assistant
9	Joy Chakravorty	: Project Manager
10	Minto Goswami	: Senior Project Officer, Tinsukia & Karbi Anglong
11	Kaustav Roy	: Senior Project Officer, Jalpaiguri, Cooch Behar & Darjeeling
12	Pijush Goyary	: Project Officer, Bodoland & Sonitpur
13	Sujit Hazarika	: Project Officer, Jorhat & Golaghat
14	Dayananda Pashi	: Project Officer, Tripura
15	Shampa Das	: Project Officer, Shibsagar
16	Ratul Gogoi	: Project Officer, Dibrugarh
17	Ayananta Roy	: Project Officer, Uttar Dinajpur
18	P. Mungrei	: Project Officer, Arunachal Pradesh
19	P. T. Ramdinamwia	: Project Officer, Mizoram
20	Priyanka Bharadwaj	: Project Officer, MIS
21	Pallavi Mansingh	: On Study Leave
22	Gunja Kirti	: Project Manager

CEC's Governing Board & General Body

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, of YUVA (Youth for Unity and Voluntary Action), Mumbai; member 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 till 2016.

Surinder S. Jodhka: Member

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

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.

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.

Gazala Paul : Member, General Body

Ms. Gazala Paul, a social activist, is based in Ahmedabad.

Sreerekha M. S.: Member, General Body

Dr. Sreerekha M.S., a women's rights activist and writer, is Assistant Professor, Centre for Women's Studies, Jamia Millia Islamia.

Jaya Srivastava: Member, General Body

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

Ashim Roy: Member, General Body

Mr. Ashim Roy a trade unionist. He is based in Ahmedabad.

Sobin George: Member, General Body

Dr. Sobin George, a researcher and writer, is Assistant Professor, Centre for Study of Social Change and Development, Bangalore.

Xavier Dias: Member, General Body

Mr. Xavier Dias, a social activist and writer, is based in Ranchi.

CEC's Financials 2015-16

R.K. TULI & ASSOCIATES

CHARTERED ACCOUNTANTS

Address: 11/37, Old Rajinder Nagar,
New Delhi - 110 060
Email: rkta2007@yahoo.com
Website: www.rkta.in

Landline: Audit: 011 - 4578 8909
Tax: 011 - 2573 4493
Fax: 011 - 4510 4493

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, 2016, the Statement of Income and Expenditure 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 so 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, 2016;
- (b) in the case of the Statement of Income and Expenditure, of the income 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.

Place: New Delhi
Date: 28/09/2016

For R. K. Tuli & Associates
Chartered Accountants
(FRN No. 001847N)



R K Tuli
(Partner)
(Membership No. 081019)

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 was 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.



**CENTRE FOR EDUCATION AND COMMUNICATION
NEW DELHI**

**Consolidated Income & Expenditure Account
For the year Ended 31st March 2016**

Expenditure	31.03.2015		31.03.2016		Income		31.03.2015		31.03.2016	
	Amount (Rs.)		Amount (Rs.)		Amount (Rs.)		Amount (Rs.)		Amount (Rs.)	
Bank Charges	742		3,433		Bank Interest	30,320		23,569		
Co-ordination Charges			18,452		Centre for Development Studies	30,375		58,156		
Misc. Expenses	3,594,368		329,678		Membership Fees	1,297,423		1,555,395		
					Misc. Expenses / Publications	2,805,733				
					Profit on sale of Assets	312,303				
					Contributions	247,271		1,39,858		
					Interest Income	33,261		37,255		
					Interest Accrued	3,1,551		257,811		
					Part from Shop No. 20821	1,090,432		530,232		
					Part from Bharu Institute of Shop No. 21			28,000		

Excess of Income over Expenditure
(Transfer to General Fund)

TOTAL

5,897,069

2,788,291

5,897,069

2,788,291

Secretary / Treasurer

Executive Director

Place : DELHI
Date : 28.09.2016

For R.K.TULLI & ASSOCIATES
CHARTERED ACCOUNTANTS

FRN 01847 N

R.K.TULLI

(PARTNER)

M.No.081019

**CENTRE FOR EDUCATION AND COMMUNICATION
NEW DELHI**

Consolidated Receipts & Payments Account

For the year ended 31st March 2016

	Receipts	Amount (Rs.)	Payments	Amount (Rs.)
Opening Balance				
Cash	297,361		13,764,874	
Bank	485,583		2,556,015	
State Bank of India	770,653		813,238	
Corporate Bank	252,832		991,233	
BK of India		1,738,626	3,414,554	
Excess of Income over Expenditure		1,665,558	1,011,542	
Investments		2,150,095	2,048,021	21,337,156
			Increase in Advances	30,565
			Increase in Advance	114,457
Receipts from Projects				
Statewide Sessions in the FY against CTR labour in some- based Craft Products	1,592,467		Adjustment in General Fund	175,556
Sustainable Livelihood for Small Tea Growers	3,492,453		Decrease in security	49,216
Occupational Livelihood for Small Tea Growers	23,426,215		Change Balance	
Occupational Livelihood for Small Tea Growers	2,521,324		Cash	94,818
7th Department Trainer 2 to Migrant Workers	1,421,456		Bank	356,178
Education based Income for India's BK Industry	2,757,127		Bank of India	305,587
BK Education in India's BK Industry	2,577,439		State Bank of India	15,721,604
		39,047,516		20,475,597
Increase in Cash		255,631		
Adjustment in General Fund		332,718		
TOTAL		45,189,539	TOTAL	45,189,539

Secretary / Treasurer
NEW DELHI
Executive Director

[Signature]

Place: DELHI
Date: 28.03.2016

For R.K. TULLI & ASSOCIATES
CHARTERED ACCOUNTANTS
FRN 01847 N
NEW DELHI
R.K. TULLI
(PARTNER)
M.No. 081019

**CENTRE FOR EDUCATION AND COMMUNICATION
NEW DELHI
Consolidated Income & Expenditure Account
For the year Ended 31st March 2016**

	31.03.2015	31.03.2016	Income	31.03.2015	31.03.2016	Amount (Rs.)
Expenditure						
Bank Charges	722	3,423	Bank Interest	30,320	23,569	
Co-ordination charges	-	189,634	Centre for Development Studies	30,375	55,155	
Misc. Expenses	3,534,388	329,676	Membership fees	1,247,423	1,551,395	
			Misc. Receipts / Publications	2,303,733	397,271	
			Profit on sale of Assets	312,493	33,421	
			Contributions	247,271	33,421	
			Indirect Income	33,421	287,811	
			Interest Accrued	33,421	330,232	
			Rent from Shop No. 20821	33,421	28,000	
			Rent from Banau Infract of Shop No. 21	1,080,432		
Excess of Income over Expenditure	2,311,959	1,651,558				
(Transfer to General Fund)						
TOTAL	5,897,069	2,788,291	TOTAL	5,897,069	2,788,291	

For R.K.TULI & ASSOCIATES
CHARTERED ACCOUNTANTS

FRN 01847 N

R.K.TULI

(PARTNER)

M.No.081019

Secretary / Treasurer
Executive Director

Place : DELHI
Date : 28.09.2016



CEC Annual Report 2015-16

Centre for Education and Communication (CEC)