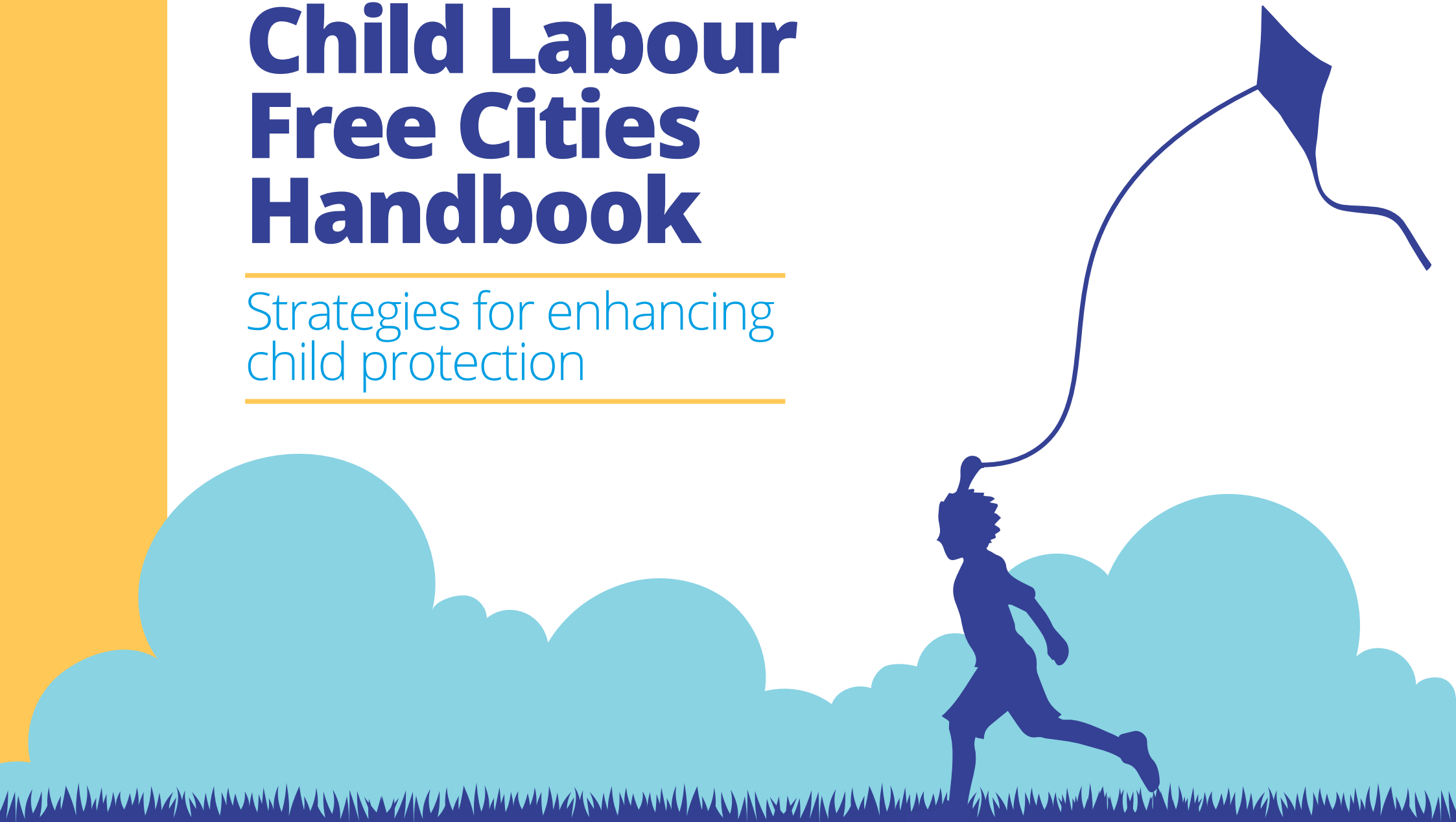


Child Labour Free Cities Handbook

Strategies for enhancing
child protection



This Handbook has been developed by the Freedom Fund.

For more information about the Child Labour Free Jaipur program featured as the case study in this Handbook, and to download the infographics, please visit:

www.CLFJaipur.org

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Tatvasi Samaj Nyas

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1. Introduction

Background

The objective of this Handbook is to share an effective model for increasing child protection in a defined geographic area. However, the concepts and strategies can be applied beyond child protection. They are relevant in other social development contexts, including worker rights, human trafficking in different forms, unsafe migration, gender-based violence and reproductive health, community empowerment, and strengthening government systems.

When paired with the detailed Appendix containing operational resources, the Handbook is meant to be a practical document that supports planning of programs and adaptation of existing work. The model's design is built on the vital work of organisations that are creating Child Labour Free Zones globally.

The six part Child Labour Free Cities Model was piloted from 2018 in targeted Jaipur neighbourhoods in Rajasthan, India, under the name Child Labour Free Jaipur (CLFJ). In Jaipur, it addresses both local Jaipur children working at home as well as children trafficked from other states (mostly from the state of Bihar). The Handbook uses the CLFJ pilot as a case study to explain application and learnings from the model. The model continues to evolve, as all of the participating communities, organisations and government agencies identify gaps, weaknesses or new needs. To learn more, please visit: www.CLFJaipur.org.

Area-based approaches

The Child Labour Free Cities model is inspired by the work of the international Stop Child Labour coalition which brings together a network of child labour free zones. The Coalition says *"The area-based approach towards child labour free zones involves all people who live, work and attend school within a specific area. Everyone in this area should be convinced that no child should work and every child must be in school. Every person within the area fulfils a specific task correlating with his or her role in making and keeping that specific area a child labour free zone: the teacher, the parent, the child, the employer, the neighbour. Making everyone a proud owner of the child labour free zone means that everybody in the community works together to eliminate child labour. The area-based approach is like a magnifying glass that zooms in on every single child. For those children who are not in school, specific plans can be made to take them away from work and prepare them for integration into schools. Those children who are already in school can continue their education without disruption."*

Stop Child Labour, Child Labour Free Zones Handbook - <https://www.stopchildlabour.org/>

How to use the Handbook

The Handbook features detailed infographics and supporting explanations. The Appendix compiles field-level tools, templates and Operating Procedures. Please contact us at info@CLFJaipur.org if you would like to share ideas or discuss any of the steps documented in this Handbook, or would like to explore receiving detailed support in program implementation or adaptation (through one-to-one technical assistance and hands-on training).

The six parts of the model are organized by-

- **WHY:** the problem being addressed
- **WHAT:** what interventions were undertaken
- **HOW:** further explanation of strategic interventions, rationale, challenges and lessons learned
- **IMPACT:** notes on how to measure the changes, monitoring and evaluation, and sustainability

About the Appendices

These operational resources are not theoretical or created in a vacuum. Most of them developed organically, when a need was identified through program implementation since 2018, and are therefore not "polished" documents. They are being shared now for others to adapt them for future use. Some have been vetted by partners implementing in the field, but they have not been peer reviewed by others in the sector. To that end, we welcome feedback to make them better and to address any gaps.

Are you the right audience for this Handbook?

We hope this handbook may be useful for anyone working to address a social issue in a holistic way. In addition, the target readers are organisations and individuals interested in investing in or carrying out one or all parts of this model to address a child protection problem.

Some questions you can ask yourself are:

- How do you define the problem you are trying to address? Is a scoping study needed to understand the nature and scale?
- How do you define the “geographic area” that you want to affect? Is the problem concentrated in certain parts of an urban area or spread across a large rural area?
- What type of community are you working with and what are that community's specific contextual challenges?
- Does the problem involve child trafficking and migration across states? If so, is there a main source area?

What is the reader trying to do?

1. Prevent the problem by strengthening child protection mechanisms so vulnerable children are identified and cared for by their communities? *See Part 1*
2. Work with trafficking survivors to empower and support them through survivor collectives? *See Part 1*
3. Prevent the problem by addressing broader root causes and vulnerabilities, like economic instability? *See Part 2*
4. Prevent the problem by getting children back in school and improving school resources and engagement? *See Part 2*
5. Mobilize communities to take action and advocate for themselves? *See Part 2*

6. Promote community awareness and shift norms so the communities themselves won't tolerate the problem in their neighbourhood? *See Parts 1 & 2*
7. Promote child labour free supply chains that empower women and increase their income? *See Part 3*
8. Strengthen the legal ecosystem to build stronger legal cases and help to successfully prosecute traffickers? *See Part 4*
9. Support the care and protection of rescued children, including mental and physical health, documentation to get compensation and education? *See Part 5*
10. Reintegrate rescued children back home and do proper follow-up to minimize chances they will be re-trafficked? *See Part 6*

2. 7 KEY FEATURES THAT DRIVE PROGRESS

The thematic concepts in the table below are central to the Child Labour Free Cities model and are embedded within the 7 key features of the model. Throughout the document, there are indicators of when the text is talking about one of these thematic concepts.

core team role	collaboration	shifting power	systemic change	sustainability
The role of a Core Team from an anchor organisation is a critical component that sustains momentum and coordination for the whole project. The anchor agency may be a donor, a consultancy agency or technical support entity, depending on the circumstances of the intervention.	This theme runs along all aspects of the work. Multiple stakeholders like community champions, government agencies, partner NGOs, and Core Team members all collaborate in different ways. High collaboration leads to more effective processes and better collective impact.	The methods used are based on the underlying belief that communities themselves can figure out the most feasible solutions. Those solutions require deep changes in the power structures, including within communities. Local partner NGOs that are committed to shifting power and that are part of the fabric of a community can support the community to lead the work.	Working on changing systems has an exponential and long-term impact on communities, beyond just the individuals participating. See Section 3 for a framework of how to measure systemic change.	The ultimate goal is for the work to be sustainable beyond the life of the intervention, with minimal involvement by external stakeholders. This is done through systemic change and through gradually decreased reliance of the community, government and businesses, on the NGO partners and Core Team.

Key features of the model include:

1 A strong focus on an AREA-BASED STRATEGY to end child exploitation, in a well-defined geography. This allows for multiple approaches to be employed simultaneously, from different angles, and clear measurability of progress in the defined population.

2 A proactive, creative and analytical CORE TEAM driving the process forward, as part of the anchor agency. The model will succeed or fail based on the quality of the Core Team and their ability to carry out the key features of the model.

Core Team Characteristics

- Experience working at the grassroots-level to understand the needs of local NGO partners and help set up systems that support them to succeed.
- Highly skilled in building and re-building relationships with government officials, in light of turnover and rapidly changing government priorities.
- Flexibility to adapt based on evolving needs on the ground, and to make continuous efforts to identify gaps that have arisen, find solutions based on the local opportunities and barriers, and use several combinations of approaches.
- Able to deal with a host of ground-level operational

challenges. These include turnover of government officials, balancing personalities and power dynamics among partner NGOs and officials, political issues, and social contexts like community-level caste and gender dynamics.

Core Team Role

- Supports local partners, including officials, to identify obstacles and possible solutions, and enable them to carry out their work
- Brings together resources, expertise and commitments for each aspect of the work
- Ensures shared targets and accountability by the NGO partners, and overall program oversight

3 A collaboration of like-minded FUNDERS that:

- Is willing to invest with multi-year commitments, keeping a long-term horizon in mind, and prioritize a flexible, integrated approach, leaving scope for rapid adjustment of priorities by the anchor agency. When long-term funding is not possible, then a collaboration of funders who are willing to allocate funds in complementary ways.
- Has a shared priority for achieving sustainability and strengthening the performance of specific government and business systems.
- A progressive stance on measuring impact that goes beyond just target numbers and emphasizes systemic change as a goal that is defined in measurable ways.

Although these funders may have distinct priority areas, they should be willing to agree to a common subset of reporting indicators, based on shared values, to minimize customized reporting.

4 PARTNER NGOs that are open to collaboration and working closely with the Core Team, and each other.

There is a day-to-day critical thinking approach and proactive mutual guidance between NGOs and the Core Team. This cannot work through traditional systems of periodic funder oversight activities alone (like reporting and occasional site visits). Partner NGOs should:

- Be convinced of the model's collaborative (not aggressive) approach to government and business
- Have a willingness to identify themselves as part of the larger coalition that is formed (which may take different formats, such as a branded name) and promote the coalition's efforts and achievements, alongside their individual organization, in external forums.

5 Discernment about when to SUPPORT EXISTING LOCAL NGOs and when to bring in technical support agencies, while maintaining a priority to shift power at the grassroots level.

Decisions to use technical support agencies for specific skill-based tasks as needed is weighed against the benefits of working with local NGOs that can most effectively navigate community contexts and can see activities through the eyes of community members or officials, which is essential in a volatile and risky environment.

- For example, a technical agency already well-versed in developing rights-based training modules may be better equipped to develop a "Child Rights Curriculum" than a partner NGO, but the NGO would be heavily consulted to ensure contextual accuracy.
- For example, for the development and performance of street plays, talented NGO staff and community members themselves can have their capacity built as local actors (which tangentially builds their skills around communication and advocating for their rights), rather than bringing in professional outside actors.

6 Activate local CHAMPIONS who are recognised and trusted in their communities to take processes forward within their channels.

They are identified based on relationships and reputation among local people, and their willingness to take a stand and raise their voices, or to quietly use their influence behind the scenes. Many are already active in taking up the issue, such as senior police, survivor leaders or shelter home coordinators. Others feel a deep sense of responsibility to their communities, such as resident association leaders, worker group members, neighbourhood-based groups, or forward-looking business leaders.

7 A project design that highly prioritizes SYSTEMIC CHANGE that leads to SUSTAINABILITY

as the definition of success. See Section 3 for the details of how this is defined for both governments and communities. It requires:

- **Commitment from local and state government leadership, ideally from the start,** and willingness to actively participate and enhance the government's role. The central approach is to work collaboratively with the government and build trust, as well as to support government mechanisms through which government bodies are accountable to each other.
- **Methods of community mobilization that empower the community to lead at all levels.** When community members, especially those who are most affected, take ownership over their own activities, it leads to a systemic change within that community that is sustainable.

3. FOCUS ON SYSTEMIC CHANGE, NOT JUST TARGET NUMBERS

sustainability **systemic change** The graphic below highlights (1) what this model means by the term systemic change (2) the measurable stages of implementation and (3) as an example of measurement, the 6 parts of

the pilot Child Labour Free Jaipur case study are shown as bar lines indicative of progress thus far. Systemic change is a gradual process involving communities and government figuring out what is needed, then designing

and trying out new processes. Over time, the improved relationships and processes become part of the normal way of working.

What is it?

Systemic change by governments and communities means they adapt their **goals, processes and relationships**, with child protection as a priority.

Goals

Government bodies have a collective determination to prioritize child protection. **Communities** resist child labour in their neighbourhood.



Processes

Governments bodies and communities have well-understood and reliable processes and policies in place to handle different issues related to child labour



Relationships

Government bodies collaborate and **communities** unite to make the processes work to reach their goals.



How do we do it and how do we measure it

Stage 1 : DESIGN

NGOs/core team analyze gaps, identify needs and work with government and communities to design interventions



Governments and communities recognize the needs and start investing in the ideas.

Stage 2 : TRY OUT

NGOs/core team help government and communities try new processes and continue engagement



Governments and communities buy into the process and learn how to deliver

Stage 3 : FULLY ADOPT

NGOs/core team provide technical assistance and continued engagement



Governments institutionalise practices and communities are leading

Stage 4 : NORMALISE

Governments are delivering and normalising practices and community leadership allows for expansion of impact



NGOs/core team support government accountability and community leaders



1 REDUCING VULNERABILITIES IN BIHAR



2 UNITING COMMUNITIES TO BUILD RESILIENCE



3 INCREASING CHILD LABOUR FREE PRODUCTION AND ADULT LIVELIHOODS



4 PROSECUTING TRAFFICKERS



5 STRENGTHENING CARE & PROTECTION FOR RESCUED CHILDREN



6 REINTEGRATING RESCUED CHILDREN HOME AND FOLLOWING-UP

When a core team works closely with NGOs, government and communities, they can go deep. Going deep leads to long-term sustainability and minimal future interventions.

When systems change is happening, some people will resist. Creating change requires coordinated support.

4. A CASE STUDY: CHILD LABOUR FREE JAIPUR (CLFJ)

CLFJ is focused on targeted Jaipur neighbourhoods where there is a concentration of workshops that use children, who are working on bangle making and embroidery work.

There are two types of child labour: (1) Jaipur children who drop out of school and work at home with their families and (2) trafficked children (mostly boys from the source

area of Bihar) who are brought to the destination area of Jaipur workshops. CLFJ is designed to address both types.



CLFJ uses the six part Child Labour Free Cities model to holistically address the issue from multiple angles simultaneously¹.

Objective: Prevention

Part 1 is happening in the Bihar source communities where many of the trafficked children come from and it **addresses vulnerabilities**.

Part 2 is happening in Jaipur destination areas where communities **build resilience** to resist local children working at home and trafficked children working.

Part 3 is about **increasing adult livelihoods** of Jaipur women so they can earn enough money to afford to send their children to school instead of keeping them home to work. This is through forming and running their own child labour free Producer Companies.

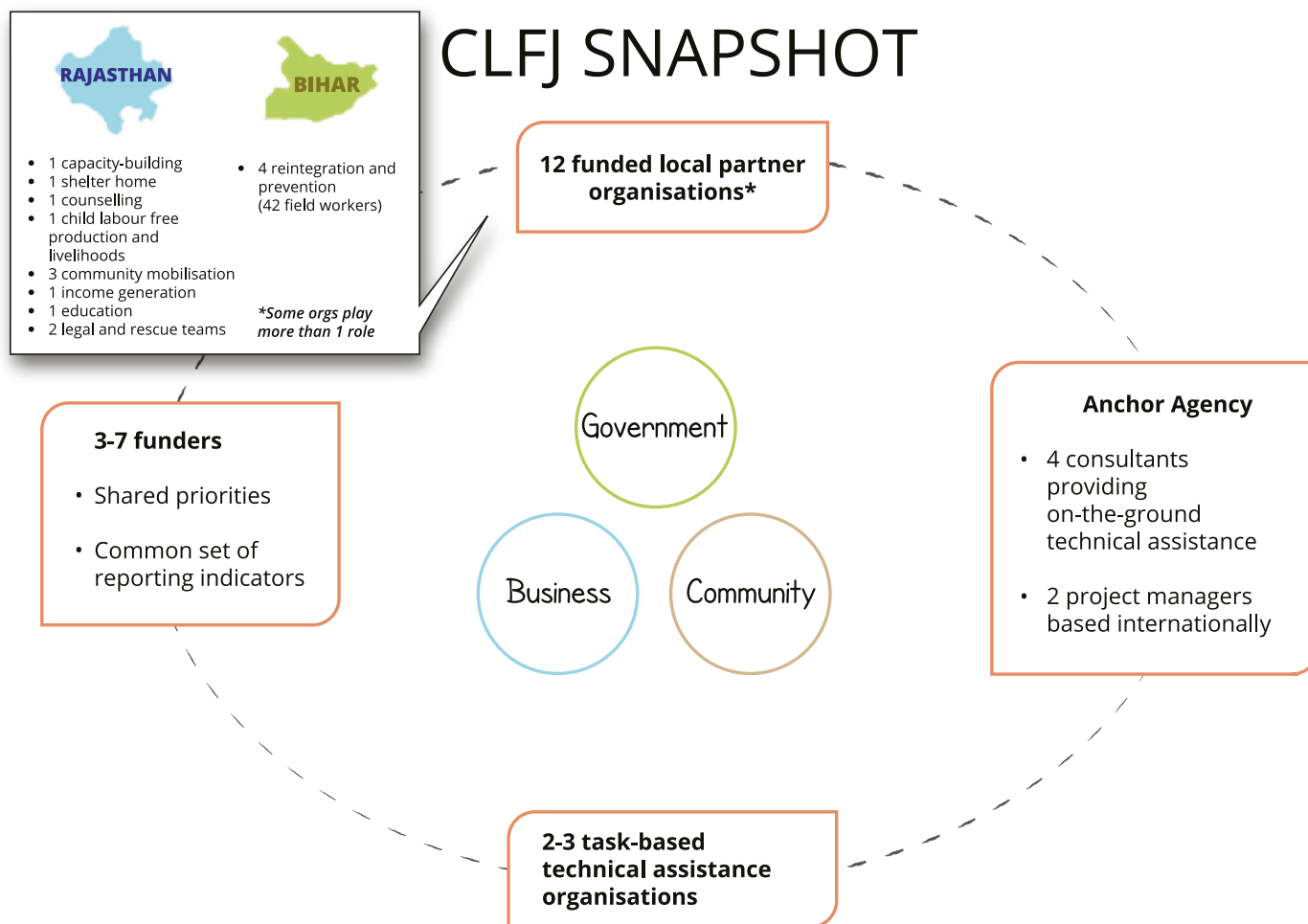
Objective: Create a deterrent effect among traffickers

Part 4 is about supporting the local police and judicial system to aggressively **prosecute traffickers** and employers of trafficked children, helping to demonstrate what could happen to those engaging in this criminal activity.

Objective: Help with recovery, reduce chances of re-trafficking

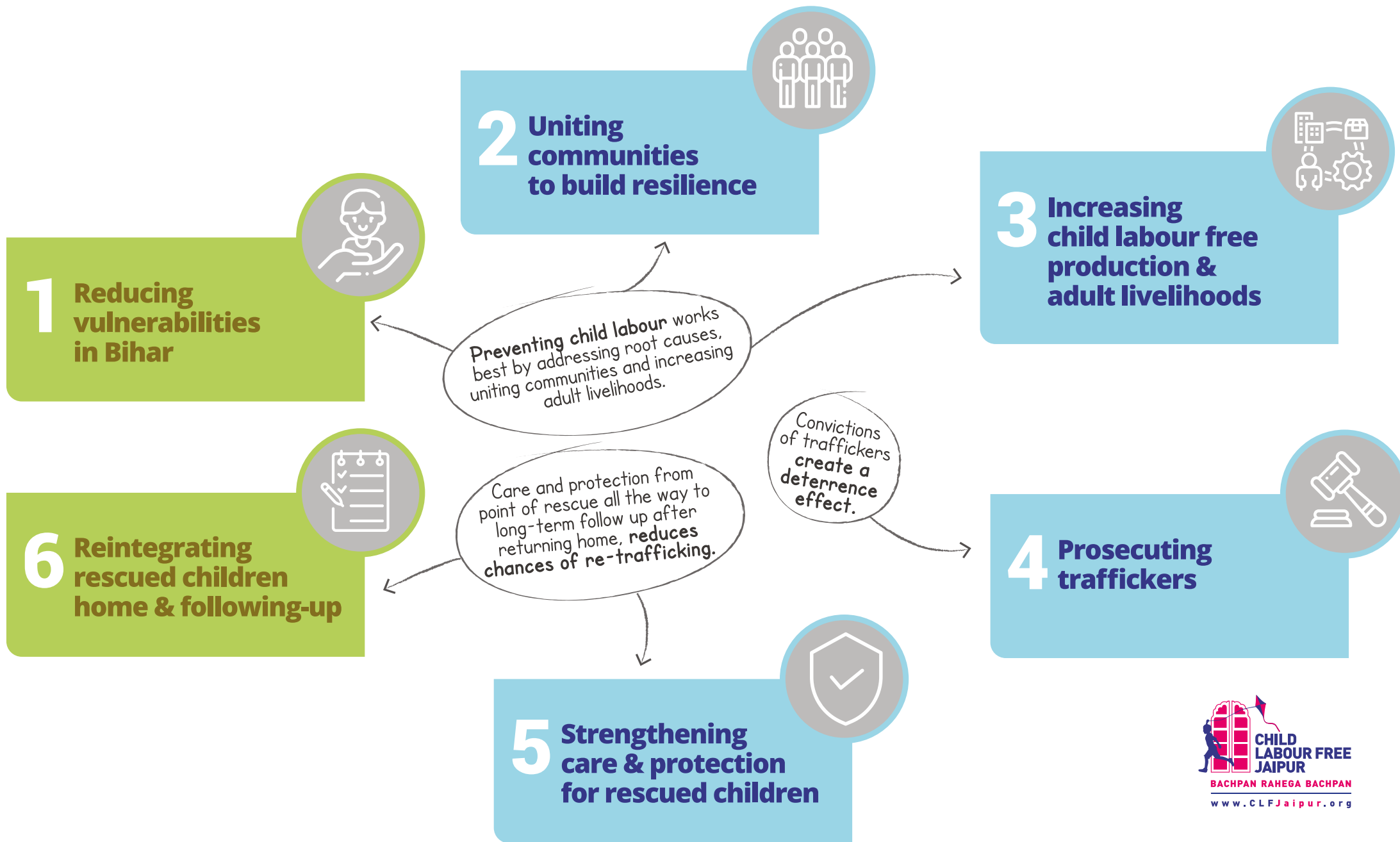
Part 5 (care & protection) and **Part 6 (reintegration)** address trafficked children's needs from the point of rescue until they reach back home to Bihar, including follow-up support to help them recover and stabilize.

Below is a snapshot of the stakeholders involved in CLFJ.



¹ See Appendix A: CLFJ Program Plan for detailed Objectives/ Activities list.

CHILD LABOUR FREE **JAIPUR**



Below is a sample of outcome statistics for CLFJ, however, the main focus is on systemic change, which isn't measured in target numbers.

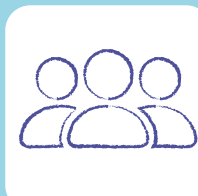


917

landlords and shopkeepers pledge against child labour workshops



RAJASTHAN

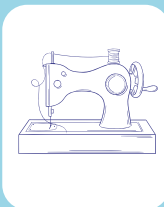


2802

individuals in action groups to prevent child labour

1299

trafficked children reintegrated home with follow up support



610

women shareholders empowered to run their own child labour free producer companies



4,771

children enrolled in school or getting additional tutoring



BIHAR



96%

of reintegrated children not re-trafficked



From

0 to 13

convictions of child traffickers in

3.5 years



20,337

got government entitlements



240

ward level child protection committees activated in 80 villages, giving

235,209

children better protection

As of June 2022

PART 1: REDUCING VULNERABILITIES IN SOURCE AREAS

The root causes of child labour and child trafficking are the same conditions that lead to other harmful social issues. The examples below of working within an existing government protection system and activating mutual support groups for a vulnerable population can be applied in other contexts as well.

WHY

In the early stages of the project, areas with the highest number of rescued child labour returnees were identified as source areas of trafficking. Children from these parts of rural Bihar are extremely vulnerable to child trafficking and child labour due to poverty, lack of access by their parents to livelihoods, poor quality schools in some areas, historically weak social protections for certain social groups, and challenges in accessing government entitlements. When the NGO reintegration workers carried out their support visits to rescued child labourers who were reintegrated home, they found many other vulnerable children. It was clear that further steps were needed to assist these children. Therefore, CLFJ works in the same districts and administrative blocks where the majority of children rescued from Jaipur are returning (See Part 6 on Reintegration), to address the vulnerabilities of other children at-risk of being trafficked, or on the verge of being exploited, in those same villages.

WHAT

After assessing the existing governmental bodies that had the potential to address the challenges in the area, CLFJ prioritized **supporting frontline government child protection bodies**, that are mandated to protect children: Village-level Child Protection Committees (CPCs). This strengthens a government body and therefore offers sustainability. CLFJ worked with the district authorities to develop a structured framework: a trained volunteer facilitator supports the process with tools and exercises, broken into progressive phases, and an established checklist of criteria. Progress is measured and displayed through a digital dashboard², in relation to the criteria, as each committee becomes fully active.

HOW

Following government guidelines, CPC members include elected village leaders, health workers, headteachers, anganwadi (child development) workers, children and other local residents. The CLFJ framework helps these committees at the Panchayat and Ward (small community) level to:

- Ensure the composition of the committees includes affected families and youth survivors.
- Ensure that they meet regularly.
- Enable members to progressively learn more about their responsibilities (not just on child labour/trafficking).
- Ensure that they identify vulnerable children and mobilise government entitlements, adult livelihoods, school attendance and skills training, in order to protect the children.
- Connect them to Block and District child protection bodies to address delays and gaps in support.

CLFJ produced a participatory CPC toolkit³ to guide the support activities with the committees. NGO partners are also organising youth survivor

collectives to help adolescent trafficking survivors to organise together, find peer support and raise their issues. When trafficking survivors come together, they can become a preventive force in their villages, helping the truth to become widely understood, so there is less risk that other children will be sent away for work. Fieldworkers of the Bihar-based CLFJ partner NGOs have been trained in using a Youth Survivor Toolkit⁴ that provides an in-depth curriculum and exercises for the groups to use. The members are learning about rights and entitlements; considering their priorities for education and skills training; learning how to deal with stress; discussing prevention of violence, gender issues and abuse of power; and deciding on their future group activities. It is important for survivors to be part of a group, sharing their experiences and current challenges.

IMPACT

In order to provide a measurable framework for tracking progress, the CPCs work with NGO partners to upload data to a digital dashboard, including on CPC functionality and access to entitlements, based on a checklist of criteria. This can help to improve government child protection performance. It is an important example of building a system that makes the local delivery of a government scheme easily visible for the responsible government bodies. As an increasing number of the CPCs are meeting the essential criteria, it showcases that this existing government mechanism can work effectively to protect vulnerable children. It highlights processes that could be replicated in other districts. For the youth survivor collectives, one of the key measurable outcomes will be the ability of the groups to decide for themselves on their future activities (if any) during and after using the toolkit.

² See Appendix 1.1 and 1.2 sample of a digital dashboard, list of dashboard indicators and definition of CPCs activity levels.

³ Available in English and Hindi at www.CLFJaipur.org/Resources

⁴ Available in English and Hindi at www.CLFJaipur.org/Resources

1 Reducing vulnerabilities in Bihar



Building strong Child Protection Committees (CPC), led by the community, creates a **protective mechanism** that stops child trafficking at its source.

Establishing CPCs is government-mandated, and should be a mechanism through which every child in every community is protected.



PHASE 1:

Formation, motivation, awareness of roles

Tools



1. Visioning exercise

Purpose

What would a child-safe village and active CPC look like?



2. Problem tree

What problems do we have in our village? What is child trafficking?



3. Card sorting on CPC composition and responsibilities

Who makes up our current CPC and what are they doing? Are there CPC members from among the most affected families?

Tools



4. Social mapping

Purpose

Which children in our village are vulnerable and who needs access to schemes and services?



5. Applications for schemes and benefits

How can we pursue the submitted applications?



6. Village Migration Register

Who is affected by migration in our community?

Tools



7. Engagement mapping

Purpose

Who in the government can help us with child protection issues? How do they do it now and what more can they do to help us?



8. Child protection budgeting

How can child protection be one of the priority areas in the village development plan? What budget needs to be allocated?

PHASE 2:

Identify children and arrange support

PHASE 3:

Meet with officials regularly to get results and monitor outcomes



Each CPC is supported by a trained volunteer facilitator.



A checklist of criteria is used to measure CPC progress. A fully active CPC means:

1

CPC is intervening in child protection cases through block and district structures.

2

CPC links children/families to social protection schemes.

3

CPC enables affected families to find a voice and get their issues addressed

4

Child protection needs are budgeted in the Gram Panchayat Development Plan

The progress is represented through a digital dashboard.

PART 2: UNITING COMMUNITIES TO BUILD RESILIENCE IN JAIPUR

In many contexts, practices such as child labour of all types (including domestic servitude), predatory lending practices, domestic violence, etc. are normalised. In such situations, through systematic work to empower communities to address their own pressing needs, communities can become stronger and more resilient. When this is linked with helping people make their own judgements about the harm caused by these social problems, it creates an environment for people to take a stand on the issue, exerting social pressure for change.

WHY

In the targeted neighbourhoods in Jaipur, a significant number of local children were dropping out/out-of-school and working at home with their families or at nearby workshops, under hazardous and harmful conditions. Three factors were contributing to the community's tolerance of child labour: (1) the normalisation of child labour, (2) economic vulnerability, and (3) gaps in school quality and attendance. In this area, most of the residents are from minority or migrant worker communities, with gaps in access to social protection entitlements, a cautious

approach to dealing with officials, and many restrictions on women and girls' movement and access to education.

WHAT

By using several interventions to build community resilience, the causes of child labour get addressed, leading to (1) rejection of child labour (2) reduced economic vulnerability and (3) better schools and higher attendance. Community ownership is fostered through specialized community groups that learn to identify their own needs and solutions through an "action research" approach. Communities taking the lead on addressing their own needs leads to sustainable change. Awareness campaigns (including street plays⁵, murals, posters, etc.), and engaging with community leaders who are speaking out, are leading to deep normative change and a rejection of child labour. NGO partners do large-scale outreach to increase access to government entitlements for thousands in the community, which reduces economic vulnerabilities. Systematic educational support and work with school management committees is leading to better schools and higher attendance, which keeps children out of labour.

HOW

By (1) changing mindsets to reject child labour, (2) making schools better and supporting higher attendance, and (3) reducing economic vulnerabilities in the targeted areas, it breaks the inter-generational cycle of child labour.

Child labour rejection by communities

Local NGOs use participatory methods to generate discussion about the harms of child labour and to foster local ownership of the issue. Initially, child labour could

not be raised directly as an issue, but through action research, community members assessed a wide array of gaps in services and rights, and gradually discussions about children's well-being came to the fore. A desire for children to be in school and not in work was expressed by community members themselves, and they have linked their advocacy for specific services and entitlements⁶ with being able to prevent child labour and keep children in school. Action research methods⁷ include communities creating social maps⁸ to identify and prioritise gaps; and agreeing on solutions and what action to take. The groups then assess the results and make changes in the process based on the results. A technical assistance agency helps roll out the methodology, and NGOs are now independently working with community groups to implement it. In addition, a Child Rights Curriculum⁹ was developed as an awareness raising tool. In these neighbourhoods, social expectations based on gender have constrained women's economic activities and girls' access to education, so the curriculum includes discussions on gender issues. Men and boys are also actively engaged in use of the curriculum.

Example: Uniting communities for resilience, that includes using action research (a community engagement approach) and a Child Rights Curriculum, gives the community tools to decide for themselves what their challenges are and how to solve them. At the same time, supporting the community through livelihoods and improved access to entitlements helps create a practical enabling environment so they can embrace the tools.

⁵ See Appendix 2.1 for sample street play script

⁶ See Appendix 2.2 for (India specific) entitlement pamphlets

⁷ See Appendix 2.3 for details on action research.

⁸ See Appendix 2.4 for Participation and mapping training module

⁹ Available in English and Hindi at www.CLFJaipur.org

One of the CLFJ partners identified local influencers and champions among local traders, neighbourhood craft associations and resident welfare associations, as well as police, to engage with them and **organise street level meetings where participants pledged to reject child exploitation.**

Since traffickers and workshop owners rely on resources and spaces supplied from within the community, there was a special emphasis put on property owners to **discuss the risks of renting their spaces to employers using child labour.** The police Community Liaison Groups and prominent community members alerted the landlords to police vigilance on the issue and encouraged them to sign written pledges agreeing not to rent to such workshop owners.

Special note about branding and marketing:

At its inception, CLFJ worked with a marketing agency to design a logo, branding colours, and a number of creatives that have been used consistently on external communications and for awareness campaigns. This has included:

- hoardings that were displayed at major Jaipur intersections and at the airport
- posters put up in the neighbourhoods
- stickers
- standees used during street plays
- a mobile outreach van
- neighbourhood wall murals

A technical assistance agency was commissioned to **increase public visibility of the issue through a marketing campaign**¹⁰ by executing a 5 month plan that included visits to local schools, a mobile outreach van in the neighbourhoods, and a public launch event. Later events included neighbourhood murals as well as local police and Labour Department officials distributing and posting hundreds of government-endorsed posters.

Reduced economic vulnerabilities

NGO partners help households to apply for a diverse range of entitlements through their community group activities, neighbourhood centres that they set up, as well as planned one-day camps for specific entitlements.

- signage on rickshaws for education enrolment drive
- banners for local events
- postcards passed out at international festivals
- a dedicated website
- brochures
- a series of animated videos
- the infographics in this handbook

Developing this level of marketing requires investment, but this consistent branding builds the “identity” of CLFJ which serves as a vehicle in community awareness, as well as creating something that partners and collaborators feel they are a part of.

Questions to ask when designing a community resilience intervention: systemic change sustainability shifting power

1 What are this community's biggest challenges (barriers to school or accessing entitlements, geographic restrictions, cultural beliefs, poor quality schools, no trust in the system, access to livelihoods, discrimination or caste dynamics for marginalized communities, domestic violence/alcoholism, lack of water/sanitation, migration patterns, strength of village and district level bodies, food insecurity, etc.)?

2 What are the unique strengths and opportunities that can be capitalized on (strong religious or other local leaders with a trusted voice, good district leadership, etc.)?

3 How do you start building trust to get community buy-in to the process, and what are the entry points to do this? For CLFJ, it was noted that some community members have a vested interest in workshops using children because they are connected to them as food vendors, raw material suppliers, etc., so the timing and angle through which to raise the child labour issue had to be carefully considered. In this context, it was helpful to identify key influencers (like artisanal craft association leaders, construction worker groups and religious leaders) and partner with them to come into the community with credibility.

4 What are factors that could impede the work? For CLFJ, there was a high demand for the bangles being made by children, and child labour was the norm.

5 What are the pressure points that can most effectively address the problem? For CLFJ, one of them was convincing property owners not to rent spaces to workshops with children, and partnering with the police to endorse that message. Systematic work was also done for the community to have a deeper sense of harm associated with child labour and thinking of it as a crime worth recognizing and fighting.

¹⁰ See Appendix 2.5 for collage of CLFJ branding

Important entitlements in these communities include pensions, health insurance, food rations, artisan cards (with linked insurance and support to market products made by women running small businesses), low interest loans for self-help group members, and income tax registration.

Better schools, higher attendance

Getting and keeping children in school and out of labour can be sustained if the benefits of education are evident; the barriers to enrolment are overcome; and the quality of schools improves. With a **focus on systemic school improvement and increasing enrolment**, NGO partners activate School Management Committees, train committee members (ensuring involvement by parents), and link them with the school enrolment drives. To deepen the communities' connection with local schools, a social audit¹¹ was designed and carried out at identified schools across the target neighbourhoods that helped parents, children and teachers to prioritise the improvements that matter to them, and make the case to education officials. In addition, NGO partners identify and support out-of-school children and those at risk of dropping out through after-school tuition at community centres, door-to-door outreach, and two 15-day education enrolment drives¹². During these enrolment drives, CLFJ-branded autorickshaws circulated through the neighbourhoods, playing a jingle about children being in school and not labour, and distributing information and guidance on enrolment.

Sharing work among CLFJ NGO partners

collaboration

Even within the project, certain NGO partners need to collaborate with other partners because of overlapping geographic areas or project focuses. For example, in CLFJ, partner NGOs working in adjacent areas coordinated on larger public events and an education enrolment rickshaw campaign. In the case of legal prosecutions, they divided which cases to handle in the legal system.

Building linkages with others in the same space

Whatever the target area is, there is a landscape of other funded NGOs and civil society stakeholders that are working on similar issues. It is important to strategically bring them along as allies, to amplify impact and avoid counterproductive feelings of competition.

IMPACT

Measurement for the development of community resilience is through a developed set of targets that measure indicators, such as # of community groups, # of community group members, # of entitlements secured, # of children enrolled in school, and # of people reached with a social or legal service. NGO partners who are carrying out the work track these indicators. They also track some very specific indicators such as number of property owners signing pledges against child labour, as well as monitoring improvements made in schools due to community engagement through the social audits. The maturity of a community can be measured based on customized indicators being developed¹³.

¹¹ See Appendix 2.6 and 2.7 for more on social audits and how to do a gap assessment of a school based on the (Indian) Right to Education Act.

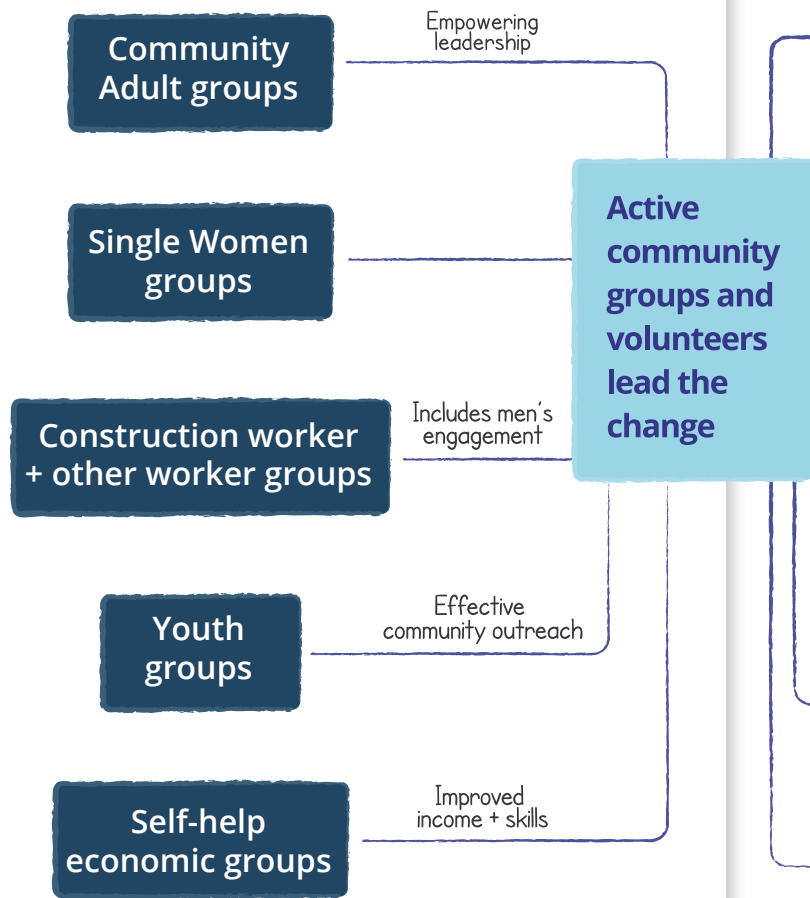
¹² See Appendix 2.8 for a checklist on how to organize an education rickshaw campaign

¹³ See Appendix 2.9 for sample Community Maturity Tool.



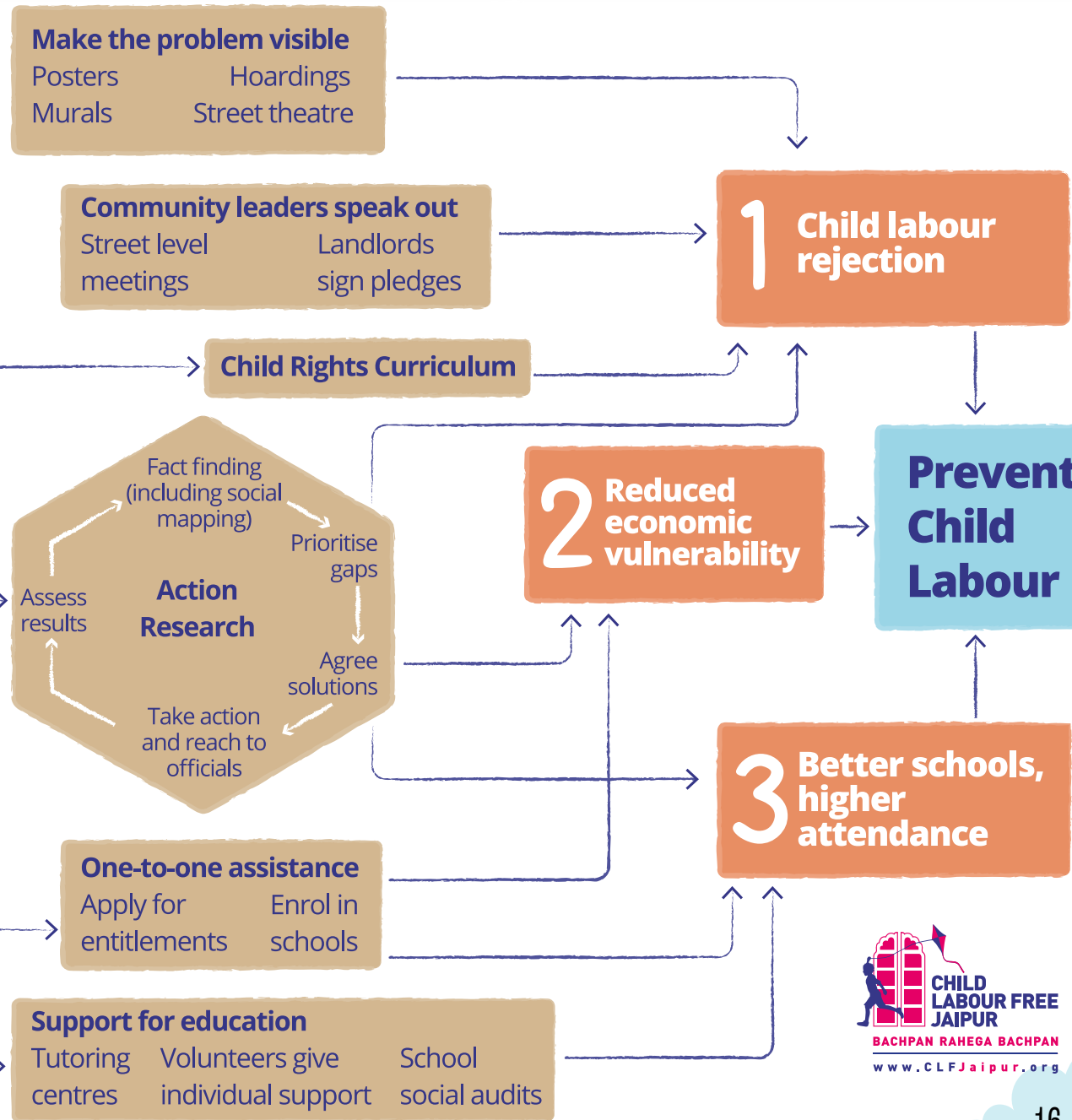
2 Uniting communities to build resilience

Community ownership = Sustainability



Build community commitment + Opportunity

Outcome= 3 root causes are addressed



PART 3: INCREASING CHILD LABOUR FREE PRODUCTION AND ADULT LIVELIHOODS

Around the world, efforts to reduce child labour emphasise promoting access to decent work for adults, so that families do not have to resort to children helping to generate family income. The intervention below is an example of how women are being empowered to shift from doing low wage work provided by exploitative middlemen, to gaining hard and soft skills that are applicable beyond just running their own companies. They are building confidence and independence to advocate for themselves in all the challenging spheres of their lives.

WHY

The adult members of many families in the targeted Jaipur neighbourhoods do not make enough income to meet household expenses. Many of the men are daily wage earners and the women do piece-rate stitching work for extremely low wages. Middlemen are sub-contracted by businesses and they bring the work to the women at their homes. The women have no negotiating power in the supply chain. They therefore often keep their children home to work to earn extra income.

WHAT **shifting power**

In addition to reducing economic vulnerabilities through increasing access to government entitlements (as described in Component 2), NGO partners support over 1,250 neighbourhood women to find opportunities to increase their income through participation in self-help groups¹⁴, linkages to government schemes, and linkages to local markets. One of the partners helps women to run their own child labour free producer companies.

HOW **collaboration** **shifting power**

Local women are shareholders in a producer company, where they either work on-site in a production centre or from home, with a **monitoring system in place to ensure no child labour**. They get hard and soft skills training, which increases their earning power in the market; leadership training on independently running the producer company; experience marketing directly to consumers through fairs; and support for enrolling their children in school. One of the challenges has been cultural restrictions on the movement of women in these neighbourhoods, and partner NGOs have worked to overcome these harmful gender norms within their families, to encourage them to physically come to the production centres to work.

The producer companies face the same challenges that exist for anyone running their own business. The partner NGO is continually finding a balance in (1) matching the skill set of women to the types of products being ordered by clients, (2) giving work to a core group of skilled women so they earn a **steady flow of monthly income** and giving work to a large group of women to interest them in improving their skills and joining as shareholders, (3) investing earnings back into infrastructure vs. reducing dependency on external funding, and (4) developing designs that are responsive to market demand and

mitigating external factors (like covid lockdowns) that impact demand. The long-term objective is for the producer companies to become self-sufficient.

Local business leaders have taken on the role of champions who are ready to adopt and promote new practices (including purchasing from the women's producer companies), speaking on public platforms, and engage with senior government officials to promote child labour free businesses. This promotes CLFJ's collaborative way of working with government and business to explore practical improvements rather than risking stigmatising local industry. Many of these businesses have been assisted to get visibility into their full supply chain, so they can identify where they may have risks of child labour within any sub-contracting, and can take actions to mitigate the risk.

CLFJ is **bringing the relevant government business departments on board** to support child labour free business by enabling government officials responsible for economic empowerment to offer business promotion opportunities (marketing, skills training, small loans, investment in common production facilities) to child labour free enterprises. In Rajasthan, these state-level departments include Dept. of Women and Child, Dept. of Industries, Dept. of Minorities.

IMPACT

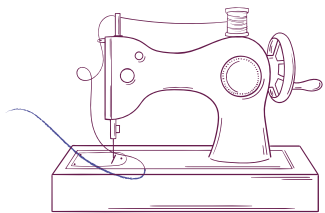
In order to measure women's economic empowerment, a detailed definition has been developed for women "earning a steady flow of monthly income" which takes into account the state minimum wage. Other frameworks have been developed to assess women's skill level¹⁵ into different categories. The producer company also tracks its growth in revenue from orders. Partners measure the number of business-related entitlements that participants access.

¹⁴ See Appendix 3.1 for SHG strengthening training module

¹⁵ See Appendix 3.2 for definition of steady flow of monthly income and methodology for assessing skill level.



3 Increasing child labour free production & adult livelihoods



The Problem:

Women do piece rate work from home through exploitative middle men. They have no negotiating power, low skill range, and limited mobility to find better work.

Women participate in self-help groups.

Women form and run their own Producer Companies.

Action

Government-backed micro-loans.

Soft skills training:
Financial literacy, learning to run a business, product sampling, etc.

Hard skills training:
Stitching, embroidery, etc.

Travel to work **on-site**

Work **from home**

Monitoring practices in place to ensure child labour free production

Collectivised production

Marketing of products to bring in steady and higher value orders

Result

Autonomy to start micro-businesses

Higher skill levels and business knowledge mean more negotiating power in the labour market

Increased wages of at least minimum wage

Impact

Women with more opportunity means their children can stay in school, and not labour.

Child labour free products available on the market

PART 4: PROSECUTING TRAFFICKERS

CLFJ's systematic approach to supporting the Jaipur police and judicial system in being able to crack down on traffickers can also be applied to other contexts of strengthening legal and justice systems. This could include the commercial sexual exploitation of children, violence against women, scheduled caste and scheduled tribe violations, and workers' rights.

WHY

Prior to 2019, there were no known convictions for child labour trafficking in Jaipur courts (under the Indian Penal Code that carries more serious penalties). Child trafficking for labour was a low risk business. Accurate evidence was not being collected at the rescue scene, and cases could therefore be more easily challenged by defence lawyers. Police reports had missing information and there were many barriers to high quality testimony from children. All these factors led to weak legal cases, where judges in some cases did not have a strong enough basis to convict.

WHAT

CLFJ NGO partners, with support from the Core Team, did a deep dive into understanding the gaps in all stages of a legal case¹⁶, from point of rescue through to judicial decisions. They systematically reviewed a selection of old cases, and designed and implemented strategic interventions to fill the gaps. Judges and public

prosecutors came together to reflect on the challenges and on making the courts more child- and victim-friendly. Together, this led to a **shift from 0 to 13 convictions from 2019 to 2022**, allowing for children to start accessing justice. When traffickers start getting convicted, they realize there may be a high price to pay for their actions, and it creates a deterrence effect.

HOW Rescues

Increasing rescues: As community members became more sensitive to the suffering of trafficked children, it creates a more positive environment for informing the police about workshops. CLFJ connects with informants who are reporting workshop locations and helped them to be more effective, supported and connected. Well-established relationships were built with the local police stations to mobilise them, as well as with specialized NGOs and with Childline (a national hotline for child protection) that accompanies them on rescues.

Getting better evidence: CLFJ has done extensive training and support of frontline police officers that conduct raids, to build their capacity to effectively collect comprehensive evidence at the scene.

Immediate post-rescue

Producing better police reports and documentation: CLFJ has also worked with the police authorities to train and mentor police in the preparation of "First Information Reports" (FIR) and charge sheets, to ensure high quality and comprehensive case documentation. This included providing model formats for FIRs and charge sheets, and a checklist of activities that needed to be done at the point of rescue, to ensure strong evidence is collected¹⁷. A CLFJ partner was officially authorized to follow up

with continuous monthly one-to-one mentoring and spot checks of documents at the local police stations to ensure that what was learned at the trainings was being put into action. Strong FIRs and charge sheets ensure that cases pursue all the relevant criminal sections and help to deploy the evidence for prosecution effectively. CLFJ has also worked with the police to support better health checks of rescued children and analysis of medical reports, which builds a stronger legal case.

Children's testimony

Increasing accuracy of testimony: The rescued children and their families were often closely controlled by traffickers, who ensured that victims give testimony in their favour. CLFJ ensures children have access to trauma-informed counseling, ideally immediately after rescue and then during their stay at the shelter home, which can start to separate them from the traffickers' control. The initial statement by the child is now taken by the Metropolitan Magistrate before they leave Jaipur, which reduces the risk of the trafficker's influence¹⁸. CLFJ helps them to have consistent access to the same lawyer. In future, with effective evidence collection, the cases should not be so reliant on children's testimony.

Systemic change to reduce barriers: Initially, children who were called for testimony needed to travel back long distances to Jaipur, often years later, leaving multiple opportunities for the trafficker to intervene and disrupt the process. Under the mandate of the Supreme Court, CLFJ is helping districts in Bihar to shift to using video conferencing for witness testimony, which is safer for the families. To arrange testimony (via video or in-person), it is important to know about the summons the family receives, before the traffickers learn about it. When NGO partners in Bihar hear of a summons, they rapidly reach

¹⁶ See Appendix 4.1 for narrative about stages of a legal case.

¹⁷ See Appendix 4.2 for all related tools such as sample agendas, pre/post tests, to support capacity-building of relevant stakeholders like police, prosecutors, railway officials, counsellors, etc.

¹⁸ See Appendix 4.3 for SOP on coordinating children's testimony across states.

out to the children to ensure their protection from the traffickers - sometimes involving the police. They then obtain the victim's authorization for a CLFJ-supported lawyer in Jaipur to represent them and to assist the prosecutor in the case, if they are willing. The child is then counseled by the lawyer on what to expect and the importance of accurate testimony¹⁹.

Securing convictions

Reinforcing legislative mandate for child-friendly courts:

To help the courts to adopt more child-friendly procedures, CLFJ held a consultation with relevant judges to understand what they felt the limitations were in convictions (often weak evidence in cases), and collaboratively identify what needed to be improved in the system, from their perspective. CLFJ partners shared the traffickers' methods for jeopardizing cases, by manipulating children and their families, so the children testify in the traffickers favour. This heightened awareness of children's needs within the justice system contributed to the judiciary's decision to move cases of child trafficking to the courts that hear cases of child sexual abuse. Prosecutors also participated in capacity building sessions to understand the relevant laws.

Keeping the accused in jail: CLFJ identified and trained lawyers who built relationships and work along with public prosecutors to support them in cases, including **seeking denial of bail for suspected traffickers.** This means that hearings on cases are less likely to be delayed by the defendant and it reduces the risks of interference with witnesses.

Creating a deterrence effect

Reports in local and national media: Convictions are often reported in newspapers in Jaipur and some have been reported in the traffickers' home areas in Bihar.

Sealing workshops after rescue: If the police can seal the Jaipur premises where children are found working, property owners are less likely to rent their spaces to workshops using children.

IMPACT

One of the main measurable impacts with regard to prosecutions is the increase in convictions. The Jaipur judicial system saw a major shift from 0 child labour trafficking convictions before 2019 to 13 by 2022 (despite the courts mostly being closed due to Covid in 2020 and 2021). Other measurable outcomes include more comprehensive case filing and charge sheeting by the police; the expanding use of video testimony for child victims; more frequent denial of bail in appropriate cases; and an increase in the number of children who are able to give accurate and confident testimony. It is hoped that the resulting increase in well-publicised convictions is leading to a decrease in the overall trafficking rate, due to a deterrence effect.

Engage with the official child labour coordination committee

systemic change **sustainability** In Jaipur, the District Child Labour Task Force (DCLTF) is an important committee that brings together all the main departments responsible for addressing child labour. Several CLFJ partner organisations attend its meetings and can help to encourage regular meetings. These NGOs are often collaborating now, so can work well together during the meetings to support effective dialogue and planning for raising bottlenecks in the system

and addressing issues such as care, counselling and compensation for children. As it is an official body, the written meeting notes create a record of each organisation's commitments and responsibilities. For example, if the DCLTF mandates continuous identification and rescue of children, then the police are enabled and supported to go beyond seasonal rescue drives. It is another example of where an existing government framework is leveraged to improve efficacy of the system.

¹⁹ See Appendix 4.4 for a flow chart of elements needed for good child testimony.

4 Prosecuting traffickers



Outcome:
0 to 13 convictions
in 3.5 years

STAGE

GAPS IN THE SYSTEM

INTERVENTION

Rescue children from workshops

Insufficient evidence collection
Repeated rescues at same workshops

Police build capacity on how to collect evidence
Engage with police to seal premises and close down workshop

Immediate post-rescue care and procedures

Child waits for hours in police station
No specialist care
Initial police reports had missing information

Child friendly room at police station
Provide counsellors for trauma-informed care
Training on writing better police reports and on-going follow-up at police stations

Legal support at shelter homes

No legal counselling for child
No documentation for child
Child sent home before giving their initial legal statement
Victim Compensation application not filed for child

District level government appointing a dedicated support person for each rescued child
Shelter homes gather and provide key documents
Local government magistrate required to take statement before child goes home
Applications submitted and bank account opened.

Documentation and repatriation

Child sent home without documents needed to access compensation and entitlements
Shelter homes sending child home without following official government processes

Child Welfare Committee digitally tracks child's documentation and children return with correct documents
Children return officially, with oversight from Bihar authorities, making them less vulnerable to traffickers

Children's testimony

Traffickers intimidating children
Child has no support to know how to provide strong testimony

Strengthening Witness Protection by police and protected during video testimony from home state
Counselled for strong and accurate testimony

Securing convictions

Judicial system not always child-friendly
Traffickers nearly always granted bail
Prosecutors sometimes not pursuing effective strategy in court

Judges, prosecutors and labour officials hold consultations to increase sensitization
Lawyers attend every bail hearing to argue against bail
Effective lawyers assist Public Prosecutors

PART 5: STRENGTHENING CARE & PROTECTION FOR RESCUED CHILDREN

The analysis and interventions described here (and in Part 6) to protect vulnerable children started with a bird's eye look at all the gaps that required attention. A similar analysis can be employed with regard to services and support to other vulnerable populations.

WHY

Rescued children were in vulnerable situations to begin with (which is why they ended up trafficked), and have often undergone trauma, both physical and mental. With gaps in the coordination and tracking between shelter homes and government bodies, they tended to get lost in the system. There was a need for a more robust overall framework to ensure all their needs are being met with the right government-led oversight in place.

WHAT

Informed by in-depth discussions with survivors of child labour at shelter homes and in home villages about their needs and priorities, CLFJ categorized the rescued child's rights into mental health, physical health, education, economic stability and documentation to support care, then identified the gaps in each of these rights and addressed them at the appropriate stage of a child's journey from rescue to repatriation. Systems for collaboration between all those involved are vital.

HOW

Mental Health: core team role CLFJ partners, the Core Team, the Dept. for Child Rights and local shelter homes worked together to develop a panel of trained counsellors that are on call to come to police stations immediately after children are rescued, and provide trauma-informed counselling. It was piloted at one police station, where a child-friendly room was established and it is in the process of being implemented at other police stations, using a portable "magic bag" of therapeutic activities. This cadre of counsellors is a combination of full-time counsellors at local shelter homes and independent ones. Regular support, mentoring and training is provided to this network, so they can improve their work with children and their documentation, as well as supporting each other. One challenge has been for female counselors to reach police stations at night, when rescues sometimes happen. Ideally, rescued children should be taken to a child-friendly space that is not a police station. The same network also includes counselors at local shelter homes, which has improved the mental health services provided to children in homes, including developing individual care plans for them.

Physical Health: Rescued children's health monitoring²⁰ has been divided into 3 phases: (1) ensuring an accurate and high quality injury report is completed immediately post-rescue, that more fully assesses the child's health, (2) ongoing and regular health checks in shelter homes, and (3) when a child is ready to repatriate back to their home place, ensuring that the child has been checked by a doctor and has received a "fit to travel" certificate. Operationalizing these phases requires close coordination with the local Child Welfare Committee, which is tasked with looking after the best interests of the child. They can grant certain qualified professionals

the authority to enter shelter homes allowing for greater visibility, support and monitoring of the care of children. Improving the quality of the health checks also required analysing existing health reports to identify gaps in quality and thoroughness. CLFJ supported the government in establishing templates, like the "injury report", to maintain consistent standards.

Education: CLFJ partners developed training materials, customized for rescued child labourers and based on state curriculum standards, for shelter home teachers to use with rescued children. A learning level assessment²¹ was developed, which included a pre-test and a post-test, sent back with the child as part of a "report card." This documentation will help to ensure that when the child goes home, their local school understands their education level and can give them the right support. This increases the chances that the child does not drop out of school.

Economic Stability²²: A key factor that has tangible benefits for the family is to work towards rescued children receiving the victim compensation and other forms of compensation to which they are entitled. For this to happen, certain processes have to be put in place and be working well. This includes ensuring that the local shelter home gathers and provides the needed documentation to the relevant authorities, including setting up a bank account for the child. Rajasthan has begun providing victim compensation to child labour trafficking victims under the legal services authority process. Across the country, this category of victims rarely receives compensation through this channel. This is still in process of becoming a consistent practice. Documentation collected after rescue is also vital for the district to issue bonded and child labour compensation payments, which has been a slow process. Likewise in

²⁰ See Appendix 5.1 for template to track children's health, including what should be tested at different phases of the process.

²¹ See Appendix 5.2 for sample of an education learning level assessment report card.

²² See Appendix 5.3 for SOP on processing documents for victim compensation.

Bihar, the state government provides compensation through the Chief Minister's Relief Fund for former child labourers. Despite full applications submitted for this for the eligible children, payment has been slow, so some of the NGOs assisting the children approached the National Commission for the Protection of Child Rights, which issued directions to the districts. Given the vital role of compensation for children's recovery and their protection from re-trafficking, they continue to follow up to help the children receive the compensation.

Documentation to Support Care: Lack of documentation is the first hurdle in preventing children from accessing support. One of the earliest interventions of CLFJ partners was to develop a system for rescued children's key documents to be collected and digitized²³. CLFJ worked with the Dept. for Child Rights (DCR) and the Jaipur Child Welfare Committee to ensure that shelter homes collect the key documents (police report, counseling report, medical report, official government issued Release Certificate, legal statement, bank accounts opened, identity cards and individual care plans) for each child, scan these documents and submit them to the Child Welfare Committee. When the children are sent home, a pen drive is provided to the home state Social Welfare Dept. with all the scanned forms for each child, in order to facilitate their access to compensation and benefits. Seeing that the digitized system is effective in practice, the Dept. for Child Rights has now fully authorized its continuation and encourages other districts to do the same.

Overcoming roadblocks in the system: CLFJ is constantly monitoring and checks that all the needed systems are working properly, and if not, work is done to address any gaps. For example, sometimes shelter homes arrange to directly send children back home to Bihar, without going through the official government channels of working with the local Child Welfare Committee and local district government. This leads to children returning home without all the documents they need to access entitlements and enrol in school, leaving them more vulnerable to falling back into the vicious cycle of re-trafficking.

Case study on work with shelter homes

One CLFJ partner is a shelter home for children that had developed its documentation and support to an advanced level, including applying to the legal services authority for victim compensation. The shelter home was then supported to serve as a "model home" for mentoring other local shelter homes and sharing its good practices. To help with cooperation among the shelter homes, the process was supported by obtaining official endorsement by the local Child Welfare Committee.

A further step towards improved care of the children has been to bring the relevant shelter homes together periodically, to talk about their challenges as well as new approaches to counseling, education, health care and legal support.

CLFJ approach to strengthening procedures based on existing policies:

systemic change **sustainability** In many cases there are good policies (for example, for care of rescued children) but the arrangements, tools or technology are not yet sufficient to make it work well in practice. At the invitation of the relevant officials, CLFJ partners and consultants can help with this. Together, they try out new tools and training. Often, once the new procedure has been tried for a while and is working well, the relevant government department issues a direction to all those involved that spells out the process, so that the improved practice becomes sustainable, beyond the tenure of the current officials.

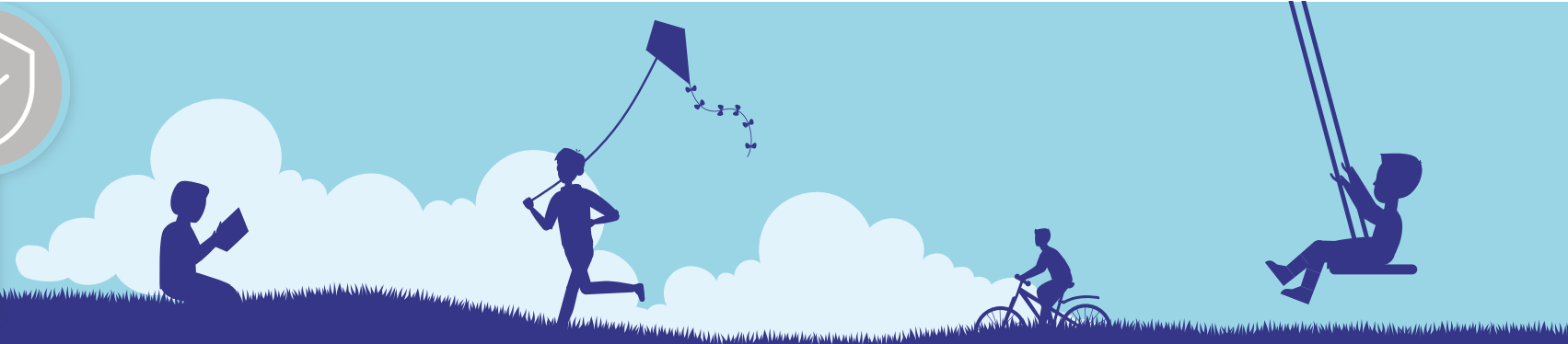
IMPACT






Making care and protection of children fully sustainable requires following official channels to integrate processes into government systems. Measurement of impact for this part of the work should focus on full adoption of each of the established procedures by all the agencies responsible and the effectiveness of collaboration and tracking between voluntary and statutory bodies for the care of the children. Independent and carefully run discussions with children at the shelter homes, alongside the sustained operation of children's committees and complaints systems within the homes, are also important indicators of the progress being made.

²³ See Appendix 5.4 for template of Management Information System.



5 Strengthening care & protection for rescued children



Children's Rights →	 Mental health	 Physical health	 Education	 Economic stability	 Documentation to support care
The Problem →	Trafficked children subject to violence and forced labour got little mental health support.	Insufficient health checks resulted in health issues being neglected.	Processes not in place for learning level assessment while at shelter homes.	Vulnerability to re-trafficking due to severe poverty.	Gaps in gathering documents needed for rescued children's compensation and entitlements.
Stages of a child's journey	Interventions				
Point of rescue/ police station	Child-friendly room at police station. Immediate counseling. Counselors have a portable magic bag of children's resources.	Immediate medical exam.		Police start victim compensation process.	Proper case filing with evidence.
Jaipur shelter home arrival		Complete health check-ups instituted.			Child Welfare Committee traces child's family.
Jaipur shelter home stay	Shelter counselor training started. Children's individual care plans in place.	Health monitoring standards established.	Learning level assessments started.	Documentation systematically started including bank account, release certificate, and compensation/back wages applications.	Child Welfare Committee maintains documentation digitally.
Jaipur shelter home departure		Doctor issues health fitness certificate.			Children leave with needed documents to apply for entitlements.
Arrival in home village	NGO field worker visits regularly and survivor groups established.	Follow-up on health needs established.	Enrolled in school.	Apply for entitlements, skills training, livelihood support.	Documents sent to Bihar district government.



PART 6: REINTEGRATING RESCUED CHILDREN HOME AND FOLLOWING-UP

WHY

If rescued children are simply returned home and never followed-up with or supported, the circumstances that led to their trafficking will not have changed and they will likely be re-trafficked again, repeating a vicious cycle.

WHAT

NGO partners in Bihar are assisting district authorities within 24 different districts in Bihar, so that when a child is returned, depending on where they live, they are assigned to the NGO fieldworker for that area. Through a network of fieldworkers, all returned children undertake a needs assessment and receive follow-up care, such as (1) getting them enrolled in school or an informal/bridge education program, (2) using their documentation to apply for compensation, (3) supporting their families to apply for government entitlements, (4) supporting agricultural or non-agricultural based livelihoods, and (5) assisting in the legal case against the child's trafficker, including providing testimony and helping protect the family from retaliation.

HOW core team role

NGO fieldworkers need proper training, supervision and support to do the follow-up work²⁴, as they face immense challenges in getting reintegrated children and their families what they need. The large distances between the villages where the children come from, and the lack of quality infrastructure (health, schools, etc.) in some places, are continual challenges. While there are many important social protection and livelihood schemes in place, the delivery of these services in some remote areas is weak, so there are many barriers and delays in accessing entitlements. The NGOs and Core Team work closely together to develop connections and commitment by the frontline officials as well as the required oversight by state-level officials. They also work together to map out and connect with resources such as livelihood providers, special education centres and skills training centres. Each NGO needs to be proactive in making these relationships work in their area for the benefit of the children, ensuring that each family receives enough tangible support to make a difference.

Under the authority of the district CWC, the NGOs report each month on the progress of each child, and the Core Team are regularly in the field to help with problem solving and to use spot checks to ensure accurate reporting. Fieldworkers are now starting to use a mobile application to help prompt the next required support for each child, with the app feeding into a digital case management system. By collating and tracking data, systemic gaps in delivery (including in issuing of entitlements and compensation) are identified and brought to the attention of the relevant statutory bodies. This is an example of how technology can be used to promote systemic change and accountability. The Core Team and partner NGO leaders regularly meet

with block and district officials, Child Welfare Committee members, and the state-level Dept. of Social Welfare. By field workers building a relationship with the family and maintaining consistent support for them, the child is more likely to testify in the case against the trafficker, and the family is more likely to inform if there is harassment by the traffickers so the NGO partners can help them to involve the police.

IMPACT

One of the main measurable outcomes of this reintegration support is the percentage of children who are not re-trafficked, because before the intervention, a large proportion of the children would return into trafficking situations after rescue. In addition to this, partners assess the percentage of children aged 6 – 14 enrolled in school, and the number benefiting from new access to government entitlements (especially health insurance), and access to livelihoods and skills training. Once households have stabilized their situation through improvements in enough of these dimensions, the NGOs will reduce the number of visits so that the attention can be focused on those families most at risk. Long-term, it is hoped that the official Child Protection Committees in these villages can develop sufficiently to be responsible for care and support of reintegrated children.

²⁴ See Appendix 6.1 for SOP on how to do reintegration, including template forms for Initial Assessments and Follow-Up visits by field workers.

6 Reintegrating rescued children home & following-up



Before Repatriation:

- Verify child's home address
- Bihar Child Welfare Committees prepare "Social Investigation Report"
- Prepare family for return of child
- Jaipur shelter home gathers child's documentation to send with them
- Child's family signs agreement for lawyer to represent them.
- Govt. bodies arrange transport with adult chaperones.

During Repatriation:

- Bihar NGO and state govt. receive the child.
- Bihar officials receive needed documentation
- Bihar NGO supports government to transport child to home district

After Repatriation:

- Conduct needs assessment of child and family
- Apply for entitlements
- Track and conduct regular follow-up visits to child's family



ACTIONS BY NGO FIELDWORKERS AND GOVERNMENT BODIES

NEEDS



Community vigilance and police witness protection

Family and community understanding

Safety and protection from exploitation

Acceptance and belonging

Education

Vocational skills

Compensation and economic entitlements

Family livelihood

Physical and mental health

Access to justice

Group participation, knowledge of rights and empowerment

Access government-backed health insurance. Follow-up on health needs.

Quality legal representation. Arrange video testimony locally.

Join survivor collective

Enrol family in government livelihoods program. Provide small investments.

Government benefits, pursue compensation, bank account opening, ID cards

Enrol older youth in local skills centre

School enrolment

Table of Appendices

Appendices resources are available at www.CLFJaipur.org/Resources/ and upon request.

Please email us at info@CLFJaipur.org

Appendix #	Document description	# of pages	Language
A	CLFJ Program Plan with detailed Objectives/ Activities list	2-3	English
1.1	Sample of a digital dashboard to track Child Protection Committee progress.	1-2	English
1.2	List of dashboard indicators and definition of Child Protection Committee activity level.	4	English
CLFJ website	Participatory Child Protection Committee toolkit.	32-42	Both Hindi and English versions
CLFJ website	Youth Survivor Toolkit.	98	Both Hindi and English versions
2.1	Sample street play script.	2	Both Hindi and English versions
2.2	(India specific) Sample government entitlement awareness pamphlets.	8	Hindi
2.3	Details on how to implement action research.	4-5	English
2.4	Training module on participation and social mapping	5	English
CLFJ website	Child Rights Curriculum used in communities.	62	Hindi
2.5	Collage of CLFJ branding.	2	English
2.6	Details on school social audits	8	English
2.7	How to do a gap assessment of a school based on the (Indian) Right to Education Act.	7	English
2.8	Checklist on how to organize an education autorickshaw campaign.	3-4	English
2.9	Sample Community Maturity Tool.	3-4	English
3.1	Training module on Self-Help Group (SHG) strengthening.	4	English
3.2	Definition of steady flow of monthly income and methodology for assessing skill level of women artisans.	3	English
4.1	(India-specific) Explanation of stages of a legal case.	4	English
4.2	Tools for capacity-building of stakeholders (such as sample agendas, pre/post-tests) for police, prosecutors, railway officials, counsellors, etc.	7-8	Some in English and some in Hindi
4.3	Standard Operating Procedure for coordinating children's testimony across states.	2	English
4.4	Flow chart of elements needed for good child testimony.	3-4	English
5.1	Template to track rescued children's health, including what should be tested at different phases of the process.	3-4	English
5.2	Sample of an education learning level assessment report card.	4	Hindi
5.3	(India-specific) Standard Operating Procedure for processing documents for victim compensation.	5	English
5.4	Template of Management Information System for use by local government child protection body.	1-2	English
6.1	Standard Operating Procedure on how to do reintegration of rescued children, including template forms for Initial Assessments and Follow-Up visits by field workers.	13	English

