

**Society for Labour and Development
Annual Report 2012-13 & 2013-14***

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*** As this is SLD’s first published Annual Report, some information from the previous years’ work is also included.**


Message from the President

It gives me immense pleasure to bring out the latest annual report of the Society for Labour and Development (SLD). Our organisation is driven by the belief that we can alter the phenomenon of mindless growth. The spectacular achievements of modern times – progress in science and technology, industrial revolution, mass production of consumer-friendly goods, and the like – have gone hand in hand with violations of basic human rights, denial of civil rights, increasing sexual violence against women, persisting child labour, environmental degradation and growing economic inequality. Tackling these problems is challenging; given the complexities of the modern economy, they need to be addressed using multiple tactics, such as individual empowerment, collective action, societal awareness and international solidarity. SLD has taken on the challenge and is using diverse approaches to bring about that fundamental change.

This is also an occasion to express our sincere gratitude to all who have contributed to SLD's growth. The key source of our strength comes from organisations and individuals donating funds for numerous activities. I sincerely express my thanks to them. Then there are those individuals and organisations that have provided intellectual and experiential inputs for SLD's work. I express my gratitude to them as they are our guiding force. Finally, no organisation can sustain or make progress without hardworking and committed staff. I am proud of the fact that SLD's staff is not only committed to the organisation's mission and vision, but is also committed to changing this world for the better.

This annual report is a reality check for SLD – to take pride in its success and to reflect on the challenges of our time. This occasion reminds me of the inspiring lines of Bertolt Brecht:

“In the dark times
Will there also be singing?
Yes, there will also be singing.
About the dark times!”



Rajiv Agarwal
President, SLD Governing Board

Governing Body

President, SLD Governing Board



Born into a family of freedom fighters, **Rajiv Agarwal** is a lawyer by profession and labour rights activist by passion. He is a co-founder of Society for Labour and Development.

Secretary



Anannya Bhattacharjee is a co-founder of Society for Labour and Development. She has been active in women's and workers' movements since the last 30 years. She is also International Coordinator of the Asia Floor Wage Alliance.

Joint Secretary



Shena Gamat is a theatre artist and a co-founder of SLD's Tarang programme. She heads 'Barefoot', an organisation dedicated to the development and dissemination of contemporary performing arts.

Member



Sajitha Madathil is a cultural activist, and a film and theatre actress. She is co-founder of SLD's Tarang programme and former Deputy Secretary of Sangeet Natak Academy. Her performance in the film *Shutter* won her the Kerala State Film Award.

Member



Osama Manzar is a social entrepreneur. He founded Digital Empowerment Foundation with the objective that there should be universal digital literacy and digital access to all. He is a member of a number of government committees

Member



Gouri Choudhury is involved in the autonomous women's movement in India. A founder member of Action India, she is one of the pioneers of new ways of organising women and ensuring their political participation.

Member



Venkitesh Ramkrishnan is one of the leading writers and editors of India.

Establishment and Constitution

SLD was founded in 2006 under the Trust Act. It was established at a time when growth was exploding around the country. While wealth and prosperity grew exponentially, these benefits were not trickling down to the working class and socially-disenfranchised communities. Very often, these communities were deliberately denied basic human and civil rights. It was in this atmosphere that SLD was established to support initiatives for labour rights and human rights. The mission of SLD today is to help build a democratic and just society that is free from economic exploitation and social discrimination, with a focus on the rights of workers and marginalised people.

SLD started functioning in an unconventional way. The idea was not to form a structure or a plan based on pre-conceived notions and objectives, but rather to work at the grassroots level, across a broad spectrum of issues, and let the necessary operational aspects evolve from concrete work on the ground. Since then, SLD has come a long way in developing its organisational structure, mission and vision, its annual plans, thematic areas of research and staff policies.

Because of our unusual and wide range of partners, SLD is thus uniquely positioned to bring together a diverse coalition to defend the rights of migrant workers

From the beginning, SLD has supported labour rights and human rights at the grassroots level. Today, it is engaged in research, training and leadership development through the use of popular education. It conducts government and corporate accountability campaigns on labour rights and civil rights. It provides legal assistance on various issues. Yet, SLD's values continue to remain rooted in mass-based social movements in India and across the world. SLD supports grassroots struggles locally, at the same time

building alliances with similar and other movements across the world. SLD has built strong alliances with on-ground partners, workers' organisations, women's organisations, cultural organisations, research organisations and youth organisations. Because of our unusual and

wide range of partners, SLD is thus uniquely positioned to bring together a diverse coalition to defend the rights of migrant workers. SLD believes in affirmative inclusion of people from vulnerable communities at all levels of its operations.

SLD's five core areas of work are: 1) Social and Economic Welfare and Well-being of Working People, 2) Migrant Rights and Urban Development, 3) Women's Voices and Participation, 4) Cultural Renewal among Disenfranchised and Working People, and 5) Building a Broader Social Movement. In order to strengthen the workers' movement, SLD has also had to specifically expand into three different but inter-connected fields. The first was to emphasise women's rights within the broader framework of the labour movement. Nari Shakti Manch was an important step in this direction. Second, was to address the needs of workers' children, including adolescent youth. They need to have their own space of creativity without which they fall prey to social evils of different kinds. Tarang was born out of this necessity. Third, networking among and empowering international migrants from India, e.g., nurses from Kerala. SLD has conducted research into this domain and formed a network of organisations that work with international migrants both within and outside India.

Initially, SLD focused largely, although not exclusively, in the National Capital Region (NCR), particularly in Delhi and Haryana. The NCR is among the fastest growing industrial hubs in India and one of the world's largest and most heavily-populated urbanised areas. The majority of the unorganised workers in the NCR come from some of the most marginalised sections of Indian society: Dalits, Muslims, and members of Scheduled Tribes. Many of them are migrants from the largely rural states of Bihar, Uttar Pradesh, Jharkhand, Odisha, West Bengal and Chattisgarh. Over time, SLD has worked to link with labour and social organisations in these states and others, expanding its reach further (*see page 7, Geographical Spread*).

Vision

SLD strives for a society where workers are aware, self-reliant, and fearless and live in dignity.

Mission

SLD's aim is to support organisations of workers and their families, to raise their awareness about labour and civil rights, to enable them to access such rights and to support them in creating a dynamic and dignified society where housing, environment, health, cultural enjoyment, gender equality, migrant welfare and education for working class communities are respected.

“The philosophers have interpreted the world in various ways. The point, however, is to change it.” Karl Marx

Geographical Spread

Today SLD works in the National Capital Region (NCR) territory, Haryana, Uttar Pradesh, Bihar, Jharkhand and West Bengal. It has associate organisations in a number of other states such as Rajasthan, Maharashtra, Tamil Nadu, Kerala and Chattisgarh. SLD staff has also participated in a number of national and international conferences and workshops on labour and gender issues.



Gender Policy

SLD attaches utmost importance to gender sensitisation of its staff and other people who are beneficiaries of SLD’s work. In accordance with the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013, SLD has constituted an Internal Committee to address the issue of sexual exploitation/favours, if any.

SLD encourages women to join the organisation. It also regularly conducts gender training of its staff as well as of the community members to raise awareness and consciousness on the issues of women’s rights and empowerment. An egalitarian gender policy is an integral part of SLD’s work culture.

Organisational Structure



Society for Labour and Development has promoted and guided the formation of Mazdoor Ekta Manch (MEM) in Gurgaon. MEM is an autonomous platform of workers from the garment, auto and construction industries in Haryana. While MEM has its own functionaries and procedures, SLD chips in to provide training and legal guidance to its members.

The Nari Shakti Manch (NSM) was initiated by SLD to raise working class women's issues. NSM is an autonomous group of women working in the garment industry and home-based industries, and includes homemakers as well as domestic workers. NSM has turned out to be a unique platform wherein women come together and raise several issues ranging from domestic violence to workplace safety and admission of children in schools under the Right to Education Act. Members of NSM have now founded Gharelu Kamgar Sanghatana, an organisation to take up problems of domestic workers in Delhi and Gurgaon.

Tarang is a cultural space created by SLD in the working class area of Kapashera in New Delhi. It is a place where youth and children of workers come together and aspire for a creative, socially-aware life. Early participants of Tarang have now become instructors on a voluntary basis and help train children from their own locality in different performing and visual arts.

One of the core objectives of SLD is research. SLD does both action research and theoretical research in the areas of migration, urbanisation, human rights, entitlement of public services and gender policies. SLD's research unit and field teams work along with MEM, NSM and Tarang to find legal ways of fighting for workers' rights. SLD consults and coordinates with several national and international organisations as well as university departments and think-tanks to gain a holistic approach in its work. All units work together in various advocacy initiatives and campaigns, ensuring that SLD's efforts are holistic in approach.



Street play being performed in Gurgaon, organised by MEM and Tarang

Labour Rights

SLD reaches out to workers – both men and women – through the autonomous Mazdoor Ekta Manch (MEM). Members of the MEM are workers from both the formal and informal sectors. SLD has reached out to workers in the garment, automobile and construction industries as well as domestic workers and healthcare workers. SLD conducts trainings and workshops for MEM as well as mass-level awareness-raising activities. SLD also develops material for workers' education. The highlights of MEM's work over the last two years include:

Campaign against Wage Theft, 2012

The phenomenon of wage theft in the garment industry in Gurgaon is rampant. Wage theft happens through underpayment, non-payment, late payment and illegal deduction of wages. MEM ran a mass campaign among the workers to educate them about the illegal cuts in their

monthly wages or salaries. This has led to workers' demanding explanations from their respective managements.



Workers read information about Wage Theft in a pamphlet

Campaign for Workplace Safety

Workers in the automobile industry and construction industry are prone to accidents at the workplace. SLD has taken up cases of workers who met with accidents at the workplace, but were denied assistance and help from the management. MEM has also run an awareness campaign among the workers, educating them about possible health hazards at the workplace, use of safety gears and their right to compensation.

Campaign against Illegal Terminations

The garment industry in Gurgaon has seen a lot of arbitrary and illegal termination of workers in recent times. Workers are terminated for raising questions on wage/salary cuts, contract

work, overtime, etc. Workers are also not allowed to form any kind of association. SLD and MEM have run a campaign against such behaviour on the part of factory management. While SLD has provided legal assistance to the victimised workers, MEM has organised events to raise awareness and engage managements on such issues.



Awareness-raising events are organised regularly by MEM

Fixing Brand Responsibilities

Some of the world's top garment brands manufacture their products in India. SLD has worked with these brands to ensure that their Codes of Conduct related to workers' safety, and the welfare of workers and their right to organise are followed in India. SLD has persuaded major garment brands to own up and take responsibility for violence against workers at the shop floor, for attempts to scuttle formation of workers' associations and for illegal terminations. SLD has also organised trainings and workshops for workers and their representatives to explain how the social responsibility system of big brands functions.

Public Discussion on *Violence against Labour in NCR and Beyond*



Public Discussion at the Gandhi Peace foundation, 17 Sept 2012

Eminent Speakers in the Public Discussion

- **Pravin Jha**, Jawaharlal Nehru University
- **BT Kaul**, Delhi University
- **Dunu Roy**, Hazards Centre
- **T.K. Rajalakshmi**, Frontline magazine
- **Anil Kumar**, AITUC
- **P.K. Shahi**, AICCTU

Meeting was chaired by **Anannya Bhattacharjee**, Member, SLD Governing Board

SLD organised a public discussion on 17th September 2012 at the Gandhi Peace Foundation, New Delhi, in order to gain a long-term perspective on the endemic institutional violence taking place against labour in the NCR. The NCR is among the fastest growing industrial hubs in India and one of the world's largest and most heavily-populated urbanised areas. In the contemporary globalised economic environment, the NCR has been planned with limited vision: corporate presence is unregulated, and the explosive urbanisation has taken place at the cost

of fundamental human and civil rights. Development is highly skewed: the needs of the industry owners and the upper middle class consumers are well provided for, but there is

Violence against workers: The Viva Global case

In August 2010, the management of M/s Viva Global illegally locked out members of the Garments and Allied Workers Union (GAWU). These workers had been illegally terminated to stop them from forming workers' associations. Against agreements reached in the office of the Labour Officer, Gurgaon, the company refused to reinstate the workers and sent hired goons and henchmen when these workers attempted to enter the company. An employee, Anwar Ansari, was abducted and later kept in custody for 14 hours (*see picture below*).

After the case moved to the High Court, the company was ordered to reinstate all dismissed workers. However, it only reinstated 42 out of the 102 workers that had been terminated earlier.

Apparently the uninstanted workers had taken their full and final wages. Even the 42 that were reinstated were not provided work by the company on the grounds that it had received few orders from buyers. The union GAWU then agreed to work with the company to jointly communicate with the international community in order to gain new buyers. Instead, the company started suspending workers in a planned manner without serving proper notice.

There are incidents of further violence being used on the shop floor and locking of the main gate to prevent workers from escaping the violence. Women workers were attacked and brutally beaten up by lady guards who were supplied with sticks and knives by the management. Though an FIR was filed, the company locked out the rest of the reinstated workers on 28th June 2011. The lockout was done while the High Court-directed settlement was still in operation and therefore in clear violation of the law.

SLD provided campaign and legal support to MEM to help the workers of Viva Global. Currently, the case is in the High court of Punjab and Haryana at Chandigarh. The legal battle continues as the workers wait for justice.

Right: Anwar Ansari

practically no planning for the enormous migrant workforce and their families. Economic progress has gone hand in hand with the emergence of ghettos and pockets of destitution. In the NCR, Gurgaon and Noida have been described as runaway 'successes'. Gurgaon itself contributes over 40% to Haryana's revenues. However, tensions and violence in the area are growing, spilling over enough to make national headlines.

In this context, the discussion not only brought the issue of violence against labour further into the limelight, but it gave greater impetus to the workers' cause as they now found support in Delhi, and found solidarity among workers from other industries of Gurgaon.



Kanooni Salah Kendra

Kanooni Salah Kendra (KSK) is engaged in providing legal counselling to workers, inter-state migrants, women, as well as children who are victims of child labour and sexual exploitation and who are excluded from the education system. SLD organises legal clinics at the KSK every Sunday. It also organises legal trainings for workers and their representatives each month.

LEGAL ASSISTANCE PROVIDED:

2013

Labour court - 66 (On going till Dec 2013 – 50; Disposed of/Settled Cases- 16)
High Court - 2 Writ petitions
District Court - 3
Conciliation - 71

2014

Labour Court- 58 (On going till Dec 2014 – 54; Disposed of/Settled cases- 4)
High Court - 3 writ petitions
District Court - One case in district court category (Sabina rape and murder case)
Conciliation - 93

LEGAL TRAININGS:

The main areas that KSK has imparted training in include:

- Industrial Disputes and Grievance Redressal Mechanisms
- Better Working Conditions
- Abolition of Contract Labour
- Implementation of Social Security Legislation
- Laws relating to Wages
- Freedom of Association for Workers
- Culture of Collective Bargaining

The objective is to provide practical knowledge about:

- The basic legal rights and remedies provided under various labour-related laws, thereby making workers fit to face the challenges of real life situations.
- The various machineries/organs of the justice delivery system available for redressal of their problems/grievances.

- The procedure of approaching and utilising various channels available for the redressal of grievances, i.e., the Police, the Conciliation Officer and the Judiciary.

Legal Trainings organised in 2012-13

	Topic of Legal Training	Place	Participants	
			Women	Men
1	Workmen's Compensation Act	Gurgaon	10	30
2	Minimum Wage Act	Gurgaon	15	35
3	Factory Act, 1948	Gurgaon	15	35
4	Payment of Bonus Act	Gurgaon	10	35
5	Industrial Dispute Act	Gurgaon	10	35
6	Payment of Wages Act	Gurgaon	10	35
7	Supreme Court's Visaka Guidelines (1997)	Kapashera	15	25
8	Unorganised Workers' Social Security Act, 2008	Gurgaon	20	40
9	Right to Information Act, 2005	Kapashera	15	30
10	Trade Unions' Act	Gurgaon	15	40
11	Maternity Benefit Act	Gurgaon	20	15
12	Employees' State Insurance Act	Gurgaon	10	30

Legal Trainings organised in 2013-14

	Topic of Legal Training	Place	Participants	
			Women	Men
1	Workmen's Compensation Act	Manesar	05	35
2	Minimum Wage Act	Gurgaon	25	45
3	Factory Act, 1948	Gurgaon	15	35
4	Payment of Bonus Act	Gurgaon	15	40
5	Industrial Dispute Act	Gurgaon	10	35
6	Contract Labour (Regulation & Abolition) Act	Gurgaon	15	45
7	Payment of Gratuity Act	Gurgaon	15	25
8	Unorganised Workers' Social Security Act, 2008	Manesar	20	45
9	Inter-state Migrant Workers' Act, 1979	Gurgaon	15	35
10	The Sexual Harassment of Women at Workplace (Prevention, Prohibition & Redressal) Act, 2013	Kapashera	25	30
11	Maternity Benefit Act	Gurgaon	25	15
12	Right to Information Act, 2005	Kapashera	10	35

National People’s Tribunal for Living Wages and Decent Working Conditions of Garment Workers

SLD was a lead organiser of the National Peoples’ Tribunal for Living Wages and Decent Working Conditions of Garment Workers at Bengaluru on 23rd-25th November 2012. Workers, government officials, union leaders, brand representatives and academicians participated in the tribunal.

Two hundred and fifty workers from different unions like the Garment Labour Union (GLU), Garment and Textile Workers Union (GATWU), and Karnataka Garment Workers Union (KGWU) from Bangalore; Garment and Allied Workers Union (GAWU) from Gurgaon and representatives from Social Awareness and Voluntary Education (SAVE), Tirupur, attended the tribunal, forgoing their daily wage and attendance bonus, to share experiences with the hope of getting better wages and working conditions. They spoke of horrific experiences, of exploitation and of injustices suffered at the hands of the management of garment factories. Workers also asked pertinent questions to the Additional Labour Commissioner and the international garment brands that were present at the tribunal.

The People’s Tribunal in Gurgaon



In the run up to the National Tribunal, SLD also organised a People’s Tribunal on Workers’ Exploitation in Garment Industry in Gurgaon. Annie Raja (leader, All India Democratic Women’s Association), Rajiv Agarwal (Labour Lawyer) and Coen Kompier (Senior Specialist on International Labour Standards, ILO) were the jury members of the tribunal at Gurgaon.

Brand H &M stated that only 17% of suppliers comply with overtime and acknowledged that the living wages provided were indeed very low. The Additional Labour Commissioner, Mr Gurudas Bhat, admitted that there are insufficient inspectors in the department to monitor working conditions in factories and workers’ issues.

Meenakshi Sundaram (CITU) highlighted that the calculation of minimum wages took into account only food, clothing, shelter and a partial consideration for health and education. But in the current climate of privatisation of these services, the minimum wage does not compensate adequately. This has resulted in standardising an inadequate wage for living.

The jury comprised Gianni Tognioni, Secretary General, Permanent People's Tribunal, Italy; Coen Kompier, Senior Specialist on International Labour Standards, International Labor Organization; Utsa Patnaik, Economist and Fellow, Indian Council of Social Science Research and Jawaharlal Nehru University; Marina Forti, Senior Journalist, Italy; Hemlatha Mahishi, Advocate, Bangalore; Mary E. John, Senior Fellow and Former Director, Centre for Women and Development Studies, New Delhi.

Ashim Roy, General Secretary of New Trade Union Initiative (NTUI), argued that there are policy issues when it comes to ensuring that industries pay a living wage (so that workers can come out of poverty). He said that the government has left it to the market to fix wages, but given the high levels of unemployment and underemployment in the current labour market, it is next to impossible to ensure a decent living wage.

Celebration of May Day

1st May 2012



1st May 2013



Women's Rights

Women are an invisible workforce. They are survivors of neglect. They suffer from class and caste exploitation (like male workers), in addition to gender exploitation. They also bear three times the work load as compared to male workers- wage work, homework and child care. SLD has initiated the Nari Shakti Manch (NSM), a women's empowerment platform, to address such multiple issues faced by working class women in the NCR. NSM champions the cause of working class women: it supports their need to get organised, to seek justice against exploitation and to demand an equal voice within their own class, society and home. NSM combines labour, gender and social issues in order to address working class women's problems in a holistic manner.



Nari Shakti workers engage in a health camp with working women in NCR

NSM works on the principle that it is women's leadership that can build viable communities. It is important to listen to women workers, make them visible and facilitate their assertion so that they can fight to transform their lives, and the lives of their families and the community. NSM strives to develop women's leadership in order to seek accountability from the authorities and to gain access to citizenship rights and welfare measures.

Gharelu Kamgar Sanghatana (GKS): The Sabina Case study

Sabina Yasmeen, a 14-year-old minor live-in domestic worker, originally hailing from Bharatpur district, Rajasthan, died in a suspicious manner on 29th January 2014, in her employer's residence located in DLF Phase 3, Gurgaon, Haryana. Her death as per prima facie evidence indicates suspected rape and murder. An FIR has been filed by the family members with the help of GKS. Not satisfied with the first post mortem report conducted in the Gurgaon General Hospital, a second post mortem was conducted at PGI, Rohtak, after a protest organised by GKS. Here, the police arrested the organisation members and detained them on false charges of hooliganism.

As the investigation dragged on, GKS organised a demonstration in front of Haryana Bhawan, Delhi, and handed out memoranda to the Haryana chief minister, Central government ministers and various government agencies. A complaint was lodged before Commissioner of Police of and Deputy Commissioner of Police of Gurgaon

Feminisation of Labour

Why are women hired in the export industry? Why do they perform certain kinds of tasks? Why do women prefer working in a factory?

There is a reason behind this gendering of jobs. Profit-oriented garment factory owners take every decision to increase profits, by lowering costs. By this logic, hiring of female workers must have a cost incentive otherwise factory owners would not resort to it. That is, female labour might be cheaper to employ than male labour or might be more productive, or a combination of both. This would mean that the unit cost of production will be lower with female employment. Hence, women tend to be cheap labour in terms of men and tend to maximise profits.

Sometimes, companies also take advantage of the traditional idea that any income earned by the female member of a family is an "extra" over and above the income earned by the husband, father or son. Factories cannot afford to pay such low incomes to the male workers as it would be untenable in the long run, as workers would move to higher paying jobs or organise strikes for higher wages.

On the other hand, women are considered to be "more docile and willing to accept tough work discipline and are naturally less inclined to join trade unions than men, and naturally more suited to tedious, repetitious, monotonous work". Also, the phenomenon of women leaving employment in the factory when they get married or pregnant is known as 'natural wastage', and can be highly advantageous to firms which periodically need to vary the size of their labour force so as to adjust to fluctuating demand for their output in the world market.

In garment factories, skill is seen as a social phenomenon rather than a technical one. The identification of work as skilled or unskilled is based on the sex of those who do it. In a particular job process, once it is identified as feminine, the skill content is downgraded and men automatically keep away from these. Clear-cut segregation of work on the basis of gender is also seen. This segregation might be because of the nature of work or because of the working hours.

[Excerpts from the Report *Garment Factory me tho aisa hi hota hai: Investigating the Case of Sexual Harassment in Garment Industry* by Anushree, an intern at SLD from Azim Premji University]

regarding non-arrest of the accused. GKS also initiated a signature campaign on the Internet on this matter.

Along with Sabina's family members, GKS has approached members of the Parliament, the National Commission for Women, the National Commission for Protection of Child Rights, different layers of Gurgaon police, various special investigation teams and other organisations to speed up the investigation process. GKS is currently following up on the DNA test of the accused. Thus far, the report has been delayed. The game of passing the buck is going on. GKS is preparing to pursue the matter in the High Court of Chandigarh.



Nari Shakti members march out in search for justice

CASE STUDY: Roshni

The case refers to the rape of a minor, an 8-year-old girl at Kapashera, West Delhi, on 17/01/2013 by unknown person. Once this case was referred to NSM, the organisation took the initiative to lodge an FIR in Kapashera police station. It also organised a protest at Kapashera where the incident took place and raised the following issues, among others:

- (i) The need to provide protection to the victim's family, and
- (ii) The need to arrest the perpetrator of the crime at the earliest.

A memorandum was submitted to the Delhi Chief Minister and Governor for early arrest of the criminal. Also, a bank account was opened in the name of the victim, in which compensation received from the Delhi government, to the tune of Rs 25,000, was deposited. Till date, the perpetrator of the crime has not been arrested, but NSM continues to keep the case alive.

Trainings and Workshops organised by NSM in 2012-13 and 2013-14

	Trainings & Workshops	Place	Participants
1	Visaka Guidelines of Supreme Court	Kapashera	45
2	Right to Education Act	Kapashera	30
3	Equal Pay Act, 1963	Gurgaon	30
4	Social Construct of Gender	Kapashera	40
5	Child Labour Prohibition Act	Gurgaon	25
6	Domestic Violence Act	Kapashera	45
7	Dowry Prohibition Act	Kapashera	35
8	Verma Committee Report	Kapashera	45
9	The Criminal Law (Amendment) Act, 2013	Gurgaon	40
10	National Policy for Domestic Workers (Draft)	Gurgaon	40
11	The Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013	Gurgaon	45
12	Human Rights	Kapashera	25

Seminar on Comparative Perspectives USA-Mexico-India: Sexual Harassment at Workplace

14th September 2013, Constitution Club, New Delhi

Participants included:

Indira Jaisingh (India), Alejandra Ancheito (Mexico), J. Rosenbaum (USA), Prashant Bhushan (India)

Alok Bhasin chaired the meeting.

Labour and Migration

Gurgaon is one of the fastest growing regions in the country today. Currently, there are 402 large and medium scale units and around 8,000 small scale units with an investment of Rs 890 crore that manufacture everything from automobiles and their parts, to readymade garments and home furnishings, from telecommunication equipment, electrical goods, and IT hardware, to sports goods and rubber products, from engineering goods and pharmaceuticals, to food items, shoes and chemicals. Of these, the top two industries are automobile and garment manufacturing. Gurgaon also has a burgeoning service industry – over 1,000 hospitality and service industries. There are close to 50 malls with an average shopping area of 5 sq km in each mall. This is the ‘miracle story’ of Gurgaon.

There is, however, another angle to the story. As per the 2011 census, the population of Gurgaon district was over 15 lakh. However, this is a significant under estimation. As far back as October 2008, an article in the Hindustan Times said: “Gurgaon now has 5 lakh dwelling units and nearly 30 lakh residents. He [the Gurgaon Police Commissioner] insists that there are nearly 10 lakh “unaccounted” migrants in the city... The Census (2001) figures and voters lists do not reflect the actual population of Gurgaon. We recently carried out a survey on our own and were shocked to discover that Gurgaon has a population touching 30 lakhs.”

A foreigner in one’s own country

Most internal migrant workers are excluded from the economic, social, cultural, and political life of society. They are often treated as second-class citizens by local authorities and sometimes by the local community as well. Internal migrants face enormous difficulties in their day-to-day lives, such as lack of local identity proof, lack of political representation, lack of local residency or tenant rights, lack of access to social security benefits such as cheap ration or free schooling for children, a hate campaign against them by local political or ethnic groups, involvement in low-paid insecure hazardous work, etc.

Despite the fact that Article 19 of the Constitution of India gives the right to all citizens to “move freely throughout the territory of India; to reside and settle in any part of the territory of India,” discrimination and prejudices against internal migrants are high and rising.

A substantial number of migrant workers who work in the informal sector are mostly unorganised and have very little or no social security benefits. Also, their working conditions are mostly unsafe, exploitative and robbing the very dignity of workers. Despite the huge and ever increasing number of internal migrants and the many problems faced by them, they have the least priority in government policies. Inaction towards addressing internal migrant workers’ problems or misconceived policies towards them are often the result of not understanding the migratory phenomenon, and lack of awareness about the contribution they are making towards the country’s economic growth and development.

In other words, a large number – at least 15 lakh – of migrant workers remain unaccounted for. They work around the clock, live in unregulated housing and thus remain invisible to



Housing of migrant workers in Gurgaon

authorities. It has taken violent, dramatic incidents to bring their problems to the limelight. More often than not, their statements have been cast in negative terms by district/state officials and even by the media.

Migrant workers are treated as outsiders and a burden on existing civic infrastructure. They get excluded from most urban planning processes and mechanisms. Their meagre incomes, sub-legal housing, inability to have normal steady family lives, causes huge frustration, often leading them to participate in illegal activities and associate with criminal elements.

The issue of 'illegal' staying of migrants in the Gurgaon-Kapashera area came to the fore during the preparations for the 2010 Commonwealth Games in New Delhi. In the name of maintenance of law and order, as well

as keeping the city free of the poor and under-privileged, Delhi and Haryana state administrations started sending back migrants to their villages. This became a focal point for SLD to intervene and to connect the issues of unorganised workforce with the phenomenon of rural to urban migration. SLD believes social integration and effective grass-roots democracy are necessary to create a sense of belonging and an atmosphere of equal shared responsibility.

Researching Labour and Migration between Home and Destination States and Developing a Holistic Rural-Urban Approach

Strategies to address the problems of migrant workers need to take into account both destination states and the home states of migrants. Families and communities in home states know very little about the conditions that their migrant relatives and friends face. This gap in information leads to false notions about the destination states and ignorance about the hurdles that migrant workers face. The poor from rural areas are forced to migrate due to lack of



A local shop in Gurgaon for household necessities

employment and very low chances of improvement of living standards in the villages. On the other hand, urban centres mushroom by exploiting migrant labour from rural areas. While this connect is quite clear and has been established by many studies earlier, there has been no attempt to develop a common agenda for rural and urban areas involving migrants and their families. To fill this gap, SLD has begun to develop strategies that take into account a holistic rural-urban approach.

As a first step towards this, SLD undertook a four-fold research study. The study traced the forward and backward linkages of workers in NCR who have migrated from the villages in Uttar Pradesh (UP), Bihar and Jharkhand. The research analysed the factors that drive rural

to urban migration, the situation of migrants in NCR, government response to the unfolding crisis and socio-economic profile of migrant workers' families in the rural areas. During the process, SLD also initiated building up an informal network of organisations in UP, Bihar and Jharkhand. These organisations comprise those who work with informal sector workers and

unorganised workers, community-based organisations and non-governmental organisations working on the issues of rural development, education, health, women's empowerment and human rights. At the same time, attempts were made to get human rights and workers' rights organisations and institutes in the NCR to include migration in their functioning.

Overall, in the NCR, 200 in-depth interviews of workers from the garment, automobile and construction industries as well as domestic workers were conducted. Four focus group discussions were organised with workers

apart from interviews of government officials.

On the other hand, in U.P. and Bihar, two districts each were selected and 200 in-depth interviews were conducted with families of migrant workers in each of those districts. In UP, field research was conducted in rural Kanpur and Gorakhpur districts while in Bihar, Nawada and Nalanda districts were selected. In Jharkhand, research was limited to one district, Hazaribagh. At least two focus group discussions were conducted in each of these districts. The 200 workers interviewed in the NCR were also from the above mentioned five districts.

There was also a panel discussion held on Internal Migration on 12th March 2014 at IIC, New Delhi, on the occasion of the release of the report 'Exploring Rural-Urban Dynamics: A Study of Inter-State Migrants in Gurgaon.'

The poor from rural areas are forced to migrate due to lack of employment and very low chances of improvement of living standards in the villages.

On the other hand, urban centres mushroom by exploiting migrant labour from rural areas. SLD has begun to develop strategies that take into account a holistic rural-urban approach.

A Study on Migration of Indian Nurses to the OECD Countries: Trends and Challenges

The migration of skilled, semi-skilled and unskilled workers from less-developed nations to industrialised nations is an inevitable part of the process of globalisation and has positive and negative aspects. The individuals who move and their home country that receives capital in the form of remittances are considered beneficiaries of migration. At the same time, major disadvantages are incurred if these departures impair the home country's ability to deliver vital services to its local communities.

In a field research by SLD, a sample survey was conducted among a total of 80 nurses. Of these, 20 worked in different hospitals in Delhi-NCR, 30 in different hospitals in Kerala and 30 in OECD countries. Those working in OECD countries were contacted and interviewed while they were in Kerala on vacations. Thus, in the sample size, 50 were nurses aspiring for migration to the OECD countries and 30 were those already working in OECD countries. All of these respondents were from six districts of Kerala:

Caring for the Nurses

While nurses' migration affects different countries in different ways, there is a troubling pattern of growing disparity in which poor nations with the fewest nurses are losing them to wealthy countries with the most nurses. As numerous reports have noted, developing nations often publicly fund nursing education, making the loss of nurses to wealthy countries, in effect, a massive public subsidy from the poorest to the richest areas of the world. The migration of nurses also brings into focus the issue of fair treatment to the migrated health personnel in the destination country. The case of Signal International in 2005, although not related to health personnel, busted the myth of fair and lawful treatment of migrants in the developed OECD countries including the United States of America. This case has underlined the necessity of understanding and reviewing the immigration laws, processes, routes and treatment of migrants in the destination country. This study focuses on migration of nurses to the OECD countries from India and attempts to suggest policy changes as well as action-oriented agenda for the concerned civil society associations, including trade unions.

Thiruvananthapuram, Kollam, Pathenamthitta, Kottayam, Ernakulam and Calicut. Two different sets of questionnaires were prepared: one for aspiring nurses and another for those already abroad. Two group discussions were also conducted with the same respondent nurses to gauge their collective opinion and perceptions.

Carry on, up the OECD

Rising incomes, new medical technology, increased specialisation of health services, and an ageing population are pushing up demand for healthcare workers in OECD countries. In response, there was a prolonged growth in physician and nurse density in OECD countries in the 1970s and 1980s. But growth rates have slowed sharply since the early 1990s. Cost-containment policies, such as control of entry into medical school, and closure of hospital beds in the case of nurses, may explain much of the slowdown. In addition, trends such as the growing feminisation of the physician workforce, higher rates of part-time working and early retirement are also likely to have reduced hours worked by the average health personnel. By 2000, several OECD countries were reporting shortages of doctors and nurses, at least in some parts of the country. In this context, recruiting professionals from abroad was seen as an attractive option, at least in the short term. Part of the recent increases in migration can thus be explained by the fact that migration has been used as a “quick fix” for unanticipated health workforce needs, instead of training extra doctors and nurses which takes years to have an effect.

Apart from sample survey and FGD with nurses, interviews of government officials associated with the Ministry of Indian Overseas Affairs, New Delhi, and former officials of Non Resident Keralites’ Affairs (NORKA) in Kerala were conducted with open-ended questionnaires. Office-bearers of nurses associations in Delhi and Kerala were also interviewed. Researchers informally interacted with persons in recruitment agencies in Kerala. One surveyor in Kerala attended the IELTS (International English Language Testing System) coaching centre at Thiruvananthapuram to intermingle with aspirant migrants.

Tarang



Children performing at Tarang Kala Kendra

Tarang is a creative space for the children of migrant workers that live in the Kapashera region of Delhi. It is a place where children and youth can tread their instincts, explore their imagination, develop their individual expression and aspire to innovative heights. The aim is to help these youth find and express their inner voice, thereby making them active participants in social dialogue and becoming harbingers and leaders of holistic change.

Like the rest of SLD, Tarang too grew out of discussions with the migrant working population. An issue that came up was their socio-cultural identity in their 'new' geographical surroundings. And that their children needed to think beyond the life they were being exposed to.

CASE STUDY: RAJ NANDINI



A 19-year-old girl who is working in a leading bank of India hails from Bhagalpur, Bihar.

She came to Delhi 10 years ago when her parents migrated from Bihar in search of better livelihood. She joined Tarang four years ago when she was 15. She started with theatre and was found to be a good writer as well. She started writing for a radio programme of Tarang's and became an essential part of its production team. She has proven herself a quick learner, learning technical skills and sound editing. Despite being a multi-talented participant at Tarang, she never stopped her studies.

Raj Nandini is very aware of the society she lives in, and is even occasionally disappointed. But her will and determination are strong: "I find myself lucky since my parents allowed me to join Tarang, and I could see the world from my own viewpoint. My parents have always been facing exploitation as they are migrant factory workers, but I won't bow down before society. I shall prove myself as an aware, literate and active youth. Though the other girls in society are deprived of education and social freedom, I am determined as I have gained confidence through my Tarang classes. Or I must say I have found a hidden potential in me," says Raj Nandini.

Today, she helps her parents both socially and financially. She is studying to become a banker, and along with her job she is working as volunteer reporter for a monthly news magazine of Tarang. She is a role model for other young women at Tarang.

Tarang could have followed the route of providing only vocation-based training that equips youth with tools to break out of their current conditions and the financial constraints they come with. However, it was felt that facilitating the learning of life skills like effective communication, empathy, self-confidence and co-operation was equally important. The idea was to allow children to discover the latent feeling of 'having', rather than thinking of themselves as 'have-nots'. Instead of constantly chasing any financial carrot that was dangled in front of their eyes, youngsters would be encouraged to apply themselves honestly and holistically in any situation possible. By becoming aware of their cultural roots, and their specific needs, aspirations and potential, they would be able to shape and determine their own

future and the future of their community.



Performance at Tarang Kala Kendra

To develop these life skills, Tarang uses performative arts such as theatre, dance, photography and film-making, music and radio, as well as information technology, focussing on specific themes such as Roots and Migration,

Gender issues, Violence, Labour issues and Aspiration. Passing through the Tarang Curriculum and Programme, a Tarang participant emerges with skills in a performative art of her choice, as well as life skills and an increased social awareness, with the attitude, zeal, and confidence to effect changes in society.

TARANG KALA KENDRA ('TKK')

This space, a large hall in the heart of Kapashera, has become an active, vibrant and safe place for children and youth of the migrant workers community to congregate, learn and express themselves. Workshops, trainings and performances take place on an almost daily basis.

THE TARANG CURRICULUM

Theatre

Thirty participants meet every Sunday for four hours. They work through the week in smaller groups, on plays related to child labour, addiction, labour rights, and aspiration – choices made by the participants themselves.

Photography & Film-making

Fifteen participants get together every week. They discuss aspects of what they want to capture, and write the overall narrative with individual stories for each picture. Participants also learn to edit pictures, play with the camera, and learn to create a vibrant narrative through a series of picture stories. Each participant is currently involved in compiling his or her own portfolio.

Dance

Eighty participants meet every Sunday in smaller groups for a total of five hours. They work through the week as well. While they learn many dance forms, initially they are exposed to

Roots and Migration

A majority of the participants of the Tarang Kala Kendra are now second-generation migrants. Kapashera is their home and they do not see themselves as migrants in an alien land. Most are either born here or came here at a very young age. However, the label of migrant is a real one, and they are denied several social/political/cultural privileges. To open a dialogue about their background and their current journeys, TTK has built a detailed curriculum.

Over three to six months, participants explore the theme of 'Roots and Migration' through a range of performative arts and computer skills. For instance, in the Theatre segment, they research folk theatre and stories from the regions of their roots, they seek out rituals and traditions of these regions and find the performative aspect in them, they find tales of their own family members like grandparents and compare their lives with their own, among other things. In Music, they learn folk songs, learn to write lyrics based on their lives, compose music, and learn about traditional instruments. In Dance, besides learning about different dance forms from around the country and giving physical expression to their learnings, they also learn about costumes and props and how to make them and use them effectively. In Radio, Photography and Film, they create radio shows on workers' stories and visual documentaries on the lives of migrants.

movement therapy, folk dance and hip hop. As they grow more experienced, they are exposed to contemporary and abstract dance forms.

Music

Tarang partners with **Music Basti** to allow participants to learn and sing songs. 20 youngsters gather each Sunday for two hours. They learn to compose music. They perform every Saturday. Participants are currently foraying into solo performances to find meaning for their individual expression.

Radio

Ten participants learn the skills of radio presentation, including voiceovers and technical training. The centre's latest production, 'Zara Hatke', completed a year of broadcasting. It dealt with life stories of migrant workers, social and civic issues. It was designed in the magazine format that contains segments that are structured as infotainment.

Participants designed their own scripts for these programmes, and have done the baseline research for them as well.



Discussions for CIRC

Computer Literacy

TKK runs the Computer Information Research Centre (CIRC) along with its partner, Digital Empowerment Foundation (DEF) in Kapashera with the simple aim to provide computer and Internet literacy to the community. 30 participants learn Microsoft tools like Word, Excel and PowerPoint, besides learning and understanding the Internet so they

can perform basic tasks like email, booking tickets, and filing an RTI (Right to Information).

CIRC is essentially run by Rahul, who works as coordinator as well as instructor for the programme. The son of migrant workers, Rahul is a former participant of Tarang, and has taken up the challenge to work for digital literacy and proficiency for members of his own community.

CASE STUDY: AIJAJ

At Tarang Kala Kendra



Aijaj, a Tarang participant, is an established DJ and he is recognised as a technical person among his friends. His parents migrated from Chhapra district, Bihar, when he was 10. He is currently pursuing graduation through Delhi University's Open School. He is very innovative as he shares stories of his school days. He has made a set of blinking lights for TTK on his own. He joined Tarang as a dance participant two years back and now he is taking all responsibility as volunteer stage designer and DJ player. Aijaj has learnt stage designing, lighting, sound editing and photography. He has shown his capability on many occasions and managed many big events as an independent technical person.

"I have got the means of my life in Tarang as I got motivation from the entire Tarang team. I want others to use skills for betterment of their own lives and society. I hate the way I am treated here in Delhi as an outsider even though I am also a citizen of independent nation. I could never understand why people suppress others." Aijaj wants to become a professional stage designer and wants to take theatre, dance, music and other creative arts to his village. He has a natural curiosity about the entire world. You can always see him busy with his own inventions related to light and sound.

'Manch'

The keystone to a performative endeavour is a space where audiences can come watch these performances. TTK ensures through the Manch that they have performances every alternate Sunday. On an average, an audience of 120 watches shows ranging from dance and music to theatre and poetry.

The Manch is a preparatory ground for artists and performers as it gets them ready for shows outside their home ground, Kapashera. While the voices emerge from Kapashera, the idea is to find resonance with workers initially in the NCR region. In addition, the Tarang Team has performed at the Adobe office in Noida, at the Garden of Five Senses in Delhi, and at various MEM celebrations such as May Day.



Tarang Performances – Tarang performances are showcases of learning and these performances have given a medium of expression to the participants, and they perform in the community and outside of community both. TTK has become a cultural hub for the community, and performances are generally very well attended by parents, friends and well wishers from

the community. **Teacher's Day** – Tarang has been celebrating Teacher's Day for last three years and the first event took place on 9th September 2012 at its performance space. This was an integrated performance involving both teachers and participants, in the presence of community. Teaching artists of Tarang performed for participants. As a tradition, Teacher's Day is now celebrated every year and helps cement a strong bond and understanding between teachers and students.

Independence Day Celebration – Tarang was shifted to the existing space in 2012. Tarang created a performance space inside the premises and 15th August 2015 was the official inauguration of stage of Tarang. This was first performance in front of a packed house. Tarang participants performed dance, theatre and puppetry for the first time. Tarang has been celebrating Independence Day every year.

Satrang - As Tarang has been organising performances at its performance space in the community, Tarang participants decided to take them to the professional environment and showcase their year-long learning. Tarang created a show, named 'Satrang' and the first Satrang was celebrated on 10 February 2013 at Iskcon Auditorium, New Delhi. Satrang gave a professional experience to participants and was repeated on 12th February 2014 and 7th March 2015.

Regular Performances - Apart from annual performances and festivals, Tarang has started performances twice a month on every alternate Sundays at TKK. This gives confidence to performers as they perform on a regular basis. Tarang has established itself as performance hub in the community.

Film Screenings - Tarang has public screenings of motivational and educational films at TKK. These screenings are done on Sundays from 5.30 pm. The topics cover everything from culture to religion, from politics to children's concerns.

BAREFOOT RESEACHERS

Udaan is an initiative launched in 2013 with the intention of getting community members to do research on their community and its concerns. The idea was that by getting members of the same community to conduct the research, the on-ground perspective would be that much sharper. So students and children of garment factory workers would conduct research on the garment industry, or women workers from Gurgaon were involved in focus group discussions and interviews related to sexual harassment in the workplace.

TARANG IN NUMBERS

2008-2010	– Monthly Tarang cultural sessions with a cumulative audience of 1000+ people held in various localities of Gurgaon.
2011	– 40 participants, opening of Tarang Kala Kendra at Kapashera
2012	– 80 participants across various workshops
2013	– 80 participants across various workshops
2014	– 100 participants across various workshops and CICR; 120 audience members every week for Manch
Total participants	– 300
Cumulative audience	– over 5,000
Manch performances	– 25
Tarang Cultural Sessions	– 50



The Asia Floor Wage Alliance

SLD hosts the International Secretariat of the Asia Floor Wage Alliance (AFWA). The Asia Floor Wage Alliance was founded in 2007 to formulate and demand a living wage for Asian garment workers, most of whom are women workers, and who produce most of the world's clothing.

Often, when workers struggle to improve their wages and conditions in one country, companies relocate to another country, where wages and conditions are lower. The Asia Floor Wage campaign addresses this problem by uniting groups across Asia, and by fighting for a similar floor wage in each of those different countries. In the manufacturing of the average T-shirt, labour costs make up 3-5% of the overall cost. Clothing brands and retailers make more than 75% profit on each piece of clothing. They can afford to pay workers who make these garments a decent wage. Garment workers in Asia currently earn around half of what they require to meet their own and their families' basic needs, such as food, water, education and healthcare.



Therefore, labour rights organisations and trade unions in Asia came together to frame a demand that is bargainable and deliverable, and that is appropriately targeted given the structure and economics of the industry as a whole. This was a historic effort because this would be the first time a wage consensus was being sought across national borders in keeping with the political economy of the global industry, and posed as a demand within the global industry. AFWA believes that setting concrete, achievable standards and building workers' negotiating power are two key pillars for decent work.

The Asia Floor Wage Alliance began as an Asia-focused alliance and grew into a global alliance with Global South and Global North partners. The process of building an Asia-centred industry-wide labour initiative has been truly inspiring.

SLD organised the public launch of the campaign on 7th October 2009 at the Constitution Club in Delhi where scholars, unions, activists, and brands were invited to a two-day programme consisting of discussions, art, and debates. SLD was also the lead organiser of the National People's Tribunal described above. This NPT was part of a series of four tribunals that also included Indonesia, Cambodia, and Sri Lanka. For more information on the work and campaign of AFWA, please visit asia.floorwage.org.

Supporters of SLD

1) Rosa Luxemburg Foundation

A German funding agency is partnering with SLD to study migration patterns and create a model of rights-based work among migrant workers and families in source and destination states.

2) Ford Foundation

A renowned development aid agency has provided seed support to SLD to initiate its *Tarang* programme. It has also supported SLD in conducting research on sexual harassment of women in Gurgaon's garment industry.

3) Action Aid

Action Aid has supported SLD in the past in organising awareness campaigns among unorganised workers on various issues such as wage theft, bonus, etc.

4) European Union

Asia Floor Wage campaign, of which SLD is the International Secretariat, has been supported by The European Union.

5) Mama Cash

Mama Cash, the first international women's fund in the world, has supported the development of Nari Shakti Manch.

6) Sir Dorabji Tata Trust

SDTT has supported SLD in developing its work with children with regard to Right to Education and discrimination against migrant children in schools.

7) Fondations des Droits de l'Homme au Travail

FDHT has given key and unique support so that SLD could strengthen the grassroots platform, Mazdoor Ekta Manch.

8) Asia Pacific Forum on Women, Law and Development

APWLD has supported Nari Shakti Manch to train domestic and garment women workers on issues of wage and in particular, living wage.

9) Clean Clothes Campaign

SLD is a part of this worldwide network of organisations working for fair wages and just work conditions for garment workers everywhere.

10) Le Centre National de Cooperation au Developement (CNCD)

CNCD in Belgium has been a key supporter of SLD's functioning as an International Secretariat for Asia Floor Wage Alliance.

11) New Orleans Worker Center for Racial Justice

NOWCRJ is a labour rights organisation in the United States and has supported SLD in research and campaign work in the area of international migration.

12) Jobs with Justice

Jobs with Justice, a national labour rights organisation in the United States, has supported SLD in grassroots and international labour rights work.

Audited Financial Reports

FORM NO. 10B

[See rule 17B]

Audit report under section 12A(b) of the Income-tax Act, 1961, in the case of charitable or religious trusts or institutions

I have examined the balance sheet of **SOCIETY FOR LABOUR & DEVELOPMENT:: NEW DELHI PAN NO.AAHTS0500Q** [name of the trust or institution] as at **31st March 2015** and the Profit and loss account for the year ended on that date which are in agreement with the books of account maintained by the said Trust or institution. I have obtained all the information and explanations, which to the best of my knowledge and belief were necessary for the purposes of the audit. In my opinion, proper books of account have been kept by the head office and the branches of the above named trust/institution visited by me so far as appears from my examination of the books, and proper Returns adequate for the purposes of audit have been received from branches not visited by me, subject to the comments given below:

In my opinion and to the best of my information, and according to information given to me, the said accounts give a true and fair view-

- (i) in the case of the balance sheet, of the state of affairs of the above named *trust/institution as at **31st March 2015** and
- (ii) in the case of the profit and loss account, of the profit or loss of its accounting year ending on **31st March 2015**

The prescribed particulars are annexed hereto.

Place : New Delhi

Date : 01/09/2015



MALHOTRA & ASSOCIATES

Chartered Accountants

ERN No.-011338A


ASHOK KUMAR MALHOTRA
M.No.-089905

ANNEXURE
STATEMENT OF PARTICULARS
I. APPLICATION OF INCOME FOR CHARITABLE OR RELIGIOUS PURPOSES

1.	Amount of income of the previous year applied to charitable or religious purposes in India during that year	Rs 1,67,71,358.87 Less :- Utilized from Accumulation made u/s 11(2) Rs 28,00,000.00 F.Y. 2013-14 <hr/> Balance Rs.1,39,71,358.87
1.	Amount of income of the previous year applied to charitable or religious purposes in India during that year	
2.	Whether the trust/institution * has exercised the option under clause (2) of the Explanation to section 11(1)? If so, the details of the amount of income deemed to have been applied to charitable or religious purposes in India during the previous year	NO
3.	Amount of income accumulated or set apart* /finally set apart for application to charitable or religious purposes, to the extent it does not exceed 15 per cent of the income derived from property held under trust wholly * /in part only for such purposes.	NIL
4.	Amount of income eligible for exemption under section 11(1)(c) (Give details)	NIL
5.	Amount of income, in addition to the amount referred to in item 3 above, accumulated or set apart for specified purposes under section 11(2)	NIL
6.	Whether the amount of income mentioned in item 5 above has been invested or deposited in the manner laid down in section 11(2)(b) ? If so, the details thereof	A.A
7.	Whether any part of the income in respect of which an option was exercised under clause (2) of the Explanation to section 11(1) in any earlier year is deemed to be income of the previous year under section 11(1B) ? If so, the details thereof	NO
8.	Whether, during the previous year, any part of income accumulated or set apart for specified purposes under section 11(2) in any earlier year-	NO



- | | |
|---|------|
| (a) has been applied for purposes other than charitable or religious purposes or has ceased to be accumulated or set apart for application thereto, or | N.A. |
| (b) has ceased to remain invested in any security referred to in section 11(2)(b)(i) or deposited in any account referred to in section 11(2)(b)(ii) or section 11(2)(b)(iii), or | N.A. |
| (c) has not been utilised for purposes for which it was accumulated or set apart during the period for which it was to be accumulated or set apart, or in the year immediately following the expiry thereof? If so, the details thereof | N.A. |

II. APPLICATION OR USE OF INCOME OR PROPERTY FOR THE BENEFIT OF PERSONS REFERRED TO IN SECTION 13(3)

- | | |
|---|-----------------|
| 1. Whether any part of the income or property of the * trust/institution was lent, or continues to be lent, in the previous year to any person referred to in section 13(3) (hereinafter referred to in this Annexure as such person)? If so, give details of the amount, rate of interest charged and the nature of security, if any | NO |
| 2. Whether any land, building or other property of the * trust/institution was made, or continued to be made, available for the use of any such person during the previous year? If so, give details of the property and the amount of rent or compensation charged, if any | NO |
| 3. Whether any payment was made to any such person during the previous year by way of salary, allowance or otherwise? If so, give details | As per Annexure |
| 4. Whether the services of the * trust/institution were made available to any such person during the previous year? If so, give details thereof together with remuneration or compensation received, if any | NO |
| 5. Whether any share, security or other property was purchased by or on behalf of the * trust/institution during the previous year from any such person? If so, give details thereof together with the consideration paid | NO |
| 6. Whether any share, security or other property was sold by or on behalf of the * trust/institution during the previous year to any such person? If so, give details thereof together with the consideration received | NO |
| 7. Whether any income or property of the * trust/institution was diverted during the previous year in favour of any such person? If so, give details thereof together with the amount of income or value of property so diverted | NO |

Agd Jz



8. Whether the income or property of the * trust/institution was used or applied during the previous year for the benefit of any such person in any other manner? If so, give details NO

*Strike out whichever is not applicable.

III. INVESTMENTS HELD AT ANY TIME DURING THE PREVIOUS YEAR (S) IN CONCERNS IN WHICH PERSONS REFERRED TO IN SECTION 13(3) HAVE A SUBSTANTIAL INTEREST

Sl. No.	Name and address of the concern	Where the concern is a company, number and class of shares held	Nominal value of the investment	Income from the investment	Whether the amount in col. 4 exceeded 5 per cent of the capital of the concern during the previous year-say, Yes/No
1	2	3	4	5	6
Total	Nil	Nil	Nil	Nil	Nil

Place : : New Delhi

Date : 01/09/2015



MALHOTRA & ASSOCIATES
Chartered Accountants
ERN No.-011838A
Ashok Kumar Malhotra
ASHOK KUMAR MALHOTRA
M.No.-089905

FORM NO. 10B

[See rule 17B]

Audit report under section 12A(b) of the Income-tax Act, 1961, in the case of charitable or religious trusts or institutions

I have examined the balance sheet of **SOCIETY FOR LABOUR & DEVELOPMENT:: NEW DELHI PAN NO.AAHTS0500Q** [name of the trust or institution] as at **31st March 2014** and the Profit and loss account for the year ended on that date which are in agreement with the books of account maintained by the said Trust or institution. I have obtained all the information and explanations, which to the best of my knowledge and belief were necessary for the purposes of the audit. In my opinion, proper books of account have been kept by the head office and the branches of the above named trust/institution visited by me so far as appears from my examination of the books, and proper Returns adequate for the purposes of audit have been received from branches not visited by me, subject to the comments given below:

In my opinion and to the best of my information, and according to information given to me, the said accounts give a true and fair view-

- (i) in the case of the balance sheet, of the state of affairs of the above named *trust/institution as at **31st March 2014** and
- (ii) in the case of the profit and loss account, of the profit or loss of its accounting year ending on **31st March 2014**

The prescribed particulars are annexed hereto.

Place : New Delhi

Date : 15.09.2014

MALHOTRA & ASSOCIATES

Chartered Accountants

ERN No. 011338M

ASHOK KUMAR MALHOTRA

M.No.-089905

ANNEXURE
STATEMENT OF PARTICULARS

I. APPLICATION OF INCOME FOR CHARITABLE OR RELIGIOUS PURPOSES

- | | | |
|----|--|-----------------------------------|
| 1. | Amount of income of the previous year applied to charitable or religious purposes in India during that year | Rs1,33,19,878.07 |
| 2. | Whether the trust/institution * has exercised the option under clause (2) of the Explanation to section 11(1)? If so, the details of the amount of income deemed to have been applied to charitable or religious purposes in India during the previous year | NO |
| 3. | Amount of income accumulated or set apart* /finally set apart for application to charitable or religious purposes, to the extent it does not exceed 15 per cent of the income derived from property held under trust wholly * /in part only for such purposes. | Rs.28,20,215.96 |
| 4. | Amount of income eligible for exemption under section 11(1)(c) (Give details) | NIL |
| 5. | Amount of income, in addition to the amount referred to in item 3 above, accumulated or set apart for specified purposes under section 11(2) | Rs.28,00,000.00 |
| 6. | Whether the amount of income mentioned in item 5 above has been invested or deposited in the manner laid down in section 11(2)(b) ? If so, the details thereof | Yes Deposited with Scheduled Bank |
| 7. | Whether any part of the income in respect of which an option was exercised under clause (2) of the Explanation to section 11(1) in any earlier year is deemed to be income of the previous year under section 11(1B) ? If so, the details thereof | NO |
| 8. | Whether, during the previous year, any part of income accumulated or set apart for specified purposes under section 11(2) in any earlier year- | NO |
| | (a) has been applied for purposes other than charitable or religious purposes or has ceased to be accumulated or set apart for application thereto, or | N.A. |
| | (b) has ceased to remain invested in any security referred to in section 11(2)(b)(i) or deposited in any account referred to in section 11(2)(b)(ii) or section 11(2)(b)(iii), or | N.A. |



(c) has not been utilised for purposes for which it was accumulated or set apart during the period for which it was to be accumulated or set apart, or in the year immediately following the expiry thereof? If so, the details thereof

N.A.

II. APPLICATION OR USE OF INCOME OR PROPERTY FOR THE BENEFIT OF PERSONS REFERRED TO IN SECTION 13(3)

- | | | |
|----|--|-----------------|
| 1. | Whether any part of the income or property of the * trust/institution was lent, or continues to be lent, in the previous year to any person referred to in section 13(3) (hereinafter referred to in this Annexure as such person)? If so, give details of the amount, rate of interest charged and the nature of security, if any | NO |
| 2. | Whether any land, building or other property of the * trust/institution was made, or continued to be made, available for the use of any such person during the previous year? If so, give details of the property and the amount of rent or compensation charged, if any | NO |
| 3. | Whether any payment was made to any such person during the previous year by way of salary, allowance or otherwise? If so, give details | As per Annexure |
| 4. | Whether the services of the * trust/institution were made available to any such person during the previous year? If so, give details thereof together with remuneration or compensation received, if any | NO |
| 5. | Whether any share, security or other property was purchased by or on behalf of the * trust/institution during the previous year from any such person? If so, give details thereof together with the consideration paid | NO |
| 6. | Whether any share, security or other property was sold by or on behalf of the * trust/institution during the previous year to any such person? If so, give details thereof together with the consideration received | NO |
| 7. | Whether any income or property of the * trust/institution was diverted during the previous year in favour of any such person? If so, give details thereof together with the amount of income or value of property so diverted | NO |
| 8. | Whether the income or property of the * trust/institution was used or applied during the previous year for the benefit of any such person in any other manner? If so, give details | NO |

*Strike out whichever is not applicable.



III. INVESTMENTS HELD AT ANY TIME DURING THE PREVIOUS YEAR (S) IN CONCERNS IN WHICH PERSONS REFERRED TO IN SECTION 13(3) HAVE A SUBSTANTIAL INTEREST

Sl. No.	Name and address of the concern	Where the concern is a company, number and class of shares held	Nominal value of the investment	Income from the investment	Whether the amount in col. 4 exceeded 5 per cent of the capital of the concern during the previous year-say, Yes/No
1	2	3	4	5	6
Total	Nil	Nil	Nil	Nil	Nil

Place : : New Delhi
Date : 15.09.2014

MALHOTRA & ASSOCIATES
Chartered Accountants
FRN No. 011338
(New Delhi)
ASHOK KUMAR MALHOTRA
M.No.-089905

FORM NO. 10B

[See rule 17B]

Audit report under section 12A(b) of the Income-tax Act, 1961, in the case of charitable or religious trusts or institutions

I have examined the balance sheet of **SOCIETY FOR LABOUR & DEVELOPMENT:: NEW DELHI PAN NO. AAHTS0500Q** [name of the trust or institution] as at **31st March 2013** and the Profit and loss account for the year ended on that date which are in agreement with the books of account maintained by the said Trust or institution. I have obtained all the information and explanations, which to the best of my knowledge and belief were necessary for the purposes of the audit. In my opinion, proper books of account have been kept by the head office and the branches of the above named trust/institution visited by me so far as appears from my examination of the books, and proper Returns adequate for the purposes of audit have been received from branches not visited by me, subject to the comments given below:


In my opinion and to the best of my information, and according to information given to me, the said accounts give a true and fair view-


- (i) in the case of the balance sheet, of the state of affairs of the above named *trust/institution as at **31st March 2013** and
- (ii) in the case of the profit and loss account, of the profit or loss of its accounting year ending on **31st March 2013**

The prescribed particulars are annexed hereto.

Place : New Delhi

Date : 26.08.2013

MALHOTRA & ASSOCIATES
Chartered Accountants
FRN No. 011338A

ANSHU KUMAR MALHOTRA
M.No. -089905



ANNEXURE

STATEMENT OF PARTICULARS

I. APPLICATION OF INCOME FOR CHARITABLE OR RELIGIOUS PURPOSES

1.	Amount of income of the previous year applied to charitable or religious purposes in India during that year	Rs1,60,30,013.65
2.	Whether the trust/institution * has exercised the option under clause (2) of the Explanation to section 11(1)? If so, the details of the amount of income deemed to have been applied to charitable or religious purposes in India during the previous year	NO
3.	Amount of income accumulated or set apart* /finally set apart for application to charitable or religious purposes, to the extent it does not exceed 15 per cent of the income derived from property held under trust wholly * /in part only for such purposes.	Rs.5,89,468.72
4.	Amount of income eligible for exemption under section 11(1)(c) (Give details)	NIL
5.	Amount of income, in addition to the amount referred to in item 3 above, accumulated or set apart for specified purposes under section 11(2)	NA
6.	Whether the amount of income mentioned in item 5 above has been invested or deposited in the manner laid down in section 11(2)(b) ? If so, the details thereof	NA
7.	Whether any part of the income in respect of which an option was exercised under clause (2) of the Explanation to section 11(1) in any earlier year is deemed to be income of the previous year under section 11(1B) ? If so, the details thereof	NO
8.	Whether, during the previous year, any part of income accumulated or set apart for specified purposes under section 11(2) in any earlier year-	NO
	(a) has been applied for purposes other than charitable or religious purposes or has ceased to be accumulated or set apart for application thereto, or	N.A.
	(b) has ceased to remain invested in any security referred to in section 11(2)(b)(i) or deposited in any account referred to in section 11(2)(b)(ii) or section 11(2)(b)(iii), or	N.A.



(c) has not been utilised for purposes for which it was accumulated or set apart during the period for which it was to be accumulated or set apart, or in the year immediately following the expiry thereof? If so, the details thereof

N.A.

II. APPLICATION OR USE OF INCOME OR PROPERTY FOR THE BENEFIT OF PERSONS REFERRED TO IN SECTION 13(3)

- | | | |
|----|--|-----------------|
| 1. | Whether any part of the income or property of the * trust/institution was lent, or continues to be lent, in the previous year to any person referred to in section 13(3) (hereinafter referred to in this Annexure as such person)? If so, give details of the amount, rate of interest charged and the nature of security, if any | NO |
| 2. | Whether any land, building or other property of the * trust/institution was made, or continued to be made, available for the use of any such person during the previous year? If so, give details of the property and the amount of rent or compensation charged, if any | NO |
| 3. | Whether any payment was made to any such person during the previous year by way of salary, allowance or otherwise? If so, give details | As per Annexure |
| 4. | Whether the services of the * trust/institution were made available to any such person during the previous year? If so, give details thereof together with remuneration or compensation received, if any | NO |
| 5. | Whether any share, security or other property was purchased by or on behalf of the * trust/institution during the previous year from any such person? If so, give details thereof together with the consideration paid | NO |
| 6. | Whether any share, security or other property was sold by or on behalf of the * trust/institution during the previous year to any such person? If so, give details thereof together with the consideration received | NO |
| 7. | Whether any income or property of the * trust/institution was diverted during the previous year in favour of any such person? If so, give details thereof together with the amount of income or value of property so diverted | NO |
| 8. | Whether the income or property of the * trust/institution was used or applied during the previous year for the benefit of any such person in any other manner? If so, give details | NO |

*Strike out whichever is not applicable.



III. INVESTMENTS HELD AT ANY TIME DURING THE PREVIOUS YEAR (S) IN CONCERNS IN WHICH PERSONS REFERRED TO IN SECTION 13(3) HAVE A SUBSTANTIAL INTEREST

Sl. No.	Name and address of the concern	Where the concern is a company, number and class of shares held	Nominal value of the investment	Income from the investment	Whether the amount in col. 4 exceeded 5 per cent of the capital of the concern during the previous year-say, Yes/No
1	2	3	4	5	6
Total	Nil	Nil	Nil	Nil	Nil

Place : : New Delhi
Date : 26.08.2013

MALHOTRA & ASSOCIATES
Chartered Accountants
Firm No. - 011/338A
NEW DELHI
SHARAD MALHOTRA
M. No. 089905

Balance Sheets

MALHOTRA & ASSOCIATES
CHARTERED ACCOUNTANTS

309, DELHI CHAMBERS, DELHI
GATE, NEW DELHI-110002
PH No. 23283005, 23274795

Society for Labour & Development : New Delhi
Receipts & Payments A/c for the year ending 31.03.2015

RECEIPTS		Amount (Rs.)	PAYMENTS		Amount (Rs.)
Opening Balances			FC Account		
NFC Account			Labour Education		3,618,943.51
Cash	20,721.50		Migration	2,423,849.00	
Banks	<u>243,162.44</u>	263,883.94	Nari Shakti	4,402,059.00	
			Research	3,230,066.00	
FC Account			Asia Floor Wage (AFW)	<u>3,003,671.36</u>	16,678,588.87
Cash	6,375.00		NFC Account		
Bank	6,332,763.67		Labour Education		92,770.00
Advance Recoverable or Adjustable	<u>104,110.00</u>	6,443,248.67	Closing Balances		
			NFC Account		
Current Receipts			Cash		2,401.50
NFC Account			Banks		<u>1,127,097.44</u>
Donations / Contributions	941,282.00		FC Account		
Bank Interest	<u>17,103.00</u>	958,385.00	Cash		5,172.00
			Bank		318,176.85
FC Account			Advance Recoverable or Adjustable		<u>56,965.00</u>
Project Grants / Contributions	10,450,776.05				380,313.85
Bank Interest	<u>164,878.00</u>	10,615,654.05			
TOTAL		18,281,171.66	TOTAL		18,281,171.66

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Society for Labour & Development

Chartered Accountants

Place: New Delhi
Date: 01.09.2015

Society for Labour & Development : New Delhi
Income & Expenditure for the year ending 31.03.2015

EXPENDITURE	Amount (Rs.)	INCOME	Amount (Rs.)
FC Account		FC Account	
Labour Education	3,618,943.51	Project Grants / Contributions	10,450,776.05
Migration	2,423,849.00	Bank Interest	164,878.00
Nari Shakti	4,402,059.00		
Research	3,230,066.00		
Asia Floor Wage (AFW)	3,003,671.36		
		Excess of expenditure over income transfer to Unspent Balance	6,062,934.82
Sub Total-A	16,678,588.87	Sub Total-A	16,678,588.87
NFC Account		NFC Account	
Labour Education	92,770.00	Donations / Contributions	941,282.00
		Bank Interest	17,103.00
Excess of income over expenditure transfer to General Fund	865,615.00		
Sub Total-B	958,385.00	Sub Total-B	958,385.00
Grand Total-A+B+C	17,636,973.87	Grand Total-A+B+C	17,636,973.87

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Place: New Delhi
Date: 01.09.2015

Society for Labour & Development

Chartered Accountants

Society for Labour & Development : New Delhi
Balance Sheet As on 31.03.2015

LIABILITIES		Amount (Rs.)	ASSETS	Amount (Rs.)
Fixed Assets Fund			Fixed Assets	
To the extent of Fixed Assets (As per Contra)		585,405.00	As per schedule	585,405.00
Corpus/Settlor Fund			Closing Balances	
As per last year		1,000.00	NFC Account	
			Cash	2,401.50
General Fund			Banks	1,127,097.44
As per last year	262,883.94			1,129,498.94
Add: Excess of Income over Expenditure	865,615.00	1,128,498.94	FC Account	
Unspent Project Balances			Cash	5,172.00
As per last year	6,443,248.67		Axis Bank Ltd.-912010020144611	318,176.85
Less: Excess of Expenditure over Income	6,062,934.82	380,313.85	Advance Recoverable or Adjustable	56,965.00
				380,313.85
TOTAL-----		2,095,217.79	TOTAL-----	2,095,217.79

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Society for Labour & Development

Chartered Accountants

Place: New Delhi
Date: 01.09.2015

Society for Labour & Development : New Delhi
Receipts & Payments A/c for the year ending 31.03.2014

RECEIPTS		Amount (Rs.)	PAYMENTS		Amount (Rs.)
Opening Balances			FC Account		
NFC Account			Labour Education		3,282,983.88
Cash	5,081.50		Migration	2,772,515.00	
Banks	287,931.05		Nari Shakti	2,137,141.00	
Advance Recoverable or Adjustable	(38,823.00)	254,189.55	Research	2,554,242.39	
			Asia Floor Wage (AFW)	2,399,488.19	13,146,370.46
FC Account			NFC Account		
Cash	28,398.00		Labour Education		173,507.61
Bank	1,303,826.10				
Advance Recoverable or Adjustable	(499,497.00)	832,727.10			
Current Receipts			Closing Balances		
NFC Account			NFC Account		
Donations / Contributions	175,998.00		Cash	20,721.50	
Bank Interest	7,204.00	183,202.00	Banks	243,162.44	263,883.94
FC Account			FC Account		
Project Grants / Contributions	18,620,989.03		Cash	6,375.00	
Bank Interest	135,903.00	18,756,892.03	Bank	6,332,763.67	
			Advance Recoverable or Adjustable	104,110.00	6,443,248.67
TOTAL		20,027,010.68	TOTAL		20,027,010.68

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Place: New Delhi
Date: 15.09.2014

Society for Labour & Development

Chartered Accountants

Society for Labour & Development : New Delhi
Income & Expenditure for the year ending 31.03.2014

EXPENDITURE	Amount (Rs.)	INCOME	Amount (Rs.)
FC Account		FC Account	
Labour Education	3,282,983.88	Project Grants / Contributions	18,620,989.03
Migration	2,772,515.00		
Nari Shakti	2,137,141.00		
Research	2,554,242.39	Bank Interest	135,903.00
Asia Floor Wage (AFW)	2,399,488.19		
Excess of income over expenditure transfer to Unspent Balance	5,610,521.57		
Sub Total-A	18,756,892.03	Sub Total-A	18,756,892.03
NFC Account		NFC Account	
Labour Education	173,507.61	Donations / Contributions	175,998.00
		Bank Interest	7,204.00
Excess of income over expenditure transfer to General Fund	9,694.39		
Sub Total-B	183,202.00	Sub Total-B	183,202.00
Grand Total-A+B+C	18,940,094.03	Grand Total-A+B+C	18,940,094.03

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Place: New Delhi
Date: 15.09.2014

Society for Labour & Development

Chartered Accountants

Society for Labour & Development : New Delhi
Balance Sheet As on 31.03.2014

LIABILITIES		Amount (Rs.)	ASSETS	Amount (Rs.)
Fixed Assets Fund			Fixed Assets	
To the extent of Fixed Assets (As per Contra)		572,522.00	As per schedule	572,522.00
Corpus/Settlor Fund			Closing Balances	
As per last year		1,000.00	NFC Account	
General Fund			Cash	20,721.50
As per last year	253,189.55		Banks	<u>243,162.44</u>
Add: Excess of Income over Expenditure	<u>9,694.39</u>	262,883.94	FC Account	
Unspent Project Balances			Cash	6,375.00
As per last year	832,727.10		Axis Bank Ltd.-912010020144611	6,332,763.67
Add: Excess of Income over Expenditure	<u>5,610,521.57</u>	6,443,248.67	Advance Recoverable or Adjustable	<u>104,110.00</u>
				6,443,248.67
TOTAL-----		7,279,654.61	TOTAL-----	7,279,654.61

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Society for Labour & Development

Chartered Accountants

Place: New Delhi
Date: 15.09.2014

Society for Labour & Development : New Delhi
Receipts & Payments A/c for the year ending 31.03.2013

RECEIPTS		Amount (Rs.)	PAYMENTS		Amount (Rs.)
Opening Balances			FC Account		
NFC Account			Tarang-Rhythm & Renewal Project		
Cash	5,081.50			4,548,030.35	
Banks	66,052.69			Labour Education	1,971,411.80
Advance Recoverable or Adjustable	(5,000.00)	66,134.19		Migration	498,753.34
				Nari Shakti	768,078.24
				Research	2,084,981.91
				Asia Floor Wage (AFW)	6,148,758.01
					16,020,013.65
FC Account			NFC Account		
Cash	17,983.00		Labour Education		
Bank	392,398.74				10,000.00
Advance Recoverable or Adjustable	20,932.00	431,313.74			
Current Receipts			Closing Balances		
NFC Account			NFC Account		
Donations / Contributions	187,891.00		Cash		
Bank Interest	10,164.36	198,055.36		5,081.50	
				Banks	287,931.05
				Advance Recoverable or Adjustable	(38,823.00)
					254,189.55
FC Account			FC Account		
Project Grants / Contributions	16,294,909.04		Cash		
Bank Interest	126,517.97	16,421,427.01		28,398.00	
				Bank	1,303,826.10
				Advance Recoverable or Adjustable	(499,497.00)
					832,727.10
TOTAL		17,116,930.30	TOTAL		17,116,930.30

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Place: New Delhi
Date: 26.08.2013

Society for Labour & Development

Chartered Accountants

Society for Labour & Development : New Delhi
Income & Expenditure for the year ending 31.03.2013

EXPENDITURE	Amount (Rs.)	INCOME	Amount (Rs.)
FC Account		FC Account	
Tarang-Rhythm & Renewal Project	4,548,030.35	Project Grants / Contributions	16,294,909.04
Labour Education	1,971,411.80		
Migration	498,753.34		
Nari Shakti	768,078.24	Bank Interest	126,517.97
Research	2,084,981.91		
Asia Floor Wage (AFW)	6,148,758.01		
Excess of income over expenditure transfer to Unspent Balance	401,413.36		
Sub Total-A	16,421,427.01	Sub Total-A	16,421,427.01
NFC Account		NFC Account	
Labour Education	10,000.00	Donations / Contributions	187,891.00
Excess of income over expenditure transfer to General Fund	188,055.36	Bank Interest	10,164.36
Sub Total-B	198,055.36	Sub Total-B	198,055.36
Grand Total-A+B+C	16,619,482.37	Grand Total-A+B+C	16,619,482.37

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Place: New Delhi
Date: 26.08.2013

Society for Labour & Development

Chartered Accountants

Society for Labour & Development : New Delhi
Balance Sheet As on 31.03.2013

LIABILITIES		Amount (Rs.)	ASSETS		Amount (Rs.)
Fixed Assets Fund			Fixed Assets		
To the extent of Fixed Assets (As per Contra)		449,911.00	As per schedule		449,911.00
Corpus/Settlor Fund			Closing Balances		
As per last year		1,000.00	NFC Account		
			Cash	5,081.50	
			Banks	287,931.05	
			Advance Recoverable or Adjustable	<u>-38,823.00</u>	254,189.55
General Fund			FC Account		
As per last year	65,134.19		Cash	28,398.00	
Add: Excess of Income over Expenditure	<u>188,055.36</u>	253,189.55	Axis Bank Ltd.-912010020144611	1,303,826.10	
			Advance Recoverable or Adjustable	<u>(499,497.00)</u>	832,727.10
Unspent Project Balances					
As per last year	431,313.74				
Add: Excess of Income over Expenditure	<u>401,413.36</u>	832,727.10			
TOTAL-----		1,536,827.65	TOTAL-----		1,536,827.65

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Society for Labour & Development

Chartered Accountants

Place: New Delhi
Date: 26.08.2013

“The worker will exist till the world exists. Their blood is sucked upon and they are turned into mere structures. And then they are let go. They are not given any rights... hence, we named this structure the Amar Mazdoor... The worker never dies... even in death he or she is immortal.”

- A garment worker in Gurgaon

She: What's the use of trying?
The Tramp: Buck up - never say die. We'll get along!

Charlie Chaplin's
Modern Times

