



United Nations Entity for Gender Equality  
and the Empowerment of Women

# Preventing Trafficking in Women and Girls —*State Accountability and Community Action*

*Implementation of Community Based Interventions to Prevent Trafficking of Women and Girls*

— *District Nayagarh, Odisha*

PROCESS DOCUMENTATION



# **Preventing Trafficking in Women and Girls**

## *—State Accountability and Community Action*

---

*Implementation of Community Based Interventions to Prevent Trafficking of Women and Girls*  
*District Nayagarh, Odisha*

### ***Process Documentation***

#### **Compilation and Editing**

- Dr. Manish Subharwal
- Dr. Sanjay Gupta
- Farrukh Shah



[www.impactpartner.org.in](http://www.impactpartner.org.in)

---

*This publication is made possible by the generous support of the UN Women Office for India, Bhutan, Maldives and Sri Lanka. The contents do not necessarily reflect the views of UN Women or any other partner or agency involved in the development of this publication.*

## CONTENTS

<i>Abbreviations</i> .....	3
<i>Background</i> .....	5
<i>Baseline Survey</i> .....	5
<i>Designing of Interventions</i> .....	17
<i>Creation of Cadre—Peer Educators</i> .....	18
<i>Constitution of Vigilance Committee (VC)</i> .....	20
<i>Formation of Peer Groups</i> .....	22
<i>Research on Livelihoods Models</i> .....	23
<i>Implementation of Interventions</i> .....	30
<i>Creating Cadre of Peer Educators</i> .....	31
• <i>ROLE OF PEER EDUCATORS IN PROJECT INTERVENTIONS</i> .....	33
<i>Formation of Vigilance Committee</i> .....	35
• <i>COMMUNITY MONITORING FOR PREVENTION OF HUMAN TRAFFICKING THROUGH VIGILANCE COMMITTEE</i> .....	37
<i>Implementation of Livelihood Models</i> .....	41
• <i>LIVELIHOODS MODELS FOR COMBATING TRAFFICKING</i> .....	43
<i>Effectiveness of Peer Groups</i> .....	49
• <i>ENGAGING YOUNG GIRLS TO COMBAT TRAFFICKING</i> .....	51
<i>Establishment of Centre of Action (CoA)</i> .....	56
<i>Impact of Interventions</i> .....	59



## ABBREVIATIONS

AHT	Anti-Human Trafficking
BPL	Below Poverty Line
CBATN	Cross Border Anti Trafficking Network
CBOs	Community Based Organizations
FGDs	Focus Group Discussions
GP	Gram Panachayat
HHs	Households
MF	Madhyam Foundation
PEs	Peer Educators
SHG	Self-Help Group
UN Women	United Nations Entity for Gender Equality and the Empowerment of Women
VC	Vigilance Committee



## BACKGROUND

CBATN, IMPACT and Madhyam Foundation, in collaboration, implemented a programme against Trafficking of Women and Girls in Ranpur Gram Panchayat of Nayagarh district in Odisha state funded by UN Women, Sub South Asia Regional Office in India. The programme focused on enhancing awareness on issues related migration, violence against women and human trafficking as well fostering interventions such as building capacities of community and stakeholders. In addition, initiative to identify newer livelihoods options were also undertaken. The programme duration is 18 months and involves several steps across its life.

A number of activities were undertaken prior to and during the project phase and the present document describes the activities in detail in the ensuing sections.

## BASELINE SURVEY

Baseline survey was conducted prior to the focused implementation and developing need based activities with desired objectives. The survey was designed in such a manner that the findings should provide an insight towards the context as well as setting up baseline estimates. The results were not only assessed the needs and solutions but also thrown light on developing types of activities and plans for its successful implementation.

### GOAL

To understand the context of migration and human trafficking for vulnerable girls and women in Ranpur Gram Panchayat of Nayagarh district of Odisha state and establish baseline estimates for project indicators and status using quantitative and qualitative research methods.

### OBJECTIVES

Following were the key objectives of the baseline study:

1. To determine the number of households with women and girls vulnerable towards migration and human trafficking
2. To know the extent of migration and trafficking
3. To identify the issues that promotes migration and trafficking and possible solutions to curb them
4. To determine knowledge, attitude, practices and behaviours that exists within the community that facilitates early marriages, discontinuation of education, discrimination.
5. To explore the needs of the local community in terms of livelihoods
6. To assess the roles and functions of SHGs and factors influencing their functions/failures/ successes
7. To assess the capacities of stakeholders and identify areas of interventions

### RESEARCH METHODS

The baseline survey incorporated both quantitative and qualitative research methods. Quantitative data collection was undertaken along with Participatory discussions and in-depth interviews.

### GEOGRAPHICAL AREAS

All three villages under Ranpur Gram Panchayat (Ranpur, Mangrajpur and Raghunathpur) in Nayagarh district.

### TARGET GROUPS

#### *Community Level*

---

- Vulnerable Women (Single, Migrants' families, Widows, deserted, etc.)
- Adolescent Girls
- SHG members
- Parents of adolescent girls/family members



## Stakeholders

---

- Gram Panchayat Members
- Influential Persons
- Opinion Leaders
- Faith Leaders
- NGOs/CBOs
- Government Department officials

### **KEY QUESTIONS**

The study not only captured the existing information on availability of girls and women but also what makes them vulnerable. At the first hand, quantitative information was collected using a data collection tool / format through a respondent's face to face interview. On the other hand, focused interactions with local village level stakeholders were carried out with the help of discussion guides. Some of the probable questions were:

- What is the concentration of school dropouts among girls?
- What are the reasons for early marriages?
- Assessing impact of media on young girls
- Perceptions of community members on early marriages, migration and trafficking
- Understand local culture and practices
- Understanding role of young people in making migration safe enough and less vulnerability towards human trafficking
- Perceptions of stakeholders on trafficking and their roles and responsibilities
- Identification of issues where young girls and women need support
- Need for clubs and groups for information sharing and problem solving

### **INFORMATION AREAS**

Broadly, information was collected on following indicative aspects:

- HHs information (Caste, Religion and BPL status)
- Number of members
- Age groups and gender distribution
- Education and Occupation
- Individual and Family/HH Income
- Migration status
- Presence of vulnerable women and girls
- Existing opportunities for jobs and livelihoods
- Employment Needs and preferred types
- SHGs and its functions
- Need for expansion; willingness for a change
- Knowledge on issues related to marriage, gender violence, migration and trafficking
- Impact of media (TV channels, Social Networking, etc.) on young people specially girls
- Pressure of family members/parents for early marriage on girls
- Reasons for school drop-outs among girls
- Availability of technical support for education as well as jobs within the geographies
- Existing support from Gram Panchayats and other existing structures within community
- Any Government related support available nearby or within the GP area
- Other relevant topics and issues crucial for the study

### **STUDY METHODOLOGY**

Mainly, three key activities were carried out under the baseline survey. All these activities were undertaken by Peer Educators after the in-depth training and the details of the activities are described as follows:

## **A. Households Listing**

Focus was on to carry out a quick listing of all HHs in all the project villages. The exercise actually yielded the information on updated number of HHs in all 3 villages, Distribution of total HHs members, number of HHs with women and girls in the vulnerable age groups, migration status—number of people migrated, both men and women, in the HHs, number of children who are not going to schools (school drop-outs as well as never went to school by gender), etc. This provided the values for many parameters which were crucial to understand the present situation and its vulnerability in terms of migration and vulnerability towards trafficking. Efforts were made to match the numbers and other information with the secondary data available with Madhyam Foundation at Ranpur office at Nayagarh district. This validated some parameters and MF also had the updated figures about migration from one of their other project.

Implementation of House Listing Operations: **One pair of PEs** in each village covered all the households and a social map was prepared indicating the major landmarks and social structures including GP, SHGs, CBOs, major roads/streets and HHs, etc. This provided the overview of the location and structural set-ups. All the formats were kept at the project office and checked for completeness. Data entry was done at the office on MS Excel on a pre-determined data entry worksheet. Data Processing was undertaken at IMPACT New Delhi office.

## **B. Participatory Discussions**

In addition, participatory discussions were being proposed with families, i.e., young girls and their parents/caretakers. Participatory discussions with a group of parents and young girls, both separately as well as mixed groups that yielded few key issues which were focussed while implementing the key interventions.

Implementation: The PEs were given training on how to organize and conduct the discussions. They were given orientation on how to capture the issues and note down for the possible designing of interventions. A comprehensive discussion guideline was provided to guide their discussion to not only record the information but also observe the behaviour dynamics among young members, HHs members, men and women and stakeholders, etc. It was proposed to conduct the discussions at any convenient place for all the participants keeping the environment / atmosphere of the location and all possible distraction should always be avoided. These were to be conducted as if the outcomes would be beneficial for the community and guide the young people on what to do and how. PEs were given a sensitization so that they can organize these discussions in presence of programme manager.

## **C. Interviews with Stakeholders**

While PEs were conducting HHs survey and participatory discussions, they also took the appointments for the in-depth interviews with the stakeholders. Hence, PEs captured information from the parents, girls and women at one end and similar issues were discussed with stakeholders on their role and responsibilities, etc. They asked about what contribution they (respondents) would want to make to save their girls from trafficking. There were some stakeholders wherein programme manager was needed to conduct interviews to get the insight on the way forward.

### SAMPLE COVERAGE

The baseline survey had the following coverage as mentioned below:

<b>S. No.</b>	<b>Activity</b>	<b>Coverage</b>	<b>Tools</b>
1	Households Survey (Quick Listing)	1914 HHs in 3 villages	Format
2	Participatory / Focus Group Discussions	10	Discussion Guide(s)
3	Stakeholders' In-depth Interviews	10	Discussion Guide (s)

### DATA ANALYSIS

All the formats screened at the field level initially for their completeness and data were entered at Ranpur. This action ensured data quality as well as missing information which was collected/verified immediately, wherever required. The entire information was then analysed. The quantitative data was analysed at Delhi and content

analysis was undertaken by the PEs at project location based on the pre-designed template in order to extract valuable information for developing the interventions such as content and topics for the trainings, identified needs for girls, women, SHGs, CBOs and community, etc. Synthesis of results actually yielded content for multiple training sessions which were used for imparting trainings to PEs, Community, Stakeholders, Girls, etc.

## KEY FINDINGS

This section provides detailed description of the data collection from the households as well as the results obtained from the peer group discussions and in-depth interviews.

### **Profile**

A total of 1914 Households have been surveyed in the Household Survey. Out of these total Households 1659 Households (87%) will be from Ranpur, 100 Households (5%) from Mangrajpur and 155 Households (8%) from Raghunathpur.

Village	Number of Households	Percentage
RANPUR	1659	86.7
MANGRAJPUR	100	5.2
RAGHUNATHPUR	155	8.1
<b>Total</b>	<b>1914</b>	<b>100.0</b>

### **Gender Distribution**

Out of these total Households 1625 are male headed households and 289 are female headed households.

Gender of Household Head	RANPUR	MANGRAJPUR	RAGHUNATHPUR	Total
Male	1399 (84.3%)	96 (96%)	130 (83.9%)	1625 (84.9%)
Female	260 (15.7%)	4 (4%)	25 (16.1%)	289 (15.1%)
<b>Total</b>	<b>1659</b>	<b>100</b>	<b>155</b>	<b>1914</b>

Majority of the households were Hindus followed by Muslims. As sample was higher in Ranpur, there were some households who were following Muslim religion whereas other two villages had entire Hindu households.

Religion	RANPUR	MANGRAJPUR	RAGHUNATHPUR	Total
Hindu	1617 (97.5%)	100 (100%)	155 (100%)	1872 (97.8%)
Muslim	41 (2.5%)	-	-	41 (2.1%)
Others (Sikh)	1 (0.1%)	-	-	1 (0.1%)
<b>Total</b>	<b>1659</b>	<b>100</b>	<b>155</b>	<b>1914</b>

### **Caste**

Majority of households were from OBCs category across all the villages. Two villages—Mangrajpur and Raghunathpur had either general or OBC category households whereas Ranpur also had SCs and STs, but in a lesser proportion.

Caste	RANPUR	MANGRAJPUR	RAGHUNATHPUR	Total
General	455 (28.3%)	55 (55%)	6 (3.9%)	516 (27.7%)
Scheduled Caste	91 (5.7%)	-	-	91 (4.9%)
Scheduled Tribe	109 (6.8%)	-	-	109 (5.8%)
Other Backward Classes (OBCs)	955 (59.3%)	45 (45%)	148 (96.1%)	1148 (61.6%)
<b>Total</b>	<b>1610</b>	<b>100</b>	<b>154</b>	<b>1864</b>

### **Studying Children and School Drop-outs**

There were 1002 HHs where children in the age group of 6-18 years were studying as shown below in the table.

HHs with Total Children Studying	RANPUR	MANGRAJPUR	RAGHUNATHPUR	Total
1	388 (44.6%)	25 (47.2%)	34 (43.0%)	447 (44.6%)
2	330 (37.9%)	15 (28.3%)	31 (39.2%)	376 (37.5%)

HHs with Total Children Studying	RANPUR	MANGRAJPUR	RAGHUNATHPUR	Total
3	114 (13.1%)	12 (22.6%)	11 (13.9%)	137 (13.7%)
4	26 (3.0%)	1 (1.9%)	2 (2.5%)	29 (2.9%)
5	7 (0.8%)	-	1 (1.3%)	8 (0.8%)
6	4 (0.5%)	-	-	4 (0.4%)
7	1 (0.1%)	-	-	1 (0.1%)
<b>Total</b>	<b>870 (86.8%)</b>	<b>53 (5.3%)</b>	<b>79 (7.9%)</b>	<b>1002</b>

Among the covered households, there were total 1984 children in 6-18 years of age (1026 males and 958 females). Of these 1249 (63%) were going to school. The proportion of males going to school (65%) was slightly higher than those of females going to school (61%). It is important to note here that about 40% school dropout in this age group was concentrated to only 11 percent households, thus depicting that there are few households who are not able to send any of their child to school.

Out of the total households with children studying, 213 households have school dropouts. In proportion, 11 percent of the households in three villages have children who are school-drop-outs.

HHs with School Dropouts	RANPUR	MANGRAJPUR	RAGHUNATHPUR	Total
Yes, School dropouts are in HHs	183 (11.0%)	5 (5.0%)	25 (16.1%)	213 (11.1%)
No school dropouts	1476 (89.0%)	95 (95.0%)	130 (83.9%)	1701 (88.9%)
<b>Total</b>	<b>1659</b>	<b>100</b>	<b>155</b>	<b>1914</b>

Out of these total 213 households, half of them (51%) had male dropout children while almost equal proportion of HHs (49%) children have female dropout children. Almost two-fifths of households (40%) reported their children dropped out of school when they were in the age group of 16-18 years of age.

The households with dropout children were also asked about the reasons for their children's as school dropouts. The reasons mainly shared were: financial problems/money crisis (91 HHs–43%), child not interested in studies (75 HHs–35%), child could not clear the compartment exam and got failed (19 HHs–9%) and child is physically handicapped (8 HHs–4%). This stressed on the need to look into this matter while designing the interventions that why do some children in the community drop out at this age.

### Migrants Status

Of all 1914 Households, 253 HHs (13%) had migrants and were out of homes. Out of 253 HHs with migrants, 204 households (12%) were from Ranpur, 17 HHs (17%) were from Mangrajpur and 32 HHs (21%) were from Raghunathpur.

HHs with Migrants	RANPUR	MANGRAJPUR	RAGHUNATHPUR	Total
Yes, Migrants are in HHs	204 (12.3%)	17 (17.0%)	32 (20.6%)	253 (13.2%)
No Migrants	1455 (87.7%)	83 (83.0%)	123 (79.4%)	1661 (86.8%)
<b>Total</b>	<b>1659</b>	<b>100</b>	<b>155</b>	<b>1914</b>

In addition, the gender and age groups of the migrants were also captured. A total of 17 HHs (7%) were found having female migrants. The main reason for migrating the area was "job/work/business or no job".

### Missing Persons/Children

In Ranpur, 6 Households have missing people and all of them were boys. This was felt as a concerning issue for the programme design.

HHs with Missing Persons	RANPUR	MANGRAJPUR	RAGHUNATHPUR	Total
Yes, Missing Persons are in HHs	6 (0.4%)	-	-	6 (0.3%)
No Missing Person	1653 (99.6%)	100 (100%)	155 (100%)	1908 (99.7%)
<b>Total</b>	<b>1659</b>	<b>100</b>	<b>155</b>	<b>1914</b>

It was also felt that despite developing trust and rapport with the families, family members did hesitate in sharing the information about the missing persons. As such six other households also informed of hearing about missing women or girls within the community. But this could not be confirmed with the families, further confirming the hesitation of families in discussing missing children in their families.

### Membership in Self-Help Groups

Almost 11 percent of HHs (total 209 out of 1914) reported having a family member who is a member of any Self-Help Group within the village. Majority of them were found in Raghunathpur village (total 75 out of 155) followed by Ranpur (total 120 out of 1659).

HHs having SHG Member	RANPUR	MANGRAJPUR	RAGHUNATHPUR	Total
Yes, have SHG member	120 (7.2%)	14 (14%)	75 (48.4%)	209 (10.9%)
No SHG member	1539 (92.8%)	86 (86%)	80 (51.6%)	1705 (89.1%)
<b>Total</b>	<b>1659</b>	<b>100</b>	<b>155</b>	<b>1914</b>

### Membership in Local Governance or any Association

Only 3 percent of HHs (total 57 out of 1914) reported having any membership in either Gram Panchayat or any other association within the village. Majority of such households were found in Ranpur village (total 50 out of 1659).

HHs having Memberships	RANPUR	MANGRAJPUR	RAGHUNATHPUR	Total
Yes, have membership	50 (3%)	3 (3%)	4 (2.6%)	57 (3%)
No membership	1609 (97%)	97 (97%)	151 (97.4%)	1857 (97%)
<b>Total</b>	<b>1659</b>	<b>100</b>	<b>155</b>	<b>1914</b>

### Marriages in Families (Within Last 3 Years)

In all, there were 318 HHs (17%) who reported having marriages in the family during the last 3 years. More proportion of marriages was found in Raghunathpur followed by Mangrajpur and Ranpur.

HHs with marriage in a Family	RANPUR	MANGRAJPUR	RAGHUNATHPUR	Total
Yes, marriage in a family	268 (16.2%)	17 (17%)	33 (21.3%)	318 (16.6%)
No marriage occurred	1391 (83.8%)	83 (83%)	122 (78.7%)	1596 (83.4%)
<b>Total</b>	<b>1659</b>	<b>100</b>	<b>155</b>	<b>1914</b>

It can be seen that there were about 45 percent of HHs having girls who got married during the last 3 years and 55 percent were those where male members got married.

Gender of a Person	RANPUR	MANGRAJPUR	RAGHUNATHPUR	Total
Male	140 (52.4%)	12 (70.6%)	21 (63.6%)	173 (54.6%)
Female	127 (47.6%)	5 (29.4%)	12 (36.4%)	144 (45.4%)
<b>Total</b>	<b>267</b>	<b>17</b>	<b>33</b>	<b>317</b>

In all, 11 girls have got married at an age of below 18 years of age. The main reasons for marriage were: families got eligible boy for the girls and girl ran away with boy and later got married. In one household the girl got married before attaining 18 years of age because she had no parents alive.

## PARTICIPATORY INTERACTIONS AND FOCUS GROUP DISCUSSIONS

### Objectives

To explore and understand following issues:

- To understand the beliefs and attitudes of the community about their girls and women.
- To understand the attitudes and perceptions of the girls in the community about livelihoods.
- To assess the livelihood related skills and capacities of youth in general and young girls in particular in the community.

- To understand the barriers those are faced by the girls in accessing the educational or livelihood opportunities.
- To understand the livelihood models which are considered suitable by the parents and girls?
- To explore the existing models of livelihood generation and entrepreneurship in and around the project areas.

## Methodology

---

Six youths from the community visited Ranpur, Mangrajpur and Raghunathpur villages of Ranpur Gram Panchayat of Block Ranpur in Nayagarh district and conducted 10 Focus Group Discussions each with the parents and girls in the community. More than 200 people were covered for over a period of one month to understand their perspectives and opinions about young people in the community. Another objective of the research was to understand the attitude of people about different livelihoods in the community.

Details of the peer educators who conducted the study are as follows:

## Meet the Team

---



### 1. Naresh Kumar Senapaty

Naresh is an ambitious and laborious person. His best quality is that he is a very good motivator and mobilizes young people in the community effectively. He likes to play badminton and is interested in student politics. He takes a lot of pride in his work in the community. He sums up his experience of engaging in this research as *“We were stranger for our villagers. But now our community recognizes and trusts us”*.



### 2. Kunibala Biswala

This young and innocent girl is very punctual .She has good organizational skills. Teaching and singing are her interest areas. She wants to go for higher education to make her career. She is a hard worker. She articulates *“we have developed rapport with community and we have won their trust. People in the community are open to us and share their problems without any hesitation”*.



### 3. Parimita Rath

She is also a laborious girl. Her qualities of being a good motivator and organizer are her strengths. Her hobbies are as diverse as –Cooking and participating in sports. She wants to be a police officer in future. She says *“we have created own identity in our community. Now people think that we are their friends”*.



### 4. Rajesh Pandit

Making new friends and visiting new places are his hobbies. He likes to play football and cricket and loves to eat delicious food. He wants to be an Army man in future. Rajesh takes great satisfaction in exploring the perceptions and attitudes of his peers because in this process he says *“I have become a better person now as I know myself more than ever”*.

## 5. Deepak

Deepak is another important member of this team. He loves modern gadgets and is a computer-savvy person. He loves to be a part of this team and has earned the respect of his peers.

## 6. Urmila

She is a very dynamic and confident person who oozes confidence with her body language. She is well versed at cultural dances and music of the locality and an active participant in cultural and religious programs. Her presence in the community meetings is a great motivating factor for the girls in the community.

## Findings

### • Educational and employment status of the girls in the community

There is no denying the fact that Odisha is educationally and economically one of the most backward states in India and gender further aggravates this backwardness in case of girls and women. The status of girls in these three villages of Ranpur block, covered under this study, is not any different. The drop out ratio of girls is very high. Majority of girls drop out before matriculation and end up supporting their mothers in household work before being married by their families at an early age. When it comes to employment very few women are in wage employment. Self-employment is hardly an option for the girls because of lack of material and managerial capabilities.



### • Reasons for School Dropout

#### Parents

Majority of the parents believe that their girls dropout from school because they have to do household work and help their mothers. Besides it, parents also think that lack of interest among the girls about the education is also an important reason for their dropping out from the school. Poverty and lack of resources is the third reason identified for school dropout among girls.

#### Girls

But when same was discussed with the girls, their responses were different. According to them, one of the major reasons of dropping out of girls from the school is lack of family support in continuing the studies and guidance on future (like benefit of studying).

### • What are they doing now?

#### Parents

Majority of the parents believe that girls help their mothers in the household work and take care of the younger siblings. Some parents reported that they do not do anything and only spend their time in watching TV and gossiping with their friends.

#### Girls

Girls reconfirmed that they support their families in the household work and help the elders in the family. Productive employment or livelihood outside home is very rare, particularly for young girls.

### • Reasons of Early Marriage

#### Parents

Majority of the parents believe that they get their daughter married early because of the fear that they might elope with their boyfriends. Some parents blamed poverty as they believe that marrying a girl will reduce the number of people they have to feed in



the family. Few parents also said that as girls are not involved in any productive work so why not marry them early and they start taking care of their home.

#### *Girls*

Girls believe that good proposal for marriage is the major reason of early marriage. Some girls also believe that their parents consider a burden on themselves and therefore marry them off.

#### • **Do families allow their daughters to go outside to attend functions alone?**

#### *Parents*

Almost all the parents agreed that they do not allow their daughters to go out in the community to attend functions alone. They only allow them to go out if they are being accompanied by some family member or friends. The major reason why parents are apprehensive in sending their girls outside alone is that they think that streets are not safe for the girls. Another reason was that they do not want girls to come in contact with boys and believe that girls might use it as an opportunity to get in touch with boys.

#### *Girls*

The opinion of the girls on this theme is no different as they also believe that they only allowed going outside when they are being accompanied by some family member or a friend.

#### • **What girls should do in such situations? Should they raise their voice?**

#### *Parents*

About 40 per cent of the parents believe that girls should raise their voices if they do not want to get married early or even if they do not like a marriage proposal. While more than 50 per cent of the parent believes that girls should not raise their voice against their parents' decision about their marriage.

#### *Girls*

While when the same theme was discussed with girls they responded differently. Majority of them believed that girls should raise their voice if their parents force them to accept the proposals or getting married early.

Surprisingly 25 per cent of the girls believe that girls should go with the proposal of their parents and should not go against. These girls believe that if a girl is studying or working anywhere then she should raise the voice against proposal if she does not want to get married but if the girl is not doing anything then she should go with the proposal. An equal number of the girls said that the girls in the community do not have other alternative but to go with the desires and expectations of the parents.



#### • **Availability of Counselling centre in Community**

#### *Parents*

All the parents said that there is not even a single counselling centre in the community. All the parents expressed the need of a counselling centre in the community that can help these girls.

#### *Girls*

The responses of the girls were no different. They also lamented the fact that there is not even a single counselling centre in the community.

#### • **How to tackle the issue of early marriage**

#### *Parents*

Almost all the parents have expressed the need of livelihood options for the girls in the community to tackle the issue of early marriage. The livelihood option for girls will not only ease the burden of the family but will also get the girl engaged in productive work. Some parents also expressed the requirement of counselling for girls to help them in dealing with their emotional problems.



### *Girls*

Girls have also expressed the desire of being engaged in livelihood options. The main reason why girls want to be engaged in livelihood is twofold. One, they want to contribute to the income of the family. Second, girls lamented that they do not get money from parent for their additional expenses. Some girls said that their parents hardly give them any money to recharge their phones or to buy anything of their choice. Girls feel that once they start earning they will not have to request their parents to meet such expenditures.

#### • **Interesting Hobbies**

### *Parents*

According to the parents majority of the girls do not have access to newspapers. All the families hardly have any means of entertainment except TV and that is the reason why girls love watching movies and daily soaps.

### *Girls*

According to most of the girls watching TV is their most preferred hobby. It is quite disappointing that girls could not come up with any other hobby. None of the girls expressed reading, writing or any other fine art to be their hobby.

#### • **Impact of TV**

### *Parents*

More than 50% of the parents of the girls believe that because of the influence of TV almost all the girls want to get rich and modern.

### *Girls*

More than 30 % of the girls expressed that watching TV has given them exposure to things like fashionable dress, beauty products, ornaments and all. They also said that they would not have been able to force their parents to get these things for them had they not watched them on Television. Girls, therefore, want additional source of income or at least a source that can provide them these materials in life. Their ambition towards livelihood also seems to be highly motivated from their desire for a modern life.

#### • **Reason of Runaway cases**

### *Parents*

More than 50 % of the families believe that caste system is the major reason for love marriages as families do not allow their children to go for inters caste marriages. Some parents also believe that many a times family members do not give much attention to the child and in this case when the girl gets attention from outside then she gets attracted to that person and it results into love marriages or run away cases.

### *Girls*

More than 50 % of the girls said that caste system is the major reason for them wanting to go for running away from their families and getting married with some one of their choice. According to them dowry is also a reason as many a times when parents are not able to get their daughters ,married because of dowry demands from prospective grooms they get frustrated and run away with a guy of their choice.

#### • **Reasons of not providing the skills to Girls**

### *Parents*

As understood majority of the parents do not believe in skilling their daughters as they do not find any opportunities for livelihoods for their girls in the community. Lack of facilities and lack of information were the other factors that were ascribed by the parents for the lack of motivation in the community in skilling the daughters. Parents also feel that there is no point spending additional resource on girls because they will be married and will leave the family and hence there is no return to their family of this investment.

### *Girls*

Girls believe that their parents do not skill them because they believe that it will not put an additional burden on the scarce family resources. Besides it parents also feel that skilling the girls is not of any use because girls do not have any opportunities to work.

- **Reasons of Migration in the community**

*Parents*

A large proportion of the parents believe that lack of employment opportunities at the community level is the major reason for the migration of people. Also, wherever if people get the opportunity to work in their village (on schemes like National Employment Guarantee Scheme MGNREGA) then payments get delayed by the government or even employers to the extent that people are discouraged to work again with them. People are also frustrated by the fact that government is doing very little to provide livelihoods at source so that they don't have to migrate. A large proportion of households in the area either do not have agriculture land or it is insufficient to provide sufficient earning for the family.

*Girls*

The opinion of girls regarding the reasons of Migration in the community is not much different from that of their parents as girls also believe that lack of employment opportunities is the main reason why they are forced to migrate out of the community. Some girls also admitted that they get attracted to the big city life style and think they will also be able to enjoy that if they migrate to big cities for livelihood.

- **Way forward to deal with unsafe migration in Village**

*Parents*

Large number of parents expressed the need of suitable alternative livelihood models in the community to check the migration and enable the people to get livelihood options in the community only. Parents also suggested that improvement in management of government schemes like MGNREGA will discourage people to move out in search of work. About 30% parents also stressed the importance of skill building initiatives in the community to check migration, which will also curb the exploitation of migrants at their destination.

- **Role of young people in this aspect**

*Parents*

At this almost all the parents looked helpless as they believed that young people cannot do anything about it and only government can do something.

- **Contribution of young people in the community in developing livelihood models**

*Parents*

Majority of the parents said that they do not know what they can do or how they can contribute in the development of livelihood opportunities in the community.

*Girls*

Like parents girls also have no idea about how young people can contribute in developing the livelihood models. The only thing majority of the girls could utter was that they would work and give their time and labour.

- **Suggest the interventions that will be useful for the girls**

*Parents*

Majority of the parents suggested guidance and counselling facility for the girls to cope with emotions and manage stress. This should necessarily include sensitizing the girls in the community about different relationships. According to parents' girls should also be sensitized about the selection of programmes that they should watch on TV. Parents also emphasized the importance of skill building training for the girls and women in the community.

*Girls*

A predominant majority of the girls stressed the importance of skill building training for the betterment of girls. Girls also emphasized the need of counselling and stress management to enable them to be able to cope with the pressures of their lives.

## • Participation of parents and their daughters in the activities planned

### *Parents*

All the parents affirmed that they will allow their daughters to participate in any of the activities that are designed to develop livelihood models in the community, as long as they are available at the community level and girls are not required to go out of the village for such trainings.

## • Livelihood options

### *Parents*

As the vision of the people in the community is quite limited the livelihood models that have been suggested by them are not in sync with the present market reality. Majority of the parents have suggested incense stick (*Agarbatti*) making as the preferred livelihood option. Many parents have also suggested preparation of local snacks and food items (e.g. *Badi, Papad, Pickle*) to be another preferred livelihood option. Tailoring is another livelihood option that has been suggested by many parents. Some of the livelihood options that are rooted in the agricultural sector are Poultry, Mushroom cultivation, etc. Production of Disposable glasses and plates is another option suggested by the parents. Some suggested local crafts made of bamboo as a possible option for girls.

### *Girls*

The choices of the girls in the community regarding the livelihood options that they should go for are not much different than that of their parents. As again majority of the girls have shared incense stick, making food items and tailoring to be the modes of earning income. Opening ladies corner or Beauty parlour in the community are other options that girls think would work and they would like to pursue them. Other options expressed by the girls were Toys making, production of disposable glasses and plates to be other preferred modes of earning income.

## SUMMARY

Baseline survey findings provided the status of family structure at the households' level across all three villages under the project. Apart from general profile, it was seen that there are problems of early marriages, schools dropout and migration in the project areas.

The data figures have given indicative results which throws light on the aspects need to be focused upon and subsequently, type of efforts and actions were taken and finalized.

Qualitative discussions generated the need to undertake interventions which should involve youths into and organized by them. Such activities would enhance their capacity and capabilities and pave new paths for them to take lead in doing innovations.

## RECOMMENDATIONS

Baseline survey, participatory discussions and focus groups have shown various dimensions that can support young adolescents in Ranpur Gram Panchayat. Based on the findings, following recommendations have been made:

- Create Peer Educators and encourage them to undertake activities within their villages
- Involve young peer adolescents and undertake activities to ensure their engagement in conducting the events, etc.
- Provide training to adolescents and share their experiences; nurture their skills, undertake mentoring and provide guidance
- Design and implement interventions for young people and involve influential people, women, Gram Panchayat officials
- Contact SHGs, educate them and revive their activities
- Undertake livelihoods research, identify and implement interventions and ensure its sustainability
- Involve Gram Panchayat officials and influential people in village level activities

---

## Designing of Interventions

---

After finishing the baseline including survey and participatory discussions, the project team had rounds of discussions on planning the interventions. The interventions were designed focusing on the local context of Ranpur Gram Panchayat and project objectives. Post interaction with stakeholders and discussion with project team, consensus was built to attempt following and plan for development and designing of interventions:

- (a) Creation of Cadre — Peer Educators
- (b) Training of Peer Educators
- (c) Constitution of Vigilance Committee (VC)
- (d) Formation of Peer Groups
- (e) Livelihoods Research
- (f) Designing of Livelihoods Models
- (g) Implementation of Livelihoods Models

Each of the above-mentioned interventions has been described in details in the succeeding sections.

## CREATION OF CADRE – PEER EDUCATORS

### **About the Project**

The project has an ultimate theme of reducing the incidents of human trafficking among young girls and women in the target communities. It is therefore expected that over the life of the project there will be:

1. Drop in reported cases of human trafficking (confirmed)
2. Drop in missing cases

In order to achieve these, it is expected that the project will be able to:

1. Decrease the number of adolescent girls (up to 18 years of age) out of school
2. Decrease the number of underage (<18 years) marriages among girls
3. Increase in number of girls engaged in vocational skills/livelihoods and contributing to their household economy
4. Households/girls will take necessary actions to reduce their vulnerability to unsafe migration and/or human trafficking
5. Community will take necessary actions to prevent incidents of potential human trafficking

### **Identified Target Groups**

Peer Educators will work with the following groups in order to ensure community, household or individual actions to prevent human trafficking

1. Young girls (12-24 years) of age
2. Young married girls (up to 24 years of age)
3. Parents/Parents in laws of young (and married) girls
4. Community Groups, especially
  - Self Help Groups
  - Panchayats
  - Vigilance Committee (to be formulated)
  - Other stakeholders (particularly religious and opinion leaders)

In order to achieve the desired impact of the project in, it has been proposed to have certain full time individuals based at the gram panchayat level who can regularly coordinate the community level activities and work with local level stakeholders at the same time to create a sustainable environment. Hence, the present project adopts a different methodology for engaging “peer educators”. It is proposed to place a pair of peer educators in each village of Gram Panchayat.

Essentially, Peer Educators would be young person preferably girls around 18-24 years of age belonging to the same community, with a strong desire to serve their community. It is desirable that the peer educators should be educated at least up to 12<sup>th</sup> grade or higher, but essentially a 10<sup>th</sup> grade pass out.

### **Roles and Responsibilities of Peer Educators:**

The peer educators are expected to perform the following responsibilities:

#### **A. Ensuring the existence of community groups**

The Peer Educators will ensure that the following groups exist and are functional in their respective village:

1. Adolescent and Young Women Group(s)
2. Self Help Groups / CBOs
3. Vigilance Committee

#### **B. Strengthening of Community Groups**

The peer educators will regularly work with the formulated groups in order to strengthen their functioning. The key activities of Peer Educators for each group are briefly described as follows:

1. *Adolescent and Young Women Group(s)*
  - Formulate these as groups with nearly 15-20 members in each group. Formulate as many groups as may be required, ensuring diversity of caste, religion and socio economic status
  - Organizing life skills lessons for young people that can support them in making right choices for themselves, handle peer pressure and negotiate with parents for their rights

- Engage with schools and out of school young people to build their life skills in key areas including decision making, peer pressure and negotiation for rights
- Provide individual support to young people in the community who might need counselling or support in negotiating their rights with their parents and/or community

#### 2. *Self Help Groups/CBOs*

- Conduct initial capacity assessment of existing SHGs and CBOs
- Conduct initial orientation of these SHGs and CBOs on inter related subjects including human trafficking, safe migration and livelihoods
- Support these SHGs/CBOs in integrating human trafficking into their existing agenda
- Link up Adolescent and Young Women Groups with these SHGs and CBOs for mutual support, particularly in community based livelihood strategies

#### 3. *Vigilance Committee*

- Establish the committee with appropriate mix of people
- Conduct initial training of the committee to brief about the purpose, roles and responsibilities
- Regularly support the committee in performing their roles and responsibilities (as described in the separate note)
- Regularly monitor the performance of the committee and support in management of any internal issues
- Ensure that VC has a support of stakeholders including panchayats and law enforcement agencies

### C. **Work with other stakeholders at community level**

- Work with law enforcement agencies in cases of gross violation of rights of girls in the community
- Establish/identify SHGs and other CBOs (wherever required) and strengthen these community structures in their general and financial management and also support the community to counter trafficking
- Set up Vigilance Committees as per project norms and regularly monitor them for ensuring their effectiveness
- Capacity building of vigilance committees
- Carry out regular sensitization sessions in the community
- Support individual young people in crisis situations

### D. **Other project related activities**

There would be some other activities expected from Peer Educators. These include:

- Collect data for baseline and livelihood research
- Regularly monitor the project activities at the community level
- Participate in monthly meeting with the Project Coordinator
- Submit monthly reports to Project Coordinator
- Coordinate field visits of donors and other project functionaries
- Provide any other information requested by the project team

### ***Training of Peer Educators***

---

All Peer Educators will be provided with training at different point of time comprising of following aspects:

- Research (Survey methods, tools and data collection)
- Monitoring Systems/Mechanisms
- Core issues/topics—Gender, Violence, Migration, Trafficking and Livelihoods
- Soft skills (Communication skills, Persuasion Skills, Leadership Skills, Problem Solving, Volunteerism, how to organize fairs/events, etc.)
- Building capacity and providing supportive supervision to Community Groups

### ***Reporting***

---

Peer Educators will be provided with a reporting format for their monthly reporting including quantitative figures and qualitative information. This will be a part of MIS being developed for the project.

## CONSTITUTION OF VIGILANCE COMMITTEE (VC)

### **About the Programme**

CBATN, IMPACT and Madhyam Foundation, in collaboration are implementing a programme against Trafficking of Women and Girls in Ranpur Gram Panchayat of Nayagarh district in Odisha state supported by UN Women. The programme focuses on enhancing awareness on issues related violence against women, migration and human trafficking as well fostering interventions such as building capacities of community and stakeholders. In addition, initiative to identify newer livelihoods options will also be undertaken for women and girls in the community. The programme duration will be around one year.

### **Why this programme is relevant?**

In order to prevent instances of human trafficking, it is essential to have a community level structure who will look after the problems and issues related to migration within the community. The current programme will build capacity of VC members to understand the context and increase its access to the households to gather information on problems, issues, etc. and take necessary actions at the appropriate time. The key focus will be on girls and women to include them in activities of their own interest as per their wishes. These girls can be used for prevention activities, peer capacity building activities, etc.

### **Constitution of Vigilance Committees**

Under the programme, Peer Educators will primarily be responsible for constituting the vigilance committee. The committee will be constituted with approximately 15 members in each of the committee. At least 10 of these members will be women and at least 7 will be young people who are around 18-25 years of age. However, there will be a significant representation of adults in the committee as their participation is to be ensured for taking the decisions forward. In terms of their social groups, these committees will have representations from:

- Gram Sabha/Gram Panchayat members
- School Teachers
- SHGs/CBO leaders
- Religious leaders
- Opinion Leaders/influential community persons
- Parents of girls
- Active girls

### **Training of VC Members**

Peer Educators will primarily be responsible for building the capacities of these vigilance committees. Trained Peer Educators will conduct the initial and top-up trainings of these vigilance committees and supervise their functioning on a regular basis.

These VCs will be first sensitized on the issues of human trafficking, the modus operandi of traffickers and their roles and responsibilities in combating human trafficking within their communities. These committee members will also be sensitized on confronting the traffickers and work with law enforcement agencies to protect the rights of women and girls through potential trafficking.

Also, these VCs will be given training to support the Peer Educators in conducting regular sensitizations at the community level.

### **Roles and Responsibilities of Vigilance Committee Members**

- Overall, once the committee is constituted, VCs will be supported by the Peer Educators to draw up their own key roles and responsibilities and Action Plans.
- Broadly, the activities of VCs can be divided in four distinct sections:

#### **1. Regular meeting to review progress and planning**

- Each VC will prepare a 3 month plan with financial budget and PEs will get this approved from the Project Coordinator, every quarter.
- The committee will meet every 15 days to review the progress of work they have accomplished in last 2 weeks
- During this meeting they will also plan actions for the next two weeks
- The PEs will facilitate the meeting and will introduce at least one new topic of orientation (as per the suggested list) on which VC members will later orient the community
- PEs will support the VC members to prepare brief documentation of each meeting and identify “story of change” if any during the last two weeks.

## 2. Community vigil and interception of potential trafficking cases

- VC will maintain Community Movement Register (CMR) and regularly update on households/ individuals migrating
- VC members will act independently or in groups whenever any potential cases of human trafficking or forced labour are brought to their notice.
- The members will also keep a vigil on inward and outward movement from their respective communities and confront any suspected movements. Members of VCs will gather information on people who are planning to migrate and visit the family to provide counselling to families on safer options of migration and hazards of trafficking. It would be advisable that VCs work in convergence with MF Migration Project officials to gather information on migration and each 'would be migrant' should be registered with existing migration project norms. PEs will provide the necessary support.

## 3. Organizing awareness generation events at the community level

- VCs will take lead in organizing at least one event per month to sensitize the community on the issues that have been discussed during their training (orientation session by the PEs)
- These events can include observing important days, addressing gatherings and meetings at religious places/events
- Identifying positive speakers and organizing their talks on relevant topics
- Peer educators will support the VC members in organizing these events, including providing them with funds, as appropriate.

## 4. Individual counselling and support to young girls/women and parents

- VCs will advertise their existence and names of the members widely in the community
- VC members will encourage the young girls/women and parents to come forward and seek their advice in issues related to gender, migration and trafficking
- In case any VC member comes to know about such issues, they will take a lead in counselling the target group (girls or parents) to ensure appropriate action at their end
- VC members will provide necessary guidance to community members on issues of safe migration and preventing human trafficking. VC members will identify the possible options of livelihoods and seek support from government stakeholders as well as private business partners. With this assistance, the women and girls can initiate their livelihoods in the area.

### **Monitoring Mechanism**

---

- VC members will designate a member who will submit the reporting format on monthly basis which will be collected by the respective PEs. Mainly the type of activities conducted/participated; number of families where migrants exist counselled, etc.
- Peer Educators will be trained on coordinating these meetings and also to use these events for further capacity building introducing new topics in every meeting to sustain the interest of its members.

### **Financial Allocation**

---

A budget of Rs. 2000/- per month is allocated for each VC, for which the planning should be made during the meeting and expenses as appropriate should be carried out. This budget is available for 15 months, during the project period.

### **Suggested Topics for Orientation/Training of Vigilance Committees**

---

#### **A. Gender**

- |  |                               |
|--|-------------------------------|
| 1. Understanding Gender and Gender Stereotypes | 3. Gender and Socialisation   |
| 2. Understanding Women's Subordination         | 4. Institutions of Patriarchy |
|  | 5. Building Gender Awareness  |

#### **B. Violence Against Women (VAW)**

- |                    |   |                    |
|--------------------|---|--------------------|
| 1. Types and Forms | 3. Individual, family and community actions in cases of VAW | 4. Legal Framework |
| 2. Consequences    |   |                    |

#### **C. Human Trafficking and Migration**

- |   |                               |
|---|-------------------------------|
| 1. Vulnerability to Human Trafficking         | 4. Prevention                 |
| 2. Linkages between Migration and Trafficking | 5. Prosecution and Protection |
| 3. Consequences of Trafficking                |                               |



## FORMATION OF PEER GROUPS

Awareness generation among adolescents was found to be one of the important component as a key strategy that should be adopted to prevent trafficking in the Ranpur Gram Panchayat of Nayagarh district of Odisha. During the baseline survey while interacting with adolescents, the group shared that major target of traffickers has always been young girls and adolescents in the past as they can be lured and trapped very easily.

Hence, the project should empower the young and adolescents girls by engaging them as peer groups. Formation of Adolescent Groups should be aimed at making them aware not only to prevent trafficking but also on empowering them by making them understand the issues like gender inequality, problem solving, participatory decision making, etc.

### ***Criteria for the formation of Peer Groups***

---

Peer Groups should be formed involving both boys and girls. Focus on having more or majority of the members of these groups should be young girls. Number of Peer Groups should be formed in proportion to the population or number of households having adolescents. This indicates that villages with more adolescents will have more peer groups.

### ***Proposed Activities for the Peer Groups***

---

In consultation with adolescent groups and the project team, activities should be developed and designed. Some of the proposed activities are however detailed out as below:

- **Monthly Meetings:** Peer groups should meet on a regular basis either monthly or twice in a month. Peer Educators in-charge of the peer group should prepare an agenda for the meeting related to different topics and different topics should be taken up during each meeting. Use of audio and visual methods would be an added advantage for better implementation.
- **Formation of Smaller Groups:** Peer groups should have one or two smaller groups comprising of 3-5 girls who would be the change agents and informers to the Peer Educators and Project. These smaller group members would keep a vigil on households for any mishap, gender related issue, child labour, child marriage, abuse, etc. These members should report any incidence immediately to Peer Educator of their area and the project manager.
- **Commemoration of National Days and Important Days:** Peer Groups should commemorate national days and important days like women's day, youth day, festivals, local fairs/festivals and local contextual religious events. This would establish their rapport with community, local influential people and children too.
- **Organize Contests and Competitions:** Peer Groups should be involved in organizing different types of contests and competitions within the community at their village level. These can be: Drawing and Painting, Debate, Creative Writing, Poster Making, Public speaking, etc.
- **Vocational Skills:** The project activities should aim at involving peer groups and provide them vocational skills like beauty courses, stitching and embroidery, computer literacy, etc. which makes them happy and encourage to continue their association with the project.

In addition, the project team should involve them in different activities as and when required. The members of the peer groups should be involved in vigilance committee meetings, etc.

## RESEARCH ON LIVELIHOODS MODELS

Need for a research on exploring the livelihood scenarios (both interests and options) was felt so as to design and implement livelihood options at the local level that help young people, particularly girls and women explore livelihood at home and would not be forced to migrate and hence can be protected from trafficking.

### ***Aim of the Study***

---

To conduct a comprehensive livelihoods research in the project areas to understand the market needs and also the aspirations, skills and capacities of young girls and the CBOs/SHGs. In addition, this research will map out other stakeholders that can provide skill development (e.g. local level training institutes or other agencies or organizations working in livelihoods); other resources including financial resources to set up livelihood models or recruitment agencies in urban areas. The findings of this research will then be shared with the communities and they will be supported to make decisions about the livelihood options best suited for them.

### ***Specific Objectives of the Livelihoods Study***

---

To collect information on following issues among three villages in the Ranpur Gram Panchayat of Nayagarh District in Odisha

- To assess the capacity of SHGs and CBOs for livelihoods generation
- To assess the livelihood related skills and capacities of youth in general and young girls in particular in the community.
- To explore the existing models of livelihood generation and entrepreneurship in and around the project areas.
- To explore the organizations that can provide skill development training to the people from the community.

### ***Geographical Coverage***

---

The study will cover three villages in Ranpur panchayat of Nayagarh district in Odisha covering a population of more than 10000 people.

### ***Target Groups***

---

The target groups for the study are as follows:

- Youth in the community
- Self Help Groups
- CBOs
- Existing local Entrepreneurs
- Local level skill development institutions.

### ***Key Questions Addressed Under the Study***

---

The livelihood research will try to identify the skills and capacities of the community and the available resources in the local area to provide the livelihood models to the community. Focus group discussions and in-depth interviews will be conducted with the target groups to assess the areas discussed below:

#### *Skills and Capacities of the youth in the community*

- What do young girls aspire for? What do they wish to achieve in life, what they attempt to achieve and what they think they cannot achieve and why do they think so?
- What is the existing level of education of the young girls in the community? What kind of education qualifications they have.
- Though the educational attainments are important determinants of the skills and capabilities that are possessed by the youth in any community but the local culture and norms also play a great deal in shaping the attitudes and approach of the community. Study will also try to explore the localized and culture specific attitudes and approach of the youth.
- What are the areas where young girls think they would need support to build in their livelihood?

#### *Market Analysis*

For any intervention on employment generation to be successful assessment of the skills and capacities of a community is only one side of the coin as assessing the kind of skills that are in demand in the context of local

economy is equally important. To assess the demand of skills and capabilities in the local economy information will be collected on the following areas.

- The opportunities available for developing new entrepreneurship models
- The rights mix of attitude, skills and capital that are required to build a start-up.
- The possibility of developing a model for integrating the young girls in the community with the existing local entrepreneurs.
- The intentions and interests of young girls in adapting these livelihood models
- To explore the possibility of linking the SHGs with these existing entrepreneurs for real life training.

#### ***Role of SHGs and CBOs in livelihoods generation at local level***

There is no denying the fact that making a meaningful use of the resources and capacities available with the existing structures and institutions in the community demands a thorough understanding and analysis of these very structures. Considering this in mind the following information will be collected about the following parameters of the SHGs and CBOs in the community.

- Existing financial capacities with the SHGs/CBOs
- Existing organizational capacities with the SHGs/CBOs
- Nature of activities undertaken by SHGs and CBOs and their proximity to livelihoods generation.

#### ***Local Skill Development Institutions***

The study will also explore existing skill development institutions and their capacities and the programs and trainings offered by them.

## **RESULTS**

The details of different models and description have been presented as follows:

### **Community's Opinion on Explored Livelihood Models**

During the research, some of the explored livelihood models were also proposed to the community. These models are completely in sync with the market realities and offer good prospects of being sustainable and cost-effective ways of earning income. Some of the models that were discussed with the community were as follows.

#### **1. Social Franchise of Contraceptives**

Girls were suggested to run the social franchise of contraceptives and menstrual-use products. Girls and women in the rural areas of Orissa do not feel comfortable procuring contraceptives from the open market (drug stores) and also do not have negotiation skills to ask their husbands to procure these. As a result, choice of using contraceptives is entirely dependent on the husband/partner's choice. If these contraceptives are made available to the comfort of their homes, especially by their peers, there is an increased likelihood of them adopting these methods. In the process, the girls selling these products can made good margins and adopt as a productive livelihood which will not require them to leave their homes.

#### ***Apprehensions***

Parents of the girls had their own reservations about this model. They felt if their girls sell these items in the community they it will become very difficult for them to get the girls married. Even talking about contraceptives like condoms among girls is a taboo and families felt that in a close knit community, everyone would know about the girls selling contraceptives and hence these girls will not be looked up in good spirit.

#### **2. Tele-Consultation Clinic**

Another model that was suggested to the girls was opening of a community-based 'Tele-consultation Clinic'. The basic idea behind a Tele-consultation Clinic is that an expert doctor even at a distant location like Bhubaneswar can diagnose and provide consultation to patients in the community via webcam enabled computer. The girls who will operate the clinic at community level will charge the patients for the entire service. The doctors can occasionally visit the community (once a month) to bring in confidence among the community about the Tele-consultation Clinic. The Tele-consultation Clinic can also be linked to a diagnostic centre for other services.

Exposure of other successfully run Tele-Consultation Clinic was shared with the girls such as E-Health Points.

#### Apprehensions

Community felt that this model is very risky and the entire investment might just go in vain. Girls found this model too technical and felt that they do not have the required technical abilities to run this model. Despite assurance of advanced training and finance availability, the girls initially are not able to gather confidence to run such a service.

### **3. Home Manager Program**

The third one, another market friendly model that was proposed to the community is a Home Manager Model. In this model, first of all girls are trained in communication skills, cooking skills and home management skills and then they are placed with the families that need domestic help. The girls were also offered training in elderly care as there is a growing market of home based care givers for elderly.

#### Apprehensions

Community did not like the idea of home manager as they felt that it is a demeaning and degrading job which they cannot allow their girls to do. They also had resistance to this model which is rooted in cultural beliefs of the community. Girls were ready to join this program but male members in the families had their inhibitions. Families also had problems in sending their girls to Bhubaneswar to take part in the trainings to become home manager.

#### Conclusion

---

The livelihood research and the apprehensions of the community regarding the proposed models show that the community has a limited vision about the possible livelihood models that they can adopt. These are traditional in nature and the community does not have skills to do economic analysis of these models. As a result, even if they adopt such models, they tend to fail as there is a very limited demand for such products and maintaining quality is a big issue.

During the research it was observed that another organization provided certain equipment and training to a few Self Help Groups in the community. These included fishing nets, equipment for poultry farming and wheat crusher (for making flour). None of these models are currently working and all the equipment were dumped. The only reason explored for this failure was lack of market and insufficient profit margin to sustain the livelihood of number of people engaged in the model.

Therefore, it can be concluded that community's current vision is out of sync with market scenario and on the other side community is living with its own apprehensions and lacks the readiness to accept the models that have good market linkages and can serve to be sustainable income generating mechanisms. There seems to be a wide gulf between the understanding level, attitudes and skills of the community and the opportunities presented by current market scenario. But there has been a greater learning from this exercise of capturing the reactions of community to these proposed models and this learning is that more than the skills and capabilities to engage in livelihood models what community members lack most is a positive mind-set. Girls in the community hardly have confidence in themselves to get involved in any gainful employment and the reasons of this low esteem are rooted in the family structures. Community members have an attitude that only females are a burden on the families and ultimately they have to get married and do household chores. Community hardly has faith or belief in the productive potential of girls. As the socialisation of the girls has been done on the same lines of thought they are not able to get out of the shell which has been imposed on them by their elders.

Creating livelihood models in the community and linking the girls in the community to livelihood opportunities can go a long way in helping the community to fight with these problems. Creating livelihood models will not only enable the girls to earn income but more importantly it will initiate a process that will resolve other attitudinal and cultural issues of life in the community

- Livelihood opportunities to girls at the community level or in urban cities will also promote safe migration in the community and will ultimately check trafficking.
- Livelihood opportunities to girls will also bring in a change in the attitude of families about the girls. Girls will no longer be seen as a liability rather they will be treated as assets to the families. It will also address the

problems of early marriage as once a girl start earning family will not be interested to get her married at a premature age.

- Once the girls start earning income and support their families then parents will be motivated to educate and train their girls which will ultimately check the problem of school dropout rate.

## MARKET ANALYSIS ON LIVELIHOOD MODELS

### Introduction

The livelihood options suggested by the parents and girls in the community show their limited world vision and limited exposure to market realities. Majority of the livelihood options suggested by community are traditional in nature and rooted in the traditional occupations of the community. But there is a possibility that these livelihood options might not be in sync with the present market realities. Considering this IMPACT undertook a market analysis to explore the sectors which are lucrative and which can offer livelihood opportunities to the girls in the community. The basic purpose of undertaking this study was:



- Understanding the sectors which offer livelihood opportunities in Nayagarh, Bhubaneshwar and nearby locations/areas.
- What are the skills that are expected by the recruiters in these sectors
- What are the educational qualifications that are required by recruiters in these sectors
- What are the remunerations which are provided to the candidates by these sectors?
- Exploration of Manpower and placement organizations that can place girls in these sectors.

### Access to livelihoods through government schemes

The government schemes that promote livelihoods in rural areas promote both wage employment as well as self-employment. Mahatma Gandhi National Rural Employment Guarantee Act (MNREGA) is geared to provide wage employment to the rural households across the country. MNREGA has a provision of 100 days of work in a year to rural households. The participation of the women in the community in MNREGA is almost negligible. The reason why women do not participate in MNREGA is again found the attitudes and mind-set of the male members in the community. Male members do not want their women to leave their homes and go outside to work with other male members.

Another government scheme that promotes self-employment in the Below Poverty Households (BPL) in rural areas is National Rural Livelihoods Mission (NRLM). NRLM has a core belief that people have innate capabilities and strong entrepreneurial talents. The challenge is to unleash these capabilities and channelize them through their own institutions. It believes that by creating a sensitive external support structure rural people can use their capabilities and improve their access to finance, technical know-how and skills which will ultimately result into the creation of gainful livelihoods. Women in the community have been able to organise themselves in Self Help Groups (SHGs) and are linked with the NRLM. Some of the groups have been able to get the revolving funds from the banks. Surprisingly the working of these groups is also generally dictated by the husbands of the members of these groups. All the work related to linking the SHG with the banks and getting the funds is generally done by the males. Even the important decisions like which livelihood option the SHG should go for is decided by the males of the families of members of groups. There is a strong need to strengthen these groups so that women who are the members of these groups can take the decisions for their groups on their own and do not remain dependent on males in their families to take decisions.

### Methodology

In order to get the information regarding all the above mentioned points first of all a desk review was undertaken to do a preliminary research to find out prominent manpower and placement agencies in Nayagarh and Bhubaneshwar. As Nayagarh is small districts not even a single organisation could be found there during the desk

review. About a dozen of manpower and placement organizations were identified in Bhubaneswar .Out of which four organizations were finally selected for the interviews. These organizations were *Altitude Services, Corporate Resources, Manpower Resources India Private Ltd. and Zealous Manpower.*

### ***Findings of this Research***

---

#### ***Prospective Sectors***

With opening of the economy and growing globalization there is no denying the fact that in post –liberalization India service sector has emerged to be a major sector in which job creation is happening at a faster rate. Almost all the organizations suggested service sector to be the major sector where a lot of opportunities for young people are coming up. They suggested retail, hospitality, Business Process Outsourcing (BPOs) and Knowledge Process Outsourcing (KPOs) to be the major industries in service sector which can offer livelihood opportunities to girls from all walks of life.

#### ***Skills and Qualifications Required***

These industries do not require a very high educational qualification on the part of the employee as even the qualification of matriculation or higher secondary level is enough to get a job. However, almost all the organizations stressed the importance of communication skills, preferably in English, as majority of service sector jobs require good communication skills. Equal stress was given to the importance of presentation skills as good presentation skills not only help a person in getting the job but also enable a person to grow professionally in these industries. The placement and manpower organizations also suggested that ideally the girls should be exposed to different social and working situations before joining an organization. As many a times if girls do not have the orientation of working in a modern working environment they would struggle to cope with work pressure and adjusting to a different cultural and social environment.

#### ***Expected Remuneration in these sectors***

All of these industries offer decent salary packages to the freshers. Majority of the organizations suggested salaries in the range of 7000- 12000 in majority of the industries in service sector. Though these packages are not on the higher side but these sectors do offer opportunities to grow within the organizations.

#### ***Prospects to grow professionally***

Once the candidate gathers a working experience of 2- 3 years then the salary packages start to grow. Experience and a good work ethic on the part of employee also help the candidate to rise within the hierarchy of the organization. There have been many instances when employees who joined as fresher(s) or as trainees have been able to rise up to the positions of assistant sales managers and even managers after an experience of 2 to 3 years.

#### ***Safe Migration***

The study did try to locate organizations in Nayagarh that can provide job opportunities to girls in the community. Nayagarh is a preference as it would be very close to the Ranpur block and girls will not have shift to any other place but this exercise hardly bore any fruit as not even a single service sector organization could be identified there. All the placement organisations suggested Bhubaneswar to be the place where majority of service sector based organizations are located. Livelihood to girls will entail the migration of girls from the community to Bhubaneswar. But this migration will be safe migration as girls and their families will have the right to get all the information about the companies and their job profiles.

## **Opportunities for Skill Building**

### ***Introduction***

---

Considering the fact that people in the community are not well equipped in terms of skills and capabilities to develop entrepreneurship models or to be a part of job based models there is a need to provide training and capacity building to the girls in the community. For this purpose IMPACT conducted a study to explore the organizations that can provide training and capacity building. As getting the training is not an end in itself IMPACT also looked for the possibility of getting these girls placed with the help of these organizations.

## **Methodology**

---

With a purpose to design and facilitate the trainings on livelihoods for the girls IMPACT has been doing the research on the supply side of these trainings for quite some time. For that matter IMPACT has met different reputed organizations that have been providing livelihoods training to young people for quite some time. As training is just a means and not an end in itself IMPACT is also taking into account the fact that these girls once trained should be placed in a gainful placement otherwise the entire effort of training the girls will go in vain.

Considering all these things IMPACT identified four such organizations and collected information from them. These organizations are:

- ETASHA
- Empower Pragati
- E-Health Point
- Help Age India

## **FINDINGS**

### **ETASHA**

ETASHA is a Delhi based organization that provides livelihood trainings to the disadvantaged youth and places them in formal sector. Some of the trades on which ETASHA provides trainings are as follows:

- Retail Sector
- Hospitality
- Computer Operator

ETASHA Society is a not-for-profit society giving vocational training with placement as well as employability skills training and career guidance to young people from disadvantaged communities in India. ETASHA offers a composite course which comprises of sessions on confidence boosting, Personality Development, English Speaking, Time Management, Visit to Commercial Places, Understanding the work culture. ETASHA not only provides the trainings but it also places all of its trainees in formal sector.

With the growth of service sector there is a lot of demand of young people in the service sector. The best part is that many of these employment opportunities do not demand higher qualifications. Considering the fact that a lot of young women in the community are 10th passed or 12th passed training them in these trainings and then placing them in formal sector can go a long way in ensuring the proper livelihood opportunities to these girls. Considering this in mind IMPACT explored the possibility of tying up with ETASHA to provide vocational training for the girls in the community.

### **Empower Pragati**

Empower Pragati is an India-based private sector social enterprise specializing in livelihood skill development to empower India's disadvantaged youth. Empower Pragati is an investee company of National Skills Development Corporation (NSDC). Empower Pragati runs a Home Manager Program to provide livelihoods to girls in Bhubaneswar.

#### **Home Manager**

The Home Manager program is a 60-90 day program, which targets the uneducated poor women in both the urban and rural areas. The program trains the beneficiary on essential life skills, like building self-esteem, problem solving abilities, basics of money management, personal and community hygiene in addition to basic communication and language skills ( in English) for catering to the needs of a multi lingual customer segment. The program additionally invests adequate time and effort in building the work related competencies which include amongst others, knowledge and operation of common house hold gadgets like refrigerators, washing machines, gas tables & microwave ovens, vacuum cleaner, steam irons and other kitchen and household gadgets. The program also imparts knowledge and awareness of healthy cooking and home management. The best part of the training program is that girls will get the certificate of National Skill Development Corporation (NSDC) and Orissa State Employment Mission (OSEM). This program will be free of cost for the girls.

### **E-Health Point**

Availability and Accessibility to qualified medical practitioners in rural areas has always been a key issue for the government. Despite making best efforts, qualified medical care and consultation has not been made available to the grass-root areas. People of Ranpur, the block that is being covered by our project are highly disadvantaged when it comes to the access of better medical facilities and qualified doctors. The city Nayagarh is about 30

Kilometres away from the Ranpur block because of which people generally rely on the quacks and barely qualified doctors in times of needs. E-Health Point has established E-health Clinics in Punjab and Andhra Pradesh. They have a comprehensive programming and set-up for these E-health points by placing qualified medical doctor, health facilities, etc. but largely the consultations with the experts are done through tele-medicine concept. This has proved that live presence of qualified medical doctor at the clinic is not essential but weekly visits and campaigns for the community by the doctor and clinic staff is highly recommended. Having a tele-clinic in Ranpur can enable the community to get access to highly qualified consultation and that too without taking the effort to travel 30 kilometres to go to Nayagarh.

Hence, considering this concept, IMPACT felt that establishing a Tele-Consultation Clinic at the Ranpur gram panchayat can ensure a sustainable livelihood to at least 2-3 girls and make them economically empowered.

### Help Age India

With the growing urbanization and disintegration of joint family system more and more families are taking resort to institutional care for their elderly. This has created job opportunities for the people in such institutional care settings. Help Age India is a not for profit organization that has been working for elderly care and advocacy for the elderly in India. As Help Age India is a premier organization that has been working on elderly care it was contacted to provide trainings to the girls in the community so that they can be elder care specialists and can get working opportunities in old age institutions or elderly care set ups.

## **Conclusion**

With the Livelihood research in the community and market analysis of the current market realities at our disposal it can be said that any approach of livelihood creation which ignores any of these two factors has very thin chances of getting success. There is a need to give equal importance to both the studies. While the market analysis has enabled to get a better understanding of the jobs and livelihood situation in the market scenario, livelihood research at the community level has revealed the strengths, opportunities, perceptions and concerns of the community about livelihoods and barriers for girls in accessing them. Considering this there is a need to develop livelihood options which are rooted in social milieu of the community while at the same time are in sync with market realities.

- Livelihood models that are based at the community level and not necessarily need migration of the girls outside the community will be a preferred choice. Designed keeping in mind the traditional skills and capacities of girls, these models can bring in community ownership.
- The other type of livelihood models are more rooted in the modern service sector based economy and will go on to expose the women in the community to a wider world and will broaden their horizon. These models will be job-based models but need to ensure safe migration of the girls to nearby urban centers.
- While there is an established demand for young people, particularly girls, the rural girls, their families and the environment is not yet ready to explore these options. Considerable efforts and investments are required at these levels to first mentally prepare the families and girls to explore modern and non-traditional approaches to livelihoods and then make efforts in building their skills to adopt these models.
- Simply building capacities of girls in traditional skills like tailoring, beauty parlour, etc. is no more a sustainable livelihood option due to severe lack of market for these skills. Community lacks both capacity and intention to invest in livelihood options. They are not willing to invest even in running capital for a model for which basic infrastructure can be funded. Also, parents are not willing to finance trainings for their daughters as their primary objective is to marry them and not “live on their earning”. Since communities do not invest, they have little or no ownership towards the created models and even small level issues discourage them from continuing their efforts, finally leading to the failure of the model.
- There is a growing surge in the market for people to work in service sector. As a result, there are training providers available with customized training to the prospective candidates. Training of almost all the organizations are oriented to give employment opportunities to people. Organizations engaged in training are willing to step out to support the candidates in gainful employments.
- Majority of the training programs are geared to facilitate the improvement in communication and presentation skills of people. Training programs give importance to grooming and exposing the trainees to different kind of job opportunities. Though training programs provide general soft skills but they are generally focused at providing specialized skills in one particular sector like marketing, hospitality or elder care.



---

# Implementation of Interventions

---

## BACKGROUND

Trafficking is inhuman. This is against the principles of human rights and degenerates the existence of a trafficked person to the extent of being a slave. Despite this, trafficking is rampant. Moreover, it affects the disadvantaged, marginalized and people at the periphery of development in worst manner.

CBATN, IMPACT and Madhyam Foundation, in collaboration, implementing a programme against Trafficking of Women and Girls in Ranpur Gram Panchayat of Nayagarh district (80 Kilometers from Bhubaneswar) in Odisha state financially supported and guided by UN Women, Sub South Asia Regional Office in India at New Delhi.

Ranpur Gram Panchayat included 3 villages—Ranpur, Raghunathpur and Mangrajpur. Ranpur is an erstwhile princely state ensconced between beautiful mountains. Trafficking of women and girls is rampant in this area and this is primarily due to lack of education and livelihood opportunities at the grassroots level. People are lured by outsiders by working opportunities or marriage proposals and these innocent people fall prey to the evil designs of these traffickers which results into a large number of girls being trafficked from the area.

In order to combat human trafficking at the community level, a multi-pronged approach was designed and implemented as a pilot project in the area. The project was a bouquet of community based interventions that included awareness generation, community monitoring through vigilance committees, developing and promoting local livelihood options and engaging young girls in information dissemination. In order to facilitate the implementation and seek community support, six young girls and boys were enrolled as Peer Educators who belonged to the same community.

This section illustrates the details of interventions undertaken during the project period. The ensuing sections describe the type of interventions and all possible details related to interventions.

---

*Creating a Cadre of Peer Educators*

---



# ROLE OF PEER EDUCATORS IN PROJECT INTERVENTIONS

## Context

In order to achieve the desired impact of the project, it was important to have certain full time individuals based at the Gram Panchayat level for a certain period of time so that they can regularly coordinate the activities and work with local level stakeholders to create a sustainable environment. Therefore, the project used a rather different methodology of engaging peer educators from the community. Six peer educators were recruited from the community, three girls and 3 boys of age between 18-24 years. As this project has three villages, two peer educators were used for each village.



## Selection of Peer Educators

Six Peer educators have been recruited from the community, between the age group of 18-24 years and a minimum qualification of matriculation. Some of them are pursuing higher studies. Names of the Peer Educators are: (1) Naresh Kumar Senapaty (2) Kunibala Biswala (3) Rajesh Pandit (4) Parimita Rath (5) Deepak and (6) Urmila. Two peer educators namely Urmila and Deepak left the project few months back because of certain reasons. These peer educators were replaced by two new peer educators.

## First Round of Training of Peer Educators

All the Peer Educators were provided with four day training at the project office in Ranpur block. Facilitators from IMPACT, supported by the team from Madhyam Foundation delivered this training. The basic purpose of the trainings was to train the Peer Educators about the project activities and their roles and responsibilities. Training contents included community management, communication skills, gender issues and monitoring and reporting of the project related activities. Besides the project related orientation and skills they were also given trainings on life skills.



Training of Peer Educators

### Content of First Round of Training

Introduction to Trafficking, Migration and Safe Migration.
Introduction to Project, Objectives, Target Groups and Outcomes
Role and Responsibilities of Peer Educators
Orientation of Various Groups to be formed in the Community
Soft Skills—Team Work and Cooperation, Effective Communication and Thinking Out of the Box
Introduction to Livelihood Research
How to conduct an Interviews and Focus Group Discussions
How to conduct an Interviews

## Second Round of Training of Peer Educators

As the first quarter of work of the project was completed there was a need to give another round of training to Peer Educators so that they can effectively deliver in the next quarter. This was a three day training conducted with the following objectives:

- To improve the capacities of Peer Educators to effectively deliver the interventions in next quarter
- To take the stock of what has been achieved by the Peer Educators in the project so far.

- To make the Peer Educators realize what they have been able to achieve so far both in terms of project as well as improvement in their capacities.
- To motivate the Peer Educators to effectively make interventions in next quarter.

### **Important Areas Covered in three Days**

- Life skills to the Peer Educators
- Soft skills to Peer Educators
- Sessions on Human Trafficking
- Financial Management of SHGs
- Sharing the findings of Livelihood Research
- Taking stock of the activities conducted in last three months with respect to all the group



**A Training Session in Progress**

## **Exposure Visit to Peer Educators**

A one day exposure visit was organized for Peer Educators. The organizations that were visited were NAWO— National Alliance for Women and AAINA. Both of these organizations are working on women rights and trafficking. The idea behind the visit was to give Peer Educators a sense that there are other organizations that have also been doing the kind of work that they have been doing.

### **Objectives of visit**

- To build up knowledge and conceptual clarity on human trafficking and its adverse impact on victims.
- To provide the peer educators with an idea of different forms of trafficking
- To make them aware about how trafficking leads to violation of Women Rights
- Rights based approach to address trafficking.
- Helping the Peer Educators in finding relevance to their work.

## **Third Round of Training of Peer Educators**

Third round of training for Peer Educators was provided in the month of October 2013. By this time peer educators were comfortable with the work that they had been doing. They had also developed a basic understanding of the problem of trafficking and how it affects the community. By this time peer educators had also formed the Peer groups, Vigilance committees as well as Self Help Groups. The basic aim of this round of training was to understand the problems that they have been facing in working with all the structures that have been established in the community. Peer educators were provided training in basic counselling so that they can help the members of peer groups in sharing and solving their interpersonal problems.

### **Important Areas Covered in training**

- Making Peer Educators understand the importance for peer group members of sharing their problems with their parents
- Importance of making peer group members confident so that they can express and share their problems.
- Basic counselling skills
- Importance of establishing rapport with the peer group members.
- Importance of principles of Non-Judgmental attitude, self-determination and confidentiality in conducting meetings of peer groups.
- They were also given inputs about how to develop leadership in the peer group members.
- They were also given inputs about how they should reduce the dependence of SHGs, Peer groups as well as Vigilance Committee on them and should enable them to function independently.

---

## *Formation of a Vigilance Committee*

---



# Community Monitoring For Prevention of Human Trafficking through Vigilance Committee

In order to combat human trafficking at the community level, a multi-pronged approach was designed and implemented as a pilot project in the area. This section provides the details of community monitoring intervention conducted through vigilance committees in the project area.

## Context

Growing literature and evidence from the field suggests that establishment of community-based vigilance committees are an important tool in preventing trafficking among the vulnerable communities, particularly adolescent girls. An effective Monitoring and Interception system at the community level, created by the community itself is effective in prevention of cases of trafficking. There are other successful examples of effectiveness of community monitoring systems in combating trafficking of girls. Considering this Community Monitoring and Interception System was designed and implemented in one Gram Panchayat of Nayagarh district of Odisha. This paper illustrates the process and outcome of this system.



The Vigilance Committees were established under this project with the following objectives:

- To intercept the cases where a girl is being trafficked away from the community.
- To interrogate and talk to the strangers who enter the community and look suspicious because of their appearance or behavior.
- To help the community people in lodging of First Information Report and pursue the cases of trafficking further.
- To provide a platform to the community where any girl or member of the community can approach and seek help with regards to the problem of trafficking.

## Formation of Vigilance Committee

In the three villages of Ranpur Gram Sabha that comes under the project area, three different Vigilance Committees were formed, one for each village. The membership included members from the local governance structures Gram Pradhan, Ward members, other service providers particularly teachers, Asha and Aanganwadi worker and influential people in the community like retired Policemen and advocates. Total members of the vigilance committees at Ranpur, Mangarajpur and Raghunathpur were 20, 11 and 13 respectively.

## Anticipated Role of Vigilance Committee

Every month Village level Vigilance Committee was expected to meet and discuss the issues at length. Some of the other major activities expected from the vigilance committee are as follows:

- Support individual girls and families to seek legal support who are contacted or approached by traffickers or who feel themselves to be vulnerable to trafficking.
- Counselling to families on managing their young children, particularly girls
- Monitor the movement and activities of outsiders who come to these villages. The committee would take necessary action in case they find their activities to be suspicious



*Meeting of Vigilance Committee*



- Participate actively in awareness generation on social issues like human trafficking.
- Organize monthly review meetings to monitor the status of community and families with regards to vulnerability to trafficking and efforts taken during the month.

Initially the members of the Vigilance committees were given an idea of the project and the problem of human trafficking in the area. Later on Vigilance committee members were also provided with a one day orientation about the issue of trafficking, modus operandi of the traffickers and the legal remedies and processes that are available with the people to counter and prevent trafficking.

## Capacity Building of Vigilance Committee

Vigilance committees of all the three villages were provided initial training and then regular hand holding support by the project. Rounds of training were organized to make sure that vigilance committee members understand the reasons for their existence, their roles and responsibilities and also the conceptual understanding of trafficking including ways and strategies used by traffickers. Solutions that Vigilance Committees can attempt to support the community were also discussed at length during these interactive sessions.

### First Round of Training for Vigilance Committee

A one day training program for vigilance Committee members was organized in May, 2013 at Ranpur. Members of Vigilance Committees from all the three villages participated actively in these meetings. The basic idea behind these trainings was to sensitize Vigilance Committee members on the issues of human trafficking, the modus operandi of traffickers and roles they can play in combating human trafficking within their communities. These committee members were also sensitized on confronting the traffickers and work with law enforcement agencies to protect women and girls from being trafficked using a rights framework.

#### Major points that were covered during the trainings are as follows:

- Human trafficking and modus operandi of the traffickers.
- Importance of community monitoring system.
- Role of vigilance committee in community monitoring
- Domestic violence in the community.
- Sharing of case studies of trafficked women.
- Role of law enforcement agencies in combating trafficking.

### Second Round of Training

Another one day training program was organized for the members of the vigilance committee. Resource person for the training program was Shri Biswaraj Pattnaik, a senior Development consultant. The objective of the training was to build the capacity of the vigilance committee members through legal awareness and flag their roles and responsibilities. In this training emphasis was laid on orienting the committee members on national and state legislations and legal provisions in reference to human trafficking.

## Activities of Vigilance Committee

Since its formation Vigilance Committees have been proactive in carrying out the activities for the community monitoring and interception of cases of trafficking. The Vigilance Committees of all the three villages have developed a robust mechanisms of community monitoring and interception of potential human trafficking cases. These mechanisms were developed with a participatory approach, led by vigilance committee members, ensuring that these are rooted in the indigenous practices of the community.



*Meeting of Vigilance Committee*

Some of the activities performed by the Vigilance Committee included:

### *Participation in the VC Meetings*

A formal meeting of all the members of Vigilance Committee has been organized in every village for last 16 months. The purpose of these meetings was stock taking of the situation in the community and to plan for the future course of action. Members of the Committees have participated in all the meetings consistently. Members took keen interest in the discussions of these meetings. So far a total number of 48 Vigilance Committee meetings have been organized in all the three villages.

### *Sharing of the Contact Details of the Committee with the community*

The contact details of the Vigilance committee were shared with the wider community in the villages so that if a girl or her family is in need of a support (particularly in relation to migration or human trafficking instances) they can approach a member of the vigilance community and seek help. These contact details were shared with the help of banners and wall writing in the community.

### *Helping the Victims and their Families in Lodging the First Information Report (FIR)*

At the beginning of the project, the community acknowledged cases of abduction, missing people and sexual harassment of the girls and women in the community. They also mentioned that police had an attitude of apathy and carelessness and would not even lodge the First Information Report. But since the establishment of vigilance committees there have been many cases when victim's families approached the Vigilance Committee and members of Vigilance Committee of that respective village pressurized the police officers to lodge the report and take the inquiry of the case forward. Vigilance Committee members have also helped the family in identification of lawyers to fight the cases. So far there have been four such cases where Vigilance Committees have provided direct support to families.

### *Increased Alertness of People in the Community*

Presence of Vigilance Committee and its efforts have boosted the confidence of the people in the community and they are now alert to monitor the outsiders entering the community. There have been instances in last one year when people in the community found the outsiders suspicious and interrogated them about who they want to meet and why they have entered the community. This increased vigilance of people has also contributed to the reduction in the vulnerability of women and girls in the community.

### *Platform for Spreading the Awareness in the Community*

Vigilance Committee has also emerged as a platform and tool to spread the awareness in the community on the issue of trafficking. Whenever community people are in doubt about what to do with regards to a case of trafficking or early marriage, they approach members of the Vigilance Committee to clear their doubts and take the action. Vigilance committee has also been able to earn the respect of the community with their sincere work.

## **Mobilizing Support of Panchayat Members**

Establishing and functioning of any kind of vigilance system demands active participation of Panchayat representatives as they are the formal leaders of community and have an obligation to present an opinion in all the major decisions of community. Considering this, the project made conscious efforts to develop the ownership of community monitoring system among Panchayat members and also deliberately made them active member of the system. Panchayat members are part of Vigilance Committees of all the three villages.

### **Meeting of Panchayat Members**

First meeting of Panchayat members was organized on 20<sup>th</sup> May 2013 in the community. A total of 17 ward members participated in these meetings. The purpose of this meeting was to draw the attention of Panchayat members to the issues and problems of young women and girls in the community. Major points discussed in the meeting were:

- Issues of young girls and the support that can be provided by Panchayat members to them
- Their support in combating human trafficking at the community level
- Their expected contribution in implementing various project activities

### **Orientation of PRI members on Human Trafficking**

A one day orientation program was then organized for the Panchayat members. The purpose of this training was to give them an orientation about the issue of human trafficking and its gravity in the community. Some of the major themes that were covered in these trainings were:

- Extent of human trafficking in the community
- Processes of human trafficking that are employed by the traffickers in the community
- Human trafficking and Human rights
- Indian laws and legislations on human trafficking
- Ways and strategies to prevent human trafficking in the community

## **Challenges Faced**

Community initiatives would always have challenges and this project had its own share of challenges which were worked out and acted upon. Some of these challenges were:

### **• *Convincing the Influential People about the Existence of Problem***

Convincing the influential people in the community about the existence of human trafficking was a major challenge. Initially majority of them were not willing to accept that such a problem exists in the community. More importantly they did not know how unsafe migration has resulted in trafficking in many cases in the past.

Initially regular meetings with the influential people in the community were held to soften their stance. Once they were willing to listen to the project team, detailed discussions were held with them. These discussions were aimed at making them understand the gravity of problem and its harmful consequences on women and girls.

### **• *Mobilizing the Influential People in the Community***

Influential people were not even willing to accept that organizing themselves into groups and having monthly meetings to discuss the problems related to trafficking is even a possibility. It took a lot of convincing from the project team that such groups and committees exist in other areas and that their activities have resulted in reduction in trafficking cases.

Though they had started accepting the existence of problem in the community but their participation in the project activities was still not forthcoming. For this purpose a formal one day orientation was organized to enlist the participation of influential people in project activities.

### **• *Misunderstanding among the Vigilance Committee Members***

There were times when there was some mistrust among the members of vigilance committee about the purpose of project. It took some effort from the project team to dispel those concerns. Once such concerns were addressed Vigilance Committee members participated actively in all the activities

## **Measures to Ensure the Sustainability of Efforts**

- Establishment of Vigilance committee was in itself an important measure to ensure the sustainability of efforts as these members are from the community. However, a final orientation was organized to motivate and convince them to continue the efforts that have been made so far.
- Besides it another way of building the sustainability is the presence of peer educators in the community. Peer educators have also been given an orientation to continue to provide support to Vigilance Committees to organize their meetings and undertake other activities.
- All the members of vigilance committees have given a word that they will continue to work to make their villages trafficking- free. Important reading materials especially on relevant legislation and procedures has also been provided to vigilance committees so that in case they need any kind of clarification of doubts or confusion then they can take help from these documents.

---

*Implementation of Livelihoods Models*

---



# Livelihood Models for Combating Trafficking

This section provides the details of livelihood models developed in the project area during the project period. The ensuing details consist of all possible considerations and implementation have been described fully to understand the local context as well as the impact observed henceforth.

## Context

Lack of livelihood opportunities for women and girls in the community is typically considered as a push factor and a primary cause of increasing their vulnerability to trafficking. There is a growing literature in the domain of trafficking that says that integrated approach to prevent human trafficking is essential to curb trafficking and also to prevent re-trafficking of rescued girls integrated with their families. Generation of livelihood opportunities for women is the most important part of any such integrated strategy. Promotion of employment and education for women and girls to increase their access to better jobs are seen as appropriate interventions for preventing trafficking as the creation of livelihood opportunities may discourage unsafe out-migration and reduce the risk of trafficking.

Ranpur, a small Panchayat in Nayagarh district of Odisha in India hardly has any livelihood opportunities for women and girls at the community level and therefore has been leading to unsafe migration of girls, many resulting into cases of trafficking. Considering this, the project made an arduous attempt to establish livelihood models at the community level. Besides it the project has also been able to integrate some of the girls in the community with employment opportunities in modern service sector in Bhubaneswar, the capital town of Odisha.

## Livelihood Research

In order to design livelihood models it was required to assess the skills, interests and expectations of young girls and their families and also to the market situation for demand and supply of certain commodities. The project therefore planned a research with the following objectives:

- To understand the beliefs and attitudes of the community about their girls and women.
- To understand the attitudes and perceptions of the girls in the community about livelihoods
- To assess the livelihood related skills and capacities of youth in general and young girls in particular in the community
- To understand the barriers faced by the girls in accessing the educational or livelihood opportunities.
- To explore livelihood models which are considered suitable by the parents and girls.
- To explore the existing models of livelihood generation and entrepreneurship in and around the project areas

### *Research Methodology and Findings*

The research was conducted at two levels. Initially the project team did a detailed review of existing market scenarios in and around Ranpur, taking clue from livelihood models being attempted in other parts of the country. Detailed concept notes were developed including business model analysis for the following options:

- Social franchise of Contraceptives & Menstrual-use products
- Tele-Consultation Clinic
- Marketing of Tea products by the girls in the community
- Home Manager Program

At the second level six peer educators from the community went to Ranpur, Mangrajpur and Raghunathpur villages of Ranpur panchayat of Ranpur block in Nayagarh and conducted 10 Focus Group Discussions each with the parents and girls in the community. More than 200 people were covered for over a period of one month to understand their perspectives and opinions about young people in the community.

Some of the important findings of this research that helped in the development of livelihood models in next phase are as follows:

- Livelihood models that are based at the community level and not necessarily need migration of the girls outside the community will be a preferred choice. If designed keeping in mind the traditional skills and capacities of girls, these models can bring in community ownership.

- The other type of livelihood models are more rooted in the modern service sector based economy and will go on to expose the women in the community to a wider world and will broaden their horizon. These models will be job-based models but need to ensure safe migration of the girls to nearby urban centers.
- Livelihood opportunities to girls at the community level or in urban cities will also promote safe migration in the community and will ultimately check trafficking.
- Livelihood opportunities to girls will also bring in a change in the attitude of families about the girls. Girls will no longer be seen as a liability rather they will be treated as assets to the families. It will also address the problems of early marriage as once a girl start earning family will not be interested to get her married at a premature age.
- Once parents have the confidence that their girls can earn and support the family, they will be motivated to continue their education and get their daughters trained in certain skills which will ultimately check the problem of school dropout.
- While there is an established demand for young people, particularly girls, the rural girls, their families and the environment is not yet ready to explore these options.
- Considerable efforts and investments are required at these levels to first mentally prepare the families and girls to explore modern and non-traditional approaches to livelihoods and then make efforts in building their skills to adopt these models.
- Community lacks both capacity and intention to invest in livelihood options. They are not willing to invest even as a working capital for a model for which basic infrastructure can be funded. Also, parents are not willing to finance trainings for their daughters as their primary objective is to marry them and not “live on their earning”. Since communities do not invest, they have little or no ownership towards the created models and even small level issues discourage them from continuing their efforts, finally leading to the failure of the model.
- Majority of the training programs are geared to facilitate the improvement in communication and presentation skills of people. Training programs give importance to grooming and exposing the trainees to different kind of job opportunities. Though training programs provide general soft skills but they are generally focused at providing specialized skills in particular sector like marketing, hospitality or elder care.

## Identification of Livelihood Models for Implementation

Once certain livelihood models were shortlisted a detailed discussion was organized with the girls and their parents to shortlist the models that they would be most comfortable with. Interestingly, the community was not keen on models developed by the team (social franchising and tele-medicine) as they did not find these fitting into their social fabric. The models proposed by the community itself were accepted by them and finally four models selected for implementation were Incense stick (Agarbatti) making, Mushroom and vegetable farming and poultry. Also, very few girls were willing to go for skill based training.

## Coverage of Livelihood Models

**Table 1: Involvement of SHGs and Members of SHGs in Different Models**

Serial Number	Name of the Model	Number of SHGs involved	Number of Women Involved
1	<i>Agarbatti Making</i>	9	98
2	<i>Poultry</i>	17	126
3	<i>Mushroom Farming</i>	9	46
4	<i>Vegetable Cultivation</i>	8	41
<b>Total</b>			<b>326</b>

## Efforts in Setting up the Models and Their Outputs

### INCENSE STICK (AGARBATTI) MAKING

#### *Cost Benefit Analysis of the Model*

---

First of all cost benefit analysis of the model was done to determine the profitability of the model. Cost Benefit analysis was also important to ensure the sustainability of the model. Factors like procurement or sourcing of raw materials and establishment of market linkages of the model were also considered at this phase.

#### *Establishment of Market Linkages*

---

For the establishment of any successful model it is very important to ensure the demand of production. As members of the SHGs have limited exposure and access to markets, it was decided to formally sign an agreement with a marketing agency that will take the responsibility of marketing the goods produced by the SHGs. Considering this, SHGs signed a memorandum of understanding with a marketing company called BIPANI. BIPANI also was willing to provide raw materials to the SHGs at a fixed price, resolving another major issue of procurement of raw materials.

#### *Training of SHGs on the Model*

---

Once the readiness of the model was conspicuous from the community, a training program was organized to equip SHG members with the required skills and capacities to start the production. These trainings were provided by a resource person from BIPANI in two different phases covering 33 SHG members from 3 SHGs and 27 members from 3 other SHGs. These were five-day trainings organized in the project office in Ranpur.

#### *Business Plan of the Model*

---

As per the Memorandum of Understanding (MOU), BIPANI provides one Kilogram of raw materials at a cost of INR 27.5 to SHGs. SHG members then work on that raw material to produce one Kilogram of Agarbattis which is ultimately bought by BIPANI from the SHGs at a price which is decided after the gradation of production quality. For the first grade of production a price of INR 57 for one kilogram is provided rendering a profit of INR 29.5 to SHGs for their production efforts. For B grade quality the purchase price is INR 50 per kilogram. Initially the time taken by a member to convert one Kilogram of raw material into finished product was about 2 hours but as the time will progress the members will become more efficient and this time will significantly thereby bringing a greater amount of income to them.

#### *Output of Model*

---

98 women, members of 9 SHG are currently involved with this model. These women earn in the range of 30 to 50 INR every day, working nearly 1 to 2 hours every day. The amount of earnings do not seem motivating enough at the first look but these earnings have contributed very meaningfully to the lives of these women, helping them in affording things which they could not have asked from their families. Many are using these earning to buy stationary items and books for their children. Some of the women have been able to afford tuition classes for their children with the help of these earnings.

### POULTRY

First of all project team and peer educators made an effort to convince the people to start working on this model. Though some families do rear one or two chicks but motivating them to go for a higher scale was a challenge. Experts from Central Institute for Freshwater Aquaculture (CIFA) (a government of India undertaking) provided training to SHGs on Poultry rearing. Besides it project also provided support in the form of free chicks to the women. A total of 1300 chicks have been provided by the project so far.

#### *Output of Model*

---

126 women from 17 SHGs were trained on poultry rearing. 1300 chicks were distributed in 3 phases. More than 250 chicks have been sold so far at a rate of INR 200 per Kilogram. It has been decided that each poultry rearer



would deposit money that she gets after selling two chicks with the SHG federation so that new members would be supplied chicks to start their poultry rearing activity

### **MUSHROOM CULTIVATION**

As some SHGs expressed their willingness to start mushroom cultivation, a training program was organized by the experts from Madhyam Foundation. These trainings were provided in different rounds. First of all a general training was provided and women were motivated to start working. Once they started growing mushrooms then experts provided training at subsequent stages of production. Spawn, seeds of Mushrooms were also provided by the project.

#### *Output of Model*

---

46 women from 9 SHGs were trained on mushroom cultivation. The initial investment per bed is INR 48 per kilogram and the selling price is in the range of INR 120 to 140 which makes this model to be a very profitable one. Mushroom cultivation model has a limitation as it is a seasonal business and mushrooms cannot be grown throughout the year.

### **VEGETABLE CULTIVATION**

This is a model that is exclusively rooted in the indigenous skills and capacities of the community. One very important advantage of establishing this model is that agriculture is something that women in rural India have always been engaged in. Efforts were put in to convince the women to engage in vegetable cultivation. Initially women were not feeling confident about cultivating vegetables. But then they were convinced by telling them that they would not be doing something new or different as they have already been supporting the male members in their families in agriculture and it is just that this time they would be doing it independently. Once women were convinced they were provided training by the expert on vegetable cultivation from Madhyam Foundation. Financial support in the form of INR 3000 per SHG was also provided by the project.

#### *Output of Model*

---

41 women from 8 SHGs were trained on backyard vegetable cultivation. Each SHG has earned in the range of INR 6,000 to 8,000 in last 3 months.

## **Modern Service Sector Based Livelihood Options**

In modern Indian economy service sector has emerged to be a prominent sector of job growth and employment opportunities in last 15 years. Emergence of modern service sector coupled with the lack of job opportunities in the neighbourhood of community prompted the project team to look for the avenues of training as well as placement of young girls from the community in service sector in Nayagarh and Bhubaneswar. As placement in service sector demands a certain kind of skills from the candidates, project also sought to establish partnerships with the skill providers. The project developed a partnership with a Delhi-based organization called **Empower Pragati** which is an investee company of National Skill Development Corporation of India. **Empower Pragati** provided month long residential training to 3 girls from the community. These training were in Business Process Outsourcing (BPO) and modern retailing and were completely free for girls.

#### *Benefits of these Modern Livelihood Opportunities*

---

- All the three girls have been placed with the established BPO and retail outlets of established brands in Bhubaneswar and have been earning in the range of 7000 to 12000 INR per month.
- First time girls from the community stayed in a big city and that too on their own. This really boosted the confidence of these girls and which will ultimately reduce their dependence on the male members of their families.
- Incomes of these girls are proving to be an important helping hand to the household economies of the families of these girls.
- Placement of these girls has generated the demand of more such trainings from other girls from the community.

## Constituting SHGs into Federation

Project has also made an effort to organize all the SHGs into a federation. The Federation (registered as Maa Maninagn Society) has also elected its officials as president, treasurer and secretary. An executive body has also been formed which will be responsible for the implementation of agreed upon tasks of the federation. Two members of every SHG are the members of executive committee.

### *Objectives of Federation*

---

- To make the livelihood efforts more organized.
- To expand the livelihood options in the community and to bring more women into the established livelihood models.
- To promote savings and proper utilization among the members.
- To represent the interests of the SHGs at block and district level.
- To sustain the livelihood efforts in the community.

### *Training on Federation building*

---

A one day orientation cum training program was organized for federation leaders at Madhyam Foundation Project office. The facilitator of the training program was Ms. Janatun Begum, Coordinator of the project and Ms. Parvati Maharana from the federation. All the members participated in this orientation program. Bye laws were prepared by the federation leaders with the participation of all the members. Participants were also given training about how to present and prepare a resolution in front of the members of the federation. Later one day capacity building program was organized for the members of executive body. Members were trained on general administration and account keeping.

## Challenges in Establishing Livelihood Models

- The duration of the project has been one of the limiting factors in development and establishment of models as establishment of any livelihood model requires considerable time. Context of the community also brought its own challenges in terms of the time as it took a lot of time in convincing the people in the community to take up these models.
- Getting women to work on livelihoods was itself a big challenge. The women in this community were not oriented or confident enough to work for an earning.
- Most challenging aspect in this project was that the project attempted to establish models that were more in tune with modern economy and had better demand in the markets. These models would also provide better earning opportunities for the women. Project team even offered its support in providing capacity building as well as monetary support to start these models but women in the community could not muster the courage to take up these models. A major learning is that community would like to engage with livelihood options that are rooted in the indigenous practices and competencies of the women in the community.
- Resistance from the male members of the community has been another challenge that has been faced in the establishment of these models.
- Marketing of the product of this model has been another challenge. As this community is far off from the town of Nayagarh it was really a challenge to ensure the marketing and sale of the output of these models. Sourcing of raw material has been another challenge faced as Ranpur block is far from the Nayagarh city and Ranpur does not have much of demand for raw material it was difficult to source the raw material for the project.
- Environmental factors also proved to be initial stumbling block in establishing livelihood models in the community. A case in point is the fish rearing model. For this model 15 women from the community were trained on backyard fish rearing. They even started rearing fish in ponds in the community but because of the cyclone in Odisha all the fish ponds were washed away and this model could not go ahead.

## Measures to Ensure Sustainability of Livelihood Efforts

Major aim of establishing these livelihood models in the community was to develop livelihood opportunities in the community so that trafficking of women and girls can be prevented. Sustainability of these interventions is very important to ensure that poverty driven trafficking which happens due to lack of livelihood opportunities in the

community coupled with unsafe migration can be contained. Ample efforts have been made by the project team to ensure the sustainability of these livelihood models in the community. Some of these efforts are:

- As these women are based in the community and it is difficult for them to engage in marketing of their products, project has tried to establish the linkages with the markets to ensure that SHGs do not face marketing related problems in future. For instance, for Agarbatti making a memorandum of understanding has been signed with a marketing agency called BIPANI. BIPANI is responsible for the marketing of finished output from these women.
- Constituting all the SHGs into a federation has also been done to ensure the sustainability of livelihood efforts that have been made by the SHGs. This federation will make sure that SHGs continue to work on the livelihood models that have been established.
- 15 SHGs have been linked with the Odisha government's livelihood scheme called Tripti. As per the theme all of these 15 SHGs have been provided INR 15000 each to consolidate and expand their livelihood models.
- Other SHGs are in the process of getting linked with the Tripti scheme. These SHGs have been graded and ranked as per the requirements of the scheme and will soon be linked with the scheme and will be getting the financial support from the government.

---

*Effectiveness of Peer Groups*

---



# Engaging Young Girls to Combat Trafficking

This section presents the details of the intervention carried out with young girls in the project area. Under this intervention the details of engagement of peer groups, mostly with girls, has been described to show the implementation as well as the impact of the activities.

## Context

Odisha is one of the trafficking prone state of India and as in any trafficking prone communities, young girls especially adolescents are most vulnerable for trafficking. Therefore, awareness generation among adolescents was one of the important component of the multi-pronged strategy adopted in this project to prevent trafficking in the Ranpur Gram Panchayat of Nayagarh district of Odisha. In the past, major target of traffickers have been young girls and adolescents as they can be lured and trapped very easily. The project sought to empower them by engaging them as peer groups. Formation of Adolescent Groups was not only aimed at making them aware to prevent trafficking but the larger purpose was to empower them by making them understand the gender inequality in the society and importance of participatory decision making in their lives.

## Formation of Peer Groups

Total 15 Peer Groups were formed during the project duration with 143 members. Majority of the members of these groups are young girls in the community. As the population in Ranpur is more than double of the combined population of Mangrajpur and Raghunathpur villages, Ranpur has highest number of Peer groups. There are 12 groups in Ranpur while Mangrajpur and Raghunathpur have 1 and 2 groups respectively. Average size of groups is 9 to 10 girls. More than 80% of the girls are in the age group of 15 to 20 years.

## Activities of the Groups

### Meetings with Peer Groups

Monthly meetings have been conducted with the Peer groups. A least 15 meetings have been conducted by each Peer Group during the project duration. Different audio visual media were used during these meetings. Other participatory activities like role play, dancing, drawing competition etc. have been a regular feature of these meetings. A detailed agenda for these meetings were established early in the process to ensure that new topics are incorporated after every few meetings. This was helpful as it retained the interest of the group members and they were always curious to know what is coming next. Some of the major themes discussed in these meetings are:

### Group Formation and Rapport Building

Initial few meetings were about group formation and building the rapport among the girls. This stage took a bit longer as these girls were not in the habit of sitting in formal meetings and it required a lot of efforts to convince the parents to let their girls be a part of peer groups.

### Gender Discrimination and Perception of Girls about Themselves

Next few meetings were aimed at understanding the perceptions of girls about themselves and their aspirations and hopes. Gender issues and how gender discrimination restricts the choices of girls in the community were discussed. Girls were also motivated to share their experiences of gender discrimination both at the family and community level. Other issues including sexual abuse and eve teasing were also prioritized for discussed.

### Issue of Trafficking and Migration in the Community

Next round of meetings were used to discuss the issues of trafficking and migration in the community. Strategies that are generally used by the traffickers to lure young girls were also discussed in these meetings. Trafficking of women and girls and its effects on the lives and families of those women were the themes of next few meetings.

## **Livelihood Options and Vocational Training**

Options of starting livelihood activities for girls were also discussed in these meetings, integrating it with the Issue of safe migration. Some of the meetings also included components of personality development of the members through participatory exercises like out of the box thinking and goal setting. Through these sessions, girls were primarily motivated to start thinking of making themselves economically empowered, ensuring their safety either through gaining livelihoods at their homes or through safe migration.

## **Celebration of Important Days**

Throughout the duration of project important days were celebrated in the community. Peer groups of all the three villages were the main organizing force behind the celebration of these days. All the members of peer groups have participated actively in these celebrations. These celebrations have been used to spread awareness in the community about the prevention of trafficking and mobilize the community to act against trafficking. Some of the important days that have been celebrated are given below:

### **Republic Day**

Different competitions including drawing and creative writing were organized on the Republic Day. The basic objectives behind organizing these events in the community were:

- To give a platform to the young girls to exhibit their skills and knowledge
- To inspire young girls to do something for their community

### **Drawing Competition**

The topic of drawing competition was “Different institutions and their roles in the community”. This was an inter Peer group competition. Winners of this competition were:

- *DURGA Sathee Samuha (Peer Group)*- First Prize
- *ABHILIPSA Sathee Samuha (Peer Group)*– Second Prize
- *SMRUTI PRAGYAN Samuha (Peer Group)*--Third prize

### **Creative Writing Competition**

The topic of creative writing competition was “Are you proud of being a girl If Yes, what is the reason and if no then why not?” The girls in the community took part in these programs with great enthusiasm and verve and enjoyed the programs thoroughly. Winners of creative writing competition were:

*Archana Ghadei*—First Prize      *Monalisa Mohapatra*—Second Prize      *Sradhanjali Ghadei*—Third prize

### **International Women’s Day**

International Women’s day was celebrated on 8<sup>th</sup> March with lots of fanfare among women and girls in project villages. After the welcome speech by Project coordinator, the Project director briefed the girls and Women regarding the significance of celebrating the women’s day. All the women and girls expressed the importance to fight for their rights and also took oath to check the selling of country liquor in the community which they consider to be the root cause of domestic violence.

### **National Youth Day**

The celebrations on National Youth Day were attended by members of the peer groups, vigilance committee members and parents in the community. The basic objective of this celebration was to sensitize girls about their rights and to create awareness on different issues that affect the dignity, safety and security of women in the community.

## **Vocational Training**

Any kind of improvement in skills and capabilities in young girls is always an important instrument for their empowerment. Considering this, project motivated and organized vocational training programs for the members of these peer groups in in partnership with different specialized skill providers. A brief description of these vocational training activities is given as follows:

### ***Beautician Course for Members of Peer Groups***

A refresher beautician training course was organized for the members of peer groups. This was a ten day course organized in the Lovlyn beauty parlour in Ranpur. An experienced beautician provided this training which included basic skills like hair cutting, skin care and applying henna.

As a result of this training, the trained girls have started getting calls from wedding ceremonies to provide these services to the brides and their relatives. This has become a source of earning to some of these peer girls. Two of the girls are in the process of opening their own beauty parlour.

### ***Tailoring training for Peer Girls***

A training program on tailoring was also organized by the project. Project collaborated with Rudset, a training institute of Government of India at Bhubaneswar to provide these trainings. Rudset institute provides different skill training to the rural youth in Odisha. 21 girls participated in this training program which was organized at Bhubaneshwar. Initially it took a lot of effort to convince the parents to send their girls to participate in this 20-days long program, outside of their homes. During the 21 days of training the girls learned stitching and designing of different dresses and Rudset institute provided certificates to the girls after completion of the course. Project has now provided 4 sewing machines to the girls to start their own business. Participation in this course has really made the girls confident and they have started thinking about opening their own business.

## **Challenges of Working with the Adolescents**

Some of the broad Challenges faced while working with the adolescents and young girls in the community include:

### ***Mobility of Girls***

The community and its surroundings are very patriarchal in nature. Women and especially young girls have a very restricted mobility in terms of distances. No girl was allowed to come out of her home alone, primarily because if she comes out on her own, the local boys would do eve teasing. So one challenge was to motivate the girls to come out of their homes to participate in different activities like celebration of important days or participation in the vocational trainings.

Recruitment of female peer educators was very helpful in dispelling the fears of the community. The fact that all the peer educators were recruited from the community only proved to be very decisive in winning the confidence of the families. Once initial few meetings were held, parents developed confidence and became comfortable in letting their girls cross the house boundaries.

### ***Convincing the Parents***

People in the community were very sceptical about why the peer groups were being formed. More than the girls it is the parents of the girls who were more doubtful and apprehensive about why project team was trying to strike a rapport with them. Moreover the context of trafficking in the community made parents even more sceptical about the efforts of project team.

Special meetings were conducted by the peer educators in the leadership of project officer to convince the parents about the concept of forming Peer Groups and how in the long run it would support the girls and empower them. Support of Panchayat members also proved very helpful in this regard.

### ***Convincing them to be part of the Groups***

Organizing the girls into peer groups was a big challenge in itself. More than the formation of groups, having regular meetings with the girls in the initial months was also a big challenge as these girls are not in the habit of sitting in formal and organized meetings.

Different kind of games and fun activities were used to initiate their interest in initial few meetings with the girls in the community. Once the girls got interested in the activities, their participation increased. The rolling agenda of the meetings, integrating new things after few meetings kept their interest alive in the groups.

### ***Culture of Silence***

In the peer group meetings initially girls would not speak anything and they would not participate actively. One very basic reason for their prolonged silence was that these girls have never been asked to express themselves.



They have always experienced themselves to be suppressed in front of their brothers and other male members in the family. It took a lot of efforts to make the girls express themselves confidently and assertively.

Different role plays and activities were organized in the peer group meetings to reduce the level of shyness and hesitation of girls. Peer educators were specially trained by the project staff to hold such activities at regular intervals.

### ***Decline in the Strength of Groups***

One of the major challenge has been the declining strength of the peer groups. One to two members have left from almost all the groups because of the marriages. Two groups especially faced the problem of reduced strength as a good number of girls got married from each group. Because of this problem these groups were merged with the other groups. This is the major reason for decline in number of groups. Currently 10 groups are functional and active.

Peer educators have not only discussed the harmful effects of early marriages in the peer group meetings but they have also tried hard to convince the parents to go for marriages of their girls at the age stipulated by law. Besides it peer educators have also made an effort to make the group activities relevant, interesting as well as context-specific for the peer girls so that their interest level in peer group meetings remains undiminished. The group members and peer educators were constantly motivated to engage new and younger girls as their members so that their membership does not drop any further.

### ***Challenge in taking them out of the Community for different Vocational Trainings***

It was a huge challenge to convince the girls in the community to commute to city or to stay in Bhubaneswar to attend different vocational trainings that were being proposed to them. After a lot of convincing girls would get ready to move out but then their family members would not agree. On many instances females in the family got convinced to send the girls out to attend vocational trainings, but male members in the family did not agree and expressed many concerns. Dates for commencement of these trainings had to be postponed to get consensus within the families to let their girls attend these trainings.

Project staff met and convinced the Panchayat members and other influential members of the community to convince the parents of the girls. Meetings of the parents were organized with the trainers from training institutes to develop the confidence of parents to send their girls for vocational trainings. A group of parents and Panchayat leaders was taken to the residential and coaching facilities of training institutes in Bhubaneswar to show them the safety measures that would be taken to ensure the safety of girls during the training period.

## **Achievements**

- Spatial mobility is a very important step for boosting the confidence of girls in the community. It gives them a sense of autonomy. Project has been able to improve the mobility of the girls in the community. They are no longer dependent on their brothers or father to get even basic items from the nearby shops or grocery stores. Some of the girls who participated in the vocational training stayed in Bhubaneswar for the duration of trainings which is a big achievement in itself
- Level of confidence of peer girls has really been boosted. Girls have developed the confidence to talk to the elders and influential people in the community. In many meetings where Panchayat functionaries were present girls could articulate their concerns confidently and assertively.
- Before the implementation of this project, girls in the community could not have even imagined that they could take part in vocational training. But project ensured that adolescents from the community develop some vocational skills and act as role models for other girls to follow. These trainings have not only boosted the confidence of these girls but they have also given confidence to other girls in the community who were not even part of these trainings.
- There has been a sharp decline in the number of cases of trafficking from the community in last one year. This is a massive achievement as this community witnesses trafficking cases at regular intervals. Generally adolescents and young girls in the community would be the target of traffickers but now because of the increased awareness among the adolescents through the peer groups trafficking is practically eradicated from this community.

- One of the main reason of trafficking was that when girls would receive telephone calls or other gifts from the traffickers then they would not tell anybody about this as parents would not listen to them, and would only blame the girls for such efforts. But with the meetings of groups now girls have become expressive and have developed the confidence to share their concerns with their parents as well as with the fellow per group members.
- There was hardly any interaction among the boys and girls in the community. Whenever a boy and girl would interact it used to be considered something that should be avoided. With the implementation of project this barrier has weakened and community is beginning to accept healthy interaction between boys and girls.

## Learnings from the Project

- Communities that have experienced trafficking are very skeptical and it becomes very difficult to work with the women and especially young girls in such communities. Unless the community starts believing the project team or unless the project is able to strike a rapport with the community, intervention is extremely difficult. It means that the project needs to make extra efforts to establish a rapport with the community in such settings.
- Having the peer educators from the community proved to be very helpful in working with the girls from the community. The fact that peer educators were from the same community helped in convincing the parents to let their daughters attend the meetings of peer groups. It also helped in building good rapport with the project team. Peer educators, therefore need to be engaged from the same community.

## Measures to Ensure Sustainability

Some of the measures that have been taken to ensure the sustainability of these efforts are:

- A lead group comprising two members from each peer group has been formed. This lead group will ensure the continuous monitoring of activities of all the groups. Another major responsibility of this lead group is to motivate more girls to join the Peer Groups so that groups are able to retain their membership
- This lead group has also been provided orientation about the ways to ensure the sustainability of these groups.
- Trend of celebrating the important days has also been established in the community. This trend will also be helpful in sustaining the awareness generation efforts in the community.



---

*Establishment of Centre of Action*

---



# Establishment of Centre of Action (CoA)

Centre of Action has been envisaged as one of the key outcomes and the project has worked focussing on this aspect. Project had involved local community leaders and influential persons along with community level vigilance committee members. First of all, project team discussed about the need of a common place where anyone can have the knowledge, share information about the village and incidences or any mis-happening, people can gather information, young adolescents can share their views and problems, etc. Majority of the people young and seniors everyone felt that there is a need to establish an information Centre within the community and that can be named as 'Centre of Action'.

Discussing about the functions of 'Centre of Action', variety of functions were suggested by the different respondents as shown below:

- CoA/Information Centre should provide a kind of free environment away from their home but within their village where parents and senior people can see them sharing and enjoying.
- The information centre should have something that can engage these young adolescents in some activity which makes them willing and interested to be regular visitor. These activities may include: involvement in some indoor and outdoor games, young people can devise and develop their own regional/local vernacular games, organizing events/contests, etc.
- The information centre should conduct at least one awareness session on topics like gender empowerment, gender equality, child rights, trafficking, games, current affairs, sports, migration and livelihoods, etc. This would make them participatory and regular because of the variety of information sharing on relevant topics.
- The information centre should also be treated as counselling and redressal point where young adolescents (mainly girls) can seek advice and guidance or redress their complaints. This would enable them to take their concerns to the local vigilance committee members.
- The information centre should be the common place where meetings of SHGs, Vigilance Committee, Peer Groups, etc. can be organized and important national and international days should be commemorated involving local community members.

The project team along with senior officials had several thorough discussions on needs and demands of the local adolescent girls and identified what are the appropriate options available that project can offer as per the needs/demands. The discussion also considered the basic fact that there should be a purpose of having a centre of action so that whosoever wants come should come with a purpose and see value in being there. Finally, project team decided to initiate a Centre of Action at Madhyam Foundation office at Ranpur which is approachable and accessible. In addition, 5 'mini-centre of actions' in each of three villages were proposed keeping difficulty of mobility of young girls on regular basis.

## Centre of Action (CoA) at Gram Panchayat Level

At the end of the project, Madhyam Foundation office has been designated as Centre of Action (Information Centre) which has a dedicated separate room. Various type of information related to Gram Panchayat—Ranpur and its villages have been displayed such as demographic profile, education facilities, names of village-wise vigilance committee members, names of SHGs across villages, contact information of police, legal, block officials, etc.

In addition to this, Madhyam Foundation has provided the facility of variety of vocational courses for girls that include tailoring and embroidery, candle making, paper handicrafts, *agarbatti* making, etc. These are some of the facilities which provide opportunities and reasons to the parents and girls so that they see value in visiting the information centre on regular and daily basis. The project team anticipated that the Gram Panchayat level information centre may have lesser attendance but would be the appropriate centre to coordinate with village level mini-centres of action. Team also stressed that this is crucial to keep the village level centres functional.

### Mini-Centres of Action (M-CoA)

Mini-Centres of Action have been developed and established in all the three villages under Ranpur. Considering the number of households and availability of peer groups, one each Mini-Centre of Action has been established in Raghunathpur and Mangrajpur villages as these village had one peer group each. At Ranpur, three Mini-Centres of Action are developed as this is the main village having large number of households and a total of nine peer groups and three peer educators.

These Mini-Centres of Action have been provided with a location (mainly a common community place or location) and these have to undertake following activities and/or provide following services:

- ✓ Each Mini-Centre of Action has the designated peer educator as well as a member of lead group.
- ✓ These Mini-Centres will work in accordance with the main Centre of Action located at Gram Panchayat level.
- ✓ The centre will have a set of reading books so that the young adolescents should develop reading-habits and have a facility of reading books, magazines in Odiya language at their doorstep.
- ✓ There will be indoor and outdoor games related equipment/items so that young girls can play indoor games such as Ludo, Chinese Checker, Snake-and-Ladder, Chess, Carom board, Dart game, etc. In addition, badminton racquets and shuttle-cocks, Ring, Bat and ball, etc. are also provided. This would certainly enhance the chances of regular visits to the centres.
- ✓ All the state/regional, national and international days, fairs and festivals would also be celebrated.
- ✓ These Mini-Centres will have the possibility of organizing Inter-centre contests and competitions also.
- ✓ These centres will also have the facility of organizing meetings of parents, vigilance committees, or general community.
- ✓ Locally available SHG members have also been informed about these centres and the women members have shown their interest in providing training on livelihoods (tailoring, poultry, *agarbatti* making, etc.) also if adolescent girls are interested and their parents allow them to have such a training.
- ✓ It has been proposed MoCA will have a suggestion or complaint box so that young or adolescent girls who do not want to come forward with their individual identities, they can send or drop a complaint or suggestion letter.

Centres of Action (Information Centre) are in place and gradually establishing their presence within the community. Hope the concerted efforts would continue as envisaged under the project outcomes.

---

# Impact of Interventions

---

The present project has combination of components like awareness generation, creation of cadres, advocacy and transforming efforts into actions. Though a baseline survey was undertaken prior to the implementation in Gram Panchayat Ranpur but mainly focussed on understanding the context of human trafficking, availability of vulnerable girls and women, migration status, exploration about the type of community level structures are available, needs and demands of young girls and women in the areas, etc. The baseline data analysis provided some very informative and indicative findings which were used to develop and design interventions. While at the end of the project, it was felt that qualitative research would sufficiently gather the evidences of the outcomes of the project and endline qualitative focus groups and in-depth interviews were conducted to assess whether project interventions have really worked well.

The endline research mainly constituted on a few key generic questions related to the target groups and during the discussions other related sub-questions and queries were also put up so that none of the issue or topic should be left behind out of the purview. The key generic questions for various target groups were as follows:

- What changes have been noticed during the project?
- What were or was the change(s) that would not have been possible if the project was not implemented?
- Understanding of roles and responsibilities
- What all has been done for the sustainability of the interventions?
- How has convergence or ownership been ensured/assured?
- Intervention related questions

## Target Groups Covered

- Peer Group Members
- SHG Members
- Peer Educators
- Program Officials

## Tools

A discussion guide with key pointers was used for these target group members and specific questions related to target groups were also posed to gather all possible details from the respondents.

## Salient Findings

This section describes the salient findings obtained from various discussions and interviews with different target groups as follows:

## PEER EDUCATORS

### Contribution of Peer Educators

Peer Educators have played an invaluable role in the implementation of this project. Some of the ways in which their involvement has proved to be an important one are expressed below:

- It would have been many more times difficult to mobilize the young girls for participating into the peer group activities without peer educators taking charge of mobilizing them. The fact that peer educators were from the community, proved really helpful.
- Engagement of peer educators proved beneficial in winning the trust of influential people and especially Panchayat officials in the community.
- Existence of peer educators was very helpful in awareness generation efforts as they played pivotal role in the formation and functioning of peer groups.
- Peer educators played an important role in revival of dormant SHGs. Role of peer educators in making the livelihood models functional is commendable as they provided both logistical as well as technical help to SHGs.
- Peer Educators acted as Peer Researchers for the livelihood research under the programme. They collected, sorted and completed content analysis of the qualitative information for livelihood research.



- Establishment and functioning of Vigilance committees in all the three villages was facilitated by the peer educators.
- As each village was assigned to a pair of peer educators and in this pair one would be male and other one female movement of pair of peer educators of opposite sex first time provided exposure to the community that young people of opposite sex can have healthy professional relationships.
- Movement of these peer educators and especially female peer educators in the community has given the confidence to the girls as well as community in the sense that girls should be allowed to move freely in the community. This exposure has really worked in improving the mobility of girls in the community.
- Peer educators have become an asset for the community and they have emerged as role models for the young people in the community.
- Existence of peer educators is one of the prime actors that will ensure the sustainability of efforts that have been instituted by the project.
- As peer educators are based in the community only they will remain in touch with all the formal and informal structures that have been established by the project in the community.

During the focus group discussion, Peer Educators strongly mentioned that this project has shown manifold changes in their lives in following ways:

- **Knowledge on Trafficking**—Peer Educators mentioned that they had no idea about human trafficking and safe migration issues. This project has given them thorough understanding on trafficking and migration. The participatory and interactive training sessions have given them in-depth understanding of the concepts and outcomes. Also, awareness on various causes/reasons that lead to trafficking has enhanced which are mainly social issues that exist within the community itself. They feel confident that they can share this knowledge with youths and orient community in future.
- **Awareness on Prevention strategies**—In addition to knowledge on human trafficking and migration of vulnerable girls and women, Peer Educators opined that they now have better understanding of various preventive measures and ways which can help in prevention of trafficking. The strategies to tackle social issues and customs, barriers etc. have been learnt by them. Peer Educators opined themselves very fortunate that they were involved in many interventions that project implemented in the targeted areas. It is worth-mentioning that peer educators identified and mobilized youths and formulated the peer groups, provided orientation to peer groups, identified SHGs and assessed their functionality status, provided them orientation on trafficking and migration, involved in their training sessions, etc. One can easily say that the peer educators were the soul of the project.
- **Knowledge on Life Skills and Attitudinal Transformation**—Peer educators also received training on life skills such as problem solving, peer pressure, leadership, values, etc. The project had the component of training on life skills which helped them gained skills. The training was participatory which helped them understanding youths and issues related to them.
- **Knowledge on Livelihood models**—Peer Educators reported having received trainings on livelihood models also as they were the part of almost all the trainings which they had coordinated for SHGs and young girls. This was key feature of the project interventions that has given insight towards various features of the livelihood models.
- **Understanding on Roles and Responsibilities**—The major contribution of the project attributed by the young PEs was enhancement of their own roles and responsibilities that would force them to undertake mentoring of youths and provide guidance on different aspects whatever they have learnt due to their active participation in the project.

It was observed during the discussion that Peed Educators were confident in sharing their experiences and competent for their future roles. The key driving factor might be their education that can force them to move out of their villages but they informed that they are creating the secondary line of Peer Educators who would take their roles.

## VIGILANCE COMMITTEE

### Contribution of Vigilance Committee Members in Other Interventions

It was observed that the Vigilance Committee's work has been limited to community monitoring only but as they are the influential members of the community they have also provided support in the other components of the project. In particular, they have provided active support in convincing the parents of adolescents to let their daughters be part of different livelihood and vocational training programs that have been organized by the project. Some of their significant contributions that can be positively listed are as follows:

- Each member of the committee made an effort to send at least two girls to different skill building trainings that were organized by the project.
- The members of the Vigilance Committee visited some of the training institutes to look into the basic facilities and conveniences provided by the institution and assess the safety of girls.
- Majority of the male members in the community consume liquor. As a result a big share of the household income is spent on liquor. This has also become a reason for rising crime, domestic violence and other disturbances in the community. Vigilance Committee members participated in a peaceful rally that was organized with the support of SHGs. A memorandum was also submitted by the committee members to draw the attention of local administration.

### Observed Benefits of the Community Monitoring System—Vigilance Committee

The well-defined outcomes of having the Vigilance Committee identified by the community and the Peer Educators of the project are being listed as follows:

- ***Reduced Vulnerability of Young Girls and women to trafficking***

Establishment of the community monitoring system has led to greater alertness of the people in general in the community about the movement of outsiders. The moment someone spots an outsider the person is confronted and is asked about her/his whereabouts and the reason for coming to the village. This kind of alertness and vigilantism in the community has deterred the traffickers from entering the community.

- ***Increased Confidence of Community in Lodging FIR***

Earlier the community would fear the police officials and they would not approach the police station anticipating that officials would not listen to them and would not lodge their complaints. But with the pressure of the Vigilance Committee and other Panchayat members the police is now receptive to the grievances of the community.

- ***Reduction in the Number of Cases of Trafficking (NO CASE IDENTIFIED IN LAST 10 MONTHS IN THE AREA)***

Though quantitative data may not be available to substantiate the claims of reduction in the cases of trafficking but it is very clear from the word of mouth and anecdotal evidence that not even a single case of trafficking has been noticed in the community in the last 10 months.

- ***Increased Mobility of Girls in the Community***

Before the commencement of this project girls in the community were not allowed by the families to go outside without the company of brothers or other male members in the family but with the help of peer groups and their participation in activities like the celebration of important days in the community families have started believing that their girls can go out safely out of the house. Even the girls have developed the confidence to move out in all girls groups.

## Case Studies Showing Impact of Vigilance Committee

### Case Study — 1

This case study is about a 17 year old girl named Sarla (name changed) from Ranpur village who was abducted and sexually abused by her neighbor in the month of January 2013. After abusing her he threatened her of dire consequences if she reveals it to anyone. Besides it he promised to marry her. As a result, the girl did not tell

anybody in her family about the incident. But once the word about the gruesome incident spread in the community the boy left the village and did not come back for days. Family then approached the local Police station to register the case but police officers did not listen to the family. After this Sarla's family requested the vigilance committee to help the family in lodging the complaint with the police. With the help of the pressure of the Vigilance Committee members Sarla formally lodged an FIR and gave statement against the accused at Ranpur police station on 30<sup>th</sup> January 2013. Police registered a case under section 376 in IPC and started investigation. Vigilance committee member gave moral support to victim's family and pressurized the police to arrest the accused as soon as possible.

## Case Study — 2

---

This case study is about a 21 year old girl from village Mangarajpur who was murdered by the husband and her in-laws on 24<sup>th</sup> April 2013 and her husband and in laws tried to pass it off as a case of suicide. She was married in February 2013, when she was 21 and her father gave her a dowry of INR 75000 in cash and jewelry and household goods worth a sum of INR 425000. But her husband and in-laws were not happy with this dowry. They asked her to get more money from her parents but she refused. Later on they started harassing her for more money. Gita used to complain to her mother and brother that she was being harassed by her husband, her brother in law and other in-laws for more dowry, but her family told her to adjust and in the meantime they would try to meet the demand. On April 24, 2013 two months after her marriage, Gita was murdered. Her husband's family said that she had committed suicide (her neck strangled with a rope). Case was booked against four persons under section 498 (A), 304(B) of the IPC (FIR crime No 388/99) filed on 24<sup>th</sup> April, 2013 at the Ranpur Police Station. Her husband is absconding with other family members. Vigilance committee has been proactive in providing support to the victim's family in not only lodging the First Information Report but also in pursuing the case further. Vigilance Committee has also played an active role in facilitating the meeting of victim's father with Superintendent of Police, Nayagarh. As the family of victim is illiterate and without any access to legal support Vigilance Committee members have also been active in providing support to them in accessing the legal support.

## Case Study — 3

---

Malti, a sixteen year old girl from Ranpur was abducted from her village when her parents had gone to a relative's house outside the village. She was abducted by Rama Nayak, from Ganjam district in Odisha. Before abducting her Rama Nayak would call the girl and ask her to come along with him but she would always refuse. Father of girl contacted the Sarpanch of village and Vigilance Committee members to provide assistance in lodging the FIR and finding the girl as Police was not cooperating with the family at all. Sarpanch and Samiti people offered full support to the victim's family and pressurised the local police station to lodge the FIR and find the girl. After few days the girl was rescued by the police from a nearby area and handed over to her parents.

## SELF-HELP GROUP (SHG) MEMBERS

### Benefits of Livelihood Generation

- As women have started making their individual contribution to the household economy their self-worth has gone up.
- These models have also led to greater participation in the decision-making at family and community level.
- Though it is difficult to establish direct linkages between the engagement of women in the livelihood models and decrement in the number of cases of trafficking from the community but number of cases of trafficking have gone down in the community in last one year
- Establishment of livelihood models has also provided greater financial autonomy and spatial mobility to women who are engaged with these models

The members of SHGs were also contacted for focus group discussion to capture their views on the project activities and interventions. The women SHG members who were undertaking mainly poultry, agarbatti (incense sticks) and vegetable production. These women members were asked to share their views on certain parameters and following were their experiences and viewpoints:

### SHG (Poultry)

---

- Women members undertaking poultry work were found very happy with their SHG work. These members acknowledged the contribution of Madhyam Foundation for rendering their support and hand holding. Madhyam Foundation not only provided 250 chicks but also provided support in grading by the Government so that they can get financial support under Government scheme “*Tripti*” for expansion and other purposes. In addition, these SHG members also received technical support on Poultry Farm components.
- It was also informed that the Poultry SHG was defunct because they only received infra-structure support from Government few years back but no technical support was given to them due to which they could not continue and sustain their poultry work. Madhyam Foundation through this project demonstrated their capability of handling defunct SHGs by providing their required support.
- The poultry SHG had a good amount of savings and were in the process of enhancing their work. The sale of chicks is mainly done within their own village and adjoining villages.

### SHG (Incense Sticks)

---

- The SHG members were mainly housewives who were interested in spending about 2-4 hours per day apart from their regular day-to-day routine household works. This SHG was also not functional and Madhyam Foundation identified these groups and taken their consent for making incense sticks. Madhyam Foundation using contacts arranged one Incense Stick dealer and made suitable arrangement for providing raw materials for making incense sticks and thereafter the same dealer takes back from them the prepared stock. The dealer pays the manufacturing cost for the incense sticks and these women members get some monetary benefit for 2-4 hours.

### SHG (Vegetable growers)

---

- Madhyam Foundation also supported SHGs to grow vegetables and arranged technical trainings for the members of SHG. The project actually supported the need based initiative of promoting vegetable growing so that local communities use local resources. In addition, local growers also get monetary benefit and save money into their accounts.

## MEMBERS OF PEER GROUPS

The information from members of peer groups was gathered through focus group discussion. The peer group girls were involved in discussion and pose different questions. Following were the observations captured from the peer groups:

- The members of the peer groups expressed their acknowledgement towards the peer educators for their support. The members also shared that they have received orientation on human trafficking and migration, importance of education, gender empowerment, women rights, etc.
- The peer group girls also mentioned that they meet once or twice a month under the leadership of peer educators. They also raised their concern that they would want to meet on regular basis either daily or 2-4 times a week so that they can share their experiences among the girls.
- The members also shared that usually do one act plays or a talk on a relevant topic but some other activities are also required for effective engagement of the members. The may include indoor and outdoor sports activities, events, etc.
- Madhyam Foundation had mentioned that they have established Mini-Centre of Action which would take care of all such activities including sport very soon. MF has recently supported these type of 5 Centres of Action across Ranpur Gram Panchayat area.

## PROGRAMME OFFICIALS

The information from programme officials of Madhyam Foundation was gathered to know the current status as well as their plans for sustaining the initiatives undertaken during the project duration. Following are the summary points came out of the discussion:

- Madhyam Foundation is continuing their support by providing space for Centre of Action as Information Centre for the local community. There are not only all possible information about stakeholders etc. has been shown/displayed but also have provision of trainings on livelihoods like tailoring, candle making and paper handicraft works. They have 5 tailoring machines for the practical and practice work. Madhyam Foundation would continue with this support for long till they get new fund for implementation of grass-root level activities.
- Madhyam Foundation officials opined that the time period for the current project was too short. They re-affirmed that they feel that knowledge on trafficking and migration, gender equality, etc. has increased and attitudinal transformation among community members has been noticed but it takes much more time to be with community with concerted efforts and make them practice their key learnings in their routine life. They look forward for the financial support so that they can continue their dialogue with women and girls in the community for gender equality, basic education, engaging them in livelihoods, etc. so that they become confident and empowered. The current status is that the families are still male dominated and majority of men are habitual of country liquor intake. This makes their lives more drastic as women and girls are not allowed to take independent decisions for any household related issue(s).
- Madhyam Foundation officials have expressed their desire for continuous support to the local community on providing training support for livelihoods through their financial support by arranging funds from other projects and charity related work.

At the end of the project, it can be inferred that though changes among the girls and women are visible but need more continuous efforts in keeping them sustained among the community. The project has got the anticipated success in generating awareness on human trafficking and issues related to it and creating platforms/structures within community but still need hand-holding support for the sustaining the learnings among the girls. Though Mini-Centres of Action are in place but solely depends upon the leader girls of the peer groups and their best efforts to run these effectively to achieve its objectives.

••



### **IMPACT Partners in Social Development**

IMPACT was established in 2008. It has an exclusive mandate to work with the non-profit sector through meaningful partnerships with NGOs and funding organizations. IMPACT has competencies in Program Design, Implementation, MIS and M&E Systems Development, Capacity Building, Quantitative & Qualitative Research, Data Analysis & Interpretation, Documentation and Reporting for social development projects. IMPACT is currently providing technical assistance to non-profit sector in India and Nepal.



### **CBATN (Cross Border Anti Trafficking Network)**

CBATN is a coalition of NGOs coming together from Bangladesh, India, Pakistan, Sri Lanka and Nepal to fight the menace of cross border trafficking between these countries. CBATN is registered under the Societies Registration Act 1860. The mission of CBATN is **"To eliminate all forms of violence against women and children, particularly human trafficking"**. As its long term goal, CBATN will ensure that **"Permanent systems and institutions are established to ensure significant reduction in cross-border human trafficking, adequately supported by quality care to survivors and deserving punishment to the perpetrators"**.



### **Madhyam Foundation**

Madhyam Foundation is registered under Societies Act 1860. It works with more than 23,000 poor and marginalized families in 8 districts of Odisha including project district Nayagarh. Madhyam mainly undertakes capacity building and core expertise in formation of Self-Help Groups. Madhyam is also working on raising awareness on the issues of migration and human trafficking. It works on improving the access of migrants to different social security schemes.

**For Further Details Contact:**

**IMPACT Partners in Social Development**

JE-1/1 LGF, Khirki Extension, Opposite B-Block Tikona Park

Malviya Nagar, New Delhi 110 017 INDIA

T: +91-11-2954 5554; 4684 8446

W: [www.impactpartner.org.in](http://www.impactpartner.org.in)

**Project Supported by:**



United Nations Entity for Gender Equality  
and the Empowerment of Women