

Improving Young Survivors' Access to Livelihoods in West Bengal and Jharkhand

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Executive summary

The research study and objectives

This research study is the second phase of a larger project which aims to learn about successful solutions and strategies for children affected by sexual exploitation and related trafficking in West Bengal and Jharkhand.

The objectives for this second phase were:

- 1 To collect and document the experiences of young people and their families who had previously been involved in training and livelihood programmes
- 2 To understand the issues that NGOs assisting survivors had faced when trying to support livelihood initiatives and link-up survivors with different livelihood programmes
- 3 To identify Government and non-Government-led livelihood schemes that could be utilised by survivors and their families to help them secure a livelihood
- 4 To identify other opportunities that could help young people and their families gain employment and income
- 5 To make recommendations and identify strategies/models that would improve both access to existing livelihood schemes and the quality of livelihood programming for survivors.

Major findings

Survivors of human trafficking shared several aspects of their lives following their rescue and involvement in a livelihood, willingly sharing how their lives had changed since then. In addition, non-government organisations (NGOs) shared their views, approaches, practices and barriers in providing economically productive livelihoods to the survivors of human trafficking. Other stakeholders, including parents of these survivors, members of Self-Help Groups and businesses, had their own observations on survivors, their lives and possibilities of their engagement in economically productive livelihoods.

Practitioners were aware that the traditional livelihood models were not viable and did not lead to economically productive livelihoods; without credible market linkages and quality assurance of the training, the livelihoods were not sustainable; and, in addition to self-employment, employment needed to have equal emphasis and focus. The research brought into focus the wide gap that exists between practitioners' understanding and practice. However, the practitioners did not have the capacity to take this awareness further and to a practical level. They were unable to restructure their practices due to lack of technical knowledge and financial support.

Livelihood models could only be successful if they had strong partnerships with the for-profit sector, including businesses. This was the biggest challenge that current livelihood models faced. There was practically no relationship or partnership between the two sectors, nor were there any opportunities or platforms to develop this. In many cases these two sectors did not understand each other, resulting in a mutual lack of trust and a mindset that the other (would) exploit the survivors.

There were not many models available in Jharkhand and West Bengal that were successful in providing economically productive livelihoods to the survivors of human trafficking. The available models were very limiting in terms of their extent, reach and the impact they were

able to make with their target group. The research team could not identify models that could be termed as successful and replicable.

Outside Jharkhand and West Bengal, there had been examples (though very few) where this partnership had worked. For example, the Swift Wash laundry developed by Arz had a partnership with 5-star hotels in Goa. There had been a partnership with Amul (an Indian dairy cooperative) to open distribution kiosks across districts of Andhra Pradesh and Tamil Nadu. There was also an example in Delhi where trained survivors had been provided to selected outlets of Hindustan Petroleum¹. However, there had not been comprehensive evaluations of these models to prove their usefulness for the survivors.

As NGOs engaged in providing livelihood support struggled to effectively manage the market linkages for the survivors they trained, many had attempted to turn themselves into entrepreneurs by starting production units or establishing recruitment agencies. This had neither helped the NGO (who continued to struggle to find a market for the products) nor the survivors (who were essentially the employees of the NGO and had increased dependence on the NGO). This model had an inherent risk of exploitation, both of survivors (as the NGOs run a profit-making unit) and/or exploitation by the survivors (as NGOs were accountable to their clients).

The Indian Government's Ministries of Women & Child Development, Rural Development and Labour have dedicated funds for promoting livelihoods for rural youth. However, Government resources remained largely underutilised, at least by the survivors of human trafficking. Not a single survivor who participated in this research was aware of any such scheme. These livelihood schemes had a provision of providing financial and technical support to NGOs who could help the young people access these schemes. While the NGOs in this study were aware of these schemes, they were reluctant to work with the Government due to bureaucratic issues and the fear of corruption.

Self-Help Groups (SHGs) and businesses could engage survivors and help provide livelihood options to them; however their attitude towards survivors was sensitive but not exactly supportive. Businesses were unwilling to make any compromises in their minimum requirements of education, interpersonal skills and training, which most survivors did not possess. SHGs preferred married women as members; while most survivors were unmarried girls.

Although survivors had received skills-based training, no efforts were made to develop them as confident, independent women. The survivor's life was still governed by her family and/or the NGO she had been associated with. Despite now being able to travel independently, stay alone in big cities and contribute to family decision-making, they were still unable to independently search for jobs, sell their products in the market and manage the money that they earned. For all this, they still needed support from their family or the NGO. Survivors were not able to make their own decisions, act upon those or speak out in cases where they were being exploited by their family and/or the NGO.

Causes and consequences of limited livelihood programming

This research has attempted to explore and document reasons for many of the limiting factors of developing livelihood models. It attempts to go into details of these causes and consequences and suggests recommendations for overcoming these challenges. These are equally applicable for employment and self-employment opportunities for survivors.

¹ This model is not documented in this report as insufficient information was available.

Lack of complete understanding of livelihood – The majority of the NGOs/practitioners engaged in providing livelihood opportunities to survivors did not fully understand the subtle nuances of livelihood programming. Several were unable to conceptualise market analysis or establish relationships with businesses. Efforts were being made by the practitioners to ensure their livelihood interventions were self-sustaining but their interventions were not thoroughly researched and therefore did not include other essential components like market linkages.

Lack of complete package of livelihood programming – Most NGOs limited their intervention to providing skills training only to survivors. In addition to vocational skills, marketing skills and financial risk management also needed to be incorporated to offer a complete intervention package.

Making survivors employable – Training a survivor in a particular skill did not make her eligible for a job or self-employment. Three additional dimensions were needed to make survivors employable: basic education, with a minimum of grade 10 attained; hard skills, such as a basic understanding of the English language, the ability to use computers; and life skills, such as decision-making and problem-solving skills, communication and interpersonal skills. The possibilities of collaboration with business should be considered.

Thinking beyond market linkages – While there was a widespread understanding about the need for establishing market linkages for making livelihood models successful, there were other important components. **Availability and access to jobs:** when people were being trained in specific skills, it was essential that (self) employment opportunities existed in those fields and that trained survivors were able to access these opportunities. **Availability and access to capital investment:** survivors required financial assistance, either in setting up in production work or to sustain themselves until they had found employment and were settled.

Recommendations

- An immediate need to develop a thorough understanding of livelihood programming and its integral components among all stakeholders, particularly NGOs.
- A comprehensive livelihood package needs to be defined, developed and agreed between stakeholders.
- The forging of partnerships between stakeholders to develop a comprehensive model.
- NGOs need to explore the feasibility of under-utilised Government resources (both technical and financial) for survivors of human trafficking and support them in linking with these options.
- There is a need to provide technical support to NGOs to engage with the existing Government schemes on livelihoods.
- There is an equally important need to identify banking and non-banking financial institutions that can provide soft loans.
- Efforts in livelihoods need to avoid a patronising attitude towards survivors and treating them as helpless individuals. Survivors should be engaged in decision-making and financial risks associated with their livelihood should be made clearly known to them, to ensure accountability.
- Livelihood models need to be designed with minimum financial risks and liabilities for the survivors and their families.

- SHGs could play an important role in engaging survivors in the work they do, but this requires targeted work with SHGs to change their mindset and engage young unmarried girls, or at least the women from particularly vulnerable families.
- A platform is needed for NGOs and businesses to come together, understand each other's views and needs and to develop partnerships.
- Organisations training survivors should have dedicated placement units working with Human Resources (HR) departments in businesses for placing their trainees.

Proposed working model

A working model to implement most of these recommendations could involve the preparation and training of a group of NGOs that would work as 'facilitators' for promoting livelihoods among survivors of human trafficking. The agencies engaged in rescue and recovery (including shelter homes) could refer survivors to the facilitator NGOs, who would assess their education, skills and interests and propose appropriate skill-based training delivered through another group of organisations. Once the survivors' training was complete, they would need to be linked with job placement agencies or financial institutions for either gaining employment or securing capital for setting up their own business. The facilitator NGOs would then have to create another level of linkages for risk management (bringing in insurance companies); and establish market linkages with bulk purchasers.

In order to achieve this, the facilitator NGOs would initially need to be supported both financially and technically to establish themselves as a 'Livelihood Resource Centre' that would:

- Conduct an assessment of emerging job and product markets.
- Work with NGOs and Government departments to build their capacity on comprehensive livelihood modelling.
- Identify and establish linkages with Government and non-Government technical institutions specialising in providing skills-based training in the areas identified through market assessment.
- Identify and establish linkages with financial institutions and the insurance sector willing to invest in the livelihood models being developed by the survivors after skills training.
- Hand hold the survivors for a certain period of time, ensuring they are able to establish themselves, and provide them with links to needed technical and financial institutions along the way.
- Organise regular events to bring all these stakeholders together on a common platform in order to understand each others' needs and expectations and to strengthen partnerships.

1 Introduction

1.1 Importance of livelihood for young people

Livelihood is about earning a living and involves financial and social resources (for example, government social protection schemes, community support, etc) as well as capabilities and assets of the individual (ILO, 2012). Livelihoods can take the form of either employment (in the private and public sectors) or self-employment (which also links to discussions of entrepreneurship).

There are increasing youth populations in many developing countries, which are viewed as both an opportunity for development and a potentially productive larger workforce but also as a challenge for development (World Bank, 2007).

Young people who are struggling to find work and are without an income or a livelihood are more likely to become involved in risk-taking behaviours, such as criminal activity, and are at increased risk of issues such as HIV and teen pregnancy (USAID, 2008; UN, 2011; World Bank, 2007). Conversely, engaging in a livelihood provides an income but often leads to youth contributing to the household income, investing in education as well as satisfying their and their families' basic needs (ibid).

The reality is high rates of unemployment, particularly in connection to the formal sector (ibid). Youth are three times more likely to be unemployed than adults (ILO, 2012). Many young people engage in work through the informal sector or are involved in household and family activities (Adams, 2008²; ILO, 2010). These issues raise questions on the quality and decency of work for youth (ILO, 2010).

1.1.1 Livelihood programming

The nature of livelihoods is context specific and relates to the national and local setting which defines the job market. However this comprehensive understanding of livelihoods is often ignored in the implementation of livelihood programmes and a deepening of the understanding of the nature of livelihoods is required (Ikatu, 2010). When considering youth livelihoods the emphasis is often on opportunities, and developing young people so that they are better able to work, either as an employee or for themselves; what is actually needed is management of the demand – creating jobs and developing linkages between supply and demand for labour (Ikatu, 2010).

1.2 Background to the project

In 2011, the Centre for Rural Childhood at Perth College, University of the Highlands and Islands (UHI), Scotland, received a learning grant from the Oak Foundation. The aim of the grant was to explore strategies for supporting children affected by sexual exploitation and related trafficking in West Bengal and Jharkhand.

1.2.1 First phase of research

The first phase of the grant involved research carried out by a team at the School of Women's Studies at Jadavpur University, India, and the findings were published in the report '*Look at us with respect*'.

² Adams, A. (2008) *Skills Development in the Informal Sector of Sub-Saharan Africa*, Washington DC, World Bank

The research carried out in the first phase had presented some very interesting findings around the need for economic strengthening and the problems associated with the training currently being provided to survivors of human trafficking. Some important issues were raised:

- Livelihood programming in general is weak with limited 'career counselling' and there is a limited number of vocational training courses which are often not linked to market assessments, employment opportunities or based on an understanding of the local market in the areas where children return to.
- Government support does not always extend to trafficked and exploited children.
- Staff training is limited and does not provide fieldworkers and shelter staff with the appropriate skills, knowledge and understanding (to design and implement livelihood interventions).

The research stressed the need for more in-depth understanding of livelihood options and resources currently available for survivors and how these support (or limit) survivors in their overall empowerment. The research also recommended the need to better understand the link between livelihood provisioning and empowerment of survivors at the community and society level³.

A workshop was subsequently organised with practitioners in 2012 to disseminate the first phase findings and plan a number of follow-up activities. The two issues identified for further exploration and action were in the areas of livelihoods to support survivors and their families and community-based protection mechanisms to support returning children.

1.2.2 Second phase of research

A follow-up meeting bringing together practitioners interested in livelihood programming was held in March 2013. Through the group discussions a number of short-term, small-scale activities that could be carried out in the coming six months were identified. This included a number of complementary pieces of work:

- A mapping and inventory of viable Government-led livelihood schemes that could be utilised by survivors of sexual exploitation and related trafficking and their families.
- An assessment to understand the challenges and opportunities for NGOs to partner with businesses – with a view to helping survivors gain skills, training and employment.
- An evaluation or 'tracer study' to follow-up with survivors who were previously engaged in training and livelihood programmes to understand their experiences.

Following this meeting, the Centre for Rural Childhood at Perth College, University of the Highlands and Islands, put out a call for tender and

³ *Look at us with respect—Perception and experiences of reintegration: The voices of child survivors of sexual exploitation and practitioners in West Bengal and Jharkhand*; School of Women's Studies, Jadavpur University and Centre for Rural Childhood, Perth College, UHI, Scotland, UK.

subsequently commissioned IMPACT to undertake these complementary pieces of work during 2013.

1.3 Objectives of the research

The present research has been conducted with the following objectives:

- 1 To collect and document the experiences of young people and their families who had previously been involved in training and livelihood programmes.
- 2 To understand the issues that NGOs assisting survivors had faced when trying to support livelihood initiatives and link-up survivors with different livelihood programmes.
- 3 To identify Government and non-Government-led livelihood schemes that could be utilised by survivors and their families to help them secure a livelihood.
- 4 To identify other opportunities that could help young people and their families gain employment and income.
- 5 To make recommendations and identify strategies/models that would improve both survivors' access to existing livelihood schemes and the quality of livelihood programming for survivors.

2 Methodology and sample

This section provides the detailed description of all the phases of research which was carried out in two states in India – Jharkhand and West Bengal. The research was started in June 2013 and completed in October 2013.

To achieve the objectives of the research (see section 1.3), the key processes were divided into the following three distinct phases:

- Desk research
- Primary data collection
- Data synthesis and analysis.

2.1 Phase 1: Desk research

In order to build in the context for the entire research, a significant section of the assignment was based on desk research. This was primarily conducted to identify different schemes and services being implemented by the Government to support survivors of trafficking but was additionally used to identify stakeholders (such as NGOs and businesses) that could be contacted for the study. The following steps were adopted to undertake this desk research.

2.1.1 Step 1: Stakeholder mapping

A long list was prepared of all the stakeholders in Jharkhand and West Bengal that were involved in providing livelihoods to young people, particularly survivors. IMPACT used its own contacts and initially consulted some NGOs who also provided information about other NGOs working in the same field. These stakeholders included various Government departments and programmes, donors who were funding livelihood projects, corporate businesses that were employers of young people and NGOs/CBOs that were implementing livelihood projects.

During this stage, IMPACT also established partnerships with organisations in Jharkhand and West Bengal who had been involved in earlier stages of the project. IMPACT sought the support and opinions of these partner NGOs in designing the tools and identification of the sample.

2.1.2 Step 2: Analysis of Government schemes and programmes on livelihoods

All possible information was collected on the majority of the Government-run schemes and programmes with a livelihood component that were currently being implemented in Jharkhand and West Bengal.

2.1.3 Step 3: Identifying sample for primary data collection

A significant amount of primary data was collected from stakeholders, including young survivors of trafficking who were also beneficiaries of livelihood programming.

Through the desk research – and with support from partner NGOs – IMPACT listed all the NGOs providing livelihood support to young people, together with the different livelihood models they were implementing (either in shelter homes or elsewhere). IMPACT contacted these providers – who acted as 'gatekeepers' to survivors – to explain the research objectives and enquire if the provider would help the research team contact survivors to ask if they would be interested in taking part in the study. With the help of NGOs a purposive sample of survivors was therefore included in the study.

In addition to assessing the impact of livelihood programming on the survivors, it was equally important to identify and understand the different livelihood options and opportunities that existed for them. The following target groups were therefore mapped and approached:

- NGOs who provided training and jobs
- Businesses
- Recruitment agencies
- Self-Help Groups (SHGs) – where individuals can gain support for self-employment.

Parents of survivors were also included in the research in order to understand how the families had benefited from the livelihoods of the survivors and what changes the family members had seen in the survivors, following their engagement in a livelihood.

In addition, in order to better understand the environment that facilitates (or obstructs) the livelihoods of young people in general, and survivors of human trafficking in particular, other stakeholders, such as businesses and recruitment agencies, were also identified and interviewed.

IMPACT also attempted to reach out to financial institutions, including micro finance institutions, to assess the availability of capital for setting up a small business. However, these were few in Jharkhand and West Bengal and were not open to providing any information for research purposes. Hence, this target group had to be withdrawn (discussed in section 2.4 on the limitations of the study).

IMPACT identified and reached out to all these target groups with active support from the NGOs working in the two states. While these NGOs provided direct access to survivors, families of the survivors and SHGs, they also made important suggestions to help shortlist those businesses in each state they were aware of and considered relevant for this research.

2.2 Phase 2: Primary data collection

IMPACT adopted multiple steps for collecting information from the various target groups.

Target groups

- Survivors
- Parents of survivors

- NGO staff
- Businesses
- Recruitment agencies
- Members of Self-Help Groups (SHGs)

2.2.1 Development of research tools

IMPACT developed and designed in-depth discussion guides for each of the identified target groups, in line with the identified research questions. In-depth interviews were carried out with the identified sample. The discussion guide for survivors of human trafficking was specially designed to be implemented by peer researchers (young women who themselves were survivors of human trafficking) and the discussion points included were very broad so as to capture the wide range of experiences of these survivors. In addition, some self-administered tools were designed to capture key changes in the lives of these survivors after they had adopted a livelihood and the support they had received from others (including parents and NGOs) in achieving these changes in their lives. The research tools are presented in Appendix I.

2.2.2 Ethical measures

As the information to be gathered in this research was sensitive in nature and the team had to adhere to standard ethical principles, including the need to respect the rights of survivors to confidentiality and informed consent, ethical clearance was sought. IMPACT applied for, and obtained, ethical clearance from an authorised institution – the Institutional Review Board of Centre for Media Studies (CMS-IRB), an autonomous institute based in New Delhi.

2.2.3 Using peer researchers for interviewing survivors

For gathering data with the survivors, IMPACT used 'Peer Research Methodology' and trained five survivors in each state to freely interact with their peers (survivors) during data collection. The interviews took place at a centralised location and brought survivors together to document their experiences, perceptions, ambitions and constraints.

IMPACT identified these peer researchers with support from the same NGOs who had helped to identify survivors for the study. The peer researchers were young women aged between 18 and 22 years, themselves survivors of human trafficking and educated at least up to grade 12 (four were graduates and one postgraduate). They were well-versed in the local language and dialect which was essential for interacting with survivors.

All the peer researchers were trained by IMPACT staff during a one-day training session before they undertook actual data collection using a pre-tested discussion guide (see Appendix I). The training included looking at the need for research, sensitivity around gathering information, the need for informed consent and how to probe for further information in a sensitive way. It was stressed that the survivors had a right to refuse to respond to any question(s) during the discussion and this should be respected. The peer researchers were paid for their time and effort and reimbursed for their travel to and from the venue.

2.2.4 Data collection with the survivors

Both IMPACT and the NGOs shared a common concern that it might not be appropriate to visit survivors at their home because this could have potentially disclosed their status in the community where they lived and further added to the stigma they experienced. Therefore, it was decided that, once survivors had been identified, NGOs would initially discuss with them their willingness to participate in the research; and if they agreed, they would be invited to a common location in either Ranchi or Kolkata for interviews. These survivors were invited in groups of five and were interviewed by five peer researchers at each location. The interaction between survivors and peer researchers lasted around two-three hours. All costs related to their travel, accommodation and wage loss were borne by the research budget.

Data collection with the survivors was divided into two parts. The first included a one-to-one in-depth discussion with the peer researcher, using the broad discussion guide provided. The second part involved the survivors engaging in exercises where they were invited to sit in small groups of five to discuss identified themes among themselves and then report individually by drawing pictures and/or writing details. The following themes were suggested to the survivors:

- Five key milestones or steps that they had observed during their journey following their shelter home stay or rescue – from reaching home until the present day.
- Any three distinct changes in their lives following their rescue from the abusive situation until the present day.
- Support received from (a) Family/parents/relatives/friends (b) Society (c) Self (d) NGO (e) Others, in facilitating their reintegration with family and society, and ranking these contributions on a ten-point scale.

2.2.5 Field visits

In addition, field visits were made to districts of Jharkhand and West Bengal to collect information from the other target groups including NGOs (which also included documentation of their livelihood model), businesses, recruitment agencies, parents of survivors and Self-Help Groups, using the developed discussion guides (see Appendix I).

2.2.6 Stakeholders' consultations

IMPACT organised two stakeholders' consultations – one in each state – and invited staff from NGOs engaged in supporting survivors of human trafficking, particularly through livelihoods. Based on the developed 'data collection framework', IMPACT shared the preliminary findings of the desk research with this group and sought their feedback. In addition, issues related to human trafficking, push and pull factors, types of livelihood models and relevance, etc, were also discussed. The discussion guide used for these consultations is included with the research tools in Appendix I.

2.2.7 Sample coverage

Overall, the following coverage was achieved through the methods discussed above:

Respondents	Jharkhand	West Bengal	Total
Survivors (beneficiaries of livelihood programmes)	46	69	115
Parents of survivors	34	30	64
Staff from NGOs and shelter homes implementing livelihood programmes at community level	11	10	21
Representatives from businesses that employed young people including recruitment agencies	10	6	16
Members of Self-Help Groups/cooperatives and other CBOs ⁴ engaged in livelihoods	25	21	46

2.2.8 Cities covered for data collection

The following cities were visited for gathering data with stakeholders.

Table 1: Cities visited for data collection

Jharkhand	
Ranchi (Capital)	Meetings with survivors, businesses and stakeholder consultation
Khoonti	Meetings with SHGs and parents of survivors
Lohardaga	Meetings with SHGs and parents of survivors
Palamu	Meetings with SHGs and parents of survivors
West Bengal	
Kolkata (Capital)	Meetings with survivors, businesses and stakeholder consultation
South 24 Parganas	Meetings with businesses, SHGs and parents of survivors
Murshidabad	Meetings with businesses, SHGs and parents of survivors

2.2.9 Survivors of human trafficking

In all, 115 survivors participated in the study and, of these, 46 survivors were from Jharkhand and 69 from West Bengal. Table 2 provides their brief profile.

⁴ CBOs (Community-based organisations) are the groups operating at the village level with a formal structure but not registered like NGOs (who are formally registered and operate on a much wider geography).

Table 2: Distribution of Survivors by Demographic Characteristics (Frequency)

	Jharkhand (n=46)	West Bengal (n=69)	Total (N=115)
Age Range (Years)			
15-17	3	1	4
18-20	24	32	56
21-25	16	14	30
26 or over	3	22	25
Educational Qualifications			
Illiterate	-	23	23
Primary (Grade 1-5)	1	39	40
Middle (Grade 6-8)	6	6	12
Secondary (Grade 9-10)	8	-	8
Senior Secondary (Grade 11-12)	18	1	19
Graduation	3	-	3
No Response	10	-	10
Caste⁵			
Scheduled Caste (SC)	5	14	19
Scheduled Tribe (ST)	34	3	37
Other Backward Classes (OBCs)	7	52	59
Religion			
Hindu	19	31	50
Muslims	-	36	36
Christian	10	2	12
Others	17	-	17
Area of Residence			
Rural	35	61	96
Urban	11	8	19
Marital Status (Currently)			
Never Married	41	48	89
Married	4	15	19
Widow/Separated/No Response	1	6	7
Marital Status (Pre-trafficking)			
Never Married	42	53	95
Married	3	7	10
Widow/Separated/No Response	1	9	10
Stay at Shelter Home			

⁵ In India there are certain communities (described as caste) that are particularly vulnerable due to their poor socio-economic status and discrimination against them. The Government has incorporated these communities into their schedule in order to recognise them for providing certain benefits. These are classified as scheduled caste and scheduled tribes. In addition, there are backward communities that do not meet Government criteria for being scheduled and are thus termed as other backward classes.

	Jharkhand (n=46)	West Bengal (n=69)	Total (N=115)
Never stayed	-	18	18
Currently staying	-	8	8
3 months	38	15	53
4-6 months	5	13	18
7 months – 1 year	3	15	18

All survivors (except eight in West Bengal who were still at the shelter home) were currently integrated with their families. They might not be living with their family (for example they might be working in another town) but had close association with their families.

Of all 115 survivors participating in the study, nearly half (56) of them (24 in Jharkhand and 32 in West Bengal) were in the age range of 18-20 years and just over a quarter were in the 21-25 years' age group (16 in Jharkhand and 14 in West Bengal). In Jharkhand, most of the survivors (18) were educated up to senior secondary level followed by those (14) that had passed either middle or secondary level. On the contrary, 62 out of 69 girls in West Bengal were either illiterate or had passed primary class only. Considering that the female literacy rate in Jharkhand is only 56.2% as compared to West Bengal where it is 71.2% (Census 2011), it is difficult to come to a precise conclusion for this difference. However, there are a few possible reasons:

Sample: Most survivors included in the sample from Jharkhand were employed in jobs that required a certain level of qualification when compared with those in West Bengal who were mostly self-employed or employed with the NGOs, where they could manage with lower literacy levels.

Vulnerability: As West Bengal is seen to be a more progressive state when compared to Jharkhand, literate girls there may be gaining livelihoods within the state and thereby reducing their vulnerability. However, there are very limited livelihood options in Jharkhand, forcing even the educated girls to (unsafely) migrate.

Reasons for trafficking: In Jharkhand, most trafficking is to satisfy demand for house maids in bigger towns for which people prefer a certain level of education. On the other hand, a large proportion of girls from West Bengal are trafficked for commercial sexual exploitation, for which traffickers may prefer illiterate girls.

As Jharkhand is a predominantly tribal state, the majority of survivors from that state who were included in the sample were from the Scheduled Tribe community, and a very few were from Scheduled Caste and OBCs. The proportion of girls in rural areas was found to be more than three-quarters in Jharkhand and almost nine-tenths in West Bengal.

The majority of girls were not and had not been previously married.

2.2.10 Families of survivors

In all 64 family members were contacted (after the researchers had received prior consent from the families) in both states (34 in Jharkhand and 30 in West Bengal). Within this group, 34 were mothers and 30 were fathers. Almost all family members were found to be illiterate and a few had education up to primary level. As the majority were illiterate, they did not have good occupations and were mainly working as unskilled and agricultural labourers, rickshaw pullers, *beedi* binders, etc.

2.2.11 NGOs working with survivors of human trafficking

In all, a total of 21 NGOs were visited; 11 were in Jharkhand and 10 in West Bengal. As research was mainly focused on livelihoods models and options, efforts were made to identify the NGOs who were mainly operating short stay homes or shelters or providing livelihood-related trainings to survivors of human trafficking. These livelihoods trainings fell into two categories:

- Service-oriented or job-oriented training (skills development);
- Production or development-based training (for example, training in Jari embroidery or jute bag-making) that was presumed could lead to the setting up of a business enterprise.

2.2.12 Self-Help Groups

Self-Help Groups (SHGs) are informal groups of individuals that organise themselves at village level. The majority of the SHGs in India are comprised of women and they engage themselves in savings through monthly collections from members and providing soft loans to those who are in need. A large number of these SHGs have also engaged themselves in traditional livelihoods, producing locally relevant products like poppadums, pickles, flour or engaging in other skills-based manufacturing, such as traditional embroidery. Therefore, these SHGs are an important platform with opportunities for livelihood at the village level. Hence, for this research, it was important to assess SHGs as an option for survivors who were integrated with their families.

The research gathered information from 46 SHGs in Jharkhand (25) and West Bengal (21). In Jharkhand the SHGs were located in the districts of Ranchi, Lohardaga and Khunti; and in West Bengal in the districts of Murshidabad and South 24 Parganas. The SHGs interviews were conducted mainly with the President of the SHG (in 40 cases), the secretary (in four cases) and with one treasurer and one member. Nineteen of the SHGs had ten or less members and the remaining had more than ten active members.

2.2.13 Businesses

A total of ten businesses were interviewed in Jharkhand, in the cities of Ranchi and Lohardaga. Ranchi, as both the state capital and the only major city in Jharkhand, had the maximum concentration of businesses. To get a sense of corporate engagement (current and potential) in West Bengal, six businesses were contacted, of which four were from Kolkata and one each from the districts of Murshidabad and South 24 Parganas.

Table 3: Profile of businesses contacted

Type of business	West Bengal	Jharkhand
Hotel industry	2	5
Retail (shops at shopping malls)	3	2
Recruitment agencies	0	2
Entertainment (cinema)	0	1
Training youth to become sports teacher in schools	1	0
Total	6	10

Around half of the meetings with the businesses who were contacted were with Human Resources officials and the other half were from administration and management departments (depending on the procedures by which the companies recruited staff in their organisations).

2.3 Phase 3: Data synthesis and analysis

Once the data collection phase was concluded in the field with all stakeholders, the completed discussion guides were brought back to New Delhi. Since all the information gathered was either in Hindi or Bangla, this was first translated into English. Content analysis was then carried out by the senior researchers from IMPACT to feed into this report.

A framework was prepared and agreed for data analysis and the report. The findings from different stakeholders were analysed in detail in accordance with the different sections of the framework and have been presented in this report.

2.4 Limitations of the study

This study had its share of limitations and challenges.

- As the team relied on NGOs to act as 'gatekeepers' to gain access to survivors, this may have biased the results with NGOs contacting particular survivors over others.
- The presence of NGO staff during interactions with survivors may have also led to some bias. However, the team made all efforts to conduct discussions with the survivors at a distance from NGO staff.
- Obtaining information from survivors was challenging as they were not accustomed to being interviewed or participating in exercises. They felt challenged in expressing their opinions, particularly their expectations for the future. Illiterate respondents were not able to independently complete the self-administered exercises and had to be supported by the peer researchers.
- The team found it difficult to approach businesses as these organisations were not very transparent and did not always wish to share information on their hiring policies and requirements. These interviews were therefore conducted more informally.
- Reaching out to financial institutions, including micro finance institutions, was impossible as their staff refused to speak to the researchers. Despite some initial contacts being established, this could not be achieved and the team had to withdraw this target group from the research.

- There was little secondary data available on the implementation of Government schemes. Since visiting Government offices was not within the scope of the study, this further limited the availability of data on Government schemes and services.
- Due to the large geography of the two states, it was not possible to reach out to every district and hence the study was limited to a few districts only. Although these were carefully chosen with support from NGOs, these districts still may not entirely represent the complete picture in Jharkhand and West Bengal. Therefore, it is possible that the research may have missed out on other dimensions of livelihoods unique to the excluded districts.

3 Key findings – Livelihood options for survivors

3.1 Vocational training for survivors

It is widely recognised that the lack of livelihood opportunities in 'source' regions for trafficking contributes to girls' migration, which in turn may increase their vulnerability to trafficking. The reintegration of survivors of human trafficking who have been rescued is a complex task due to the associated stigma; if survivors are not provided with an appropriate livelihood as part of their reintegration support, they may become even more vulnerable to re-trafficking.

Literature suggests that existing skills and vocational programmes in India have the capacity to train about 2.5 to 3 million people. Of this, 5,114 public and private Industrial Training Institutes (ITIs) and Industrial Training Centres (ITCs) have the capacity to train about 742,330 persons per year. Other organisations imparting skills include NGOs, vocational training schools, industry (under an apprenticeship scheme), etc.⁶ Therefore there appears to be adequate resources available for training – but these are not necessarily accessible to survivors of human trafficking. This is due to several reasons including the fact that most survivors do not possess the minimum educational qualification stipulated at entry level by these institutions.

Historically, the agencies engaged in the recovery of survivors of human trafficking have provided some kind of vocational skills training to these survivors with the hope that they will utilise the skills to earn an income to support themselves and their families.

Until 2000, the vocational training for survivors of human trafficking was very much limited to training in traditional skills like sewing, stitching, embroidery, making small household goods, etc. Increasingly however, organisations have realised that these kinds of training do not necessarily lead to an economically productive livelihood, essentially due to the lack of market linkages. In addition, as these types of work are not able to provide many survivors with a sustainable income, they often lose interest in the venture and in some cases return to exploitative situations.

3.2 Support provided by Government and non-Government organisations

Support to survivors of human trafficking has been provided by the Government, non-Government organisations and through several joint ventures between the two. Many international funding agencies with a mandate to support anti-human trafficking initiatives have also supported both Government and non-government organisations to develop and implement strategies to directly support survivors.

This section of the report specifically looks at Government and non-Government initiatives in India – particularly in the two states of Jharkhand and West Bengal – aimed at providing livelihood-related support to the survivors of human trafficking.

⁶ Awasthi D, Radhakrishnan P, and Chattopadhyay D: Evaluation Report of Skills and Knowledge for Improved Livelihoods and Living Standards (SKILLS) Project for the Resource Poor through Application of Science and Technology (A UNDP GOI joint initiative to promote Public Private Partnerships (PPP) in developing non-farm livelihood models); National Science & Technology Entrepreneurship Development Board, Department of Science and Technology, Government of India; November 2007

The four specific types of support that were found to be available for survivors of human trafficking were through:

- Government schemes
- Livelihood programmes managed by NGOs
- Self-employment opportunities with Self-Help Groups
- Livelihood options with businesses.

3.3 **Government initiatives for providing livelihood options for specific target groups**

The central Indian Government – through the Ministries of Rural Development; Women & Child Development; and Labour – have made few yet significant efforts to support the livelihoods of poor and marginalised communities, especially those living below the poverty line.. These ministries have launched three flagship programmes – National Rural Livelihood Mission, National Mission for Empowerment of Women and National Skill Development Corporation – which provide technical and/or financial assistance to different Government and non-Government agencies and organisations that further help specific target groups to access livelihoods through training and other means of support.

It is important to note that, while Government was to provide the necessary funds, all these schemes were to be implemented by different Government departments, NGOs, voluntary organisations and trusts and other agencies interested in the provision of these schemes. A uniform procedure was followed whereby the institution interested in implementing a particular scheme would make an application (in the prescribed format, under prescribed guidelines) to their respective state Government who, after conducting due diligence and writing its own recommendations, would forward the application to the central Ministry for consideration. If approved, the scheme would be funded by the central Government but the respective state Government would be responsible for monitoring.

3.3.1 **Information collected**

The information presented in this section is based on an internet search on various Government departments. The study did not include visits to any Government departments for primary data collection. While the information on the provision of schemes was available through guidelines and reports, there was very limited information available on the actual implementation of the schemes, particularly the number of beneficiaries reached and funds utilised. However, wherever this information was available, it was included within the description of the scheme.

3.3.2 **National Rural Livelihood Mission**

The Swarnjayanti Gram Swarozgar Yojana scheme

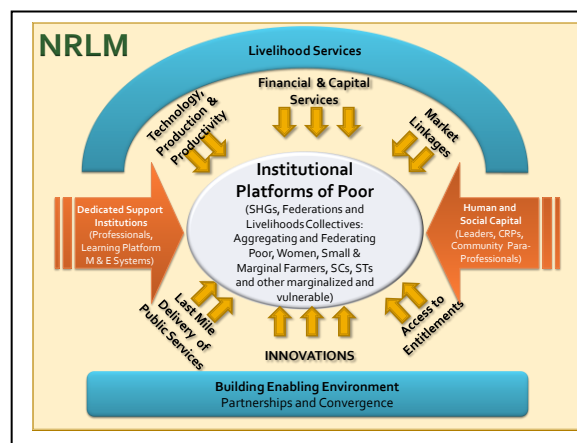
The Swarnjayanti Gram Swarozgar Yojana (SGSY) scheme – a central government-funded scheme implemented since 1999 in all states except Delhi and Chandigarh – was primarily designed to promote self-employment-oriented income-generating activities for poor households (those below the poverty line) in rural areas. Several evaluations^{7,8} have shown the usefulness

⁷ SGSY Scheme Brief, Centre for Development Finance, IFMR Research, 2011.

of Self-Help Groups (SHGs) in the economic empowerment of rural households, demonstrating that systematic mobilisation of poor households into SHGs and supporting these SHGs with capacity and skill development (as an aim of the scheme) can alleviate rural poverty. However, these studies also highlighted the limitations of such schemes, such as uneven mobilisation of rural poor and formation of SHGs across states, insufficient capacity building of beneficiaries, insufficient mobilisation of money for undertaking business and lack of professionals to implement the scheme. Based on all the study reports, and given the overarching objective of reduction in rural poverty in all its forms by 2015, the Ministry of Rural Development initiated the restructuring of the SGSY scheme and renamed it as the National Rural Livelihood Mission (NRLM).

The aims of the NRLM

The NRLM⁹ is one of the largest livelihood programmes in the world aimed at reducing household poverty. Launched in 2011, the NRLM has set a target to reach out to 70 million Below Poverty Line¹⁰ households across 600 districts, 6,000 blocks, 250,000 Gram Panchayats and 600,000 villages throughout India by providing technical and financial assistance



to self-managed Self-Help Groups (SHGs) and federated organisations and supporting them in livelihood collectives for a period of eight to ten years. The NRLM believes in harnessing the capabilities of the poor and complementing these with capacities – information, knowledge, skills, tools, finance and collectivisation – to enable them to participate in the growing economy of the country¹¹. As SHGs in India are largely comprised of women members, the NRLM is expected to create a wider impact on gender equality in the country, bringing empowerment to women's lives through livelihoods.

The NRLM is implemented through respective state Governments by the creation of a state society – a NGO structure in India, popularly known as Government-owned NGO (GONGO) – and setting up of the scheme's infrastructure and programme requirements. The implementation has to begin with demonstration sites and blocks and is then scaled-up across the state.

The NRLM has defined its specific functions and responsibilities¹²:

⁸ Evaluation Report on SGSY in Jammu and Kashmir, Programme Evaluation Organization, Planning Commission, India, February 2009

⁹ NRLM is known by different names in different states. The central government calls it Aajeevika, meaning livelihood.

¹⁰ Defining poverty line in India is a state subject and therefore can differ in different states. It is revised every third year at the state level.

¹¹ <http://aajeevika.gov.in/>

¹² National Rural Livelihood Mission, Framework for Implementation; Ministry of Rural Development, Government of India

- Mobilise poor households to organise themselves as Self-Help Groups (SHGs);
- Develop and engage community professionals and community resource persons for capacity building of SHGs and their federations and other collectives;
- Provide interest subsidy and revolving funds to SHGs, routed through their federations, to initiate business;
- Promote financial literacy among the poor and provide catalytic capital to the SHGs and their federations;
- Coordinate with the financial sector and encourage use of Information, Communication & Technology (ICT) based financial technologies, business correspondents and community facilitators;
- Scale-up the existing skill and placement projects through partnership with public, private and non-government agencies;
- Encourage public sector banks to set up Rural Self-Employment Training Institutes (RSETIs) in all districts of the country to transform unemployed rural youth in the district into confident self-employed entrepreneurs through a needs-based experiential learning programme.

Pilot scheme in Jharkhand

The Rural Development Department (RDD) of the Government of Jharkhand (GoJ) is in the preparatory stage for implementation of the NRLM and has prepared a road map from piloting to up-scaling of the programme across the entire state in a phased manner.

The RDD has created the 'Jharkhand State Livelihood Promotion Society' with technical assistance from the United Nations Development Programme (UNDP). The society, as a part of its technical support, is assisting the RDD, GoJ in the development of the project proposal in line with the framework provided by the Ministry of Rural Development, with proposed institutional arrangement and implementation strategy.

The piloting of the NRLM is currently operational in 12 blocks in six districts which mainly includes the districts where either a UNDP-supported livelihood enhancement programme was underway or were covered under a special SGSY programme. Based on the experience and learning process of this pilot the up-scaling of the programme will be designed for the entire state of Jharkhand.

As at February 2013, Jharkhand had trained 6,367 personnel (members of SHGs) through 197 training programmes on the identified skills (including micro finance, SHG management, forest-based livelihood, watershed development and livestock). Of these, 2,627 people had been linked with bank credit and 1,134 had used self-financing for initiating different livelihoods¹³.

Planned intensive implementation in West Bengal

Under the auspices of the NRLM, the state of West Bengal (where the NRLM is known as Anandadhara) has initiated the intensive implementation of the

¹³ http://ruraldiksha.nic.in/writereaddata/StateBriefs/11_02_NRLM_NRLM_Jharkhand.pdf

programme in 32 blocks of eight districts and has reached a total of 480,095 members in 44,124 SHGs in these geographic areas¹⁴.

3.3.3 National Mission for Women Empowerment

National Policy for the Empowerment of Women

Realising the importance of empowerment for women in the country, the Ministry of Women & Child Development drew up the National Policy for the Empowerment of Women in 2001. The policy aimed to support the holistic development of women to allow them to realise their full potential. It also ensured that a necessarily supportive socio-legal environment is available and that necessary programmes were implemented to achieve the goal and objectives of the policy.

Considering economic empowerment to be one of the major components of women's empowerment, the policy laid down the principles of poverty eradication, women's access to micro credit, women's participation in designing and implementing economic programmes and ensuring skill-based engagement of women in agriculture, industry and support services.

Following the launch of the policy, the Ministry introduced several programmes that were aimed at the comprehensive development of women in society. Many of these were rolled out in subsequent years with earmarked budgetary allocations. All of these programmes could be accessed by women and girls – but were not tailored to meet the specific needs of survivors of human trafficking.

The Government of India passed the Immoral Trafficking Prevention Act (ITPA) in 1986¹⁵ which aimed at the prevention of trafficking and providing support to the survivors of trafficking. However, this Act did not cover the importance of a livelihood for survivors of human trafficking and as a possible consequence this component of livelihood did not get much attention from Government. Realising the gap, the Ministry of Women & Child Development introduced two specific schemes – Ujjawala (launched in 2007) and Swadhar (significantly revised in 2002); see Appendix II for details – that recognised the needs of survivors of human trafficking and aimed to provide specific livelihood options for them.

National Mission for the Empowerment of Women

In 2010, the National Mission for the Empowerment of Women (NMEW) was launched by the Ministry of Women & Child Development with a mandate to strengthen the cooperation and coordination between the different ministries and Government departments that supported women's empowerment in India; and facilitate the process of coordinating all women's welfare and socio-economic development programmes across ministries and departments.

The NMEW aims to provide a single centralised service for all programmes for women run by the Government through different central Ministries¹⁶. One of

¹⁴ <http://aajeevika.gov.in/nrlm/NRLM%20MIS%20REPORT%20UP%20TO%20December,%20WBSRLM.pdf>

¹⁵ ITPA was an amendment of an earlier Act of 1956 called Suppression of Immoral Trafficking of Women and Girls in India (SITA)

¹⁶ <http://www.nmew.gov.in/index.php>

its objectives is to bring together several economic empowerment schemes under one umbrella:

- Ujjawala – A Scheme for Prevention of Trafficking and Rescue, Rehabilitation and Reintegration
- Swadhar – A Scheme for Women in Difficult Circumstances
- Rajiv Gandhi Scheme for Empowerment of Adolescent Girls (RGSEAG) Sabla
- Swayam Siddha
- Scheme for Working Women Hostel
- STEP (Support to Training and Employment Programme for Women)

3.3.4 National Skill Development Corporation

The National Skill Development Corporation India (NSDC)¹⁷ is a public-private joint venture that promotes skill advancement by supporting the development of for-profit vocational training institutions. The NSDC's mission is to enhance, support and coordinate private sector initiatives for skill development through appropriate Public-Private Partnership (PPP) models; and to strive for significant operational and financial involvement from the private sector.

The NSDC was set up as part of a national skill development mission to fulfil the growing need in India for a skilled workforce across sectors and to narrow the existing gap between the demand and supply of skills. The NSDC also has a mandate to enable support systems such as quality assurance and information systems and to build the capacities of training institutions and academies, either directly or through partnerships.

The NSDC has identified the following 21 sectors in which to promote skill development in the country:

- | | |
|---|--|
| 1 Automobile/auto components | 13 Tourism, hospitality and travel |
| 2 Electronics hardware | 14 Transportation/logistics/
warehousing and packaging |
| 3 Textiles and garments | 15 Organised retail |
| 4 Leather and leather goods | 16 Real estate |
| 5 Chemicals and pharmaceuticals | 17 Media, entertainment,
broadcasting, content creation,
animation |
| 6 Gems and jewellery | 18 Healthcare |
| 7 Building and construction | 19 Banking/insurance and finance |
| 8 Food processing | 20 Education/skill development |
| 9 Handlooms and handicrafts | 21 Unorganised sector |
| 10 Building hardware and home
furnishings | |
| 11 Information Technology (IT) or
software | |
| 12 Information Technology Enabled
Services – Business Promotion
Organisation (ITES-BPO) | |

In essence, the NSDC provides loans or equity to the private sector who would engage themselves in providing skills training in these areas and providing skilled personnel to the relevant industry. The NSDC has been

¹⁷ www.nsdcindia.org

supporting many projects through soft loans to these sectors and has more than 60 affiliate partners to date. The partnership lays equal emphasis on providing skills as well as placements following training.

3.3.5 Utilisation of Government schemes by survivors of human trafficking

During this study, detailed discussions were held with the survivors of human trafficking and surprisingly not a single survivor, out of 115 interviewed in Jharkhand or West Bengal, had accessed any of the Government's livelihood schemes. None of them (or their family members) were aware of the existence of such schemes.

As Government (particularly in Jharkhand and West Bengal) does not directly implement these schemes and instead engages NGOs or the private sector to run these, then even if the survivors had accessed a livelihood training/service from an NGO they would not be aware that it was in fact a Government-funded scheme. However, no NGO contacted in this study was implementing any of these Government-funded schemes.

During the discussions with NGO staff (during visits to their offices and also during state level consultation), the following major reasons were highlighted for NGOs not engaging with Government to implement these schemes:

- The application process is too cumbersome and demands a lot of procedures.
- Government takes a long time to approve the files as the process gets stuck either at the state or central level.
- The budget provisions of these schemes are too tight to run an effective programme and also to maintain the lengthy paperwork.
- Government does not release funds in time (sometimes delays for more than a year), which creates huge problems as survivors are already engaged with the NGOs and the organisations have to hunt for other sources to fill in the gaps.

'We applied for an Ujjawala Shelter Home three years ago. As I have been told, our file is still with the state Government and has not been forwarded to the central Government. They have not asked us any questions so far, so not sure even if someone has seen it.'

NGO representative in Jharkhand

In summary: while there is a huge potential to support survivors of human trafficking in their livelihoods using several of the Government schemes, these remain completely unused by the survivors – primarily due to lack of coordination and understanding between the Government and NGOs. NGOs also reported that a large portion of budget allocated for these schemes remains unutilised, which is then returned back to the central Government; and that the Government does not make enough efforts to smooth the process and attract NGOs to come forward and partner in implementation.

3.4 Non-Government initiatives on livelihoods for survivors of human trafficking

As organisations started realising the limitations of providing only training to the survivors of human trafficking, they started working on innovative livelihood models which included training in market-oriented skills and active linkages with markets. In 2005, SARI Equity (a USAID-funded initiative) documented 'good practices' which

were essentially models of livelihood in four South Asian countries (Bangladesh, India, Nepal and Sri Lanka). For India, it documented ten 'promising practices' as case studies¹⁸.

During the last ten years, organisations (with support from Government or international agencies) were attempting different models that included production, retail and job-oriented livelihood options. In 2003 the International Organization for Migration (IOM) initiated a pilot to market milk and milk products through the kiosks of an established brand (Amul)¹⁹. This was an innovation at that time and was well received by the survivors engaged in the model and also received praise from practitioners. This project is now completed and there is no information as to how many of the outlets formed are still functional.

Many NGOs that supported survivors of human trafficking (including those organisations running shelter homes) also attempted new livelihood models, which included skills development with placement opportunities, including Prajwala (Andhra Pradesh) Sanlaap (West Bengal), Dr Reddy's Foundation (Karnataka), STOP (Delhi), Apne Aap Worldwide (Bihar and West Bengal) and ARZ (Goa); or employing the survivors that they had trained (Prajwala and ARZ). A further organisation, Development Alternatives, was engaged in the research and implementation of livelihood initiatives. Over the past few years, there has been a range of organisations attempting different livelihood models for the survivors of human trafficking. Details of some of these models are presented in Appendix IV.

3.4.1 **NGO practitioners' experiences in supporting survivors of human trafficking in livelihoods**

Discussions with NGO representatives during the two stakeholder consultations revealed the understanding, approach and current practices of NGOs when providing livelihood opportunities for survivors in the states of Jharkhand and West Bengal.

The NGOs' understanding was that, generally, the entire state was not affected by rampant trafficking but there were some districts that appeared to be more affected by trafficking. Based on their experiences NGOs believed that more than 90% of the survivors rescued from exploitative situations like commercial sexual exploitation belonged to this small subset of districts. The NGOs identified the districts prone to trafficking as:

Jharkhand	West Bengal
Gumla	Murshidabad
Khunti	Malda
Lohardaga	South 24 Parganas
Simdega	Jalpaigurhi
Ramgarh	Haldia
Chaibasa	Nadiya
Latehar	

¹⁸ South Asian Resource Book on Livelihood Options for Survivors of Human Trafficking and Other Forms of Violence (http://www.ungift.org/docs/ungift/pdf/knowledge/south_asian_resource_book.pdf)

¹⁹ <http://consolationafrica.wordpress.com/2010/08/06/livelihood-approaches-to-counter-human-trafficking-india/>

NGOs views' on causes of human trafficking in the region

The discussions during the consultations also highlighted the NGOs' understanding of the major causes of human trafficking in this region. The NGOs had regular interactions with the survivors and community and mentioned the following important elements that they believed increased the vulnerability of girls to trafficking. (These are in addition to other well documented reasons like poverty, school dropout due to inadequate facilities and no livelihood options in source areas.) Staff in the NGOs felt that:

- Girls today were highly influenced by the media and social media. This increased their expectations of life and they wanted to own expensive goods/items that they saw on television. Not being able to afford these, they looked for young boys who could provide them with these items, thereby exposing them to the risk of trafficking.
- Traffickers today used an easy trap by gifting mobile phones to girls which exposed them to direct contact with the traffickers.
- Unemployed youth – particularly boys – considered trafficking as a lucrative business from which to earn easy money, without risk.
- Parents found the marrying of girls difficult due to the sharp increase in the amount needed for dowry in recent times (unless it is trafficking in the guise of marriage, where parents actually get money for agreeing to their daughter's marriage). On the other hand, these girls had dropped out of school and were sitting idle at home. Parents considered that sending them out to work was the best use of their time and would also help them save money for their marriage.
- There was an increased Naxal²⁰ movement in Jharkhand and parents thought it was not safe to keep young girls at home, as there were increased instances of kidnapping of girls by Naxals. Parents preferred to send their girls to work outside the village, which meant they were not only free from the threat of kidnap but they were also able to earn money.

Traditional skills in the community

Discussions in the two consultations also focused on the traditional skills that a girl at home would normally acquire from the elders in the family. The NGOs believed that such skills were still being imparted to girls at home and included: normal household work including cooking, stitching, embroidery (Kantha in West Bengal); quilt-making; *beedi* (local cigarette) making; and other traditional art. However, in most cases these were not being provided to them as skills for livelihoods and hence in most cases these skills were not marketed. The NGOs admitted that, except for some local selling, these skills had not been explored by the families for the market outside the villages and nor were there any efforts from any source (NGOs, government or private sector) to help the families market these products.

²⁰ A few states in India including Jharkhand have been affected by insurgent groups that run their parallel local governance system and are in constant clash with the Government forces. This movement has severely affected the development of the region and girls particularly are under constant threat of being abducted by these groups.

Issues with livelihoods training highlighted by NGOs

NGOs working with survivors of human trafficking were open to discussing their experiences in livelihoods training. Some of the issues highlighted by them included:

'I did not like the stay at shelter home. They wanted to teach me tailoring and beautician work...and I was interested in going back to my home.'

**Survivor, South 24 Parganas,
West Bengal**

- NGOs could only provide very limited types of skills training and not all survivors were interested in those skills.
- NGOs were not technically equipped to conduct market analysis and set up market linkages. This was altogether a different skill.
- NGOs normally worked as individual units and did not usually coordinate with other groups. Currently there were poor linkages of NGOs with other professional institutions, businesses or even other NGOs engaged in similar work. Importantly, most NGOs contacted in this study did not see the relevance of engaging with other partners and none of the NGOs mentioned any such efforts made so far.
- Livelihood options created by NGOs were heavily based on external funding and could only continue as long as there was funding. In order to sustain livelihood programming without funding, NGOs needed to adopt an entrepreneurial approach, directly engaging with business.
- Most of the NGOs mentioned that the trainings they provided to survivors were not livelihood-oriented in the true sense, as many did not lead to an economically productive livelihood. They also mentioned that, in several cases, there was little ownership from survivors who did not then put in the effort to sustain or revive the livelihood venture that had been developed with technical and financial support from the NGO.
- NGOs saw Government as their opponent and not as their supporter. Most NGOs felt that it was very difficult to engage with the Government due to existing bureaucratic hassles and the non-cooperative attitude of Government officials. It was particularly mentioned that there was not even a single Ujjawala (Government) funded shelter home in Jharkhand and only two in West Bengal.

'I particularly found this discussion (during the consultation) very useful as I realised that NGOs should explore their partnerships with other sectors including businesses and financial institutions. Though we have been working with survivors for more than ten years, this simple thing never occurred to us.'

NGO Official in West Bengal

'We supported one of the survivors to start a poultry farm. After six months we found that the farm was closed as there was some disease and all chickens died. The survivor did no effort to revive the business. She did not even inform us.'

NGO Official in Jharkhand

3.4.2 Common issues with livelihood models of NGOs

The livelihood models currently being managed by NGOs and studied as part of this research project can be classified into three types: skills training; facilitating livelihoods; and providing livelihoods. The details of livelihood models implemented by NGOs in Jharkhand and West Bengal are provided in Appendix III.

Skills training

Several NGOs were providing skills training to young people that included survivors of human trafficking. Many of these models were funded by donors as the NGOs did not charge money for training. Most of these models provided core skills (for example, tailoring, bag-making etc.) and only very few provided soft skills (such as entrepreneurship training; work ethics and etiquettes; and personnel management). As evident from the discussion above, there were two major challenges with these models:

- a There was no follow-up with the trainees to see if they were able to generate a sustainable livelihood from the skills learnt. None of the NGOs interviewed could provide concrete data on how many of their trained survivors had been able to continue in the livelihood six to 12 months after their training.
- b The programmes shut down as soon as the funding ended. There were some examples – like Female, Muskan, Sahiya and Samadhan in Jharkhand; and Suprava Panchshila Mahila Udhog Samiti (SPMUS) and Barasat Unnayan Prostuti (BUP) in West Bengal – who initiated project-based livelihood training but could not sustain these and so closed their projects when the funding ended. Therefore, while these projects were visited during the course of the research study, their models were not included in the discussion above.

Facilitating livelihoods

Only about 10% of the organisations that were engaged in providing training also linked their trainees with job placements. There were very few models where the training organisations had linked up with recruitment agencies and provided personnel trained with them and, where those models did exist, they were regarded as unsuccessful. NGOs had reported instances of being unable to meet their commitment to provide the required number of personnel to the recruitment agency; and businesses who had partnered with the NGOs mentioned, when contacted, that the NGOs were not able to manage the quality of their training which in turn meant that the business was not able to sustain their relationship with the NGO.

Providing livelihoods

There were several NGOs who had themselves turned into entrepreneurs and had started ventures that exclusively employed survivors of human trafficking. They first trained the survivors in the required skills and then employed them into their own unit. There were several issues with this kind of model, as

mentioned by both the survivors and the NGO staff who participated in this study:

- Survivors complained that they did not get paid the market rates for their labour and felt that they were being exploited.
- Survivors also felt that the skills that they had been trained in (for example, jute bag-making) were very specific and had no market outside the NGO unit. This meant they were forced to work with the NGO, without a choice.
- There were examples where survivors had been recruited as shelter home staff but with grossly inadequate pay. NGOs justified this by saying that they also provided food and shelter to these survivors (who were employed by them), but survivors may not have understood this.
- There were also examples where NGOs trained the survivors in skills for which the NGOs acted as recruitment agents. The NGOs then placed the survivors in work and received the wages on their behalf. It was not transparent what wages were received and what was given to the survivors.
- There were also examples cited where, after training SHGs, NGOs had entered into a contract with the SHG that they would only sell their products to the NGO. This may not have been a fair practice as it limited the capacity of SHGs to access the open market.
- On the other hand, some NGOs raised the view that these survivors were part of a vulnerable group and therefore professional accountability could not be enforced upon them. NGOs complained that often the survivors were not serious about their jobs and would arrive late for duty, leave without notice and display inappropriate behaviour. NGOs reported challenges faced in managing their commitments due to less than optimal cooperation from the survivors and as a result felt vulnerable and not motivated to work with these survivors as they feared that they might be let down by these survivors and would therefore be unable to meet their obligations.

3.4.3 Self-Help Groups as a livelihood option for survivors

The team interviewed 46 Self-Help Groups from different districts of Jharkhand and West Bengal using a pre-designed discussion guide (see section 2). All but one of the SHGs had only women members. Of the 46 SHGs interviewed, about three-quarters (34) had been operative for between six and ten years, just over a fifth (ten) had been active for up to five years and only two had been active for more than ten years. All the SHGs met regularly and held meetings every week.

The majority of SHGs (38) had received the second grade²¹. To date, there were just three SHGs that had received Grade 1, with five SHGs whose grading had not yet been calculated by the block officials. All the SHGs, except three in West Bengal, had their bank accounts in locally available nationalised/state Government banks.

²¹ These grades are provided by the Block Development Officer and depict the stage of evolution of the SHG. These grades also establish the credibility of the SHG as they are graded by a Government official. Banks use this grading to decide on the eligibility of any SHG for loan, as only SHGs with grade 2 or above would receive loans.

All the SHGs had taken out loans at some point, most of which were provided by banks. In addition, one SHG took a loan in the form of raw materials from Jharcraft (a subsidiary of the Government of Jharkhand, promoting local artisans and handicraft industry in the state). Another SHG in Jharkhand received a loan from NABARD, the National Bank for Agriculture and Rural Development, which promotes agriculture and rural development projects in India by providing loans and financial support to people/agencies. The sole purpose in seeking a loan was to allow the SHG to invest in economically productive activities including traditional crafts, production of locally relevant materials and agriculture.

The major sources of income for all the SHGs who participated in the study were members' contributions and the sale of items they produced.

Membership of the Self-Help Groups

All the SHGs, except two, mentioned having members in their group who were from the Below Poverty Line category. The remaining two SHGs had members from all types of households. In Jharkhand, SHGs are mostly all-women groups while those in West Bengal are largely mixed gender groups.

Most of the SHGs informed the research team that the only young people in their groups were newly married women, although there were some young boys in the mixed SHG which participated. The major reason given for not accepting unmarried young women as members was that they were likely to get married and most probably move away from the village – which would damage the dynamics of the group. Local people did mention the existence of youth groups (*yuva mandali*) who engaged in the development activities at the village level (for example, supporting health and nutritional-related service providers, helping panchayats (the local self governance), etc) but these were not really SHGs and did not earn money as a group.

When the research team enquired further, it was found that there were no set mechanisms or criteria for inducting members into the group. As long as a person agreed to the basic philosophy of the group and agreed to contribute to the activities, he or she could be inducted in the group. However, there was definitely an unsaid norm about not engaging unmarried young girls.

It was observed that most of the SHGs were comprised of members who belonged to the 'majority' community in the village. For example, a Scheduled Tribe group would play such a role in the Scheduled Tribe dominated village. This kind of category differentiation is seen as existing in the villages and is relevant in the case of survivors of trafficking, as the caste and geographical region of the survivors starts playing an important role in determining the treatment that they receive. Where the survivors belong to the 'majority' community in the village, they are in a comparatively better situation than those who belong to the minority community. In Jharkhand, the majority of the survivors belong to Scheduled tribes and are therefore more vulnerable than other communities.

"We have widow members in our SHG but not trafficked survivors. They cannot become member as they will get married after some time."

President, SHG, Jharkhand

"Ours is a group of newly married women including one victim of domestic violence, but we do not have any survivors. We do not encourage external membership of survivors from anywhere."

Member, SHG, Jharkhand

Vulnerability status of members

Just over four-fifths (38) of the SHGs reported that the majority of women members were vulnerable – divorced, separated, victims of domestic violence, had unemployed spouses, etc. All the SHGs were found to be aware of the incidence of human trafficking in their location. No SHG members interviewed were aware of any of their group members having experienced trafficking.

Willingness to provide support to survivors

Further discussions with SHGs revealed that none had been approached by NGOs to ask the groups to help train the survivors they were supporting or to provide memberships to the survivors. Most of the SHGs were not even aware that there were organisations training survivors for various locally relevant livelihoods.

Most of the groups (40) were willing to provide support to the survivors of trafficking and of these, ten groups also showed an interest in training the survivors or providing moral support. Those in Jharkhand were not clear what role they could play in this process. However, those in West Bengal mentioned that they would like to engage survivors in their own work and/or help the survivors in initiating their business or set-up. One SHG offered advising and providing training to the survivors; and another offered financial support for setting up the business or initiating any business venture.

Types of income generation

An attempt was made to find SHGs involved in production – including preparation of food products like poppadum, handicrafts made out of jute or sari weaving – but the number was very low in Jharkhand where the majority of the SHGs were involved in agriculture or the horticulture sector. Here, because all the farmers had small pieces of land, they were unable to achieve the large scale production to enable them to directly market in big towns. The picture was far more diversified in West Bengal where livelihoods – like Jari work, cooking midday meals for schoolchildren under the Government programme, tailoring, poultry and jute work – were also reported in addition to agriculture.

However, the research investigators were of the opinion that most of these SHGs did not appear to be in a reasonable financial state. The members were not willing to share more details about their work, turnover or financial situation, which further raised these concerns.

Other activities

It was also observed that there were some SHGs which were operating merely to rotate money among the members and they were not in any kind of economically productive livelihood. These groups had been active for four to five years but still did not have a bank account and could not be graded; as a result they were not eligible to get bank loans or any other Government funding. This severely restricted their capacity to grow and sustain themselves. In such cases, it was found that the SHGs had taken up the role of the local moneylender in the village, as the groups gave loans to their members at a rate of interest for a specific amount of time, acting like a local level retail non-banking financial institution.

Livelihoods for survivors

The SHGs held the opinion that the first step towards the rehabilitation of survivors of trafficking or the prevention of trafficking should be that young people were provided with local livelihood options so they did not have to look for options outside their communities. The SHGs also mentioned that they were willing to do their bit to stop trafficking but they were not exactly clear about what role they could play.

On the question of group membership for survivors, the SHGs reported that they would not want to give membership to unmarried girls who would have to go out to live at their husband's home after marriage which would lead to some issues in the group – for example, the girl would have to be given her share of savings which would adversely affect the functioning of the SHGs.

Most of the SHGs showed their willingness to train these survivors; but did not show a keen interest in the question of giving jobs to the girls who had already been trained. This was essentially because that SHG members themselves were involved in all the various work required; they generally reported that the members of the SHGs participated in all the activities, such as management, production of goods and supply of goods, and there were not many jobs. They didn't earn enough money to hire more people and overall the profit margins of most of the SHGs were barely enough to sustain themselves.

Role of the NGOs

It is important to discuss the role played by the NGOs in the region as there were many which were involved in preventing human trafficking and the formation/strengthening of SHGs at the village level. These NGOs rescued and supported trafficked survivors and they also helped in the formation of SHGs in the rural areas as a part of their poverty reduction programmes. Interestingly, while the same NGOs offered both activities, there was no coordination between the two programmes and they had never really tried to bring the survivors within the sight of the SHGs nor had they ever tried to involve these grass-root SHGs in the NGO's anti-trafficking-related initiatives.

Issues and challenges faced by Self-Help Groups

Lack of capital and links with the market or buyers – Two of the biggest challenges shared by the SHGs were the lack of working capital for large scale production and no linkages with the market or buyers.

Availability of markets – Another major problem faced by SHGs was the availability of markets where they could sell their produce. Moreover, SHGs involved in agriculture and horticulture were situated in extremely remote locations where the lack of basic infrastructure – like accessible roads, adequate transport facilities or electricity supplies – made their access to markets very difficult.

Working with middlemen – The lack of access to markets effectively meant that these SHGs were playing into the hands of the middlemen who bought

their produce at a given rate and then sold it in the market at the prevailing rate. This interference of the middlemen was hampering the growth of these SHGs, because the main margins or profit they received was barely enough to meet their daily expenditures. Due to this, they were not able to save money and could not further invest to improve their production or directly manage their sales in open market. Engagement with open markets also meant that they should have had the capacity to sell their produce on credit, for which they would need cash for investment, which they did not have. Middlemen took advantage of this situation.

Similarly SHGs involved in other forms of production, for example in Jari work, had to work for middlemen who paid less money to these SHG members and earned more profit selling these products to businesses/organisations.

Unprofitable work – Work such as cooking midday meals for schoolchildren did not generate enough profit for SHG members to enable them to expand their work or business. Hence these kinds of initiatives could only fill the gap temporarily but would not provide sufficient and sustained income to retain their interest in the SHG.

Money-lending practices – It was also noted that most of these SHGs were not involved with lending money to their members and earning marginal interest on these loans. Only two SHGs were providing loans, but only to their members.

Marketing and working practices – The studies²²²³ also suggested that marketing was a major concern of SHGs. The income generated through micro businesses included in this study was barely around INR 600 to INR 800 (USD 12-16) per person per month. Members in some of the SHGs did not even work regularly as a group and only attended to group work activities in a very ad hoc manner. Most of the groups had very weak management and had little idea of business, did not have any business plan, lacked marketing skills and carried out activities more as being guided by the NGOs who were supporting them than as a professional business. Another important observation was that most of the SHG members were working almost 14-16 hours a day²⁴. This essentially meant that while their working hours were longer than normal (8 hours per day), their income in return was not comparable to their efforts, which in some cases was acting as a discouraging factor for those engaged in such livelihood activities.

²² Voluntary Operations in Community and Environment: A Report on the Successes and Failures of SHGs in India—Implements and Paradigms of Success. (Submitted to Planning Commission, Government of India)

²³ EDA Rural Systems Private Limited and APMAS (2006): Self Help Groups in India—A Study of Lights and Shades. Available at: <http://www.edarural.com/documents/SHG-Study/Executive-Summary.pdf>

²⁴ Awasthi D, Radhakrishnan P, and Chattopadhyay D: Evaluation Report of Skills and Knowledge for Improved Livelihoods and Living Standards (SKILLS) Project for the Resource Poor through Application of Science and Technology (A UNDP GOI joint initiative to promote Public Private Partnerships (PPP) in developing non-farm livelihood models); National Science & Technology Entrepreneurship Development Board, Department of Science and Technology, Government of India; November 2007

3.4.4 Livelihood opportunities with businesses

Skills in demand

Studies have projected that there will be an acute shortage of skilled and semi-skilled workers in India in the next two to four years, including masons, plumbers, carpenters, mechanics of various electrical and electronic consumer durables, automobile repair mechanics and so on. The food processing sector, one of the largest sectors in the country, offers a vast scope for creating new employment opportunities for the poor. There is likely to be a shortage of about two million skilled and semi-skilled workers in this sector alone during the XI Five Year Plan period²⁵ (a plan document of the Planning Commission for the period 2007-12).

There has been tremendous growth in the retail sector over the past few years with shopping malls opening all over India, including in smaller towns. This has created a huge demand for workers in the retail sector including support structures like security guards and hospitality.

However, there is a serious discrepancy between the skills that are in demand and the skills (or lack of) that unemployed survivors have. Most survivors do not possess marketable skills as they have had hardly any access to formal skill education providers like Industrial Training Institutes and vocational training centres (as most survivors do not fulfil entry conditions, particularly the minimum qualifications required for entering into these centres).

Study sample

A total of 16 businesses from different sectors were identified for inclusion in this research study based on the relevance of their businesses for survivors of human trafficking. The businesses were identified based on the scope of employing young people within their businesses and also their willingness to engage young people from excluded communities – such as survivors of human trafficking. Two recruitment agencies in Jharkhand were also interviewed to assess the requirement for young people across the different sectors where jobs are available. Other businesses contacted included those in the entertainment, retail and hospitality sectors, as there was a high potential for engagement of young people in these sectors.

Engagement with young people

In general, the businesses contacted reported that there was a need to engage young people and there was a significant appetite for involving young people in business today. In particular, these businesses were of the opinion that young people could be effectively employed in jobs that required people skills such as floor management, relationships with the world outside the business and tasks that require travel. However, they also mentioned that – considering young people were inexperienced and are perceived as less sincere when compared to their older counterparts – they would prefer to assign tasks to young people that would not have too much of an adverse impact on their business/profitability if something were to go wrong.

²⁵ <http://planningcommission.nic.in/plans/planrel/index.php?state=planbody.htm>

Some of the areas that were specifically mentioned as suitable for young people (in relation to their business) were:

- Front office (reception/client/visitor handling)
- Housekeeping
- Waiters at restaurants
- General support staff at hotels
- Accounts
- Procurement/purchase
- Sales/marketing.

The majority of respondents reported that they preferred to select young people to work in these departments/positions. This was partly because young people were usually enthusiastic, energetic and eager to grow and learn; and because these jobs required vigour, energy, hospitality and willingness to learn, etc – attributes particularly associated with young people.

Companies often preferred recruiting young people for other reasons, such as the fact that young people were easier to train and that young talent was a welcome addition to their business. One of the hotels mentioned that young people looking for jobs was an advantage for them as they wanted young people for their customer-facing roles. One retail shop was frank enough to admit that inexperienced young people were cheaper to hire and were flexible to take on different assignments within their work role.

All businesses mentioned that they hired people of either gender and provided equal opportunity to both. However, there was a general perception that girls were preferred over boys in the hospitality industry. According to respondents, girls were preferred over boys in other types of employment including front office, housekeeping, and management of sales counter and assistance desks. It was encouraging to see that the companies did not have much preference for one gender over another and looked out mainly for young professionals who were capable of delivering their best in the industry.

Pre-requisites for hiring young people

All respondents from the businesses in the study sample said that they were willing to hire people with support from NGOs if they could obtain well-trained people who were aware and understood their specific roles; and also if they could access these trained young people on a regular basis to feed into their turnover and expansion.

In terms of educational qualifications, almost all companies (except one) reported that they looked for the minimum of secondary/senior secondary level passed, but only for some kinds of jobs that needed lower skill levels like sweeping and cleaning, and at least graduation for most of the other jobs, even waiters and housekeeping staff.

Preferably, they required candidates with some experience for most of the positions but they did have some entry level positions for people joining immediately after completing their courses with little or no experience.

'We can have uneducated staff for back office, some educated for other work and fully educated and trained for front office. Everyone receives hands-on training prior to the full time work.'

**Hotel Industry Executive, Ranchi,
Jharkhand**

In addition, businesses mentioned that the young people should have working knowledge of English (if not fluent in speaking and writing). They also emphasised the need for a strong soft skills training that would really help their employees to deal with customers. Interestingly, these companies preferred their staff to be below 25 years of age.

Training and skills

Discussions with businesses reflected that employees would necessarily need two slightly different skill sets. One would be the **core skills** required for the job (for example cooking for chef, etiquettes for waiters, accounts management for cash counter, etc). These skill sets would largely be universal for that type of job. The second set of skills would be **supportive skills** like ethics, functioning and work culture of the particular organisation, which would be specific for the particular organisation. Most businesses preferred that the employees came equipped with core skills; and they would receive in-house training for supportive skills.

Only one of the businesses mentioned that they had a provision for in-house training in core skills for their staff, depending upon their respective roles and responsibilities. The rest all categorically stated that they looked for trained and/or experienced employees/jobseekers who would come equipped with the core skills required for the job. Some businesses did mention they offered periodic in-house refresher trainings which were carried out to refresh their employees' skills and update them with recent developments and changes in the sector.

Most businesses generally had their own training programme for supportive skills – a kind of induction or training on company procedures – which varied in duration from between 15 days to a month. These training programmes were more geared towards the company environment, policy and ethics, and not a training to provide the core skills required to perform the task. One official of a multi-purpose retail chain in West Bengal pointed out this

'We do not provide basic skills to the people we employ. We want them to come with those skills. We train our staff only on our policies and procedures and any specific training for the task they are supposed to do. For example, though we are a marketing unit, we would not train our staff in marketing. We can only train them on where to find products in the store.'

**Multi Utility Retail Chain Manager,
Kolkata, West Bengal**

type of training mainly served as an orientation to the company, its basic policies, roles and to define responsibilities; and that the employees should arrive with the basic skills required for that particular employment. In the hospitality sector, the hotels preferred youth with a hotel management degree for most positions but, in the case of housekeeping staff, there were no specific core skills required so these hotels provided their own in-house training on supportive skills and could therefore even consider hiring young people who were not technically qualified or had qualifications that were less than required.

The opinion was shared by a number of businesses that the candidates with only theoretical training, and with no practical experience, were not preferred. Hence, preference was given to those candidates who were well-versed in the

practical aspects of the job and had undergone practical or hands-on trainings prior to their appointment.

For example, the companies mentioned that for a housekeeping job – in addition to training on basic manners and etiquettes – it was equally important to have knowledge of things like the type of chemicals, quantity and standards which are to be used for cleaning. Therefore it would be difficult for companies to hire an individual who had been simply taught about manners and business etiquette or knew about the chemicals in a theoretical way. This has to be kept in mind when any kind of training programme is being devised by NGOs.

In the retail sector experience mattered more than education. In addition, these companies mentioned that it was absolutely critical that staff maintained discipline and followed their code of conduct when dealing with customers. Some of the business representatives contacted in the companies specified that having at least a year or so of experience within the retail sector in various capacities would be highly desirable.

'We prefer individuals who approach us directly as we have a sensitive work.'
**Jewellery Showroom Manager,
Kolkata, West Bengal**

Hiring processes

The recruitment methods used by most of the businesses were advertisements through banners, posters or stickers, using recruitment agencies or their own databases created over a period of time. Moreover, most of the companies had their own team of Human Resources officials who were in charge of the recruitment process. Individuals generally approached the companies on their own and submitted their curriculum vitae directly. After shortlisting, companies conducted interviews for final selection.

Partnerships between NGOs and businesses

Most of the businesses were aware of trafficking and held the opinion that poverty in the inaccessible areas and lack of employment options within the state were the main reasons for this menace. There were a few who spoke about the responsibilities of the Government as well but, in general, the attitude of the businesses was found to be very indifferent. They considered trafficking to be just another problem of this country (like many other problems) and could not quite relate to how they, as businesses, could contribute to resolving the problem.

Case study

There is a large number of recruitment agencies and companies in Kolkata that have hired survivors into the post of security guards. This has particularly happened with the help of an organisation called Jabala, an action research group whose work involves rescuing, restoring and rehabilitating trafficked survivors. They have built a network of recruitment agencies and companies. These companies take on survivors and provide them with training and then place them in various positions, such as various malls in Kolkata and at metro stations.

Often the biggest fear that people have when working with trafficking survivors is the associated stigma, but these examples in Kolkata suggest that after a certain point in time the history of the survivor is no longer relevant.

A couple of companies had partnered with NGOs working in the development sector to hire people – and those employed were trafficking survivors trained by these NGOs. All of the other companies participating in this study were unaware that this resource was offered by NGOs.

Most of the companies reported that they did not perceive any problems if survivors were hired, but they were explicit in their view that the mindset and attitude of the hired survivors must not be a problem. Taking into consideration the fact that the potential candidates were promising, the companies would be willing to hire them for various suitable positions.

The businesses held the opinion that the recruitment field was very dynamic and they could not afford to hire people who were not up to the mark or lacked the required skills. Having less than efficient staff would mean compromising their quality, which would affect their clientele and business. Therefore, their willingness to hire survivors of human trafficking was strictly dependent on business considerations – how well they were trained for the job. For example, a hotel administration manager who had hired trafficking survivors said that they were satisfied with the survivors as employees but had had to let some of them go due to their inappropriate skills, capacity and behaviour.

A very small number of respondents from the businesses contacted thought that the NGOs providing job-oriented trainings should develop a brochure indicating the type of trained human resources available. The rest of the companies explained that the existing normal recruitment procedures would be followed even if the survivors trained with NGOs were to be placed or appointed and the companies might not be able to extend any additional 'favours' or support to such candidates. Businesses were of the opinion that various NGOs working in livelihood programming for survivors could contact companies. However, while the company representatives were interested in looking at NGOs for possible collaboration, they specifically mentioned that they would need to look into the backgrounds of the NGOs to establish how genuine these organisations were.

'Social sector organisations who provide training on computers, housekeeping and security guards, they can contact us to check the vacancies followed by our normal process of recruitment.'

Hotel Industry Executive, Ranchi, Jharkhand

This shows there is a general acceptance among businesses for hiring survivors, providing these individuals fulfil the company's minimum criteria for selection, as they may not be willing to compromise on their preferences. Still, this is a welcome sign and a potential opening for the NGO sector engaged in training survivors of human trafficking for job-oriented livelihoods.

'Yes! We can hire people from social sector but the NGO need to approach us and we would certainly like to see the NGOs credibility and type of work they do. Of course, they need to write or send written request to us for the recruitment.'

Retail Chain Manager, Kolkata, West Bengal

In particular the executives in the hospitality sector were interested in making use of the NGOs to hire young people.

Challenges

Business views towards NGOs

A perception was observed among businesses of a 'mistrust of the development sector'. Most of the companies held the opinion that the NGOs worked just for the money and could not be fully trusted. This mistrust was reflected in the case of a placement agency that had had a 'not-so-good' experience with an NGO who had agreed to provide a specific number of candidates within a desired time frame. The NGO could not provide the specific number and managed to offer only a few candidates, which resulted in the placement agency losing its contract with their client.

Eventually, the discussions with businesses reflected their mindset and approach towards the NGO sector. They considered the NGOs to be unprofessional. The NGO sector, on the other hand, suggested that they could not (and should not) operate like businesses and their approach had to be rights-based and in the best interests of the survivor – which at times would conflict with the interests of businesses.

Therefore, bringing about the right balance between the interests of all three players – businesses, NGOs and the survivors – remains an unresolved challenge.

Working with NGOS

The lack of interaction between the businesses and NGOs had been distinctly visible in the states of Jharkhand and West Bengal as neither sector was really aware about the social policies, acts and Government initiatives in either state.

Most of the businesses reported that they were not even aware that the NGOs also provided livelihood trainings and life skills to vulnerable or needy people in the state. Similarly, the majority of the NGOs were also unaware of how businesses could contribute and utilise their initiatives, like Corporate Social Responsibility (CSR²⁶). There seemed to be a clear variance between the needs of businesses (as informed by them) and the skill training programmes led by NGOs (except for the few NGOs such as BKS in Jharkhand who conducted market research first and then developed an appropriate training programme, in this instance for security guard positions). Possible reasons for this mismatch could be inadequate market analysis by NGOs – as very few NGOs reported conducting market research in order to design or upgrade their training curriculum – and insufficient interactions between businesses and NGOs.

Strikingly, it was also observed that even NGOs who provided trainings were not aware of the type of candidates required by businesses – and so their

²⁶ Corporate law in India mandates all businesses with turnover above 50 million INR to dedicate 2% of their net profit towards CSR, which needs to be spent on social development activities. In recent times, this has been recognised as an important pool of financial resources that can be tapped by NGOs. Businesses, in general, do not have creative ideas for utilising these resources and in many cases the money has been found to be unspent.

trainings were not employment or job-oriented. The trainings which were being provided by the NGOs were very generic in nature and had become redundant in the current scenario. On the other hand, the businesses had expressed their desire to hire people with specialised skills (for example, handling computers and other electronic equipment) to give their companies an advantage in a competitive cutting-edge market.

Another important aspect that needed focus was the variety of training provided by NGOs. These NGOs provided just one type of training to survivors whereas the businesses looked for employees who were multi-faceted and could undertake different jobs. For example, they looked for employees for their housekeeping departments who could work as waiters as well, when the need arose.

Educational attainment of survivors

As discussed above, most survivors were not educated to the level desired by the businesses. In the sample covered in this study, only 16.5% of survivors were educated up to grade 12 and only 2.6% were graduates. Therefore, even if businesses did employ survivors, they would only be engaged in unskilled jobs, which were low-paid and with little scope for promotion.

Retaining young workers

Another major challenge identified by businesses in employing young people was retaining them at a particular position. During discussions, one executive said that often the young people were very impatient in nature and desired something more, which could sometimes be a beneficial attribute in young people but was not seen in a positive light by the businesses.

Business environment

A number of the companies also mentioned that the business environment in the states of Jharkhand and West Bengal was not very business-friendly and mentioned the examples of big businesses like Arcelor-Mittal (in Jharkhand) or Tata (in West Bengal) who were forced to leave the state due to an unfriendly political and bureaucratic environment. The companies in the study held the opinion that, if there was a business-friendly environment in the states, then there would certainly be more jobs which would provide employment to people in their home town and state; and therefore contribute to the reduction of unsafe migration and trafficking.

4 Key findings – Survivors' and families' perspectives

This section discusses the perspectives of the survivors of trafficking – the majority of who had been re-integrated with their families – on different dimensions of their lives after their rescue, with specific reference to livelihoods. Attempts had been made to ascertain changes in their lives that could be attributed to the livelihood they adopted after rescue. In addition, some of the family members were also interviewed.

4.1 Methodology

In order to maintain confidentiality and to ensure that the survivors were at ease during discussions, 'peer research methodology' was adopted. Ten survivors were trained to have structured discussions with the participating survivors. Along with this, survivors were engaged in an exercise where they reflected upon themselves – considering changes in their lives after they had left the exploitative situation; the contribution they had received from others in re-stabilising themselves with their family and society; and their views about their future. As many survivors were not comfortable with someone visiting their homes, all the survivors were invited to a common venue in either Ranchi (Jharkhand) or Kolkata (West Bengal) for the discussions and exercises.

The findings from the information gathered are discussed in this section.

4.2 Experiences at the shelter homes

Information was collected on the experiences of survivors at shelter homes in terms of their stay and the training received. In the majority of cases, the period of stay at shelter homes was not long and ranged from between three to seven months but, depending upon the situation, there were a few cases where individuals stayed slightly longer, such as a year or so. Of all 115 survivors, 18 had never stayed in a shelter home and eight were still living in a shelter home.

In general, the routine in the shelter homes was the same for all the survivors. It involved doing yoga and physical training and praying, followed by attending training sessions, private tuition classes, drawing, singing and dancing classes and a wide variety of vocational trainings. In addition, these girls were allowed to chat and spend time with their house-mates. The majority of girls held the opinion that their stay at the shelter was comfortable and full of learning.

4.2.1 Training at the shelter homes

When asked about the type of trainings, a wide variety was mentioned by survivors in West Bengal. These trainings included tailoring, stitching and embroidery, beautician courses and jewellery-making/designing. A few shelter homes also provided training in jute products, bag-making, Jari work (embroidery), raincoat-stitching, candle-making, making food products and managing poultry farms. Many survivors in Jharkhand received training to become security guards or training in housekeeping, IT and driving (to become taxi drivers).

This clearly indicated that there was a difference between the states in the types of training being provided to the survivors. In Jharkhand, trainings were based more on service and were job-oriented whereas in West Bengal, training topics were mainly skills-based in order for survivors to set up their own business enterprise (which also needed specific skills to expand the work). Ideally the trainings provided should have been based on market needs, but did not seem to be. None of the NGOs appeared to have conducted formal and comprehensive market analysis prior to designing their training courses. Some organisations however did claim that they had a fair idea about market needs.

'I received the training which was available and I wanted to do something else due to which I have not been able to work. Tailoring and beauty course trainings was given and no additional information was provided related to training for the future. No certificate was given indicating that I have received these trainings.'

Survivor, South 24 Parganas, West Bengal

It also seemed that the trainings were more dependent on the skills that NGOs were comfortable in providing, rather than what survivors wished to learn or the type of skills required by the market. The type of trainings were limited with NGOs and solely depended on the availability of trainers and equipment/instruments/facilities, etc. In the majority of cases, survivors were provided with those trainings which were available; there were a few cases where survivors received trainings at another practitioner's location. All survivors said that they were not able to choose their trainings based on their aspirations or interests, but rather they were engaged in whatever training was available at the shelter home or NGO.

The training duration was dependent on the type/nature of the skill being taught, the curriculum being followed and practical classes. In almost all cases, survivors were found to be happy with their trainers. Only some trainees reported receiving certificates.

4.3 Training for livelihoods

The following table provides a breakdown of the types of livelihood training the survivors received during their stay at shelter homes and/or their engagement with the NGOs.

Skills trained ²⁷	Jharkhand		West Bengal	
	Received training	Received but currently unemployed	Received training	Received but currently unemployed
Security guards	26	8	1	
Housekeeping	11	3		
Computer training	5	1		
Beautician	1	1	4	4
Field investigators for data collection	2	2		
Office management	1	1		
Tailoring			21	7
NGO trainers (employed by NGO)			12	12

²⁷ Some girls received training in more than one skill area

Bag-making			4	1
Catering			3	3
Bakery			1	1
Candle-making			1	1
Block-printing			4	0
Poultry farming			1	1
Boutique/tailoring			2	2
Total survivors included in the study	46	16	54	20
No training but financial support received from NGO to start business			15	
Opening a shop (self-employed)			4	
Traditional Jari work (contractual work)			5	
Worked in the past but not currently working				6
Total survivors included in the study	46	16	69	26

Note: Some survivors have been trained in more than one skill and hence the row on 'total' is not the total of the entire column but the total number of survivors included in the study.

As evident from the table above, 34% of survivors in Jharkhand and 37% in West Bengal were not currently working, despite receiving training. The table also suggests that employability in traditional skills (like beautician, poultry, tailoring, catering) was lower when compared to other skills such as security guarding and housekeeping. Other advanced skills like data collecting or NGO training did not result in employment.

'We enjoyed our security guard training because there was so much physical exercises and games. I learnt about discipline and importance of fitness, loved playing football.'

Survivor, Ranchi, Jharkhand

It can also be noted that, despite receiving specialised training in security guard work, the percentage of survivors who had received such training who were currently not working was high (30%) and, when further explored, it seemed that a lot of the girls were being trained as security guards without the providers having a clear understanding of market demand (and as trained security guards were in over supply).

Almost all survivors in both states who had received any job-oriented or business-oriented training felt that they were informed about the advantages of the trainings and how this could be useful for them.

The majority of survivors working in Jharkhand were employed in the service sector, such as in housekeeping and as security guards and computer professionals. In West Bengal, the majority of survivors were involved in the production of products like Jari work, embroidery, making jute bags and rugs, *beedi* binding, tailoring and making other utility products. Almost all the survivors were working in the skill area that they had received training on. One or two girls were running their own tea or

general merchant outlets that they had established with financial support (but not training) from an NGO. There were some survivors who had started their own business outlets (for example, grocery shop, *beedi* shop, stationery shop, and selling mobile phone Sim cards) with only financial assistance from NGOs.

4.4 Current employment circumstances for survivors

4.4.1 Survivors employed by NGOs

It is worth mentioning that a large number of the survivors who received employment were employed by the NGOs who had provided basic livelihood training to them where they engage in production of goods. These practitioners had taken them on as staff. The practitioners outside Kolkata tended to be engaged in more indigenous activities like making jute products which were often not very profitable. However, they engaged the survivors as trainers and employees and paid a certain amount of money depending on the orders they procured. Practitioners in Kolkata had better access to the market and were able to provide a higher sum of money to the survivors working with them.

'I am employed at the NGO where I received training. Now, I provide training here from 9:30 am to 5 pm and thereafter I go for my private tuition classes as I am also studying.'

Survivor, Kolkata, West Bengal

4.4.2 Challenges faced by survivors in employment

Not many survivors who were employed reported facing any major challenge in their employment as such except the fear they had of not being able to deliver to the quality required or not understanding the training. It was encouraging to note that a few had been able to set up their own

'When I was employed at the local hotel, the manager there tried to approach me for a different purpose thinking that I would not mind as I have such a background. I left that job and joined another hotel.'

Survivor in Jharkhand

businesses but they did report some odd instances of facing stigma from local people. One survivor particularly shared that, due to her experiences, people raised a finger at her when she went to work since she worked mostly with male colleagues.

4.4.3 Income

The survivors who were working were earning on average INR 3,000-4,000 (60-80 USD) per month in their jobs in Jharkhand, whereas those in West Bengal earned INR 1,000-3,000 (20-60 USD) in jobs in production units. Most of the survivors (both from Jharkhand and West Bengal) were giving part of their income to the family and keeping the rest for themselves. All the survivors used their earned money to meet their expenses and fulfil their basic needs. The majority of the survivors were of the opinion that they were not paid in proportion to the hard work they put in; many thought that this was because of the prevailing rates in the labour market at the local level. However, all the survivors interviewed in Jharkhand mentioned that while they were enrolled for training they were told that they would be able to earn a much higher amount after training, which in fact they did not get once they were employed.

The survivors who lived with their families had no savings and their entire earnings were being used up for household expenses. The survivors who were not living with their families had bank accounts containing their saved money. A few survivors said that they gave money to their families whenever they were in need. This was endorsed when the research team had discussions with the parents of survivors (see section 4.6).

4.4.4 Survivors' unemployment

The major reasons given by those who were not working were the lack of availability of jobs and being unable to access jobs (being unaware of job opportunities). Other reasons cited included not enough opportunities in the places where they lived and difficulty in approaching businesses in bigger cities for jobs. In West Bengal the survivors reported that they did not have access to loans or credit to establish the kind of business that they wanted to.

There were survivors, particularly in Jharkhand, who had received different trainings but could not get any employment. These survivors were not aware of the reason but, on the face of it, it seemed that the NGO that provided them with training could only manage to find employment for some survivors which meant that others remained without a job. These survivors mentioned that they came from districts where there were no jobs that required the skill sets in which they were trained by the NGOs (for example, hospitality, security guard); and it was also not possible for them to access such jobs in big cities like Ranchi and Kolkata as they could not frequently travel to hunt for jobs or attend interviews. Many survivors also mentioned that they had no idea how and where to look for jobs and did not feel comfortable applying for jobs or facing interviews.

4.4.5 Knowledge of other livelihood options

It is worth noting here that none of the survivors were aware of any Government schemes that they were eligible for and could access. They had not been informed by the NGOs about these schemes. In any case, since the implementation of Government schemes is not extensive in Jharkhand and West Bengal, this lack of awareness was not surprising.

4.4.6 Satisfaction with support received

When discussing their satisfaction with the support they received, nearly half the survivors mentioned that they were not satisfied with what they were doing and earning. Survivors did acknowledge the contribution of NGOs in providing them with training and jobs, and seemed very satisfied with the

'I work as a security guard at the shopping mall but I collect my monthly salary from the NGO office. I am not sure if what I get is my actual salary. Moreover I cannot change the job because then I need permission from the NGO.'

Survivor in Jharkhand

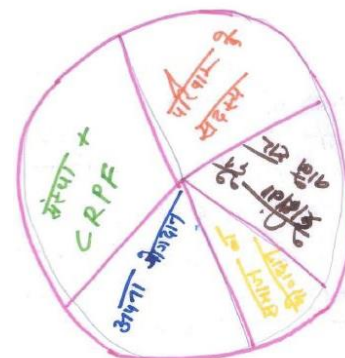
efforts of NGOs. Also, it was observed during these discussions that the survivors were highly dependent for jobs/work from the NGOs that had trained them. While these girls were working, they could not be said to be truly 'independent' as they lacked soft skills like negotiation or decision-making. These survivors did not recognise these limitations and generally thought that they were not being treated fairly by their employers.

4.5 Self-perception of survivors

Using participatory methods (discussed in the methodology section, see 2.2), survivors were requested to reflect on their overall status, following training and having earned money, on the distinct changes they had observed in their lives; contributions they received in the process of these changes; and how they viewed their own future. Some of their perceptions about their own empowerment are discussed here.

4.5.1 Changes survivors felt in their lives since receiving training

- Survivors have had exposure to the practical aspects of life while staying in urban areas during their training and employment. Prior to that the survivors had limited access to urban areas as the majority of them were from rural villages. Some of the survivors mentioned that their quality of life had improved since they started earning. They lived as normal a life as other people.
- The survivors mentioned that they now felt comfortable travelling on their own, thus improving their mobility to access different services.
- They now felt fearless, and empowered and had become self-confident. According to them, their self-esteem had increased. Now when they had direct access to money, they could take decisions for themselves and their life.
- Some of the survivors mentioned that their livelihood had provided them with the opportunity to interact with different kinds of people and they now felt comfortable with people management.
- Their ability of identifying good and bad in people had improved and they could better understand the intentions of other people.
- Survivors had learnt etiquettes and common terms while training and were using their skills in their day-to-day life situations.
- Survivors had become practical and financially independent. They strongly felt that earning money was the biggest achievement of their life so far.
- Because they had money they were able to apply for competitive examinations and submit their entrance fee, purchase books for preparing for entrance exam, etc.
- A few of them were continuing their education along with their jobs and providing financial support to their siblings for their education.
- Some of the survivors were sending money to their families and contributing to their families' expenditure.
- Some of the survivors shared that they had bank accounts and saved money for the future and unforeseen situations.
- Three survivors were currently working in a local residential school facility for tribal girls in Jharkhand where they also interacted with schoolgirls and disseminated knowledge to them on trafficking,



Example of graphical representation by survivors detailing support received from different stakeholders

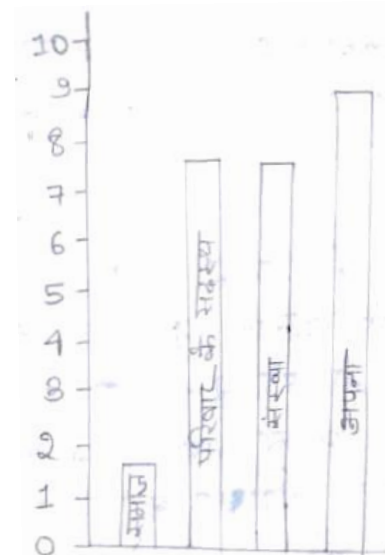
migration, etc. In this way, the survivors were generating awareness wherever they had the chance.

- Some survivors were now providing training to their peers, helping them to earn respect and regard, which they felt was a very satisfying outcome.
- At the practitioners' level, these survivors-turned-trainers received high respect as they handled more functions at the practitioners' training or workshop location.

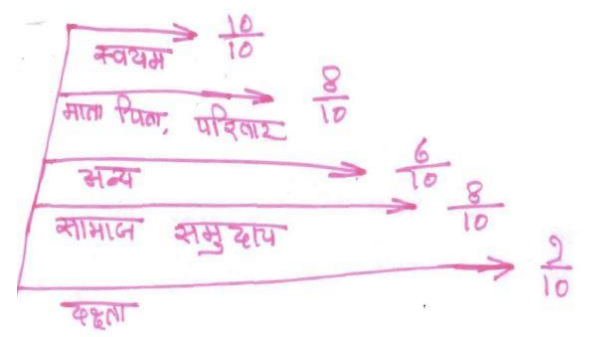
4.5.2 Support received by the survivors

When asked how they thought this empowerment was possible, survivors had different but very positive opinions to share. Some of the excerpts from these discussions are below.

- All survivors endorsed their own contribution in reaching their current state. According to them, they had put in their own best efforts to learn, qualify and achieve whatever they had accomplished so far.
- Their family's contribution was also recognised by all the survivors (barring one or two where family members were not supportive). The probable reason for this recognition was that they now earned and assisted their families in various ways and so their families were in close contact. Parents also wanted and supported them to stay in urban areas for their jobs. As Jharkhand is a migration-prone state, families there preferred their daughters to stay in the state rather than leave to go somewhere else.
- The significant contribution of practitioners (NGOs) was endorsed by these survivors as the majority of them had received trainings for their jobs/work from NGOs. In general, survivors had learnt their income-generation skills either during their stay at a shelter home or by visiting the practitioners' training venue while staying at home.
- Although some survivors mentioned the positive contribution of society in their life as they did not face any discrimination at the community level, there were a few survivors who did not acknowledge any such contribution. This was mainly because these survivors or their families had faced discrimination.
- Very few survivors mentioned any 'contribution from others' such as distant relatives.



Graphical representation by survivors about contributions of different stakeholders



Graphical representation by survivors about contributions of different stakeholders

4.5.3 Suggestions for the future

Survivors were not very clear about what could be done at the institutional level to improve the situation of fellow survivors of trafficking as their exposure to the available job market was very limited. However, survivors were fairly clear about their own expectations from the system, including:

- The salary they get should be in relation to the cost of living in the city.
- The survivors should receive direct financial support to start employment or to support them while they are looking for jobs.
- More facilitating support is required in looking for jobs or markets for their products.
- The duration and quality of training should be improved, with some financial allowance available during the training period as well.
- There should be sources of information that are easily accessible, particularly information regarding availability and accessibility to Government schemes and services.

4.6 Discussions with parents

Parents of survivors were also contacted by the research team to ascertain the facts related to access to livelihoods for their daughters. In all, 64 family members were contacted in both the states – 34 in Jharkhand and 30 in West Bengal; 34 mothers and 30 fathers of survivors were interviewed. Almost all parents were found to be illiterate with a few having had education up to primary level. As the majority of parents were illiterate, they did not have good occupations and were mainly working as unskilled and agricultural labourers, rickshaw pullers, *beedi* binders, etc.

Family income and survivors' contributions

The families were very poor and had a monthly income in the range of INR 1,000 to 5,000 (20-100 USD); only a couple of families had a monthly income of more than INR 5,000 (100 USD). In these circumstances, survivors' earnings were found to be a big relief for the families. Many parents who had survivors staying with them mentioned that their daughters shared the household expenses by contributing their full wages. The parents of survivors who were not staying at home also mentioned that their daughters did not send

money on regular basis but that they did take responsibility and contributed when a higher sum of money was needed to handle a crisis in the family or to purchase assets on various occasions. Encouragingly, a few survivors were contributing to their siblings' education as they understood the need for basic education and really wanted to become 'change makers' for their families. Some of the families also mentioned that the daughter had become an inspiration for her siblings, who wanted to grow up quickly and be like their elder sister – self-confident and independent.

'Yes! I give my income to my family/parents as I am the only earning member.'

**Survivor, South 24 Parganas,
West Bengal**

'Whatever I earn as a profit, I give it to my parents and some money I keep for refilling shop materials. I am able to help with INR 30 or sometimes less in a day to my family. I need money to expand my shop as it gives more earning than Jari work.'

Survivor, Murshidabad, West Bengal

Economic empowerment and independence

Parents whose daughters were now living and working in a different city stressed the fact that since the time their daughters started earning, they had become very confident because they lived in a bigger city and had more exposure to life experiences. Interestingly, these parents considered their daughters as one of the adults in the family and listened to their opinions in all the decisions that the families took.

Parents agreed that survivors' involvement in decision-making in the families had been increased due to their economic empowerment. Many survivors did refer to this indirectly when they mentioned that they were now able to influence the education of their siblings because they were able to pay the school fees. This supports the view that survivors should be given a complete package of livelihood support as it could also help in advancing their status and voice with the family.

For parents, the greatest relief had stemmed from being able to rescue their daughters. Parents of survivors who were working were happy that their daughters were involved in some form of work and perceived them as independent and confident. Other parents still feared that their daughters could be re-trafficked. Those parents whose daughters were not working outside their home said that their daughters still did not leave the house and/or did not even speak to many people.

Stigma

Stigma cannot be ignored and this was discussed with the families. In about eight cases, parents mentioned facing discrimination by their neighbours, general community or relatives.

Marriage

Parents were asked about marriage for their daughters. All the families mentioned that they would want their daughters to get married into a nice and respectable family. A couple of families were relatively hesitant in accepting that their daughter should get married; they were of the opinion that their daughter still needed to achieve more in life so that she could find a good husband. The majority of parents

perceived that their daughter was not yet ready to be married and that they wanted her to become completely self-confident before getting married.

'May not be now, but we do want our daughter to get married even if she is earning and helping us.'

Parent, Khunti, Jharkhand

'I do not want to get married...I want to continue *Jari* work what I am doing.'

**Survivor, South 24 Parganas,
West Bengal**

5 Conclusion

The information for this research has been collated from different target groups and the findings are categorised accordingly to demonstrate the current status, views and opinions of these stakeholders.

5.1 Survivors and their families

There was no available data to estimate the proportion of survivors in Jharkhand and West Bengal that were engaged in an economically productive livelihood, either with or without external support. The NGOs included in the study were able to provide data on the number of survivors they have been able to support in building a livelihood, but that still did not provide information on the number of survivors in total who had been supported in this area. Additionally there was no accurate data available on the number of individuals (especially girls) trafficked and rescued. Hence, this study was limited to the survivors who could be accessed through NGOs.

- There was a difference between the type of trainings available for survivors in the two states. In Jharkhand, the training tended to be more job-oriented (for example, training girls to become security guards) while in West Bengal the trainings were more production-oriented (for example, making jute bags). However, as none of the NGOs appeared to have conducted any market analysis, their selection of these as suitable trainings did not seem to be based on a market analysis.
- Survivors normally did not have a choice when it came to selecting the training or skills they would like to pursue, and it was largely dependent on what was available with the NGOs or in shelter homes. Some survivors started courses in subject areas that they were not interested in or in industries that were not relevant to the environment in which they lived.
- Of the survivors included in the sample (115), all had received training in at least one skill area but 32 (28%) were currently not in an economically productive livelihood. Among those who were working in Jharkhand a large proportion (80%) were either working as security guards or in housekeeping within the hotel industry. In West Bengal, the largest proportion of survivors (39%) had taken up tailoring as a profession, followed by one instance where 12 girls had themselves been trained as trainers of grass-root workers and CBOs; they had some work initially after training but since then had been unemployed.
- Survivors seemed to be very dependent on the NGOs for seeking jobs or other livelihood opportunities as there was a negligible percentage of survivors who had been able to establish themselves without the support of the NGO they had been associated with. This could be because of the inherent bias in the sample that included all the survivors who were currently in touch with the NGOs. This possibly requires further investigation.
- Every survivor who was earning reported supporting their families through their income. The parents also seemed to be satisfied with the performance of these survivors and encouraged them to continue to work and establish themselves.

5.2 Government initiatives for livelihoods

Information from secondary sources and internet searches was used to gather information on existing Government livelihood schemes. In India, there are a few centrally-sponsored schemes and some states have also introduced a number of specific schemes. Overall, access and utilisation of these schemes by the target groups appears to be very limited.

The National Skill Development Corporation (NSDC) conducted a district-level skill gap study for Jharkhand in 2013, focusing on access by young people to schemes and initiatives, involving youths and industry representatives. The study reported that Jharkhand state had not been able to efficiently utilise the funds allocated under the various central Government schemes. The study identified many factors due to which skill gaps remained despite the best efforts of Government bodies like Industrial Training Institutes, and so on. It was found that vocational training was perceived to be suitable for academically and/or economically poor students. This study also presented a list of challenges in implementing the skills development trainings that needed to be addressed in the future²⁸. Some of these major challenges included issues in allocation of funds, low capacity/utilisation of it is (institutes accredited for skill trainings), lack of formal mechanism for capacity development of the faculty, few placement opportunities for the trained youth and limited number of private sector training providers in the state.

The status of Government initiatives on livelihoods for young people is summarised below.

- In India, most livelihood schemes come under a common platform called the **National Rural Livelihood Mission**. This mission provides technical and financial support to SHGs and other community-based informal groups to initiate businesses at the grass-root level. The mission also supports technical institutions to provide advanced skills training in different streams to enhance the employability of young people. The scheme is open to all young people in rural areas.
- A collection of livelihood initiatives for women and girls from various sections of society comes under the umbrella of the **National Mission for Women Empowerment**. Two of these schemes – Ujjawala and Swadhar – are targeted exclusively at survivors of human trafficking (while the other schemes can be accessed by the survivors as well).
- The Government provides guidelines on implementing these schemes and provides a budget to carry out pre-agreed interventions. The budget provided is also linked to activities and is pre-defined.
- Very little information is available in the secondary literature on utilisation of these schemes and services. Some broad figures on the number of individuals reached was available but the specific skill areas in which they were being trained was not available. Also, there was no information on how many of the survivors supported by these schemes had been able to secure an economically productive livelihood.
- Of the sample in this research study, none of the survivors were even aware of any of the Government-facilitated schemes. NGOs were broadly aware of these schemes but were unaware of the process by which survivors could

²⁸ National Skills Development Corporation (2013): District level Skill Gap Study for Jharkhand.

access these. Hence, there was not a single instance reported in this research study of the adoption of any of the Government-funded schemes. One of the reasons could be that the Government did not make enough efforts in advertising these schemes.

5.3 NGO-supported initiatives for livelihoods

NGOs supporting survivors in their livelihood initiatives were now more aware that without credible market linkages and quality assurance of the training they provided, the livelihoods were not sustainable. They also realised that both the dimensions of livelihood – employment and self-employment (units that produced goods like handicrafts, food items like pickles and poultry/fishery) – needed to be equally emphasised and worked upon. However, all this remained at the conceptual stage and these practitioners did not currently have the capacity to take this thinking to a practical level.

Looking at the existing models being implemented by NGOs and analysing them through the feedback from stakeholders it can be concluded that livelihood models can only be successful if they have strong partnerships with the for-profit sector, including businesses – and this was the biggest challenge that current livelihood models faced.

There were not many models available in Jharkhand and West Bengal that appeared to be successful in providing an 'economically productive livelihood'²⁹ to the survivors of human trafficking. There were different experiments that had been attempted in different situations and, in some cases, these had been able to provide some sort of income to a limited number of survivors; for example, where NGOs had facilitated job placements for survivors or had employed them directly themselves.

As NGOs engaged in providing livelihood support struggled to effectively identify and create market linkages for the survivors they trained, many had attempted to turn themselves into entrepreneurs by starting production units or recruitment agencies. This had neither helped the NGO nor the survivors; rather, it had an inherent risk of exploitation of survivors by the NGO (as NGOs run a profit-making unit) and/or exploitation of the NGO by the survivors (as NGOs were accountable to the business clients to whom they provided services and survivors could take advantage of this situation).

Related to this, the training received did not appear to provide survivors with the skills needed to independently manage their businesses and therefore they were still dependent on their family and/or the NGOs they had been trained by. These girls were still not able to independently search for jobs, sell their products in the market and manage the money that they earned. For all this, they still needed support from their family or the NGO that they were associated with. Although the survivors and their families claimed that they were more empowered now and could travel on their own and manage money, this had not necessarily extended to more complex decision-making for their own livelihood.

²⁹ A livelihood is considered to be economically productive if the survivor is able to reasonably sustain herself, provide financial support to her family (as these girls from poor families and the families look to them for financial support) and also able to save some money for her future.

5.4 Other livelihood options for survivors

Although Government initiatives exist it appeared that they were very difficult to access and that political and bureaucratic factors also created barriers. As a result, livelihood options that had been explored by the survivors were from the non-Government sector which included self-employment and jobs with businesses.

In general, existing businesses were not sensitised towards the issue of human trafficking and therefore did not see themselves as having a potential role in helping survivors earn an income. Encouragingly, they did not foresee any problems in providing jobs to these survivors, provided these survivors were able to meet their recruitment standards; including minimum educational qualifications, basic training and etiquettes and manners. The businesses were currently not open to any compromises to their standards to accommodate the survivors. Hence, if survivors were to be engaged with these businesses, they needed to be trained adequately and prepared for the needs of these businesses.

Additionally, there was an unexplored option for survivors to engage with Self-Help Groups that were often engaged in the production of locally relevant products like pickles, jams and poultry. Self-Help Groups were sensitised towards the issues of human trafficking but admitted that they had not been proactively engaging the survivors in their ventures. The primary reason for this was that these survivors were unmarried girls and they preferred married girls as their members (as unmarried girls would get married in the near future and have to leave the group).

5.5 Causes and consequences of limited livelihood programming

This research study has attempted to explore and document reasons for many of the limiting factors in developing livelihood models. This section attempts to go into details of these causes and consequences and suggests recommendations for overcoming these challenges; these are equally applicable for employment and self-employment opportunities for survivors.

5.5.1 Lack of complete understanding of livelihood

The majority of the NGOs/practitioners engaged in providing livelihood opportunities to survivors did not fully understand the subtle nuances of livelihood programming. During stakeholder consultations, this came out strongly when several mid and small-size NGOs repeatedly mentioned their inability to even conceptualise market analysis or establish relationships with businesses.

While NGOs were aware of the limitations of 'training only' models of livelihoods, the majority of them were unaware of what should be additionally included in the models to make them sustainable. Efforts were being made by the practitioners to ensure their livelihood interventions were self-sustaining but their interventions were not thoroughly researched and therefore did not include other essential components like market linkages.

Some of these NGOs seemed to realise the importance of market linkages but then were not sure of how to approach this or develop interventions and

establish such linkages. While there are several other dimensions of livelihood programming, practitioners were not really aware of these aspects.

A study conducted by the Food and Agriculture Organization's Investment Centre in India also highlighted that livelihood projects needed to introduce a more widely used and efficient approach to production and value chain investments. One proposal would be to develop a supportive market-led approach which would gel well with the existing investment opportunities available in the market.³⁰

5.5.2 Complete package of livelihood programming

As discussed above, most organisations limited their intervention to providing skills training to the survivors, which was not at all sufficient for establishing their livelihood, be it in finding a job or starting their own business. In addition to providing vocational skills, there are at least two more components that need to be incorporated along with the vocational skills training, to make it a complete intervention package. These include:

Marketing skills – it is important to prepare the survivors in marketing their products or their own skills to make their livelihood economically productive. If they are looking for jobs, they need to be skilled enough to attend interviews and showcase their skills. If they are involved in production, they also need to be trained in ensuring the quality of the products they are manufacturing.

Financial and risk management – many of these survivors were not equipped with the required skills in financial management. For business enterprises, financial management is a non-negotiable skill which was not part of any livelihood training programme reviewed in this research. Even if survivors intend to find a job, they need to understand the importance of financial management, ensuring that while they support their families, they need to consider their personal future as well. Risk management is equally important, particularly when the survivors engage in self-employment or are trying to establish themselves independently.

A study commissioned by the Overseas Development Institute in the Indian states of Odisha and Andhra Pradesh supported the idea of developing such a comprehensive livelihood model. It concluded that for livelihood approaches to be sustainable, these needed to be constantly reviewed and new learning requirements to be regularly incorporated. Regular mapping of opportunities and constraints influencing livelihood programming should be carried out, leading to course corrections wherever required. This could only work if both the implementing and funding agencies had flexibility in their approaches³¹.

³⁰ Hancock J and Bauman P (2012); Stocktaking of Livelihood Projects in India—Best Practices in Investment Design

³¹ Turton C (2000), Sustainable Livelihood and Project Design in India, Overseas Development Institute, Working Paper 127

5.5.3 Making survivors employable

Training and skills should be broad-based and include basic education and life skills as well as vocational skills (Ikatu, 2010; USAID, 2008). Basic literacy is seen as a key component for employment in the formal sector (USIAD, 2008). Entrepreneurship training is also identified as a key component for self-employment (Ikatu, 2010; ODI, 2012).

Therefore, it is important to understand that training a survivor in a particular vocational skill does not make her eligible for a job or self-employment. There are three additional dimensions that are almost mandatory to make survivors employable. These are:

Basic education – from this study it was clear that businesses were not willing to employ people who were not educated up to grade 10.

Hard skills – considering the current environment, certain skills are a pre-requisite to any employment or livelihood. Some examples highlighted in the study included a basic understanding of the English language; the ability to use computers and other electronic equipment; and interpersonal skills.

Life skills – the current environment requires individuals to be equipped with certain life-skills like decision-making and problem-solving skills, and communication skills.

Earlier discussions revealed that corporate businesses were also willing to work with the non-profit sector in their recruitment drives. These possibilities of collaboration should be considered in the future.

5.5.4 Thinking beyond market linkages

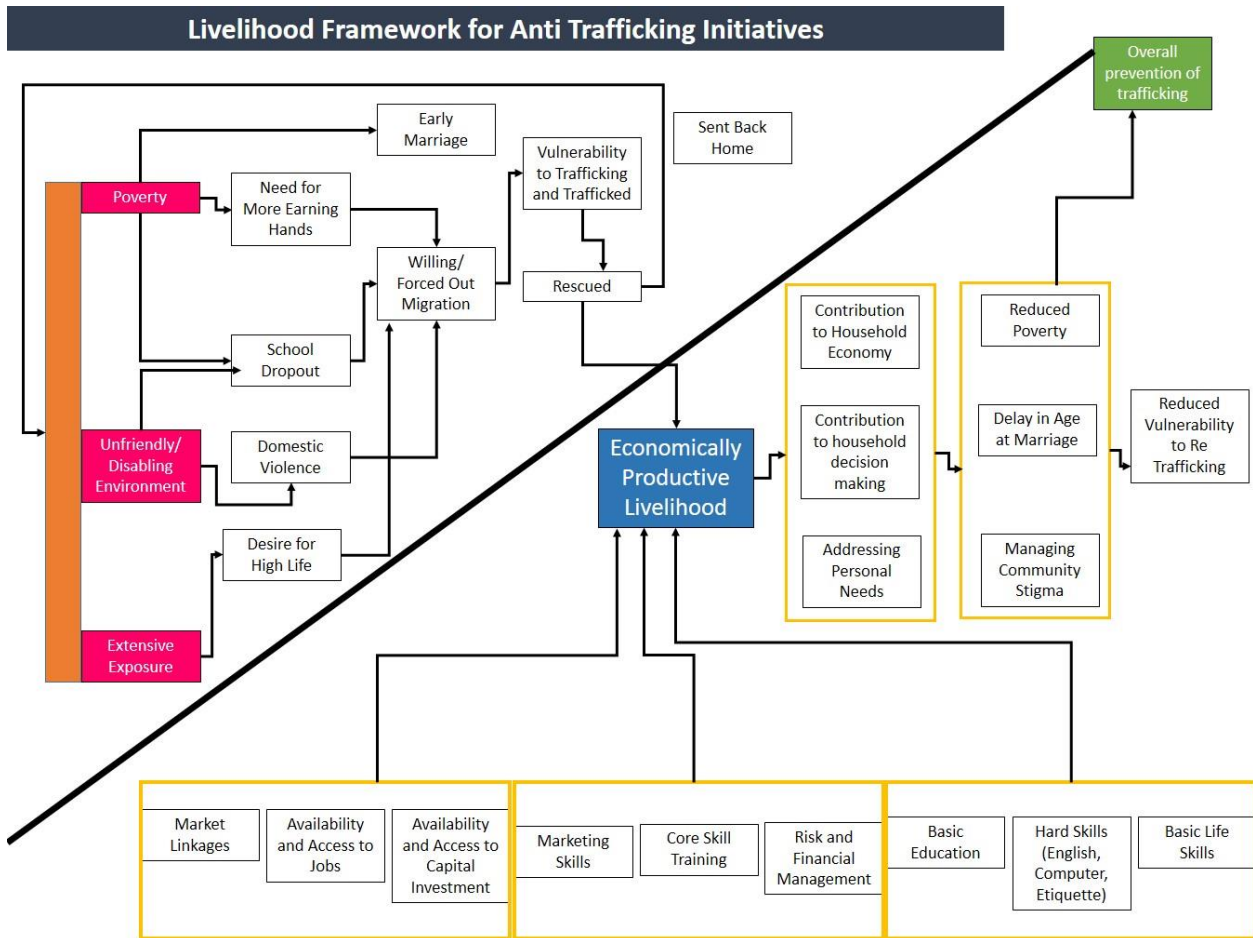
While there is a widespread understanding about the need for establishing market linkages to make livelihood models successful, other important components are necessary:

Availability and access to jobs – when survivors are being trained in specific skills, it is essential to ensure that (self) employment opportunities exist in those fields and that trained survivors are able to access these opportunities. For example, when survivors are being trained in hospitality, there may not be hotels available in their district to provide them with livelihoods; they may not be in a position to move to another town to hunt for jobs or to establish themselves independently in a big town.

Availability and access to capital investment – when survivors are trained in production-related skills, they would particularly need financial assistance in setting up their business, as this may not be available from their families. Even if the survivors are trained in job-oriented skills, they would need some kind of financial assistance to sustain themselves until they find employment and are settled. For example, if they are trying to live in another town, they will need to invest in attending job interviews and, once selected, invest in settling themselves in the new town.

In summary, the causes and consequences of human trafficking, along with the pre-requisites for an effective livelihood model, are depicted in a framework presented in Figure 1.

Figure 1: Cause and effect relationship framework



6 Recommendations

The literature suggests that to be successful, livelihood initiatives should take a holistic approach (Ikatu, 2010; USAID, 2008) and involve human, social, financial and physical capital (USAID, 2008). This will involve skills training, access to finance, provision of equipment and developing links between young people and individuals and organisations that may be able to help them in their training and employment (Ikatu, 2010; ODI, 2012; USAID 2008). Whilst there is recognition that individual organisations need to take a more holistic approach to livelihoods there is also recognition that different organisations have specific technical expertise; which means that organisations should work together rather than individual organisations trying to do everything. This involves building links between organisations involved in youth livelihoods. Young people should also be involved in designing these livelihood programmes, and the programmes should be responsive to their interests and aspirations, the context in which they live and their capabilities (ODI, 2012; USAID, 2008).

Following the analysis of the information gathered during this research study, the following recommendations are proposed for consideration by the agencies engaged in providing livelihood options to the survivors of human trafficking.

6.1 For NGOs supporting survivors

- There is an immediate need to develop a thorough understanding of livelihood programming and its integral components among all stakeholders, particularly the NGOs engaged in providing livelihoods training and/or facilitating the survivors' access to livelihood opportunities.
- NGOs should come forward and try to tap into the existing Government resources available for providing livelihood opportunities to young people. They should apply for, and engage themselves in, schemes like **Ujjwala** and **Swadhar** and also through the **National Skill Development Corporation** (NSDC) and seek funds and technical support for the benefit of the survivors they work for.
- Rather than creating their own units for training, the NGOs can also consider linking the survivors with existing Government institutions like Industrial Training Institutes (ITIs) and other professional institutions for skills training.
- Overall, it is not realistic to expect an NGO to have the capacity to manage all the different components proposed in the framework. Therefore, forging partnerships between stakeholders seems to be the only viable option at the moment to develop a comprehensive model.
- There is an equally important need to identify banking and non-banking financial institutions that can assist the livelihood ventures of survivors by providing soft loans. Providing (non-returnable) seed grants is not a viable option as this does not bring about ownership and accountability; and survivors may not put in enough efforts to sustain the initiative they develop with these grants.
- Efforts in livelihood generation need to avoid taking a patronising attitude towards the survivors and avoid treating them as helpless individuals; which only enhances their dependence on the NGO. Survivors should engage in decision-making and also share the financial risks associated with their livelihood, in order to ensure accountability.

- Self-Help Groups (SHGs) can play an important role in engaging the survivors in the work they do, but this would involve some targeted work with SHGs to change their mindset to start engaging young unmarried girls, or at least women from particularly vulnerable families. Another option would be to engage families of these survivors to strengthen their economic condition.
- NGOs providing skills training to survivors could potentially have dedicated placement units which would work in a professional manner and have appropriate contact with the Human Resources or related department in businesses for placing their trainees. There is a need for these organisations to update their knowledge and be alert to new possibilities if they wish to provide real benefits to their beneficiaries.

6.2 For agencies supporting NGOs

- A comprehensive livelihood package needs to be defined, developed and agreed between various stakeholders. This package should also identify stakeholder responsibilities in managing different components of the package – for example, facilitating links with existing markets using existing middlemen channels, accessing loans and capital from financial institutions and using existing training institutions to provide skills training.
- There is an immediate need to provide technical support to NGOs to engage with the existing Government schemes on livelihoods. NGOs may be supported to write technically sound proposals and advocate with the relevant Government departments for approval and implementation of these proposals. A workable model could take the form of support for a few NGOs to write proposals and get approvals for implementing **Ujjawala** and **Swadhar** schemes, both in Jharkhand and West Bengal.
- Livelihood models need to be designed with minimum financial risks and liabilities with the survivors and their families because failures (which are not unlikely) should not then increase the vulnerabilities of these survivors and their families.
- The research has identified the importance of having a platform where businesses and NGOs can come together and jointly work on areas where they can partner to provide livelihoods to young people. For example, businesses can express their specific needs and help NGOs to develop tailor-made training programmes. An informal network of NGOs could be a good option that would keep track of the specific requirements of businesses; and mentor the member NGOs on updating their training curriculums and the type of new trainings that need to be designed and/or developed and implemented.

6.3 Proposed working model

A working model to implement most of these recommendations could involve the preparation and training of a group of NGOs that would work as 'facilitators' for promoting livelihoods among survivors of human trafficking. The agencies engaged in rescue and recovery (including shelter homes) could refer survivors to the facilitator NGOs, who would assess their education, skills and interests and propose appropriate skill-based training delivered through another group of organisations. Once the survivors' training was complete, they would need to be linked with job placement agencies or financial institutions for either gaining employment or securing capital for setting up their own business. The facilitator NGOs would then

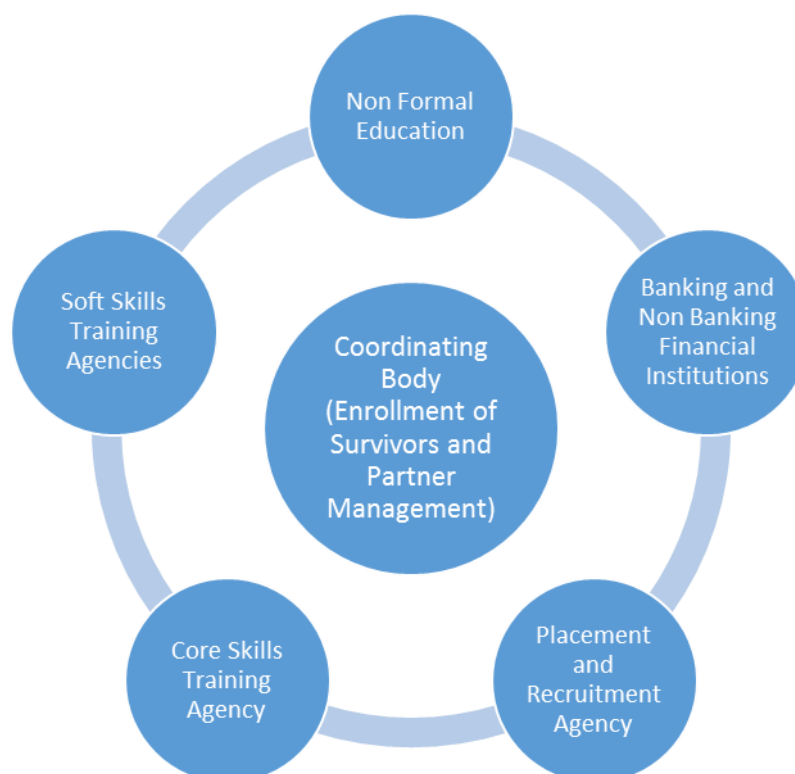
have to create another level of linkages for risk management (bringing in insurance companies); and establish market linkages with bulk purchasers.

In order to achieve this, the facilitator NGOs would initially need to be supported both financially and technically to establish themselves as a 'Livelihood Resource Centre' that would:

- Conduct an assessment of emerging job and product markets
- Work with NGOs and Government departments to build their capacity on comprehensive livelihood modelling
- Identify and establish linkages with Government and non-Government technical institutions specialising in providing skills-based training in the areas identified through market assessment.
- Identify and establish linkages with financial institutions and the insurance sector willing to invest in the livelihood models being developed by the survivors after skills training.
- Hand hold the survivors for a certain period of time, ensuring they are able to establish themselves, and provide them with links to needed technical and financial institutions along the way.
- Organise regular events to bring all these stakeholders together on a common platform in order to understand each others' needs and expectations and to strengthen partnerships.

A suggested model is depicted in Figure 2.

Figure 2: Coordination model for livelihood programme development



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Abbreviations

CBOs	Community Based Organisations
CLRCs	Cluster Livelihood Resource Centres
CMRCs	Community Managed Resource Centres
CMS-IRB	Centre for Media Studies – Institutional Review Board
CRPF	Central Reserve Police Force
CSR	Corporate Social Responsibility
DLRCs	District Livelihood Resource Centres
GONGO	Government-owned NGO
IDF	Integrated Development Foundation
IOM	International Organization for Migration
JH	Jharkhand
JSLPS	Jharkhand State Livelihood Promotion Society
JTELP	Jharkhand Tribal Empowerment and Livelihood Project
NGOs	Non-Government Organisations
NMWE	National Mission for Women Empowerment
NRLM	National Rural Livelihood Mission
OBCs	Other Backward Classes
RGSEAG	Rajiv Gandhi Scheme for Empowerment of Adolescent Girls
RMK	Rashtriya Mahila Kosh
SA PPLPP	South Asia Pro-Poor Livestock Policy Program
SHGs	Self-Help Groups
STEP	Support to Training and Employment of Women
UHI	University of the Highlands and Islands
USAID	U.S. Agency for International Development
UNDP	United Nations Development Programme
USD	United States Dollar
WB	West Bengal

Appendix I

Tools used during the research phase

RESEARCH QUESTIONNAIRE

STATUS OF LIVELIHOOD AMONG REINTEGRATED VICTIMS OF TRAFFICKING

THESE DISCUSSION POINTS ARE FOR THE SURVIVORS WHO WERE AT SHELTER HOME AND NOW RE-INTEGRATED WITH THEIR FAMILIES AND/OR COMMUNITY

Informed Consent

Researchers: Namaste! My name is _____ and I work with IMPACT, an organisation based in Delhi that specifically works in the social sector on several topics related to health, nutrition, gender, HIV, child protection and human trafficking, etc. Currently, we are conducting a research on livelihoods-related trainings for girls like you. This research is being funded by an organisation called the Oak Foundation that works in various countries to understand and develop programmes to help people in need. We would very much appreciate your participation in this research. Under this research, we will discuss a few points on your experience of accessing livelihood support and vocational trainings received by you or your family and your current working situation. The discussion will take about 30-45 minutes. We have designed our discussion in such a way that information will be taken from you, keeping your interests into consideration.

We would also like to inform you that whatever information you provide will be kept strictly confidential and will not be shown to other persons apart from the research team. Some of the things you tell us will be included in a report we are writing that will be shared with others with the hope of improving livelihoods work for other young people. However, people will not know that you said these things and your name will not be used in any reports written.

Participation in this discussion is completely voluntary and if you choose not to participate, you may withdraw at any time, you don't need to answer all the questions and this will not affect your relationship with ____ (gatekeeping organisation). However, if you disclose to me anything that makes me think that you are in immediate danger I will need to let XX (gatekeeping organisation) know so that they can help keep you safe. You will not receive any direct benefits from taking part in this research and talking to me will not change your situation but we hope it may benefit other young people in the future. However, we hope that you will take part in this discussion since your participation is important for us to better understand how to support other young people in gaining a livelihood.

At this time, do you want to ask me anything about the discussion? Do you understand what I've just said? Would you like to discuss this with anybody else? ANSWER ANY QUESTIONS AND ADDRESS RESPONDENT'S CONCERNS.

Do you want to participate in this survey? Yes = 1 → Start discussion

..... No = 2 → Stop and thank the respondent

Investigator's Name:

Date of Discussion:

Identification Particulars

Age (<i>in completed years</i>)	_____ years	Respondent's name	
Education (<i>Class passed</i>)			
Religion	Hindu = 1	Muslim = 2	Christian = 3 Others = 4 _____
Caste	Scheduled Caste = 1	Scheduled Tribe = 2	Others = 3
Marital Status (<i>Current</i>)	Married = 1 Deserted = 4	Separated = 2 Never Married = 5	Divorced = 3 No Answer = 9
Marital Status (<i>prior to trafficking</i>)	Married = 1 Deserted = 4	Separated = 2 Never Married = 5	Divorced = 3 No Answer = 9
Home Location	Country	State	District
Current Place of Living	Urban	Rural	
Total Period at Shelter Home	Date when admitted	Date when moved out	
	_____ (DD/MM/YYYY)	_____ (DD/MM/YYYY)	
Name of Shelter			

Discussion Points**General Discussion**

Let's talk a bit about your experience at the Shelter Home. How long did you spend at the Shelter Home? What was your normal daily routine at the Shelter Home? What all were you engaged in? Did you have any free time? How would you spend your free time? Overall, how was the experience? Did you enjoy your time at the Shelter Home? What were the good and not so good aspects about your time at the Shelter Home?

Of all that you learned during your stay at the shelter home, which you think were useful and which you think were not? What suggestions would you like to give to the Shelter Home in terms of improving their situation, particularly for the trainings that they provide to girls?

Training

What kinds of training did you receive at the shelter home? What kind of trainings were available there? Were all girls into all trainings or they were allotted different courses or girls were free to choose what they liked? Were you provided any additional information like usefulness of the course before you made a choice? Were you told about the livelihood prospects of the training/course that you either chose or were allotted? What motivated you to take that particular course?

What course/courses did you finally choose or were allotted? What was the duration of this course? How much time were you spending each day for the course/courses? How many girls were part of this course/courses? Was it a popular course? Why or why not? Who were the trainers (male/females and internal or external)? How good you think they were in teaching the skills to you?

Did you finish the course successfully? Did you receive a certificate or qualification? How good were you in the skill? Did you enjoy doing it? Were you convinced that this course/courses would help you gain livelihood once you were out of the shelter home? How much money did you think you will be able to earn using the skills gained in the course/courses?

Were you also provided other training/information on how to use the skills for livelihood, eg, how to set up a business or look for a job? Who to approach for help? What other skills (like financial management) might be required? How to explore markets for the products etc?

Was your family also somewhere part of this training, particularly on how to support you to use the training for establishing your livelihood?

What other support (equipment, cash grant or loan, links with market, employers etc) was needed once you were out from the shelter home to set up the livelihood? Who provided this support and how useful was this support? Did your family receive any training or help to help them generate income? If so, what and did it improve the household finances?

Current circumstances

Are you currently working to earn money? If no, then skip questions and go to Section on Not Earning Money.

If Working and Earning Money (Currently working)

What are you doing (employed, self-employed, into family business)? How long did it take to start/get the livelihood? Since how long you are into this now? Is this full time or part time? Is this seasonal or available throughout the year? How much money do you earn (monthly)? Who or what helped you get this job? How much do you think the training at the shelter home has helped you in getting this and is helping you in maintaining this?

What problems did you face in setting up or gaining this livelihood? Did you face any stigma because of your past? How are the work conditions? How did you overcome these problems and what are some of the issues still persisting? How are these affecting your performance?

How do you use the money you earn? What part do you contribute for your family income? Do you think you are able to earn enough in terms of the efforts you put in? If not, why?

Are you satisfied with the livelihood you are into? What all do you like about it and what all you don't like about it? What are your future plans for this? What do you think is the future of this livelihood that you are currently into? Would you recommend other girls like yours to adopt this? Why or why not?

Not Earning Money (Those who are not earning money currently)

If you are not working to earn money...why is this the case? Do you go to school? Do you help your family in any way? Why you are not in livelihood despite the training you received at the shelter home?

What are your future plans now? What has your family decided for you and to what extent you are in agreement with their plan?

Understanding and knowledge about other livelihood opportunities

Did you or your family attempt anything else for your livelihood? Have you received any benefits from any of the government schemes or programmes? If not, why not do you think?

Satisfaction with support from NGO received

Are you satisfied with the livelihood/ training support you received from NGO _____?

What are three things that could be done to improve the programme for other girls in the future?

Is there anything that you would like to share with us?

EXERCISE CONDUCTED WITH SURVIVORS WHO ARE INTEGRATED WITH THEIR FAMILIES

IMPROVING YOUNG PEOPLE'S ACCESS TO LIVELIHOODS

Exercise 1:

Please tell us your story of change right from receiving trainings at the Shelter Home and till you reach your home for staying with parents/family.

- (a) Please take your time and think about five key milestone steps that you faced/took to reach this current status (*eg receipt of trainings; obtaining a loan; applied for a job through a recruiter; received kind/monetary help from a friend, etc*)

Step 1:

Step 2:

Step 3:

Step 4:

Step 5:

- (b) Any three key distinct changes you have noticed or have come into your life. Please share.

Change 1:

Change 2:

Change 3:

Exercise 2:

We understand that you have reached so far with your commitment, hard work and trust, etc. We would like to know about the people who have really contributed in your life in any aspect. These people are:

- Self
- Parents/Family/Relatives
- Society/Community
- NGO
- Any other (Government/other agencies/others)

Please give scores on the scale of 10 (Score 1 will be the minimum and 10 will be the highest).
If you want to draw a graph or picture to show your scores, please feel free to draw or illustrate.

DISCUSSION TOOL FOR PARENTS OF GIRLS WHO ARE INTEGRATED WITH THEIR FAMILIES

IMPROVING YOUNG PEOPLE'S ACCESS TO LIVELIHOODS

THESE ARE THE DISCUSSION POINTS TO DISCUSS WITH PARENTS

State	JH – 1 WB – 2	District	
Block		Village	
Name of the Respondent		Relationship with survivor	Mother = 1 Father = 2
Age (years)			
Father's Education		Mother's Education	
Father's Occupation		Mother's Occupation	
Number of Siblings	Brothers = Sisters =	Education of Survivor	
Interviewer		Date	

Informed Consent

Researchers: *Namaste! My name is _____ and I work with IMPACT, an organisation based in Delhi that specifically works in the social sector on several topics related to health, nutrition, gender, HIV, child protection and human trafficking, etc. Currently, we are conducting a research on Young People's Access to livelihoods and meeting parents like you. This research is being funded by an organisation called the Oak Foundation that works in various countries to understand and develop programmes to help people in need. We would very much appreciate your participation in this research. Under this research, we will discuss a few points related to your daughter and the work she is doing. The discussion will take about 25-30 minutes. We have designed our discussion in such a way that information will be taken keeping your valuable time into consideration.*

We would also like to inform you that whatever information you provide will be kept strictly confidential and will not be shown to other persons apart from the research team. Some of the things you tell us will be included in a report we are writing that will be shared with others with the hope of improving livelihoods work for other young people. However, people will not know that you said these things and your name will not be used in any reports written.

Participation in this discussion is completely voluntary and if you choose not to participate, you may withdraw at any time, you don't need to answer all the questions and this will not affect your job. You will not receive any direct benefits from taking part in this research and we hope that you will take part in this discussion since your participation is important for us to better understand how to support other young people in gaining a livelihood.

At this time, do you want to ask me anything about the discussion? Do you understand what I've just said? Would you like to discuss this with anybody else? ANSWER ANY QUESTIONS AND ADDRESS RESPONDENT'S CONCERNS.

Do you have any questions for us before we begin? If you have any question on the discussion even later on, you may contact: **Dr. Sanjay Gupta**, Director, **IMPACT PSD Private Limited**, New Delhi-110017 at +91-11-29 54 55 54; 46 84 84 46.

For questions regarding study participants' rights, you may contact: **CMS-Institutional Review Board (CMS-IRB)** at Tel: +91-11-26864020/26851660.

Do you want to participate in this discussion?
.....

Yes = 1 → Start discussion

No = 2 → Stop and thank the respondent

Interviewer's Declaration: I confirm that I have personally explained the nature and extent of the planned research, study procedures, potential risks and benefits, and confidentiality of personal information.

Signature of interviewer certifying consent: _____

Name of interviewer certifying consent: _____

Discussion Points for Parents

- We understand that your daughter is now working with _____. Can you tell us a bit more about her work?

- How much does she earn?

- Out of her earning, what proportion is being given to the family? *Check all, half, one-fourth, three-fourth, etc.*

- What is the total family income? Please tell the approximate amount. In your opinion, what contribution does this money make? *Check the proportion of total family income contributed by the girl.*

- What has changed in the family since this money has started coming in? *Place this question so that family can understand.*

- How is this additional income (contributed by the girl) used in the family?

- As the girl has started contributing to the family, do you see any change in her status in the family?

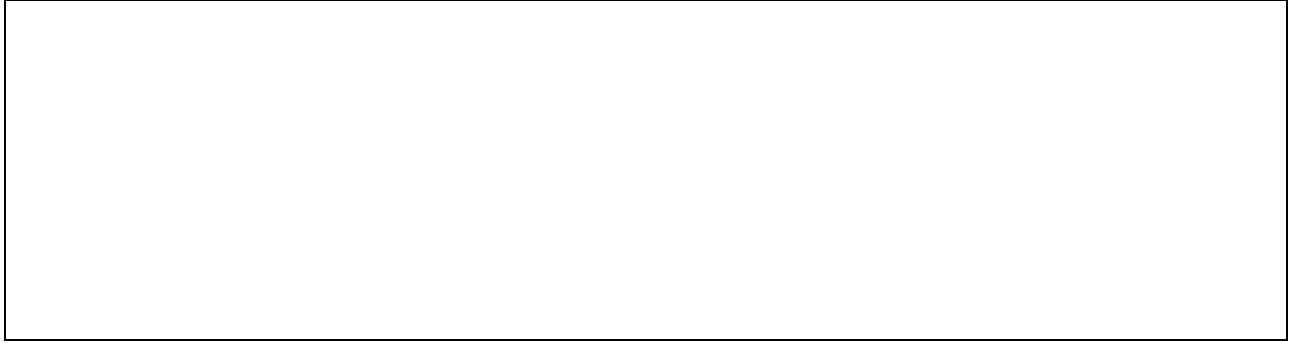
- Has this also changed the social status of the girl in the society...how? *Give time to think upon and reply.*

- Is the family happy/satisfied how the life of this girl has changed after the mis-happening? Why/Why Not?

- What are the plans of the family for the future of this girl? *Check plans for getting her married or continue providing support in her livelihoods or any other plans.*

- Has there been any incidence where you or your daughter faced any kind of discrimination or are still facing? *Very sensitive question...ask this when you are sure that respondent is comfortable and would be able to share.*

Any other information would you like to share based on the discussion till this stage?



DISCUSSION TOOL FOR SELF-HELP GROUPS (SHGs) IMPROVING YOUNG PEOPLE'S ACCESS TO LIVELIHOODS

THESE ARE THE DISCUSSION POINTS TO DISCUSS WITH ANY MEMBER, PREFERABLY WITH SECRETARY/PRESIDENT OF SHGS

State	JH – 1 WB – 2	District
Name of SHG		Type
Name of the respondent		Age (years)
Status (Member/Secretary/President, etc)		Total Members
Interviewer		Date

Informed Consent

Researchers: Namaste! My name is _____ and I work with IMPACT, an organisation based in Delhi that specifically works in the social sector on several topics related to health, nutrition, gender, HIV, child protection and human trafficking, etc. Currently, we are conducting a research on Young People's Access to livelihoods and meeting SHG members like you to capture the scenario in various SHGs like yours. This research is being funded by an organisation called the Oak Foundation that works in various countries to understand and develop programmes to help people in need. We would very much appreciate your participation in this research. Under this research, we will discuss a few points on your experience of involving young people in your SHG etc. The discussion will take about 20-25 minutes. We have designed our discussion in such a way that information will be taken from you keeping your valuable time and experience into consideration.

We would also like to inform you that whatever information you provide will be kept strictly confidential and will not be shown to other persons apart from the research team. Some of the things you tell us will be included in a report we are writing that will be shared with others with the hope of improving livelihoods work for other young people. However, people will not know that you said these things and your name will not be used in any reports written.

Participation in this discussion is completely voluntary and if you choose not to participate, you may withdraw at any time, you don't need to answer all the questions and this will not affect your work. You will not receive any direct benefits from taking part in this research and we hope that you will take part in this discussion since your participation is important for us to better understand how to support other young people in gaining a livelihood.

At this time, do you want to ask me anything about the discussion? Do you understand what I've just said? Would you like to discuss this with anybody else? ANSWER ANY QUESTIONS AND ADDRESS RESPONDENT'S CONCERNS.

Do you have any questions for us before we begin? If you have any questions on the discussion even later on, you may contact: **Dr. Sanjay Gupta**, Director, **IMPACT PSD Private Limited**, New Delhi-110017 at +91-11-29 54 55 54; 46 84 84 46.

For questions regarding study participants' rights, you may contact: **CMS-Institutional Review Board (CMS-IRB)** at Tel: +91-11-26864020/26851660.

Do you want to participate in this discussion?
.....

Yes = 1 → Start discussion
No = 2 → Stop and thank the respondent

Interviewer's Declaration: I confirm that I have personally explained the nature and extent of the planned research, study procedures, potential risks and benefits, and confidentiality of personal information.

Signature of interviewer certifying consent: _____

Name of interviewer certifying consent: _____

Discussion Points for Self-Help Groups *(those involved in some kind of work or services or production)*

- What is the name of your SHG? Currently how many members are in the SHG? Are these all women or a mixed group?

- For how long has your SHG been functioning? Do you all meet regularly? How often?

- Has any grading been done by the Block Office or any other competent authority?

- Does your SHG have any bank account? Since how long? How much money are you holding in your bank account? What is the source of this money—member contribution, SHG income, donations, any other?

- Have you ever received any grant or loan for your SHG? From which institution/agency? What was the purpose of this grant/loan? What was the duration?

- Who can get the membership of your SHG? What criteria are followed? (Such as BPL status, education, any other poverty measure, any specific targeted group, etc.)

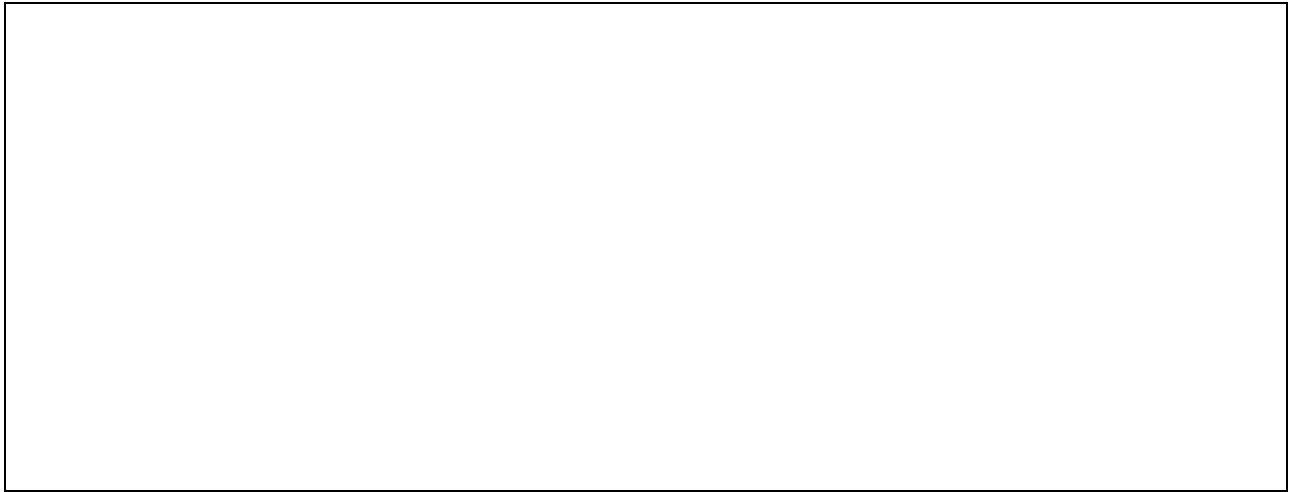
- In addition to membership contributions, what are the other sources of income of your SHG?
Please take complete details of the livelihood option the SHG is working on including the monthly income to the SHG and individual member

- Have you seen young people involved in these kinds of SHGs? If yes, specify the age groups. Note down carefully. How long do these people stay with your SHG?

- Have you ever seen or noticed that there are a few women who are rescued from vulnerable situations, separated from or deserted by husbands or in-laws? *Check what is being shared.... If feasible, ask* please tell me whether any survivor of trafficking or more survivors are in SHGs as members?

- Do NGOs who provide trainings to girls in their vocational training centres approach you for help in providing livelihood to the girls (survivors) they train?

- According to you, how can SHGs like yours support the livelihood initiative of girls who are survivors of human trafficking? What else do you think can be done by the community to support these girls?



DISCUSSION FRAMEWORK / TOOL FOR NON-GOVERNMENT ORGANISATIONS

IMPROVING YOUNG PEOPLE’S ACCESS TO LIVELIHOODS

THESE ARE THE DISCUSSION POINTS TO DISCUSS WITH CONCERNED OFFICIALS OR SOMEONE RELEVANT FOR THE STUDY

Informed Consent

Researchers: Namaste! My name is _____ and I work with IMPACT, an organisation based in Delhi that specifically works in the social sector on several topics related to health, nutrition, gender, HIV, child protection and human trafficking, etc. Currently, we are conducting a research on Young People’s Access to livelihoods and meeting officials like you to capture the scenario in various corporates and industries like yours. This research is being funded by an organisation called the Oak Foundation that works in various countries to understand and develop programmes to help people in need. We would very much appreciate your participation in this research. Under this research, we will discuss a few points on your experience of hiring young people at different levels in your organisation or industry. The discussion will take about 20-25 minutes. We have designed our discussion in such a way that information will be taken from you keeping your valuable time and experience into consideration.

We would also like to inform you that whatever information you provide will be kept strictly confidential and will not be shown to other persons apart from the research team. Some of the things you tell us will be included in a report we are writing that will be shared with others with the hope of improving livelihoods work for other young people. However, people will not know that you said these things and your name will not be used in any reports written.

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At this time, do you want to ask me anything about the discussion? Do you understand what I’ve just said? Would you like to discuss this with anybody else? ANSWER ANY QUESTIONS AND ADDRESS RESPONDENT’S CONCERNS.

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Do you want to participate in this discussion?

Yes = 1 → Start discussion

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Interviewer’s Declaration: I confirm that I have personally explained the nature and extent of the planned research, study procedures, potential risks and benefits, and confidentiality of personal information.

Signature of interviewer certifying consent: _____

Name of interviewer certifying consent: _____

A. General Section:

Start your discussion with general questions and then lead your discussion to the key points as per relevance.

- For how long have you have been working in the human trafficking sector? What are the sectors in which you work?
- Please tell us about the geographic area you cover. Collect information about the geographic coverage in terms of number of districts in the state, etc. Also clarify about the regions or blocks they cover.
- Do you also work with government? How do you think that your work endorses the government initiatives and efforts?

- Do you also provide capacity building trainings to various target groups? Please specify them.
- In your opinion, who are all the NGOs working in the human trafficking sector? Write down the names.
- Let us discuss about the initiatives being taken by the NGOs and government in terms of combating human trafficking. Assess what kinds of activities are being organised by different sectors? Do you or any representative from your organisation participate in the activities?
- Today we would like to understand more about your organisation. Please tell us what kinds of projects or interventions you are undertaking. As you mentioned that you work with survivors on many issues, let us discuss about your experiences working with these survivors.
- Ask: What efforts are needed for prevention and/or rehabilitation of survivors of trafficking?
- How important is economic empowerment in this and why? What is the current state of affairs in your areas or state with respect to this aspect?
- What are the big barriers and constraints in providing livelihoods to young girls in your areas/state?
- What efforts are currently being done to bridge these gaps?
- Why is livelihood so important for young girls/survivors of human trafficking? What changes does this bring to the lives of these girls?
- What information will help you in particular to further strengthen your livelihood initiatives?
- What other supportive environment, ie corporate opportunities, financial support, etc, exists in your area/state?
- What are some of the top recommendations to further strengthen the status of livelihoods for these girls –
 - NGOs and civil society
 - Shelter Homes
 - Corporates
 - Government
 - Other technical and financial institutions
- At this stage, please check about the suitability of documenting the livelihood model and inform the respondent that more information on the livelihoods model will be required from them.

B. Documentation of Livelihood Model

Note for Interviewers/Researchers: A detailed framework has been given below for your help. Please go through the framework and initiate your discussion, considering all the points of framework. Please use separate sheets to note down the information. You may also get other information from the respondents, please note down the same so that you should not miss out anything which is very relevant for the study. You may ask additional questions that come up in your mind while having discussion with the respondents as well as based on the NGOs' nature of work and outcomes/outputs.

FRAMEWORK FOR DOCUMENTATION OF LIVELIHOOD MODELS

Key Section	Sub-sections	Description
Project description	Type of livelihood	<i>Employment or business</i>
	Sector	<i>Training/Production</i>
	Nature of the model	<i>Training Production Any other</i>
	Aims/Objectives	
	Implementing agency	<i>Local NGO</i>
	Location (s) [districts]	
	Key components	<ul style="list-style-type: none"> - <i>Classroom Training</i> - <i>Practical Training</i> - <i>Any other</i>
Target group	Survivors/Youth/Gender/ Vulnerable groups	
Duration	Length of project	<i>Type of training and its duration</i>
	Key phases	<i>Phase 1 Phase 2 Phase 3 ...</i>
Costs/Investment	Financial	<i>Per Unit Cost Set up Cost Any other cost</i>
	Equipment	<i>Computers Sewing machines Workshop equipment Handloom equipment Power loom mechanical equipment Any other...</i>
	Human resources	<i>Trainers Experts Any other....</i>
	Donor (if applicable)	

Key Section	Sub-sections	Description
Outcomes	Skills development – vocational and psycho-social	
	Income/employment	<i>On an average Rs _____ per person</i>
	Other development challenges addressed	<i>Urban Poverty Availability of goods/raw materials Strikes Natural disasters</i>
	Evaluations	<i>Yes/No By whom:</i>
Potential challenges		<i>Opportunities for marketing Opportunities for placements Communication set up Contacts</i>
Lessons learnt		
Partners/linkages		<i>Government Non-Government UN Agencies Other bilateral agencies</i>
Case study of participant		<i>Yes/No If yes, collect details</i>
Where to go for further information		

DISCUSSION TOOL FOR CORPORATES/INDUSTRIES IMPROVING YOUNG PEOPLE'S ACCESS TO LIVELIHOODS

*THESE ARE THE DISCUSSION POINTS TO DISCUSS WITH HR OR ADMINISTRATION OFFICIALS
OR SOMEONE RELEVANT FOR THE STUDY*

State	JH – 1	WB – 2	District
Corporate or Industry Name			Sector
Name of the Official			Age (years)
Designation			Unit
Interviewer			Date

Informed Consent

Researchers: Namaste! My name is _____ and I work with IMPACT, an organisation based in Delhi that specifically works in the social sector on several topics related to health, nutrition, gender, HIV, child protection and human trafficking, etc. Currently, we are conducting a research on Young People's Access to livelihoods and meeting officials like you to capture the scenario in various corporates and industries like yours. This research is being funded by an organisation called the Oak Foundation that works in various countries to understand and develop programmes to help people in need. We would very much appreciate your participation in this research. Under this research, we will discuss a few points on your experience of hiring young people at different levels in your organisation or industry. The discussion will take about 20-25 minutes. We have designed our discussion in such a way that information will be taken from you keeping your valuable time and experience into consideration.

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Signature of interviewer certifying consent: _____

Name of interviewer certifying consent: _____

Discussion Points for Corporates who employ young people

- As a HR official, what kinds of jobs or positions are there for young people in your office/industry? *Specifically ask those cadres where they prefer young people in the team, **particularly girls**. Check about the areas such as marketing, sales, retail, production, packing, supply, security, housekeeping, supervisory role, clerical, etc.*

- Do you provide any kind of in-house training to your incumbents?

- If you have already appointed youth in your organisation can briefly provide some descriptions about them? (Background, educational qualification)

- Would you please specify the reasons for giving priority or preference to young people for such jobs/roles? Note whatever is mentioned.

- In your industry, what is the proportion of girls (if we assume that the above-discussed areas have young people in place within your industry)? Are there specific sectors in which girls are preferred?

- How do you normally hire or recruit these young people? *Check about the process, methodology, stages, etc, such as hiring of recruiters, HR has database, check websites, advertise in newspaper, contact people in the similar industry or contact their own staff to identify young people suitable for these jobs or roles, etc.*

- Let's talk more specifically about our interest. Do you feel that HR or you would like to hire young people from the social sector? [Please specify that many NGOs work for young people providing education, soft skills, employment skills, etc. Even there are NGOs who provide residential trainings to those staying in their shelter home (may be boys or girls).] Do you feel that corporates like yours can contact these institutions who are involved in rehabilitative support to young people?

- Is there any possibility that these institutions visit and contact you for seeking support in providing employment to young people who are acquiring skills in their rehabilitative home or vocational training centre?

- According to you, what should be the possible mechanism or process for providing employment to young people from the non-profit sector? How should they approach?

- What kinds of problems do you perceive that young people might have to face or corporate/industry might face due to these kinds of young people? (Like attrition rate, quality of service etc.)

Appendix Part II

Government-supported livelihood schemes in Jharkhand and West Bengal

- 1 Ujjawala
- 2 Swadhar
- 3 Swayam Siddha
- 4 Support to Training and Employment Programme for Women (STEP)
- 5 Rashtriya Mahila Kosh (RMK) (National Credit Fund for Women)
- 6 Tailoring, Cutting and Knitting (West Bengal)

1 Ujjawala

Project description	Type of livelihood	Income generation
	Sector	Several – needs-based and contextual – based on the interests of survivors; mainly production-based trainings (food products like pickles, etc; jute bags, incense sticks and candle-making, etc.)
	Nature of the model	Vocational training
	Aims/Objectives	Providing training for trafficked survivors and vulnerable women and children; facilitating rescue, recovery, repatriation
	Implementing agency	Social Welfare/Women and Child Welfare Department of State Government, Women's Development Corporations, Women's Development Centres, Urban Local Bodies, reputed Public/Private Trust or Voluntary Organisations
	Location	National level – India
	Key components	<ol style="list-style-type: none"> 1 Prevention 2 Rescue 3 Rehabilitation (vocational training) 4 Reintegration 5 Repatriation
	Survivors/Youth/Gender/Vulnerable groups	Survivors of trafficking and those who are vulnerable to trafficking
Duration	Length of project	Continuous till survivors are re-integrated with their families or repatriated to their home country or location
	Key phases	Multiple; vocational training is the key phase with respect to rehabilitation
Costs/Investment	Financial	Budget for vocational training = Rs. 5,000 x 20 survivors = Rs. 1 Lakh
	Equipment	As required
	Human resources	Trainers
	Donor (if applicable)	Ministry of Women & Child Development
Outcomes	Skills development – vocational and psycho-social	Trained survivors ready for income generation
	Income/Employment	Not applicable
	Other development challenges addressed	Willingness of Government officials and implementing staff at the shelter or short stay home in implementing the scheme with interest and dedication
	Evaluations	Not available

Partners/linkages		NGOs and Government institutions
Where to go for further information		Ministry of Women & Child Development, Government of India, New Delhi Under Secretary (UJJAWALA) Phone : 011-23381970 Email : dvk rao@nic.in

Ujjawala

Overview

Launched by the Indian Government's Ministry of Women & Child Development in 2008, Ujjawala is a centrally-sponsored scheme exclusively for managing the adverse effects of human trafficking.

- Ujjawala provides financial grants to NGOs and Government institutions that wish to work on one or more areas of prevention, rescue, rehabilitation, reintegration and repatriation of survivors of human trafficking.
- Like the Swadhar scheme (detailed overleaf), Ujjawala is a centrally sponsored scheme promoted by the Ministry of Women & Child Development and is to be implemented by all states in India.
- Recognising livelihood as an important component in rehabilitation and reintegration, the Ujjawala scheme has a budget of INR 5,000 (approximately 100 USD) for each survivor of human trafficking.
- Ujjawala also recognises that survivors might have to stay away from their homes in search of livelihoods and therefore has a provision of creating 'half way homes' where girls can stay and work.
- The Ujjawala scheme also provides additional seed money of INR 5,000 (approximately 100 USD) for these survivors to settle somewhere new³².

Issues and challenges

- Both the Ujjawala and Swadhar schemes face delays in receiving funds timely in most of the Indian states including Jharkhand and West Bengal.
- Ujjawala is set up to provide funds to organisations running shelter homes but fund disbursement is extremely delayed and these organisations are forced to operate with only basic facilities; and therefore, as a result, skills training is the first activity to be discontinued.
- Organisations in Jharkhand and West Bengal may not be very proactive in seeking funds from the Ujjawala scheme as is evident from the recent approval of projects by the Ministry of Women & Child Development (19 December 2013) – out of a total of 61 applications for projects from 13 Indian states, there was only one application from Jharkhand and none from West Bengal³³.
- The Ujjawala scheme has a prescribed monthly reporting format for tracking the progress of its funded projects; however, the Ministry of Women & Child Development does not publish any progress data.

³² <http://wcd.nic.in/SchemeUjjawala/ujjawala.pdf>

³³ F No. 07-20/2013 CP, Government of India, Ministry of Women & Child Development, Date: 19. 12.2013

2 Swadhar (A scheme for women in difficult circumstances)

Project description	Type of livelihood	Residential, rehabilitative and psycho-social support
	Sector	Care and support
	Nature of the model	Stay facility; rehabilitative support
	Aims/Objectives	Providing support to trafficking survivors and vulnerable women and children; women in distress, etc.
	Implementing agency	Social Welfare/Women and Child Welfare Department of State Government, Women's Development Corporations, Women's Development Centres, Urban Local Bodies, reputed Public/Private Trust or Voluntary Organisations
	Location	National level – India
	Key components	<ul style="list-style-type: none"> a Assistance for construction of buildings for the centre b Rent for the shelter c Assistance for the management of the centre d Provision for food, shelter and clothing for the women and their children below the age of 18 years e Counselling for the women in difficult circumstances f Clinical, legal and other support for women in difficult circumstances who are in need of that intervention g Training for the economic rehabilitation of such women h Helpline facilities for such women
	Survivors/Youth/Gender/Vulnerable groups	Survivors of trafficking and women who are vulnerable such as widows, prisoners released from jails, survivors of natural disasters, women in distress, etc.
Duration	Length of project	Continuous till survivors are re-integrated with their families or repatriated to their home country or location
	Key phases	Multiple phases
Costs/Investment	Financial	Budget for Swadhar Centre between Rs. 9,000-Rs 13,000 depending upon the number of beds
	Equipment	As required
	Human resources	Needs-based

	Donor (if applicable)	Ministry of Human Resource Development
Outcomes	Skills development – vocational and psycho-social	Vocational training
	Income/Employment	Not applicable
	Other development challenges addressed	Willingness of officials in implementing the scheme with interest and dedication
	Evaluations	None reported
Where to go for further information		Joint Secretary, Women Development Bureau, Department of Women & Child Development, Shastri Bhavan, New Delhi-110001 www.wcd.nic.in ; http://wcd.nic.in/schemes/swadhar.pdf

Swadhar

Overview

The Swadhar scheme is a centrally-sponsored scheme promoted by the Ministry of Women & Child Development for the benefit of women in difficult conditions, including survivors of human trafficking.

- The financial grant is made available to the Government institutions or NGOs willing to implement the scheme.
- Like the Ujjawala scheme, Swadhar is a centrally sponsored scheme promoted by the Ministry of Women & Child Development and is to be implemented by all states in India.
- The scheme aims to strengthen the social and economic rehabilitation of the target group through education, providing vocational and life skills.

Issues and challenges

- Both the Swadhar and Ujjawala schemes face delays in receiving funds timely in most of the Indian states including Jharkhand and West Bengal.
- The status of implementation of this scheme in Jharkhand and West Bengal is not available.³⁴

³⁴ <http://wcd.nic.in/schemes/swadhar.pdf>

3 Swayam Siddha

Project description	Type of livelihood	Self-employment
	Sector	Business/Enterprise
	Nature of the model	Income generation
	Aims/Objectives	<ul style="list-style-type: none"> i Establishment of self-reliant Self-Help Groups (SHGs) ii Improving Access to Micro Credit iii Creating confidence and awareness among SHG members on several issues like health, nutrition, education, hygiene, etc iv Involvement of women in local planning v Convergence of different agencies for women's empowerment
	Implementing agency	Any Government or Non-Government agency, Gram Panchayat (local village level governance/assembly), Government departments, etc
	Location	650 rural blocks across India
	Key components	<ul style="list-style-type: none"> ▪ Developing self-reliant SHGs ▪ Providing micro-credit ▪ Guidance and sustainability
	Survivors/Youth/Gender/Vulnerable groups	Rural women from economically weaker sections of society Covering about one million women through 53,000 SHGs
Duration	Length of project	
	Key phase	
Costs/Investment	Financial	A total of Rs. 1163 million has been earmarked for all Indian states, covering 650 blocks
	Equipment	
	Human resources	
	Donor (if applicable)	
Outcomes	Skills development – vocational and psycho-social	Vocational skills
	Income/Employment	Based on the business/income generation activity
	Other development challenges addressed	
	Evaluations	Planning Commission (2007) ³⁵
Partners/linkages		Government departments

³⁵ Planning Commission (2007): Functioning and Performance of Swashakti and Swayamsiddha Projects in India; http://planningcommission.nic.in/reports/sereport/ser/stdy_fpss.pdf

Where to go for further information		Secretary In-charge in State Ministry of Women & Child Development at state or union territory level; or Director (Micro Credit Development), Department of Women and Child Development, Government of India, New Delhi
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Swayam Siddha

Overview

Swayam Siddha aims to bring about the holistic empowerment of women through awareness generation, economic empowerment and the bringing together of various schemes under one common administrative umbrella.

- The **Swayam Siddha** scheme is essentially concerned with women as members of Self-Help Groups.
- The scheme encourages women to form Self-Help Groups to strengthen the habit of saving, make linkages with micro credit and promote a subsidy-free approach to women's empowerment.

4 Support to training and employment programme for women (STEP)

Project description	Type of livelihood	Self-employment
	Sector	Business/Enterprise <ul style="list-style-type: none"> ▪ Agriculture ▪ Animal husbandry ▪ Dairy farming ▪ Fisheries ▪ Handlooms ▪ Handicrafts ▪ Khadi and village industries ▪ Sericulture ▪ Social forestry ▪ Waste land development
	Nature of the model	Income generation
	Aims/Objectives	To make a significant impact on women by upgrading skills for self and waged employment by <ul style="list-style-type: none"> ▪ Mobilising women in small viable groups and making facilities available through training, access to credit and other inputs ▪ Providing training for upgrading skills ▪ Enabling groups of women to take up employment/income generation programmes of their own, or to access waged employment ▪ Providing support services for further improving the employment conditions of women and for access to health care, literacy, legal literacy, and other information
	Implementing agency	District Rural Development Agencies, Public Sector Organisations, Federations, Cooperatives and Voluntary Organisations; Women Development Corporations, etc.
	Location	Across India
	Key components	<ul style="list-style-type: none"> ▪ Upgrading of skills through training ▪ Better and sustainable employment opportunities ▪ Backward and forward linkages [Forward linkages – When one industry or organisation or sector produces the raw materials for another organisation or industry, this is referred to as the forward linkage. Forward movement of the activity. Backward linkages – Means that one industry has to depend upon another

		<p>industry that is not directly related to it for its services.]</p> <ul style="list-style-type: none"> ▪ Facilitation of organisations of women ▪ Support services including <ul style="list-style-type: none"> ▪ Health check-ups ▪ Referral services ▪ Mobile crèches ▪ Education facilities
	Survivors/Youth/ Gender/Vulnerable groups	Rural women (marginalised and asset-less)
Duration	Length of project	Maximum of five years
	Key phases	
Costs/Investment	Financial	Depends on the coverage; 100% assistance for implementation in a phased manner; 50% assistance for construction-based projects
	Equipment	
	Human resources	
	Donor (if applicable)	
Outcomes	Skills development – vocational and psycho-social	People with skills ready for business activities
	Income/Employment	Not available; largely depends on the type of work opted for
	Other development challenges addressed	
	Evaluations	Evaluation is mandatory for the next release of funds; Evaluations are part of guidelines under implementation
Potential challenges		Willingness; Concerted efforts of the women
Partners/linkages		Government departments
Where to go for further information		Ministry of Women & Child Development at state or union territory level or Government of India, New Delhi. www.wcd.nic.in

Support to Training and Employment Programme for Women (STEP)

Overview

The **Support to Training and Employment Programme for Women (STEP)** was implemented by the Ministry of Women & Child Development to increase the self-reliance and autonomy of women by enhancing their productivity and enabling them to take up income-generation activities.

It aims to provide skills training to poor and asset-less women in the traditional sector – namely agriculture, animal husbandry, dairy farming, fisheries, handlooms, handicrafts, khadi and village industries, sericulture, social forestry and wasteland development. The broad objectives of the scheme include the aims:

- To mobilise women in small, viable groups and make facilities available through training and access to credit.
- To provide training for upgrading skills.
- To enable groups of women to take up employment/income-generation programmes by facilitating their linkages with training institutions on one hand and market linkages and financial institutions on the other.
- To provide support services for further improving the training and employment conditions of women.

5 Rashtriya mahila kosh (rmk) (National Credit fund for women)

Project description	Type of livelihood	Financial assistance
	Sector	Employment and training
	Nature of the model	Income generation
	Aims/Objectives	<p>To make a significant impact on women by upgrading skills for self and waged employment by</p> <ul style="list-style-type: none"> ▪ Mobilising women in small viable groups and making facilities available through training, access to credit and other inputs ▪ Providing training for upgrading skills ▪ Enabling groups of women to take up employment/income generation programmes of their own, or to access waged employment ▪ Providing support services for further improving the employment conditions of women and for access to health care, literacy, legal literacy, and other information
	Implementing agency	District Rural Development Agencies, Public Sector Organisations, Federations, Cooperatives and Voluntary Organisations; Women Development Corporations, etc.
	Location	Across India
	Key components	<ol style="list-style-type: none"> 1 For development of infrastructure to implement micro-credit programmes such as: <ul style="list-style-type: none"> ▪ Securing a vehicle to carry SHG products from the production place to the market place. ▪ Work shed in which to carry out SHG activities. ▪ Business outlets/shops for selling SHG products. ▪ Establishment of chilling plant, small size cold-stores, store rooms/warehouses, local haat (market place where artisans or manufacturers sell their products) etc. 2 To carry out various Government programmes by investing funds available with RMK by employing SHG members/women entrepreneurs.

		<ol style="list-style-type: none"> 3 Procurement of SHG products and marketing. 4 Purchase/lease of land to carry out crops cultivation by employing SHG members. 5 To provide loans to individual women micro entrepreneurs or groups of women entrepreneurs to undertake income-generating activities. The organisation has to undertake the marketing of the products of women entrepreneurs and ensure the repayment of loan. 6 To rehabilitate non-functional societies that have stopped working due to operational or management reasons. 7 To repay the loan sought by the societies (1/3 women members)/women SHG in higher interest rate either from money lender or funding agencies. 8 To provide technical services to women SHG/women entrepreneurs. 9 To carry out various training/capacity building/upgrading skills /education programme of SHG members/small women entrepreneurs. 10 For export business of the products of SHG/women entrepreneurs. 11 To organise 'exhibition and sale' for marketing of products of SHG/micro entrepreneurs. 12 To extend loan to women SHG/group of women entrepreneurs for the purposes mentioned above.
	Survivors/Youth/Gender/Vulnerable groups	SHGs/Joint Liability Groups (JLGs)/NGOs/Voluntary Agencies/Micro-Finance Institutions/Intermediary organisations
Duration	Length of project	Not applicable
	Key phases	Not applicable
Costs/Investment	Financial	Depends on the coverage; 100% assistance for implementation in a phased manner; 50% assistance for construction-based projects
Outcomes	Skills development – vocational and psycho-social	Vocational
	Income/Employment	Not available

	Other development challenges addressed	
	Evaluations	None reported
Where to go for further information		Executive Director – Rashtriya Mahila Kosh 1 Abul Fazal Road, Bengali Market New Delhi-110 001 www.rmknic.in

Rashtriya Mahila Kosh (RMK) (National Credit Fund for Women)

Overview

Rashtriya Mahila Kosh³⁶ (RMK) – also known as the National Credit Fund for Women – was established by the Indian Government in 1993 under the Societies Registration Act (1860) to act as a micro credit organisation on behalf of the Government. It was set up with the purpose of providing micro-loans to poor women in the un-organised sector for their socio-economic development.

- RMK follows a quasi-formal credit delivery mechanism, which is client-friendly and involving simple and minimal procedures, low transaction costs, and links thrift and savings with credit.
- RMK provides loans without collateral for livelihood and income generation activities, micro enterprises, housing, etc.
- RMK also provides loans to NGOs and voluntary organisations that in turn provide loans to Self-Help Groups.
- The scheme's cumulative sanctioned amount and disbursements at the end of the year 2011 totalled INR 3,075 million, benefiting 687,512 women beneficiaries across India.

³⁶ <http://www.rmknic.in>

6 Tailoring, cutting and knitting (West Bengal)

Project description	Type of livelihood	Vocational training
	Sector	Employment
	Nature of the model	Training
	Aims/Objectives	To impart training in tailoring and cutting and knitting to destitute girls and women for upliftment of their economic and social status through training centres established in West Bengal at Block Level and to rehabilitate the trainees
	Implementing agency	NGOs supported by Department of Women and Child Development and Social Welfare, Government of West Bengal, Kolkata
	Location	Rural blocks of West Bengal (around 19 districts)
	Key components	Training in tailoring, cutting and knitting
	Survivors/Youth/Gender/Vulnerable groups	Destitute and poor girls and women from the BPL category or marginalised groups
Duration	Length of project	One year
	Key phases	Training
Costs/Investment	Financial	None; trainees receive INR 200 per month
	Equipment	Sewing and knitting machines
	Human resources	Trainers
	Donor (if applicable)	Not applicable
Outcomes	Skills development – vocational and psycho-social	Vocational training
	Income/Employment	Not applicable
	Other development challenges addressed	
	Evaluations	Not done
Potential challenges		Not applicable
Lessons learnt		Not applicable
Partners/linkages		None
Where to go for further information		Department of Women and Child Development and Social Welfare, Government of West Bengal, Kolkata and District Level www.wbwcdsw.gov.in

Tailoring, Cutting and Knitting (West Bengal)

Overview

The **Tailoring, Cutting and Knitting (West Bengal)** scheme was introduced to impart training in tailoring/embroidery and knitting to destitute girls and women in urban and rural areas in order to improve their economic and social status.

- The scheme is controlled by Block Development Officers, Sub-Divisional Officers and the Drawing & Disbursing Officers of the Cutting and Tailoring Centres.
- The duration of the training course is one year and trainees who complete the course receive certificates.
- Trainees are selected only from poor and destitute families, preferably aged below 40 years and with a minimum qualification of Class VIII. Trainees for centres in the districts are selected by the Block Development Officers and Sub-Divisional Officer in collaboration with local elected representatives, while those in the Kolkata Municipality are selected by the Director of Social Welfare.
- During the training, the trainees are paid a stipend of INR 200 per month.
- In 2011, there were 68 Cutting and Tailoring Centres in West Bengal (The list of centres is available in the Annual Report 2010-11³⁷.)

³⁷ <http://wbcdsw.gov.in/report/39.pdf> ; page 36

Appendix Part III

Livelihood Models Implemented by NGOS in Jharkhand and West Bengal

Jharkhand

- 1 Asha Kiran
- 2 Bharatiya Kisan Sangh
- 3 Diya Seva Sansthan
- 4 Pragati Education Academy
- 5 Sing Dai Jan Kalyan Samiti (SDJKS)
- 6 South Vihar Welfare Society for Tribals
- 7 YMCA, Jharkhand

West Bengal

- 1 Freeset
- 2 Divine Script
- 3 Goranbose Gram Bikash Kendra (GGBK)
- 4 Destiny Reflection
- 5 Jabala
- 6 Women's Interlink Foundation
- 7 Bhabhna Association for Peoples' Upliftment (BAPU)

NGO-run livelihood models in Jharkhand

1 Asha Kiran

Project description	Type of livelihood	Income generation and employment
	Sector	Services: Tailoring Bakery Nursing Teaching
	Nature of the model	Training
	Aims/Objectives	Providing training for trafficking survivors
	Implementing agency	Local NGO – Asha Kiran
	Location	Ranchi, Jharkhand
	Key components	<ul style="list-style-type: none"> ▪ Classroom teaching ▪ Practical
Target group	Survivors/Youth/Gender/Vulnerable groups	Survivors
Duration	Length of project	One-three months
	Key phases	Practical training
Costs/Investment	Financial	INR 50,000
	Equipment	Stoves, machines
	Human resources	Trainers
	Donor (if applicable)	Government buys the products
Outcomes	Skills development – vocational and psycho-social	Vocational
	Income/Employment	Girls are unpaid
	Other development challenges addressed	Women empowerment
	Evaluations	None
Potential challenges		Opportunities for marketing
Lessons learnt		Livelihoods can be found in traditional methods as well
Partners/linkages		Government and Rotary Club
Where to go for further information		Sister Jema Purulia Road, Ranchi M = +91-9546446623

Asha Kiran

Project description

Asha Kiran is a shelter home run under the auspices of the Missionaries of Charity³⁸ and is situated in Khunti district, near Ranchi. It is concerned with the training and guidance of survivors (rather than with the livelihood generation of survivors).

- Survivors attend the adjacent public school for their schooling, which is also run by the Missionaries of Charity.
- The vocational trainings are meant to equip trafficking survivors with the skills that would help them to generate income or find employment.
- These trainings are provided through classroom teaching along with the practical experience.
- The vocational skills trainings available in the shelter home are tailoring, bakery, nursing, teaching and non-farm agricultural products.

Target group

- The target group for these trainings is trafficking survivors in order that they can gain confidence; and their rehabilitation and mainstreaming through employability can be increased or improved.

Costs/investment

- The lump sum cost of these trainings is close to INR 50,000 per batch of training. The batch size depends upon the number of survivors available in the shelter home. The activity distribution of costs was not available.
- The training requires the hiring of experts in the field to train the survivors, therefore these need to be extremely good teachers.
- Equipment required includes stoves, sewing machines and nursing equipment.
- Most of the items that are produced are bought by the Government at centrally administered prices; this income forms the basis of funding for the next cycle of trainings.

Outcomes

- Survivors receive psychological and social support as well as being trained in vocational and livelihood skills, where they learn about the production of goods and delivery of services.
- The survivors are not paid but the shelter home takes care of all their needs through the money it receives.
- Asha Kiran also works for the literacy and general wellbeing of the survivors.

Potential challenges

- The main challenge faced by the organisation is the difficulty of selling the products as the marketing involves a lot of extra cost – which makes the products more expensive and as a result the products lose their market.

³⁸ Missionaries of Charity is a Roman Catholic religious congregation established in 1950 by Mother Teresa

Lessons learnt

- The important lesson learnt through Asha Kiran is that the traditional livelihoods – such as teaching and nursing – can still be a good option for livelihoods, if proper and meaningful training is provided to survivors.

Partners/linkages

- The Government and the Rotary Club act as the main partners of the organisation; the shelter home is housed in the Rotary Club's building and the Government buys the organisation's produce.

2 Bharatiya Kisan Sangh

Project description	Type of livelihood	Income generation
	Sector	Generally services: 1 Beautician training. 2 Security guard. 3 Computer training. 4 Housekeeping training. 5 Motor driving. 6 Screen-printing.
	Nature of the model	Training
	Aims/Objectives	Providing training for market relevant livelihoods to youth to act as a deterrent to trafficking.
	Implementing agency	Local NGO – Bharatiya Kisan Sangh
	Location	Ranchi, Jharkhand
	Key components	<ul style="list-style-type: none"> ▪ Classroom training. ▪ Practical and on-the-job training.
Target group	Survivors/Youth/Gender/Vulnerable groups	Trafficking survivors
Duration	Length of project	Dependent upon funding
	Key phases	Classroom and practical training
Costs/Investment	Financial	Not available
	Equipment	Computers, screen printing machines
	Human resources	Trainers
	Donor (if applicable)	Not applicable
Outcomes	Skills development – vocational and psycho-social	Vocational
	Income/Employment	After training, survivors usually get job earning INR 5,000-7,000 per month
	Other development challenges addressed	
	Evaluations	Not available
Potential challenges		Not available
Lessons learnt		Not available
Partners/linkages		Not available
Where to go for further information		Sanjay K Mishra Tel: 011-23210048; 09334010103 bksranchi@gmail.com 43, Deendayal Upadhavaya Marg New Delhi-110002,

Bharatiya Kisan Sangh (BKS)

Project description

The **Bharatiya Kisan Sangh (BKS)** scheme has been working actively with trafficking survivors for some time. BKS is a known organisation in Jharkhand state which works for the livelihood of trafficking survivors.

- BKS has developed income generation models that are mostly related to the service sector.
- The organisation usually provides training to survivors with the help of specialised trainers in the following livelihood areas: beautician training; security guard training; computer training; housekeeping training; motor driving; and screen-printing.
- The trainings are provided to the survivors of trafficking in the organisation's shelter home in Ranchi – which is known as Kishori Niketan – and include some classroom training along with practical and on-the-job training.

Target group

- The target group for these livelihood trainings is solely female trafficking survivors living in the Kishori Niketan shelter home.

Duration

- The duration of the trainings is not known but it is understood that the key phase is the practical and on-the-job training. BKS's models are extremely applied in nature and lay special stress on the practical aspects of the training.

Costs/investments

- Neither the costs associated with the model nor the source of funding were revealed by BKS's representative who intimated that 'if there is a will, the logistics take care of themselves'.
- Highly-trained people are hired to provide these trainings and, at times, specialised institutions – such as hospitals for nursing and CRPF for security guards training – are used.
- The organisation also needs equipment for training, including: computers, motor vehicles, screen-printing machines and raw materials.

Outcomes

- The survivors gain confidence, are equipped with vocational skills and their employability increases.
- Most of the trainees (approximately 80%) have gone on to have a livelihood and are earning an income in the range of INR 5,000-7,000 per month.
- To provide assured placements to the survivors, the organisation establishes contact with the employers to assess their demand for the type of manpower required and then forms a group of participants to provide training.

Partners/linkages

- One of the highlights has been the partnership between the organisation and the Central Reserve Police Force (CRPF), when the latter provided security guard training to participants.

3 Diya Seva Sansthan

Project description	Type of livelihood	Job-oriented
	Sector	Training for jobs in retail stores and malls, etc.
	Nature of the model	Training
	Aims/Objectives	Providing training for locally relevant livelihoods to youths
	Implementing agency	Local NGO – Diya Seva Sansthan
	Location	Ranchi, Jharkhand
	Key components	<ul style="list-style-type: none"> ▪ Classroom teaching ▪ On-the-job training
Target group	Survivors/Youth/Gender/Vulnerable groups	Female and male youths
Duration	Length of project	Three months
	Key phases	Classroom teaching and on-the-job training
Costs/Investment	Financial	Not available
	Equipment	None
	Human resources	Trainers
	Donor (if applicable)	An organisation called BASIX India which provides financial as well as training support to NGOs
Outcomes	Skills development – vocational and psycho-social	Vocational
	Income/Employment	After successful training, young people can earn in the range of INR 8,000-12,000 per month depending upon their skills
	Other development challenges addressed	Sometimes provide support to the rescued trafficked victims
	Evaluations	Not done so far
Potential challenges		Funding
Lessons learnt		<ul style="list-style-type: none"> ▪ The market demand has to be considered for livelihoods ▪ Long-term vision and sustainability of livelihood models is required
Partners/linkages		Government/NGOs
Where to go for further information		Mr Baidnath Kumar/Sita Swansi # +91-9835339455 diyasevasansthan@rediffmail.com BUDH Vihar, Tetar Toli, Near Sarna Maidan, Morhabadi, Ranchi-8

Diya Seva Sansthan

Project description

The model run by **Diya Seva Sansthan** is based on training young people for the retail sector as salesmen and saleswomen. The idea for the model's development stemmed from Jharkhand's new and booming retail sector, demonstrated by the mushrooming of large retail stores and shopping malls in the state's urban centres like Ranchi and Tata Nagar. The organisation wanted young people to benefit from this rapid urbanisation with the aim of providing them with sustainable employment.

- The training includes the personal development of the trainees along with the basic etiquette, manners and communication required to allow trainees to become competent enough to perform tasks associated with the retail sector.
- This training is currently being provided in Ranchi; because of its location as the centre of the boom in the retail sector it is the most effective location in which to train survivors.

Target group

- The training is targeted at young people in Jharkhand; it can be used by trafficking survivors. It is open to young people of either gender, who are both equally well-equipped to work in the retail sector.

Duration

The training duration is three months, of which classroom training comprises a month and on-the-job training lasts for two months.

- **Classroom training:** This phase provides theoretical training to the trainees in a classroom environment. The candidates are informed about the retail sector, what is expected of them and how should they fulfil those expectations.
- **On-the-job training:** The second phase of the training involves placing the trainees in actual outlets and allowing them to learn from real experiences in their work environment.

Costs/investments

- This model does not involve the need for equipment, but trainers have to be hired to provide the training.
- The cost of training is around INR 7,000-8,000 per head. This does not include the cost of boarding and lodging.
- The funding for this project is being provided by the Government-recognised organisation BASIX India (a group of companies in different sectors which also provides trainings, financial loans, etc, to people under its social enterprise component, BASIX Social Enterprise Group).

Outcomes

- Once the training is completed, the trainees are expected to be placed with outlets with salaries ranging from INR 8,000 to 12,000 per month.

- The first batch of trainees is currently being trained in this model, and therefore evaluations have not yet been conducted. However, the organisation has spoken to various retail outlets and shopping malls who have assured that they would be interested in hiring the young people being trained; this has made the organisation decide on a minimum standard of quality to be maintained in the training.
- Diya Seva Sansthan also works for the rescue and rights of the trafficking survivors. As such, the organisation has not been able to start a regular ongoing livelihood programme solely for trafficking survivors due to the lack of funding but rather work for prevention of trafficking.

Lessons learnt

- The most important lesson is that livelihood models should be developed with a long-term vision and the sustainability of the model in mind.
- As this model has shown, the market demand for the goods and services produced must be an important factor in the determination of the livelihood model.

Potential challenges

- The main challenge faced is the lack of institutional funding if the organisation wants to expand the model.

4 Pragati Education Academy

Key Section	Sub-sections	Description
Project description	Type of livelihood	Income generation
	Sector	Rural production and services: <ul style="list-style-type: none"> ▪ Tailoring ▪ Craft embroidery ▪ Mushroom farming ▪ Beautician trainings ▪ Poultry farming ▪ Dairy farming ▪ Artificial costume jewellery ▪ Paper-making ▪ Bamboo craft
	Nature of the model	Training
	Aims/Objectives	Providing training for locally relevant livelihoods to youth to act as a deterrent to trafficking
	Implementing agency	Local NGO – Pragati Education Academy
	Location	Jharkhand: Ranchi, Lohardaga, Simdega, Chaibasa, Gumla, Kodarma
	Key components	<ul style="list-style-type: none"> ▪ Classroom teaching. ▪ Practical.
Target group	Survivors/Youth/Gender/Vulnerable groups	Rural girls – at risk of being trafficked
Duration	Length of project	<ul style="list-style-type: none"> ▪ Tailoring – six months ▪ Craft embroidery – six months ▪ Mushroom farming – 45 days ▪ Beautician trainings – six months ▪ Poultry farming – one month ▪ Dairy farming – one month ▪ Artificial jewellery – six months ▪ Paper-making – 15 days ▪ Bamboo craft – 15 days
	Key phases	Both classroom and on the job simultaneously
Costs/Investment	Financial	Costs per course: <ul style="list-style-type: none"> ▪ Tailoring – INR 6,000 ▪ Craft embroidery – INR 6,000 ▪ Mushroom farming – INR 4,500 ▪ Beautician trainings – INR 6,000 ▪ Poultry farming – INR 4,500 ▪ Dairy farming – INR 4,500 ▪ Artificial costume jewellery -INR 6,000

Key Section	Sub-sections	Description
		<ul style="list-style-type: none"> ▪ Paper-making – INR 4,000 ▪ Bamboo craft – INR 4,500 <p>All figures are per head</p>
	Equipment	Sewing machines, raw material
	Human resources	Trainers
	Donor (if applicable)	Swarnajayanti Gram Swarojgar Yojana (SGSY) , National Bank for Agriculture & Rural Development (NABARD)
Outcomes	Skills development – vocational and psycho-social	Vocational
	Income/Employment	INR 3,000-4,000 per month
	Other development challenges addressed	
	Evaluations	The funders have checked the training on-site
Potential challenges		Opportunities for marketing
Lessons learnt		Training in multiple locations is important in terms of reach and providing opportunities in these areas
Partners/linkages		Government (SGSY/NABARD)
Where to go for further information		<p>Ms. Babita Kashyap +91-9308324312 pragatieduacademy.ngo@rediffmail.com pragatieduacademy@rediffmail.com Pragati Educational Academy Village, Jhinhari Pokhar Toil, P.O. Korambi ps. Mandar disti. Ranchi, Jharkhand. Pin 835301</p>

Pragati Education Academy

Project description

Pragati Education Academy has a number of livelihood models for youth, which operate in rural areas. Most are income-generation types of livelihood models, which lead to the creation of products (often using locally available resources) that can be sold in the market.

- Pragati Education Academy provides the trainings in a number of rural areas of cities and towns – Ranchi, Lohardaga, Simdega, Gumla, Chaibasa and Kodarma – in Jharkhand.
- There are two key phases in these trainings: classroom training and on-the-job training. More emphasis is given to the on-the-job training than to the classroom training.

The different types of livelihoods training provided by Pragati are:

- Tailoring
- Craft embroidery
- Mushroom farming
- Beautician trainings
- Poultry farming
- Dairy farming
- Artificial costume jewellery
- Paper-making
- Bamboo craft.

Target group

- These models are designed to provide livelihoods to rural girls who are not educated, hence these models can be replicated easily for a majority of the trafficking survivors.

Duration

The duration of the different trainings varies depending on the skills being taught:

Livelihood	Duration
Tailoring	Six months
Craft embroidery	Six months
Mushroom farming	45 days
Beautician	Six months
Poultry farming	One month
Dairy farming	One month
Artificial costume jewellery	Six months
Paper-making	15 days
Bamboo craft	15 days

Costs/investments

The 'per head' costs associated with each livelihood model are:

- Tailoring, craft embroidery, beautician trainings, artificial costume jewellery – INR 6,000
- Mushroom farming, poultry farming, dairy farming, bamboo craft – INR 4,500
- Paper-making – INR 4,000.

This includes the cost of equipment – mainly machines and raw materials – and the cost of the trainers who are hired to educate the girls.

- So far the funding has been provided by mainly two agencies – SGSY (now renamed as NRLM) and the National Bank for Agriculture & Rural Development (NABARD). The projects have been periodically evaluated by the funders.

Outcomes

- The outcome has been the development of skills among young rural girls who have become vocationally educated. The girls trained in these vocations easily earn up to INR 3,000-4,000 per month.

Potential challenges

- The major challenge is that of marketing the products. According to the representatives of the organisation, Pragati does not have a proper access to the markets and does not have enough funds to market the products.

Lessons learnt

- This organisation's model shows that it is important to take the livelihood to the people as shown by the number of locations where Pragati holds training, thus increasing opportunities to young people in these rural areas.

5 Sing Dai Jan Kalyan Samiti (SDJKS)

Project description	Type of livelihood	Income generation
	Sector	Generally agriculture: Non-farm products enlisted below: <ul style="list-style-type: none"> ▪ Mushroom farming ▪ Woollen products ▪ Embroidery (Kadhai) ▪ Achaar (Pickles) ▪ Jam-making ▪ Jelly-making
	Nature of the model	Training
	Aims/Objectives	Provides trainings to the survivors of human trafficking as well as rural women
	Implementing agency	Local NGO – Sing Dai Jan Kalyan Samiti
	Location	Ranchi, Jharkhand
	Key components	<ul style="list-style-type: none"> ▪ Classroom teaching ▪ Machine training
Target group	Survivors/Youth/Gender/Vulnerable groups	Female survivors of trafficking
Duration	Length of project	One-six months
	Key phases	
Costs/Investment	Financial	INR 200,000 lump sum per cycle
	Equipment	30 machines
	Human resources	Trainers
	Donor (if applicable)	Sing Dai's SHGs
Outcomes	Skills development – vocational and psycho-social	Vocational
	Income/Employment	INR 4,000-5,000 per month
	Other development challenges addressed	Rural poverty and women's empowerment through SHGs
	Evaluations	Funding
Potential challenges		Opportunities for marketing, lack of institutional support
Lessons learnt		Existing Government policies can be linked with survivors
Partners/linkages		Rural women
Where to go for further information		Ms Manohari Tirkey # +91-9905574732 singidayngo@gmail.com

Sing Dai Jan Kalyan Samiti

Project description

The model developed by **Sing Dai Jan Kalyan Samiti** is mainly an income-generation type livelihood model, which assists rural women as well as survivors of trafficking to accrue income from the resources which they already have access to. A further objective in providing training to girls in these products is that the training can help the girls in getting gainful employment.

- Sing Dai works with rural women and trafficking survivors from the rural regions of Jharkhand; their livelihood model is based mostly on non-farm agricultural products.
- This development of the livelihood model was mainly due to the fact that rural women and the people in Jharkhand are familiar with agriculture. Therefore a model based on non-farm agricultural products will use the resources that are abundantly available immediately around the beneficiaries, who are already comfortable with the basics of the resources.
- This model simply tries to teach beneficiaries alternative ways of using these existing resources which would help them to earn more while using the same raw materials.

The main trainings that are provided by Sing Dai equip the girls with vocational skills; these are:

- Mushroom farming
- Woollen products
- Embroidery
- Jam-making
- Jelly-making
- Achaar (pickle) making.

The trainings consist of classroom training and practical work on machines.

The trainings provided by Sing Dai lead to the production of goods, not services, and these goods are then sold in the market.

Target groups

- The target groups for these livelihood models are the uneducated and illiterate rural women and survivors of trafficking.

Duration

The duration of training for each of the skills is:

Product	Duration
Mushroom farming	One month
Woollen products	Six months
Jam-making	Three months
Jelly-making	Three months
Embroidery	Six months
Pickle-making	Three months

The training for the tailoring-based products is more intensive and so the duration of the training is longer.

The training takes place in two phases:

- The first phase, which accounts for about half the duration of the training, is the classroom teaching where the trainees learn the theoretical element of the whole process of production of the goods.
- The second phase is associated with machine training. In this phase the trainees apply what they have learnt in the classroom; here they get to work with actual machines and real life processes to produce the goods.
- These trainings are conducted in groups of 25 girls, so that each girl can receive sufficient attention in the training.

Costs/investments

- On average, the lump sum cost involved in the provision of these trainings is around INR 200,000 which represents one batch of each of these trainings (based on 25 trainees); this does not include the cost involved in boarding and lodging the girls.
- For the facilitation of the trainings, Sing Dai has bought 30 machines and trainers are hired whenever the need arises.

Outcomes

- The girls trained in these activities can easily earn up to INR 5,000 per month; they can find a job as well as start their own business, depending on their preference.
- So far the trainings from Sing Dai Jan Kalyan Samiti have helped 1,000 girls in securing income-generating livelihoods.
- The organisation also works in the direction of poverty alleviation by forming Self-Help Groups of rural women. These groups are involved in the production of goods and a portion of money made by the sale of their goods is utilised for training rural women, girls vulnerable to trafficking and trafficking survivors.

Potential challenges

- The basic problem faced is that these women do not have much access to the market and there is an acute shortage of funding for such initiatives.

Lesson learnt

- The main lesson learnt from the Sing Dai experience is that the existing Government plans can be linked with survivors, as Self-Help Groups – which Sing Dai uses in aid of trafficking survivors – have been a part of different Government policies.

6 South Vihar Welfare Society for Tribals

Project description	Type of livelihood	Income generation
	Sector	Generally services and agriculture: <ul style="list-style-type: none"> ▪ Beautician training ▪ Bamboo craft ▪ Food processing ▪ Tailoring ▪ Mushroom farming
	Nature of the model	Training
	Aims/Objectives	Providing training for locally relevant livelihoods to youth to act as a deterrent to trafficking
	Implementing agency	Local NGO – South Vihar Welfare Society for Tribals
	Location	Ranchi, Jharkhand
	Key components	<ul style="list-style-type: none"> ▪ Classroom teaching ▪ On-the-job training
Target group	Survivors/Youth/Gender/Vulnerable groups	Rural girls – at risk of being trafficked
Duration	Length of project	<ul style="list-style-type: none"> ▪ Beautician training – three months ▪ Bamboo craft – one month ▪ Food processing – three months ▪ Tailoring – six months ▪ Mushroom farming – one month
	Key phases	Depends on trainees
Costs/Investment	Financial	Not disclosed
	Equipment	Sewing machines, raw materials
	Human resources	Trainers
	Donor (if applicable)	Schemes/Programmes of Khadi and Village Industries Commission (KVIC) and Department of Social Welfare, Government of Jharkhand
Outcomes	Skills development – vocational and psycho-social	Vocational
	Income/Employment	INR 3,000-5,000 per month
	Other development challenges addressed	Human trafficking
	Evaluations	Funding agencies do quarterly review
Potential challenges		Opportunities for marketing
Lessons learnt		Tribals communities use house products and resources that they are familiar with

Partners/linkages		Government
Where to go for further information		Ms Anima Baa Mobile: +91-9204748136 svwst.ranchi@gmail.com South Vihar Welfare Society for Tribal House No. 134, Khunti Bhawan South Office Para, Doranda Ranchi – 834002 Jharkhand (India)

South Vihar Welfare Society for Tribals

Project description

The **South Vihar Welfare Society for Tribals** works with the tribal community as well as the trafficking survivors; they also run a shelter home – New Hope Children's Home – near Ranchi. The society's training centre is located in Ranchi.

- The society's livelihood models are mostly related to income-generation and the society's activities are mostly concerned with the provision of training for the given livelihoods.
- Even though the society works with the trafficking survivors, it has not been able to work on the livelihoods of the trafficking survivors due to the lack of funds.

The society provides training through classroom teaching and on-the-job training for the following livelihood models:

Services sector:

- Beautician training
- Tailoring

Agricultural sector:

- Bamboo craft
- Food processing
- Mushroom farming.

Target group

- The target group of these livelihood models and trainings are the young girls from the rural areas who are vulnerable and can therefore easily become the target of trafficking.
- The organisation believes that some of these girls can be trained as trainers and then this model can be replicated for other young girls from rural areas.

Duration

- The key phases are classroom training and on-the-job training which are given to the participants in proportion to their level of education and exposure.
- The duration of the various trainings are provided in the table below.

Livelihood model	Duration
Beautician training	Three months
Bamboo craft	One month
Food processing	Three months
Tailoring	Six months
Mushroom farming	One month

Costs/investments

- The costs related to the trainings were not disclosed, but expert trainers are hired in order to provide training to the trainees; and the equipment required for the training would be:
 - Sewing machines
 - Cooking tools
 - Raw materials.
- Although there is no source of continuous funding, the main funding provider has been the Government through schemes and programmes within the Khadi and Village Industries Commission (KVIC) under the Ministry of Micro, Small & Medium Enterprises and the Ministry of Social Welfare. The funding agencies conduct semi-annual or quarterly evaluation of these programmes.

Outcomes

- The outcomes of these models can be seen through the perspective of the empowerment of rural women. Following training, these women are equipped with specialised vocational skills.
- These trainings also make it possible for rural women to gain productive employment, giving them incomes of about INR 3,000-5,000 per month.

Potential challenges

- The main challenge faced is the lack of marketing opportunities in the state. If proper marketing avenues were available to people, then these models would go a long way in empowering rural women and rural youth.

Lesson learnt

- The main lesson learnt from this model is that the tribal communities and other deprived groups should work with the materials with which they are already comfortable.

7 YMCA, Jharkhand

Project description	Type of livelihood	Employment
	Sector	Generally services including training in: 1 Typing 2 Stenography 3 Spoken English 4 Tailoring 5 Computers
	Nature of the model	Training
	Aims/Objectives	Livelihood models being used for young people in the target state (have potential to be adopted by survivors)
	Implementing agency	Local NGO – YMCA
	Location	Ranchi, Jharkhand
	Key components	<ul style="list-style-type: none"> ▪ Classroom training ▪ Practical training
Target group	Survivors/Youth/Gender/Vulnerable groups	Children and youth living in the slum areas
Duration	Length of project	1 Typing – one year 2 Stenography – six months 3 Spoken English – three months 4 Tailoring – one year 5 Computers – six months to one year
	Key phases	Simultaneous theoretical and practical training
Costs/Investment	Financial	On average, INR 3,500 per child
	Equipment	Computers, typewriters, sewing machines
	Human resources	Trainers
	Donor (if applicable)	Other YMCA chapters
Outcomes	Skills development – vocational and psycho-social	Vocational
	Income/Employment	On average INR 5,000-10,000 per month
	Other development challenges addressed	Urban poverty
	Evaluations	None
Potential challenges		Opportunities for marketing
Lessons learnt		Livelihoods need to be relevant to the local economy

Partners/linkages		Government
Where to go for further information		Mr Emmanuel Sangha +91-9431177763 Old Hazaribagh Rd, Konka, Kanka, Ranchi, Jharkhand 834001

YMCA, Jharkhand

Project description

YMCA, Jharkhand, is a part of the international group YMCA and has been very active with the training of the poverty-ridden slum dwellers in Ranchi.

- Most of the livelihood models undertaken by the YMCA, Jharkhand, are employment-generation models; or these trainings help the beneficiaries in obtaining jobs in the different sectors.
- The beneficiaries of these trainings form part of the urban poor in Ranchi.
- The trainings provided by YMCA require some basic literacy; hence these models can be replicated for the survivors who have some basic literacy.

The vocational trainings promoted by YMCA, Jharkhand, are:

- Typing
- Stenography
- Spoken English
- Tailoring
- Computers.

Target groups

- The main target group of YMCA's livelihood programmes is the children and the youth of the slums in Ranchi.
- This specific target group has been chosen because the type of models which are developed by the organisation can be readily implemented in a city like Ranchi.

Duration

The duration of the different trainings are:

Training	Period
Typing	One year
Stenography	Six months
Spoken English	Three months
Tailoring	One year
Computers	6 months to one year

These trainings comprise both theoretical training – which is provided in classrooms – and practical trainings, in which the beneficiaries work on actual machines. The greater part of

the training is devoted to practical training as the models developed are extremely applied in nature.

Cost/investments

- The costs of individual trainings were not available; but, on average, the costs associated with all the trainings is around INR 3,500 per head.
- As the beneficiaries are local slum dwellers who stay in their houses during training, this does not include the costs of boarding and lodging as YMCA does not provide these services.
- The funding for these trainings is provided by the other YMCAs and a small fee is also charged from the beneficiaries by the organisation for administration.

The different equipment needed for the training includes:

- Computers
- Typewriters
- Sewing machines
- Stationery.

These trainings also require the employment of trainers.

Outcomes

- The livelihoods promoted by YMCA can be categorised as vocational in nature as beneficiaries are trained for vocations.
- After receiving these trainings survivors earn on average in the range of INR 5,000-10,000 per month.
- Through the livelihood trainings YMCA has also made an attempt to address the issues of literacy and urban poverty.
- So far evaluations have not been carried out in an institutional manner; however it was reported that most of the beneficiaries of training are placed very easily in various organisations.

Lessons learnt

- As all the livelihood models that YMCA offers effectively prepare the beneficiaries for the service sector, the main lesson which can be learnt is that the opportunities available in the booming service sector can be harnessed to help the deprived sections of society to return to the mainstream.

NGO-run livelihood models in West Bengal

1 Freeset

Project description	Type of livelihood	Income generation
	Sector	General products: 1 Bags 2 T-Shirts
	Nature of the model	Training and income provision
	Aims/Objectives	Providing training and an alternate means of livelihood for women trafficked and working in the red light areas
	Implementing agency	Local NGO – Freeset
	Location	Kolkata, West Bengal
	Key components	Manpower, training, products, income
Target group	Survivors/Youth/Gender/Vulnerable groups	Trafficking victims
Duration	Length of project	Continuous
	Key phases	Training Manufacturing Sales Income generation
Costs/Investment	Financial	Not revealed Initial investment was in buying 20 sewing machines
	Equipment	Sewing machines and related materials
	Human resources	Trainers
	Donor (if applicable)	Friends, known people
Outcomes	Skills development – vocational and psycho-social	Vocational
	Income/Employment	INR 5,000
	Other development challenges addressed	Provides education support and health-related services to survivors; Provides nurseries for workers' babies so that they can concentrate on work
	Evaluations	Not yet
Potential challenges		Quality of products
Lessons learnt		
Partners/linkages		

Where to go for further information		Annie Hilton +91-8961195550 Postal Address: FREESET KOLKATA 172 Ramesh Dutta St, Kolkata 700006, INDIA .Phone: +91 33 3295 6128
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Freaset

Project description

Freaset is often considered a pioneer in the area of livelihood generation. Although the organisation does not work with trafficking survivors, it works with trafficked victims working in the red light area of Sonagachi in Kolkata. Freaset disseminates both training and job opportunities to the girls and women within their organisation.

- Freaset mainly produces bags and t-shirts.
- The organisation has developed a charity wing that provides training to the girls; and a business wing, which makes and sells the products – thereby creating a sustainable form of organisational structure.
- The trainings are provided free-of-charge to all who are willing to learn.
- The trainers are girls who were formerly trained by the organisation.

Target group

- The target group of these livelihood trainings is solely victims of trafficking who are presently engaged in the red light area of Sonagachi in Kolkata.

Duration

- Freaset revealed that most of the beneficiaries have had no formal training in any kind of vocational topic.
- They are trained for a period of three months, during which time they receive a monthly wage.
- The organisation believes that the key to acquiring the skills lies in constant training and practice.

Costs/investments

- While the exact figure was not revealed, Freaset advised that the initial costs involved were in acquiring sewing machines.
- While Freaset's founders used their resources to buy the sewing machines, the rest of the funding was met through donations from friends.
- Their profit margin was not revealed but, as the organisation noted, it is pooled back into the business and is enough to run the operation smoothly.

Outcomes

- The women and girls involved earn at least INR 5,000 per month after training.
- They also receive an alternative form of livelihood that helps them to reduce their dependence on working in the red light areas.
- The organisation has created various other supporting facilities such as education, health care services, etc, for the beneficiaries as well as a crèche for their children.

2 Divine Script

Project description	Type of livelihood	Income generation
	Sector	Products (using recycled tyres and leather): 1 Belts 2 Photo frames 3 Door mats 4 Wrist bands 5 Key chains and dog collars 6 Mobile holders 7 Jewellery
	Nature of the model	Training and income provision
	Aims/Objectives	Providing training and an alternate means of livelihood for women trafficked and working in the red light area
	Implementing agency	NGO – Divine Script
	Location	Kolkata (Khidderpore), West Bengal
	Key components	Manpower, training, products, marketing, purchase orders, sales
Target group	Survivors/Youth/Gender/Vulnerable groups	1 Girls and women working and living in and around the slums of Munshirganj 2 Trafficking victims and girls working in brothels of Munshirganj 3 Children living in the brothels
Duration	Length of project	Primary work of the organisation; continuous
	Key phases	Training, orders procurements, manufacturing of products, supply, income
Costs/Investment	Financial	Initial investment was through donation from a key donor; this was used to buy equipment as well as to set up a production unit
	Equipment	Rubber cutting machine, rubber recycling machine
	Human resources	Trainers
	Donor (if applicable)	Script Foundation
Outcomes	Skills development – vocational and psycho-social	Vocational
	Income/Employment	Girls earn approximately INR 1,500 – 7,000, depending upon the hours time they work as well as the skills they possess

	Other development challenges addressed	Prevention of second generation prostitution by providing shelter home for the girls working with the organisation; Procurement of orders and marketing
	Evaluations	No formal evaluation yet, internal process of self-evaluation of orders, time, money expenditures and income
Potential challenges		Finding a market for products in the country as well as quality of products
Lessons learnt		
Partners/linkages		Private sector
Where to go for further information		Ms. Mahua Sarkar +91-9830212927 Postal Address: Divine SCRIPT, Flat IB, Sundaram Apartment, 88A/5 Bosepukur Road, Kolkata 700042. Mob: 9830212927

Divine Script

Project description

Divine Script has been in operation for two years, working in the red light district of Munshirganj in Kolkata.

- As well as making products (below) the organisation also works with a number of girls living in the slums around its unit.
- Therefore, along with providing an alternate form of livelihood to the girls working in the red light areas, it also works to prevent trafficking as it serves as a possible source of livelihood for the girls living in the slums.

The main focus of the organisation is in using recycled tyres to make various products like:

- Belts
- Photo frames
- Door mats
- Wrist bands
- Key chains and dog collars
- Mobile holders.

Along with these products, Divine Script has also branched out into making jewellery as well.

- The girls are trained by the other senior girls and then employed by the organisation.
- The organisation works in a two-shift pattern so that girls can work according to their preference.
- Many of the girls employed live in the organisation's shelter home that serves as a working women's hostel.

Target groups

- The target group consists of a large number of young girls living on the margins who are very vulnerable to trafficking.
- Divine Script works with trafficked victims, directly providing them with employment.
- Divine Script works with girls living in the slums, as well as the children of prostitutes, to protect them from the local environment in which they live.

Duration

- This is not a project-based activity. The training can vary for each person depending upon the capacity and capability of the girl. In most cases, the duration of the training is generally about four to five months, but in some cases it can last almost a year.
- During the training period, the trainees are given a small stipend and are involved in making parts of products to assist the more experienced or senior girls in finishing the products they themselves are manufacturing.

Costs/investments

- Most of the initial investment was acquired through donations from the key donor, Script Foundation.
- However, as the organisation noted, the main investment was in getting the proper machines to recycle and cut rejected tyres.
- The other requirement was having a large production unit with enough space for its activities.
- Together, these were estimated to have been at least an initial investment of above INR 200,000.

Outcomes

- In the training period, girls receive a stipend of about INR 1,500 per month; once they are trained, girls can earn anywhere between INR 5,000-7,000 per month.
- Many of the girls engaged with the organisation have been able to come out of the brothels and live in the shelter home provided by Divine Script.
- The organisation provides a healthy working environment; it strictly follows the minimum wage norm; and maintains a clean working space for the women workers.
- Since the organisation provides flexible working hours, many of the younger girls are able to continue with their schooling while receiving trainings.

Challenges

- One of the biggest challenges that the organisation faces is in finding a market for its products within the country.

3 Goranbose Gram Bikash Kendra (GGBK)

Project description	Type of livelihood	Training
	Sector	Products and services
	Nature of the model	Training
	Aims/Objectives	The main aim of the organisation is to provide a means of rehabilitation to the survivors through training and assistance in setting up a form of livelihood
	Implementing agency	Local NGO – GGBK
	Location	South 24 Parganas District (Canning), West Bengal
	Key components	Training
Target group	Survivors/Youth/Gender/Vulnerable groups	Trafficking survivors and vulnerable groups
Duration	Length of project	One aspect of the model has been project-based where the organisation provided financial support to 15 survivors for a period of one year. The training aspect of the model is continuous for all survivors who are in need of any form of livelihood.
	Key phases	Training and guidance in setting up livelihood option
Costs/Investment	Financial	The training involves no expenditure
	Equipment	
	Human resources	Trainers
	Donor (if applicable)	
Outcomes	Skills development – vocational and psycho-social	Vocational and psycho-social
	Income/Employment	Depends on the kind of work done by survivor
	Other development challenges addressed	Provides constant feedback to the work done by the survivors
	Evaluations	
Potential challenges		Paucity of funds; Lack of support from the Government (donor dependence)
Lessons learnt		
Partners/linkages		

Where to go for further information		Mr Nihar Ranjan Raptan +91-9434500801/9609127961 Postal Address: Nihar Ranjan Raptan (Secretary/Ex. Director) Rajarlat, P.O. Canning Town, Dist.- 24 Pgs. (S), West Bengal, India, Pin- 743329. Tel: +91-3218-255257, Mob: 9434500801, 9609127961
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Goranbose Gram Bikash Kendra (GGBK)

Project description

The organisation does not work in livelihood generation but rather in training and skills development. The GGBK livelihood programme involves the integration of counselling and training.

- Soon after a girl is restored the process of rehabilitation begins with psycho-social counselling and any necessary health treatment.
- Following an assessment of her current abilities, desire/willingness and existing occupational capacities, GGBK then provides soft skills trainings such as basic etiquettes, problem-solving, negotiation skills, positive attitudes and behaviours etc, and helps the survivor to make a business plan.
- Once the survivor starts working in her own business, a process of follow-up is undertaken to see what has been achieved and if she faces any challenges.
- However, due to lack of funds, the organisation feels that they have not been able to support many survivors financially. GGBK provided some financial support to about 15 survivors during a particular project. Often the support provided by GGBK is mainly in more traditional livelihood forms like poultry, farming, etc.

Target groups

- The organisation primarily works with trafficked survivors.

Duration

- Training takes place regularly for all the survivors as part of the rehabilitation process. Hence there is no specific time duration for training and it is an integral part of rehabilitation process.

Costs/investments

- There is no investment involved in the training. However survivors often need financial assistance which can be about INR 100,000 as an initial one-off cost.

Outcomes

- The organisation helps survivors to become fully independent and self-sufficient.
- A number of survivors have been able to set up saree shops or tea stalls on their own or develop some form of livelihood.

Challenges

- Many survivors have not been able to sustain their livelihood due to the lack of financial support and continue to face challenges in terms of obtaining goods for their shops or selling their products.
- The major challenges faced by survivors and organisations working in rural areas are in terms of market linkages and the lack of any Government support in terms of finance/loans; as well as in establishing the initial set-up.
- Since most of the people working in these areas are engaged in traditional forms of livelihood, they are unable to earn any stable income due to lack of any proper opportunity.

4 Destiny Reflection

Project description	Type of livelihood	Income generation
	Sector	Makes utility products like key chains, book-marks, tags, bags, etc.
	Nature of the model	Training and income provision
	Aims/Objectives	Provides training to survivors
	Implementing agency	NGO – Destiny Reflection
	Location	Kolkata, West Bengal
	Key components	Training
Target group	Survivors/Youth/Gender/Vulnerable groups	Trafficking survivors
Duration	Length of project	No specific duration; it can vary from three to six or more months
	Key phases	Training Manufacturing Sales
Costs/Investment	Financial	The initial investment was donor-based and used to buy sewing machines and raw materials
	Equipment	Sewing machines
	Human resources	Survivors who have been trained serve as trainers
	Donor (if applicable)	Friends
Outcomes	Skills development – vocational and psycho-social	Vocational
	Income/Employment	INR 2,000- 6,000
	Other development challenges addressed	
	Evaluations	
Potential challenges		Finding a market in the country is challenging Competition from those making similar products
Lessons learnt		
Partners/linkages		
Where to go for further information		Mr Sanjoy Sengupta +91-9830493388 Postal Address: Sanjoy Sengupta (Trustee), Destiny Foundation Head Office: A-129, Lake Gardens, Kolkata-7000 45, West Bengal, India. Mob: +91 9830493388

Destiny Reflection

Project description

Destiny Reflection engages trafficked survivors in making bags and other utility items such as key chains, book-marks, etc. They provide three levels of training to trafficked survivors:

- At the first level the survivors are trained as 'fresher(s)', oriented into the work and the use of raw materials.
- In the next stage, the survivors are trained in making and producing smaller marketable goods like book-marks, key chains, etc.
- In the third level, the trainees reach the final stage where they are trained in machine usage, different types of stitching patterns and bag-making.

Target group

- The target group for these livelihood trainings is trafficked survivors who have been rescued and stay in the shelter homes.
- Some of the survivors do not wish to return to their native villages and are housed in a working women's hostel.

Duration

- The training period varies with most trainees. In some cases, it can take as long as a year to train survivors to be able to make quality products.

Costs/investments

- The initial investment was incurred in buying machines; raw materials were donated.

Outcomes

- Destiny Reflection has been able to provide training to almost 60 girls; there are about 20 survivors who are currently working with the organisation.
- The organisation provides a source of livelihood to survivors who come from poverty-stricken families vulnerable to re-trafficking.
- Many of the survivors have been married; and have continued to receive orders from the organisation.

Challenges

- The main challenge faced by the organisation is in terms of finding a market linkage so that it can scale up and expand its activities. Since a large amount of money is spent in the training period, the organisation needs to be able to produce more in order to meet the costs.
- The other big issue noted by Destiny Reflection is in terms of the high number of competitors in the market who are making the same kind of products.

5 Jabala

Project description	Type of livelihood	Training and employment support
	Sector	Service and products
	Nature of the model	Training and employment support
	Aims/Objectives	The organisation undertakes training of the survivors in various areas such as training to become security guards or working in the catering industry. Along with that it also connects the NGOs with recruitment agencies and companies
	Implementing agency	Local NGO – Jabala
	Location	Kolkata, West Bengal
	Key components	
Target group	Survivors/Youth/Gender/Vulnerable groups	Trafficking survivors
Duration	Length of project	One to two weeks
	Key phases	
Costs/Investment	Financial	Not available
	Equipment	Cooking utensils
	Human resources	External trainers
	Donor (if applicable)	
Outcomes	Skills development – vocational and psycho-social	Vocational
	Income/Employment	
	Other development challenges addressed	
	Evaluations	
Potential challenges		Greater support from the Government would help the organisation in providing better training
Lessons learnt		
Partners/linkages		
Where to go for further information		Ms Baitali Ganguli +91-9830014643 Postal Address: -Baitali Ganguly (Secretary) Jabala Action Research Organisation 221/6b, Rashbehari Avenue, Kolkata-700 019, Tel: 033-2460 2229

Jabala

Project description

Jabala runs a shelter home as well as short stay homes for survivors. To prevent re-trafficking, Jabala provides skills training to the survivors both while at the shelter homes and when they have left and are living independently.

- With the help of a case profile, the organisation looks at the existing capacities of survivors and then tries to link them to a job.
- Jabala's staff provide training in basic soft skills to survivors.
- Jabala has been able to create a network of organisations that consists of recruitment agencies and companies, who take on the survivors to train and then successfully recruit them.

Target groups

- The target group of these livelihood trainings is trafficked survivors.

Duration

- The training lasts for approximately one to two weeks.
- The organisation provides training in both their shelter homes as well as in the short stay homes.
- The training is carried out free-of-charge by the organisation's key staff. External consultants are also hired to provide training.

Costs/investments

- There are no investments as such but there is a cost for the hiring of external consultants; existing rates are INR 500-1,000 per day or higher.

Outcomes

- Jabala has placed many survivors as security guards in malls and metro stations in Kolkata.
- There are many survivors who have been able to start their own catering business in Kolkata in joint ventures (two to three survivors coming together) after successful completion of training.

Challenges

- The major challenge faced by the organisation is in terms of finding proper funding and Government support for some of the training programmes.

6 Women's Interlink Foundation

Project description	Type of livelihood	Income generation
	Sector	Generally products and services: 1 Jewellery
	Nature of the model	Training and income provision
	Aims/Objectives	Providing training and employment opportunity to survivors of trafficking
	Implementing agency	Local NGO – Women's Interlink
	Location	Kolkata, West Bengal
	Key components	
Target group	Survivors/Youth/Gender/Vulnerable groups	1 Trafficked survivors 2 Boys and girls working/living in the red light areas of Kolkata
Duration	Length of project	Five-six months depending upon the type of project
	Key phases	Training; manufacturing; sales
Costs/Investment	Financial	More than INR. 10 lakhs
	Equipment	Sewing machines Bakery items and utensils Printing related support items
	Human resources	Trainers are from the organisation
	Donor (if applicable)	British High Commission
Outcomes	Skills development – vocational and psycho-social	Vocational
	Income/Employment	INR 1,000-7,000
	Other development challenges addressed	The organisation protects girls from the incidence of re-trafficking through its training & employment
	Evaluations	
Potential challenges		Lack of Government support Retaining survivors as employees
Lessons learnt		Not available
Partners/linkages		Not available
Where to go for further information		Ms. Aloka Mitra +91-9830019812 Postal Address: 2A, Ballygunge Place East, Kolkata 700 019, Tel: 033-2460-0765, 2460-5508 21/1, Old Ballygunge 2 nd Lane, Kolkata 700 019, Tel: 033 2281-5507

Women's Interlink Foundation

Project description

Women's Interlink Foundation works with a large number of young girls and boys; some of whom live and work in red light areas, while others are trafficking survivors. For survivors who have been rescued, the organisation aims to create a wholesome atmosphere, supporting them through education as well as training.

- Most of the survivors engaged with the organisation stay either in shelter homes or in a working women's hostel.
- The organisation is both service and product-oriented.
- Women's Interlink Foundation has successfully created a brand of jewellery that is made by the survivors. The organisation has been in operation for many years, making and selling jewellery in various countries abroad.
- The survivors are trained in the craft and work full-time with the organisation, receiving a salary which is deposited into their accounts.

Target groups

- The organisation works with a large number of girls. Survivors of trafficking are the main target group.
- It also works with girls working and living in the red light areas, trying to provide an alternative form of livelihood as well as trying to prevent second generation prostitution.

Duration

- The survivors generally receive training for about five to six months.
- Along with the regular training, they are also given educational support and entrepreneurial training.

Costs/investments

- The initial investment made by the organisation was about INR 1 million. The rest of the money required (not disclosed) was obtained through a seed grant made by the British High Commission.
- The organisation is now self-sufficient whereby the money earned is put back into training and obtaining business resources.

Outcomes

- When in training survivors earn about INR 1,000 per month and, once they are employed by the Women's Interlink Foundation, they earn about INR 2,000-7,000 per month, depending on the level they have reached.
- Each of the employees has a separate bank account into which the money she has earned is transferred.
- The organisation uses the trained survivors to train others. In this way, the organisation creates a wholesome environment in which the survivors can train and work.

Challenges

- The biggest challenge faced by the organisation is in terms of the lack of any Government support.
- A secondary problem often experienced is in trying to retain some of the survivors as employees.

7 Bhabhna Association for Peoples' Upliftment (BAPU)

Project description	Type of livelihood	Income generation
	Sector	Engaged in making jute products
	Nature of the model	Training and income provision
	Aims/Objectives	Providing training and employment to survivors
	Implementing agency	Local NGO – BAPU
	Location	Murshidabad, West Bengal
	Key components	
Target group	Survivors/Youth/Gender/ Vulnerable groups	Trafficking survivors
Duration	Length of project	Three-four months
	Key phases	Handloom training
Costs/Investment	Financial	INR 5-7 lakhs with profit margin of 30%
	Equipment	Jute handloom machine and sewing machines
	Human resources	Survivors are trainers
	Donor (if applicable)	Government support for a project
Outcomes	Skills development – vocational and psycho-social	Vocational
	Income/Employment	INR 1,500 – 3,000
	Other development challenges addressed	
	Evaluations	
Potential challenges		<ol style="list-style-type: none"> 1 Infrastructure cost which can be very high 2 Reduced demand for indigenous products 3 Market competition for similar products 4 Survivors often do not earn enough to meet basic needs
Lessons learnt		
Partners/linkages		Government
Where to go for further information		Pratik Chowdhury +91-9434168179 Vill-Uttar Para More, Po-Radharghat, Ps-Berhampore, Distt-Murshidabad-742187, City- Kolkata Phone:-03482-226298, 09434168179

Bhabhna Association for Peoples' Upliftment (BAPU)

Project description

BAPU is a community-based organisation in Murshidabad district that works for trafficking survivors, providing them with training and employment. The survivors are employed by BAPU to make and produce various kinds of jute products that are sold to a large clientele. The trained survivors also become trainers for a new group of survivors who subsequently come for training.

Target groups

- The organisation provides training and livelihood opportunities solely to survivors of trafficking.

Duration

- The survivors are generally trained in using the jute handloom machine for a period of three to four months.

Costs/investments

- Initially, BAPU invested INR 5-7 lakhs.
- The rest of the money was obtained through Government support and bank loan.

Outcomes

- The survivors living in the area where the organisation operates mostly belong to the lower socio-economic profile. As a result the employment opportunity offered is often an advantage for such families.
- Survivors who are employed in the organisation earn about INR 1,500-3,000 depending upon their experience and number of hours worked.
- However, due to the lack of funds or any continuous support from the Government, BAPU has not been able to provide support to many other survivors.

Challenges

- The first challenge is to obtain or seek Government support. Lack of support results in the reduced capacity of the organisation to produce quality products or support a greater number of survivors.
- The survivors supported by the organisation often do not earn enough to be able to meet their basic needs
- The work of the organisation has been negatively impacted by the reduced demand for traditional jute products and large market competition.

Appendix Part IV

Livelihood models identified through secondary literature

- 1 ARZ Goa – Swift Wash Programme
- 2 Prajwala's Economic Rehabilitation
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Livelihood Initiatives Identified Through Secondary Research

There are many successful livelihood models available across the different states. A resource book compiled by SARI Equity in 2005³⁹ provides details of many such models.

Some examples of models that have adopted unconventional approaches are presented in this appendix.

1 ARZ Goa – Swift Wash Programme

ARZ is a social work organisation committed to combating human trafficking for the purposes of sexual abuse and commercial sexual exploitation in Goa. The organisation works both with the victims of commercial sexual exploitation; and also against those who are perpetrators of this crime.

Overview of the Swift Wash model

ARZ operates a programme called Swift Wash which is mainly concerned with the provision of laundry services. This was initiated in 2006 to cater for the economic empowerment of victims of sexual exploitation, leading to the setting up of Swift Wash, a fully mechanised laundry unit in Sancoale in Goa, to provide employment to the victims of commercial sexual exploitation.

Swift Wash is a professionally-run garment care, cleaning and finishing service. The unit processes 1,800 kgs of washing load per day and is currently operating at 60% of its installed capacity. ARZ is making efforts to upscale the productivity without any major changes in infrastructure. The critical maintenance of machinery is taken care of by ARZ's own personnel, with the support of the machine manufacturer's service team.

Swift Wash is registered as a Small Scale Industry as per the prevailing laws; 'No objection' certification has been obtained from the required departments; and all the equipment, vehicles and individuals working in the business are adequately insured.

Employees and pay

The unit currently provides employment to 35 women and girls and 15 boys. This model also features male colleagues (currently inducted into the workforce) who work along with the survivors in conducting Swift Wash's operations.

The Swift Wash employees receive the following remuneration, based on a two-shift working pattern of morning shift/afternoon shift (seven hours):

- During probation (3 months) INR 1,800
- After probation NR 2,205
- After completion of 1 year INR 2,415
- After completion of 2 years INR 2,625

³⁹ *South Asian Regional Initiative / Equity Support Programme (SARI Q) (2005): Prevention of Trafficking and Protection of Victims—A Guide to Replicable Approaches*

Other facilities offered

The model also provides other facilities to the survivors working in the unit, in order to support them to be able to be more effective in their work. These facilities include in-house crèche facilities for children of the workers; transport facility for commuting to and from work; and the establishment of a sexual harassment committee.

2 Prajwala's Economic Rehabilitation

Prajwala is based in Hyderabad (Andhra Pradesh) in southern India. According to the organisation, a key aspect in the preparing of any survivor for social reintegration is the employability factor. After a period of stay in the shelter, when the survivor is discharged from the home she needs to be confident about her employability potential. This is the most dangerous stage in all anti-trafficking programmes, as victims who feel they are unemployable in any sector are much more vulnerable to being re-trafficked. Therefore, it is necessary to select the type of livelihood training based on survivors' interest and aptitude by both assessing the individual as well as the market viability of the trade.

Prajwala has an **Employability Training Unit**, which is responsible for identifying need-based, aptitude-based, market-assessed, viable and sustainable economic options for survivors – which are critical for long-term rehabilitation.

Non-traditional jobs

Prajwala has observed that survivors excel in trades that are non-conventional and in roles that have traditionally been filled by males. Livelihood training opportunities in **cab driving, security guarding, masonry**, etc, and other occupations with high demand in the job market are considered unconventional for women but appear to be quite suitable for female survivors who seem to enjoy doing these non-traditional tasks.

Securing opportunities

Opportunities are also given for working in Prajwala enterprises as well as in other corporate and professional environments. Emphasis is made on helping survivors to secure modern forms of job opportunities – including self-employment and small business ventures – to ensure mainstream reintegration. Depending on the aptitude, health and legal status of survivors, the trades available for **on-the-job training include welding/fabrication, screen-printing, lamination, carpentry and book-binding**.

Partnerships

Appropriate institutional partnerships have also been formed, such as those with Governmental agencies and corporations to train survivors in sustainable livelihood skills to increase their economic viability and employability.

Outcomes

Prajwala's efforts to reduce the number of women re-trafficked through economic rehabilitation has yielded many successful results:

- Over the years, 628 survivors of sex trafficking have been trained in Prajwala enterprises and 147 have been taken on the payroll.

- Since 2012, a total of 319 orders have been completed in record time in the manufacturing unit while maintaining utmost quality and ensuring customer satisfaction.
- In 2012, 44 survivors were trained as security guards and were placed in 44 **Kasturba Gandhi Balika Vidyalaya (KGBV) schools** throughout 20 districts in Andhra Pradesh.

3 **Odisha Livelihoods Model on Agarbatti (Incense Sticks) Making**

IMPACT, in collaboration with its NGO partner, Madhyam Foundation, has been implementing a UN Women-funded project on human trafficking in the selected villages of Ranpur Gram Sabha in the Nayagarh district of Odisha with the purpose of preventing the trafficking of women and girls in the selected geographical areas.

Advantages of the Agarbatti-making model

The advantage of Agarbatti-making is that it is rooted in the traditional knowledge and skills of the community, who can identify and relate to the product. As the majority of the members of Self-Help Groups (SHGs) are housewives, this model provides them with enough flexibility to work as it suits them. In almost all the SHGs, members work on production in the afternoon when they are finished with the household tasks. With training, and linking cost to the quality of the product, the model has been able to generate sufficient income for those engaged in producing Agarbattis.

Steps in setting up the model at the community level

1 Cost benefit analysis of the model

Firstly, the cost benefit analysis of the model was undertaken to ensure the model was profitable. 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 in this phase.

2 Taking the model to the community

Once the cost benefit analysis was completed the model was taken to the community in general and SHGs in particular. This exercise was conducted to ensure the readiness of the community to adopt the model.

3 Establishment of market linkages

For the establishment of any successful model, it is very important to ensure the demand for the product; as members of the SHGs have limited exposure and access to markets, it was decided to formally sign an agreement with a marketing organisation that would take the responsibility of marketing the goods produced by the SHGs. Therefore, the project has signed a memorandum of understanding (MOU) with a marketing company called BIPANI who provide the raw materials and purchase the finished products.

4 **Sourcing raw material**

Sourcing raw material is another important issue for production-based livelihood models. In this model SHG members do not have to worry as BIPANI, the marketing agency, provides the raw material to SHGs at a fixed price.

5 **Training of SHGs on the model**

Once the readiness of the model was evident from the side of the community, a training programme was organised to equip the members of the SHGs with the required skills and capacities to start production. These trainings were provided by a resource officer from BIPANI in two different phases. In the first phase, 33 SHG members from three SHGs were given training; while in the second phase, 27 SHG members from three other SHGs received training. These took the form of five-day training sessions that were organised in the project office in Ranpur. Following this training, the SHGs started producing incense sticks from the raw material being provided by BIPANI.

4 **Jharkhand Tribal Empowerment and Livelihood Project (JTELP)**

JTELP was implemented in coordination with the International Fund for Agricultural Development (IFAD) by the Jharkhand Tribal Development Society (JTDS) – an autonomous body under Department of Social Welfare, Government of Jharkhand.

A Project Appraisal Report of IFAD/India-Jharkhand Tribal Empowerment and Livelihood Project (JTELP) in Jharkhand (2012) reported that JTELP was focused on rural livelihoods for the tribal population.

JTELP fostered community-based institutions to

- Empower village communities, especially women;
- Introduce sustainable natural resource management systems;
- Enhance food security and cash incomes by introducing improved farming practices and proven production technologies.

These objectives were achieved by organising and enabling communities to

- Adopt sustainable and productive natural resource management regimes;
- Adopt market-oriented production systems;
- Learn the skills, gain experience of planning and implement development plans relevant to their villages.

JTELP mobilised finances through convergence with Government programmes – especially Grants under Rashtriya Krishi Vyapar Yojana (RKVY) and Government of India schemes for Particularly Tribal Groups (PTGs). Project-promoted Self-Help Groups (SHGs) will be integrated with the National Rural Livelihoods Mission (NRLM).

5 Community-managed goat-rearing model

Now, Jharkhand State Livelihood Promotion Society (JSLPS) under the State Rural Livelihoods Mission (SRLM) under Department of Rural Development, Government of Jharkhand (2013) is in the process of implementing a community-managed goat-rearing model to promote and increase livelihood opportunities among the rural communities of Jharkhand in three districts – Ranchi (two blocks), Pakur (two blocks) and West Singhbhum (three blocks).

Goat-rearing is one of the essential elements of culture and livelihood source for people in Jharkhand. The key activity in the project is the formation of **goat clubs** and several goat clubs are formed under a **cluster level goat federation**. In each goat club there are eight to ten farmers and 40-50 goats; the number of farmers in each goat club can be increased or decreased in relation to the available number of goats.

Within each cluster level **goat federation**, there is one **goat resource centre**. *The resource centre is a focal point of this model.* Success of the resource centre is largely dependent on its operator 'goat resource person' (see below) and his/her capability; the resource person's responsibility is to provide services to the villagers who are doing goat-rearing and are members of the goat clubs. He or she is bound to extend services very promptly, timely and very efficiently.

The goat resource centre is established at the cluster level with the support of the rearers' membership fees and revolving fund provided under the project. In a cluster, 20 rural poor(s) rearers are identified to receive intense training on improved goat-rearing with innovative package and practices. These individuals – termed as the **goat resource person** – are located at the **goat resource centre**. The trained **goat resource person** also extends hand-holding support in the establishment of the **goat resource centre**. This goat-rearing model seems to be a viable option, provided that implementation is taken up properly.

Goat-rearers from the adjoining five to six villages within a periphery of three-five km from each such promoted **goat club** from goat rearers/owners are motivated to form a goat-rearer's association and **goat resource centre** to access the following:

- Goat vaccination;
- Natural breeding/breed improvement;
- Provision of veterinary doctor (three days a week);
- Availability of basic medicines;
- Castration;
- Forward linkage⁴⁰;
- Grazing field management, development and promotion;
- Other essential input (de-horning, de-worming, care of kids, feed management and breed management).

Funding to establish goat resource centre

The financial sources that establish the **goat resource centre** are membership fees, grant as revolving fund by JSLPS and bank finance. The company is formed to

⁴⁰ Forward linkages – When one industry or organisation or sector produces the raw materials for another organisation or industry, this is referred to as the forward linkage.

establish an innovative mechanism to channel credit (finance) from financial institutions to the goat rearers' federation/goat club. The federation has to channel finance of Rs 1.5 Crore from the mainstream banks and financial agencies. To access this finance three forms of linkages development have been undertaken:

- Accessing finance as Self-Help Groups (SHGs);
- Accessing individual finances to youth to take up goat-rearing as an enterprise on a larger scale;
- Revolving fund for poorest families.

6 Poultry-based Livelihoods of Rural Poor: Case of Kuroiler⁴¹ in West Bengal

A report of a study commissioned by the South Asia Pro-Poor Livestock Policy Program (SA PPLPP) (*A Joint Program of National Dairy Development Board, Anand District in Gujarat state of India and Food and Agriculture Organization of the UN, Rome, Italy*) (2008) indicates that data was collected on the costs and benefits of **Kuroiler units** (rural households, *pheriwallas* [mobile vendors], and shopkeepers) which shows high profit margin ratios at all levels; therefore the enterprises passed the test of economic viability.

Although the overall *average* contribution of **Kuroiler** to total household income was not much and stood at about 10%, their contribution to other aspects of livelihoods – such as security, development of entrepreneurial capabilities in women, and strengthening of social networks – was substantial. It was also observed that many poor households considered the **Kuroiler** as a living bank that they could cash in, in case of an emergency or any other special occasion.

7 Muktidhara – A sustainable livelihood project by West Bengal State Government

On the website 'Ideas for India⁴² – For more evidence-based policy', two Prime Minister's Rural Development Fellows (2013) (Sourabh Bhattacharjee and Animesh Ghosh) described a government-funded project – Muktidhara – in West Bengal that seeks to generate self-employment opportunities and sustainable livelihood options for rural people via Self-Help Groups. They discussed the successes of the project and the lessons that can be learnt for the design and implementation of other such initiatives.

Overview of the project

The **Muktidhara** project – a sustainable livelihood project in West Bengal – was launched in March 2013 on a pilot basis in the Purulia district to improve the socio-economic status of the rural people, as the district fares poorly in terms of the Human Development Index (HDI) (*West Bengal Human Development Report, 2004*). The project is primarily funded by the West Bengal state Government, and the training component is funded by the National Bank for Agricultural and Rural Development (NABARD).

⁴¹ Kuroiler – 'Kegg + Broiler' – is a dual purpose hardy bird with significantly higher productivity than indigenous birds while retaining many desirable features of indigenous birds, such as the feather colours for camouflage, agility to escape from predators and resistance to diseases. 'Kuroiler' was introduced by a private sector firm, Keggfarms Private Ltd.

⁴² http://www.ideasforindia.in/Article.aspx?article_id=204

The project addresses problems such as the dependency of the livelihoods of rural people on selling fuel wood by looking at concerns relating to mono-cropping practices, traditional methods of cultivation, food sufficiency of rural families, effective market linkages and seasonal migration of farmers; and by generating self-employment opportunities and providing sustainable livelihood options to the Self-Help Groups (SHGs) of Purulia district.

Role of Self-Help Groups

SHGs have been chosen as the unit of intervention with the purpose of building a sense of collective responsibility and ownership. In the initial phase, the project covered 850 SHGs of Purulia I and Balarampur blocks of the district. The project's strategy was to:

- Motivate each household of the SHGs to participate in multiple income-generating activities and earn at least Rs. 3,000 per month;
- Aim for women's empowerment in the district by involving rural women in livelihood activities, thereby enabling them to lead dignified lives.

Currently this project is running in two blocks of Purulia district and will be replicated in the remaining 18 blocks soon. Further, there are plans to institutionalise the SHGs involved – representatives from these SHGs will represent their groups at village assembly sub-cluster and cluster levels; that is, Gram Sansad and Gram Panchayat levels respectively.

8 Enhancing Livelihoods and Households Security (IDF)

In 2011, the Integrated Development Foundation (IDF) implemented a project on enhancing livelihoods and household security in four districts in rural Jharkhand, funded by Jharkhand Tribal Development Society. The project focused on tribal communities, based on sustainable and equitable use of natural resources. The project activities mainly involved the formation of community groups/associations for planning/implementing and managing their own development through life and leadership skills; sustainable increase in production and productivity of local land and water resources; and development of alternative sources of income generation, apart from agriculture specially for landless people. The project showed success in the formation of groups, preserving resources, etc, but could not do much on developing alternative sources of income generation⁴³.

9 Rural Community Development Programme by Aga Khan Development Network

The Aga Khan Development Network (AKDN) developed rural community development programmes (www.akdn.org/india.asp), starting in Gujarat, promoting the formation of 'Village Development Committees' comprised of representatives from all communities in the village (including at least 30% women's representation). The committees helped community organisations – such as farmers' federations and women's Self-Help Groups – and also facilitated the process of community-driven development and livelihoods.

⁴³ idf_enhancing_livelihoods_and_household_security_in_rural_jharkhand.pdf

The farmers' federations served as agriculture extension agents and transferred information from agriculture institutes related to cropping practices, thereby ensuring that the information reached farmers in remote areas. Focus was given to the collective marketing of agricultural products, enabling member groups to sell their produce at the best prices possible.

The member groups also had dialogue with the Government and other agencies (including banks) to get access to, and benefit from, various Government schemes.

10 **Myrada Rural Development Programme on SHGs**

Myrada (www.myrada.org) (2009) has been involved in broad rural development issues and has initiated a strategy – through a network of NGOs, banks and private institutions – to foster livelihood strategies through the promotion of Self-Help Affinity Groups (SAGs), watershed management associations, organic farming, integrated pest management, technical support for off-farm livelihoods, preventive health and functional literacy, working primarily in southern India. This model has been widely replicated.

According to Myrada, during the past three years, 71 Community Managed Resource Centres (CMRCs) have emerged in various areas. Each CMRC is staffed by a senior Myrada official and managed by a committee comprising representatives from the community groups. Each CMRC supports around 120 community groups, including SAGs and watershed management associations; these community groups pay for the services provided by the CMRCs – which includes providing information on prices of farm produce; mobilising resources and establishing linkages; offering insurance and counselling services; and lobbying for the interests and rights of the poor.

11 **District Livelihood Resource Centres (DLRCs) Model by APMAS**

The Andhra Pradesh Mahila Abhivruddhi Society (APMAS) (www.apmas.org) was established in 2001 and works for women's empowerment and poverty alleviation through capacity building, quality assessment, research and advocacy, communication and livelihood promotion on a fee-for-service basis.

District Livelihood Resource Centres

APMAS has been coordinating the formation of District Livelihood Resource Centres (DLRCs), which focus on providing livelihood opportunities for small and marginal farmers, the landless and women in the dry regions of the Andhra Pradesh. These centres provide information and training services to community institutions, SHGs, NGOs and Government staff for enhancing and expanding rural livelihoods. APMAS has also set up these centres as pilots in partnership with the Government of Andhra Pradesh, supported by the Aga Khan Foundation (part of Aga Khan Development Network).

The purpose of the DLRCs is to address critical needs that are major constraints in enhancing and expanding livelihoods; which include access to reliable information and effective training services for various livelihood options at the district level for communities and their organisations, NGOs and Government departments. According to APMAS, while there are several state Government programmes addressing livelihood issues and successful models available, there is however a need for convergence and scaling them up.

Cluster Livelihood Resource Centres

APMAS has also established a number of Cluster Livelihood Resource Centres (CLRCs) within the premises of the state's Training and Technology Development Centres (TTDC). Each DLRC is linked to a number of CLRCs at the block/mandal level. These CLRCs work directly with communities and their institutions, such as SHGs and their federations.

12 Ruminant Livelihoods Model – Sir Dorabji Tata Trust

The Sir Dorabji Tata Trust (www.dorabjitatatrust.org) is engaged in a number of projects that revolve around small ruminants. One example is a five-year-old programme that promotes the breeding of the Black Bengal goat (an indigenous breed) in the Bankura and Burdwan districts of West Bengal. Apart from implementation partners, the Trust has linked up with Animal Resources Development (ARD), a department of the Government of West Bengal.

This tested community-driven model of work extension is now being replicated in Tripura and Jharkhand. In Jharkhand, the State Government has sanctioned additional grants to partner NGOs for the execution of the same model. In West Bengal, the project is being carried out by the Pashimanchal Unnayan Parishad (Western Area Development Council).

13 Development Initiatives for Access and Livelihood (DIAL) Programme by UNINOR⁴⁴ (Mobile Service Provider Company)

In collaboration with a local NGO, **Gram Prodyogik Vikas Sansthan (GPVS)**, Uninor's Bihar and Jharkhand circle has set up an outbound call centre that creates sustainable job opportunities for young women from the Patna slums. Uninor has transformed this call centre into a new way of life for the women who work there and hail from the slum clusters of Patna.

This initiative is part of the **Uninor DIAL (Development Initiatives for Access and Livelihood) programme**. Uninor DIAL aims to provide sustainable livelihood opportunities through vocational training in the mobile business. The programme is implemented through two models – **outbound calling centre and Inbound calling centre**.

The **outbound call centre** provides employment opportunities for those below the poverty line. Today, 70 young women are employed at the outbound call centre. In many cases, these women have emerged as the sole earning member of their families.

A UNINOR official stated: “We started this project also with the objective of making a group of deprived young women economically independent. Today I am extremely delighted to see that each of these women is more confident, well trained and ready to take on the most challenging tasks with ease. Even more satisfying is it to see them engage with customers by intelligent upselling, product updates and being persuasive on their core assignment of outbound calling. The business results are in fact far better than those we get from private commercial solutions.”

⁴⁴ <http://www.uninor.in/about-uninor/news-and-media/Pages/uninor-creates-opportunities-for-women.aspx>