PROJECT ON
Preventing and Addressing Trafficking in Women and Girls in Odisha
2014-16

LESSON LEARNED

Supported by:
Global Fund for Women

Implemented by:
Institute for Social Development
Project on Preventing and Addressing Trafficking in Women and Girls in Odisha 2014 - 2016

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Implemented by

Institute for Social Development
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The Report is made possible through a general financial support of Global Fund for Women.

Year of Publication: 2016

Place of Publication: Bhubaneswar, Odisha.

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The Document was prepared by CLAP Legal Service Institute.

Institute for Social Development (ISD) was initiated by a group of young social workers and professionals in 1997 with a mission to bring positive change in the lives of people in social, economic and political scenario. It is a women's organisation that works for Ending Violence against Women.
The Institute for Social Development (ISD) has the opportunity to implement a project in the nomenclature of Preventing and Addressing Trafficking in Women and Girls in Odisha with the profound support of Global Fund for Women, USA. The project was implemented over a period of 3-years beginning from 1st January, 2014. It will come to an end in December, 2016. Meanwhile as per our plan, we entered into an exercise to systematically document the lesson learned from the project and also the processes that have been followed in our search for changing social norms and practices and strengthening various institutions to address the issue of trafficking. The project made an effort to understand the intersection between migration and trafficking. The knowledge accumulated from the experience from the project is being shared through this report to have an idea about practice and occurrence of migration and trafficking. I hope this document would not only be an useful document for introspection and retrospection to understand what actually works in the field but also hopefully a resource material for many other organisation who are involved or planning to work on the theme of trafficking.

The report has been prepared using various methodologies in a systematic manner to analyse the actual learning and document the processes with all sincerity. We have organised focus group discussions with key players of the project and the targeted group, undertook surveys, referred case studies and conducted survey to prepare this report, so that, a clear reflection of our intervention with all truthfulness comes out. In this process our project team has played a significant role in sharing the experiences and bringing evidences in support of their statements. I would like to thank our team members especially Binapani Mallick and Bhawani Prasad Nayak for their dedication and commitment. I would like to extend my thanks to the Project Coordinators and the Anti Trafficking Monitors (ATMs).

We are grateful to CLAP Legal Service Institute which has undertaken the responsibility to prepare the report. They have made tremendous amount of exercise to find out the exact contribution of the project and the type of experiences we gained. It was really a great experience to learn from the team of CLAP Legal Service Institute to understand various aspects of the Project. My sincere thanks to them for meticulously capturing the learning and giving every aspect of the project in a very systematic order in this report. I am also indebted to the representatives of local self government institutions, officials of Integrated Anti Human Trafficking Unit (IAHTU) and various local NGOs who have agreed to share the information and contributed in the process of documentation.

Finally, my sincere gratitude to Global Fund for Women, USA, for their profound support for implementation of the project. The guidance given by Global Fund for Women was unique to shape the project with specific outcomes, indicators and milestone. Similarly, the guidance of Vandana Pattanaik of Global Alliance Against Traffic in Women (GAATW), Bangkok was really meaningful in giving appropriate direction to the project at various stages of operation.

The effort that has gone into preparing this report would find meaning when the ideas and lessons are given adequate response. If in anyway our experience is helpful in another context that would be our success. Feedbacks are always welcome on this report and also on the project.

SUBHASHREE DAS
Director,
Institute for Social Developme (ISD)
## CONTENT

<table>
<thead>
<tr>
<th>Sl. No.</th>
<th>Subject</th>
<th>Page</th>
</tr>
</thead>
<tbody>
<tr>
<td>1.</td>
<td>Preface</td>
<td></td>
</tr>
<tr>
<td>2.</td>
<td>Chapter-1</td>
<td>1</td>
</tr>
<tr>
<td></td>
<td>Introduction</td>
<td></td>
</tr>
<tr>
<td>3.</td>
<td>Chapter-2</td>
<td>7</td>
</tr>
<tr>
<td></td>
<td>Intervention Measures</td>
<td></td>
</tr>
<tr>
<td>4.</td>
<td>Chapter-3</td>
<td>28</td>
</tr>
<tr>
<td></td>
<td>Major Accomplishment</td>
<td></td>
</tr>
<tr>
<td>5.</td>
<td>Chapter-4</td>
<td>35</td>
</tr>
<tr>
<td></td>
<td>Learning from the Project</td>
<td></td>
</tr>
<tr>
<td>6</td>
<td>Chapter-5</td>
<td>39</td>
</tr>
<tr>
<td></td>
<td>Recommendation</td>
<td></td>
</tr>
<tr>
<td>7</td>
<td>Chapter-6</td>
<td>43</td>
</tr>
<tr>
<td></td>
<td>Conclusion</td>
<td></td>
</tr>
</tbody>
</table>
Background of the Project:
Considering the fact that trafficking of Girls and Women is a gross manifestation of violation of human right and a most serious organized crime in the modern India, the Institute for Social Development (ISD), an women’s organization addressing violence against women, strategically designed a project to prevent trafficking at the source. In this regard the ISD with the profound support of Global Fund for Women, USA has undertaken a project in the nomenclature of Preventing and Addressing Trafficking in Women and Girls in Odisha for a period of 3-years from 1st January 2014 to 31st December 2016. The project intervention was made in a tribal area of Odisha state of India namely Daringibadi and Raikia Blocks of Kandhamal district. The project also extended to the entire district of Kandhamal to strengthen various institutional mechanisms established by the state to address trafficking in person. By and large the present intervention was made covering the sources of human trafficking from which women are being migrated and trafficked. The attempt was made to prevent trafficking in any form and for any purpose like trafficking in the name of marriage, employment or for any other occupation.

The present project intervention was designed and implemented in the broader premise that girls and women from tribal communities of Odisha are being migrated and consequentially trafficked due to low level of awareness in the community, prevalence
of social norms and practices that do not support women human rights and very ineffective institutions of government. Girls and Women are lured to trafficking by means of false promise to marry and attractive employment opportunities. Tribal communities are the most vulnerable to trafficking. These innocent human beings easily fall prey to the traffickers.

It is significant to note that conventionally tribal communities of Kandhamal and many other parts of Odisha migrate seasonally in search of employment. In most of the cases these are forced migration due to absence of livelihood opportunity and food insecurity. Taking advantage of the situation many middleman entered into the picture and force them into exploitative situation. Very often inter-state migration is made in search of job opportunity. When these tribal people arrive in a new situation with different language and little known culture they find themselves completely at sea. They do not have any support system to fall back upon. Even in cases of most exploitative condition of work which is both unsafe and dangerous to the life and liberty of individuals, these innocent tribal people are forced to work or accept the situation. They do not have any means to escape from the systematic exploitative trap of traffickers.

| Geographical Outreach of the programme in Kandhamal District |
|---|---|---|
| Block | GP | Villages |
| Daringibadi | Daringibadi | Rukanbadi |
|  |  | Pliheri |
|  |  | Parmpanga |
| Simanbadi | Kumbharbadi | Dakarbadi |
|  |  | Dadibadi |
| Badabanga | Sikaketa | Gadadi |
|  |  | Badabanga |
| Danekbadi | Danekabadi | Padanketa |
|  |  | Kupibadi |
| Budaguda | Rainingpadar | Dagamaha |
|  |  | Baligada |
| Raikia | Sugadabadi | Sugadabadi |
|  |  | Murudipanga |
|  |  | Lengumaha |
|  | Manikeswar | Manikeswar |
|  |  | Gudrighasi |
|  |  | Barepanga |
| Dadangia | Mlahupanga | Musumaha |
|  |  | Bearpanga |
| Gumamaha | Gumamaha | Kilakia |
|  |  | Bhaliapada |
| Mandakia | Derinaju | Tatamaha |
In a situation like this the human rights of tribal people are at stake. The moment they find themselves in the web of traffickers, it is too late to restore their freedom and liberty. Such occasion arises primarily because of the reason of low level of awareness about safe migration and its intersection with trafficking. It also happens due to very poor enforcement of laws in the communities to prevent trafficking.

Even though the Constitution of India in Article 23 explicitly prohibits trafficking in person and forced labour and the legislative policies of the state especially Immoral Traffic Prevention Act exist to abolish exploitation, the incidence of trafficking is very much present in the society.

In view of the foregoing discussion the ISD strategically planned to address the sources of trafficking in tribal locations of Odisha state in India. In this context it has cautiously selected Daringibadi and Raikia Blocks of Kandhamal District to address trafficking by means of prevention. Accordingly, the project titled Preventing and Addressing Trafficking in Women and Girls in Odisha has been designed and implemented over a 3-years period supported by Global Fund for Women. This Report narrates the overall context and strategies adopted for prevention of trafficking in the following paragraphs.

This report is an attempt to document the processes followed in course of project implementation and also an attempt to document the lessons learned from the project.

Context of the Project:

The project was visualised and implemented in the broader premise that trafficking occurs in all most all countries of the world and it is recognised as a worldwide phenomena. In fact, it is accepted that trafficking is an organised crime. Globally an
estimated 2.4 million of cases of trafficking take place. Third world countries are the worst victims of sex trafficking. There are various countries which are described as source or destination or transit countries for the purpose of trafficking.

Countries like India are described as countries which are source, destination and transit country for the purpose of trafficking. In such countries addressing the issue of trafficking is complex as various agencies are required at various levels to prohibit trafficking. Every type of situation, be it a source or destination or transition requires diverse strategies to overcome the situation. The following map shows trafficking situation in different countries:

UNITED NATIONS (AP)

The U.N. crime-fighting office said that 2.4 million people across the globe are victims of human trafficking at any one time, and 80 percent of them are being exploited as sexual slaves. Yuri Fedotov, the head of the U.N. Office on Drugs and Crime, told a daylong General Assembly meeting on trafficking that 17 percent are trafficked to perform forced labour, including in homes and sweat shops.
Policy and Legal Environment:

India as a country has made substantial progress in bringing in place a strong legal and policy measures as well as institutional mechanism to counteract trafficking. To begin with one can refer the Constitutional mandate. The Fundamental Right Chapter of the Constitution of India in Article 23 prohibits trafficking in person. It says Prohibition of traffic in human beings and forced labour. Similarly Article 24 prohibits Employment of Children in hazardous occupation. A detailed analysis of these constitutional provisions indicates that it is fundamental in the governance of the country that forced labour and trafficking in person shall not be tolerated by the State.

It is in this regard important to mention about various provisions provided in the Indian Penal Code. The following provisions of the Indian Penal Code can be efficiently used in cases of Criminal Acts amounts to trafficking:

- Displaced from her community, which tantamount to kidnapping/abduction (Section 361, 362, 365, 366 IPC)
- Procured illegally (Section 366 A IPC)
- Sold by somebody (Section 372 IPC)
- Bought by somebody (S. 373 IPC).
- Imported from a foreign country (if she hails from a foreign country, or even from J & K State, and is under 21 years of age – Section 366 B IPC)
- Wrongfully restrained. (Section 339 IPC)
- Wrongfully confined (Section 340 IPC)
- Physically tortured / injured (Section 327, 329 IPC)
- Subjected to criminal force (Section 350 IPC).
- Mentally tortured / harassed / assaulted (Section 351 IPC).
- Criminally intimidated (Section 506 IPC).
- Outraged of her modesty (Section 354 IPC).
- Raped / gang raped / repeatedly raped (Section 375 IPC).
- Subjected to perverse sexual exploitation (unnatural offences) Section 377 IPC).
- Defamed (Section 499 IPC).
- Subjected to unlawful compulsory labour (Section 374 IPC).
- Victim of criminal conspiracy (Section 120 B IPC)

In view of the foregoing discussion from which it is clear that trafficking is a persisting problem and posses a major challenge to the state and society. However, the problem can be addressed if systematic and innovative interventions are undertaken. The ISD took up the challenge by undertaking a project to address the issue. In this report the intervention measures, major outcomes and lessons learnt are succinctly described in the following chapters. At the end of the presentation some identified recommendations for the project have been given for taking the project to a logical conclusion.
In order to address issues of migration and trafficking, there are various approaches exist which are being applied in different contexts. Some of the well recognised and widely followed approaches revolved round strategies like Prevention, Prosecution and Advocacy. In many cases there are integrated approach being applied to eliminate trafficking and to ensure safe migration.

The ISD while conceptualising its intervention strategy, mostly focused on prevention aspect of trafficking. However, ISD also realised that mere prevention approach may not yield sufficient result. Therefore, to some extent it also followed an integrated approach by incorporating project measures to strengthen prosecution and undertake advocacy for reform in the existing laws, policies and institutional mechanisms. It also undertook activities to strengthen institutions particularly the local self government systems at the grassroots level for their engagement in the process of addressing migration and trafficking. Primarily the project made an attempt to prevent trafficking by way of creating awareness about safe migration. The intersection between migration and trafficking was also purposefully highlighted in the process of awareness generation. The effort of ISD was concentrated on prevention aspect as from the very beginning it was realised that trafficking can be substantially reduced or even completely eliminated by way of empowerment of communities which are very often invisible due to its geographical location and also away from development mainstream. The people in the communities are marginalised as the development interventions do not reach them.
For the purpose of prevention of trafficking the ISD has identified a tribal location in the Kandhamal district of Odisha state in India. The area is largely inhabited by tribal people. A majority of tribal population in this area migrate seasonally to other states of India in search of employment. There are instances of migration for the purpose of marriage as well. In view of the practice of migration for the above mentioned purposes these areas are mostly vulnerable to trafficking. Considering the wide prevalence of migration and its intersection with trafficking, the project of ISD was implemented in this location to prevention trafficking.

Overall, it has been observed that the project was implemented through various phases. There were at least 3-phases through which the project activities have been carried out. Firstly, there was a preparatory phase during which various activities like mapping risk zones, consultation with stakeholders and staff training was conducted. Secondly, there was the action phase during which all major activities have been implemented to accomplish the outcomes. Finally, in the third phase an attempt has been initiated to consolidate the learning of the project to devise the future direction and to take steps for sustainability of the activities. Action taken in various phases has been succinctly described below for better understanding of the processes:

**Phase - 1: Preparatory Phase**

Under the project, the following specific activities have been conducted in a systematic order to effectively implement the project activities:

**1) Mapping of Sources of Migration:**
Initially at the beginning of the project an extensive exercise was made to map sources and purpose of migration from different communities in identified two Blocks for
project intervention. In this regard a comprehensive baseline study was conducted. In this study an attempt was made to locate the sources of migration and the possible reason for it. It made an attempt for mapping potential migrant from different villages, number of returnee migrant in each villages and the number of person who are survivors of trafficking. The exercise also made an attempt to understand the number of girls and women who have migrated but not yet returned or there is no information about them in their family. It was found that migration takes place from almost all 30 villages covered under mapping exercise. However, there is difference of degree in each village. The mapping located various vulnerable zones from which migration occurs frequently and also the destinations to which people especially women migrate. It also included the manner in which middleman or labour contractor are involved in migration and consequential trafficking.

In a nutshell, this document was a major tool to understand the dynamics and magnitude of migration. It was also used as a tool for advocacy to ensure safe and dignify migration and creation of opportunity for the community to avoid seasonal migration. Rehabilitation of returnee migrants and trafficked persons in the community could be made possible with the use of mapping as it gathered information about potential migrant, returnee migrant and trafficked person.

(2) Consultation with Government Stakeholders:

It was considered important to involve major stakeholders in the Government responsible for anti-trafficking measures in the process of implementation of the project. In this connection, at the initial stage of the project, consultation with stakeholders in the system was organized at the district level to inform the public authorities about the project and to seek cooperation for convergence of services for
prevention, rescue and rehabilitation. In this consultation the mapping report was shared with the stakeholders to bring to their attention the areas which are prone to trafficking or unsafe migration. The consultation was used as a platform for interface between government and non-government actors and also the potential and returnee migrants as well as women who are at risk of trafficking.

The consultation was held for a duration of one day in the district headquarter. It was attended by representatives from District Integrated Anti-Human Trafficking Unit (IAHTU), Police, Labour Department and other organization of Government established to implement various development works including the officials responsible for 100-
days work guarantee under Mahatma Gandhi National Rural Employment Guarantee Act (MGNREGA). As a result of this meeting the systems of government have been effectively geared up through dialogue and negotiation for action to prevent human trafficking with the involvement of multi-stakeholder and civil society organizations. It was also found that the District Administration sought cooperation of ISD as a civil society group to extend cooperation to rescue trafficking survivors in other states as the district administration always find it difficult to locate various destinations where trafficking is made.

(3) Training of Project Staff and Coordinators:

In the preparatory phase a training was conducted to inform the project staff and the coordinators about the project for its successful implementation. It is pertinent to mention here that there were two numbers of coordinators appointed under the project to coordinate activities among the volunteers in the community. The project team received an orientation training initially for a period of two days. A training
module has been devised for this purpose. Resource persons were invited from various government and civil society organisations to give the project team an insight into the trafficking situation at various levels. They were given to understand the nature and magnitude of trafficking and its impact on human rights. They also learnt the trafficking scenario from local to global level with examples of case studies. Broadly, the project team and the coordinators learnt from the training the strategy and overall expected outcomes of the project.

Phase - 2: Action Phase

(1) Appointment of Anti-Trafficking Monitors (ATMs):

One of the innovative initiatives made under the project was to identify, build capacity and deploy a group of catalysts in the nomenclature of Anti-Trafficking Monitors (ATM). The ATMs were selected from the local community who can continue to be engaged with the community for creation of awareness, change social and cultural practices,
build community respect for women’s human right, make the community understand gender based violence, track migration, catalyse response of human right institution in cases of trafficking and also link various support services at the community level for creation of opportunity for employment and rehabilitation. The ATMs played the role of a champion of Women Human Rights by combating injustice, exploitation and trafficking. The concept of ATM was conceptualised with a view to create a cadre of local resource persons who can combat trafficking in long run both during and after the project. In this regard 150 numbers of ATMs at the rate of 5 ATMs (Boys and Girls) from each village were selected from the communities. They were given training for a period of 4- days in 2-phases to build their capacity to effectively play the role of ATM. The training was conducted based on a training module devised for this purpose. In this process 150 ATMs have been selected, their capacity was built and subsequently engaged for Anti Trafficking initiatives.

It is pertinent to mention that the ATMs rendered their service voluntarily. Voluntary Services for the greater interest of the community was the inspiration that was inculcated in the process of training. The project broadly promoted voluntarism for the cause of trafficking in a massive scale.

By and large the ATMs were involved in community awareness building, creation of opportunity for employment in the community, helping community to gain access to different social security schemes and negotiating with District Anti Trafficking Unit. In order to understand the nature and extent of contribution made by ATMs, each of the activities has been discussed in later part of the Report under different activities.
(2) Capacity Building and Engagement of ATMs:
As an immediate follow up to the appointment of the ATMs, the Coordinators of the project organised an orientation training for a period of one day for the ATMs. The trainings were conducted in 4-batches of 35-40 ATMs. In this orientation training the issue of trafficking and its impact on people and communities have been discussed. The participants of the training shared their knowledge and information about experiences of trafficking in their respective villages. A formal training module was used for the purpose of holding the training.

After a gap of 3-months, during which the ATMs were asked to identify cases of
migration and specific instances of trafficking, a capacity building training for leadership development was held for a period of 3-days for the ATMs. The training was held in 2-different batches in each Block. In this process trainings were held for 2-different Blocks separately. The trainings were conducted based on a training module developed in consultation with experts and experienced person on trafficking. Resource persons including social activists, motivators and representatives from various Government and Human Right Institutions were involved. An evaluation about the training was conducted at the end of the training in each batch to understand the level of knowledge gained by the participants on the subject.

(3) Profiles of ATMs:
As a follow up to the training, a process has been undertaken to develop a profile about the ATMs. The profile contains photograph of ATM, educational qualification and brief information about their community. Since many of them also associated with various community based organisations including youth clubs that information was also reflected in the profile of each ATMs. This profile was used as a database of the ATMs. It was useful both for Government and Civil Society Organisations to take the help of ATMs in combating trafficking.

(4) Community Migration Register:
As a matter of strategy community wise Registers were maintained by each group of ATMs for their respective communities. The Migration Register covers the number of migrant person, period, destination and purpose of migration with the
name of contractors if any. The project team at the central level quarterly reviewed the Migration Register to keep a track on the migrants.

(5) Community Awareness:
For the purpose of building community awareness on trafficking and safe migration a number of measures have been applied. It includes development of posters on trafficking, booklet on laws relating to trafficking and migration as well as leaflets on various themes. The materials for awareness were development using pictorial representation and demystified language for understanding of the community. In addition to it in all villages of the project location a flex banner was displayed. The flex banner contained information about the ATMs with their phone number and photograph to enable people to reach them easily in case of need.
As part of awareness building, a series of street plays were organised in strategic locations like market place, Block head quarters, Public Distribution System Centre and local gatherings. As many as 21 street plays over a period of 2-years have been organised. The street play was conceptualised and staged by local cultural group. A script on the theme of migration trafficking was written locally to organise the street plays. The ATMs were instrumental in organising the street plays in strategic locations. In this process the project could reach out to all the 30 villages of 2-Blocks and covered a population of 4000.
Apart from the above mentioned activities for community awareness, the project also explored the media to cover the theme in a systematic manner for creation of awareness. In this regard an example can be coverage of the theme in radio. A local community radio Muskan aired a series of discussion and messages in the locality about trafficking. Besides, street plays also received wide media coverage which created further publicity of the activity. Through such coverage not only events under the project received adequate space but also a form of media advocacy could be ensured to highlight the issue.

(6) Employment Linked Services:

The mapping of migration and trafficking exercise conducted in the preparatory phase revealed that one of the reasons for massive migration is non-availability of opportunities for employment and income generation. Thus, the situation demanded that opportunities be created for employment locally. In this regard, there was a provision under the project for support services such as arrangement for skill or vocational training, helping women to obtain credit facilities and organize the target beneficiaries into Self Help Group (SHG) for adolescent girls and women who are potential migrants or returnee migrants.

Under the project various efforts were made to create opportunity for employment and skill development which can potentially help the community to generate income. As a part of it 12 number of girls have been referred to a training institute namely Srusrusha to undergo training on home nursing. The training was given for a period of 3-months in the state capital Bhubaneswar. The trainees are subsequently placed in homes for home nursing mostly of elders in the family. Similarly 8 numbers of girls with average education background were given the opportunity to undergo beauticians’ course by an
international level beauty-care agency VLCC Health Care Pvt. Ltd. It is pertinent to mention all the 12 trainees on health care and 8 trainees of beautician course were returnee migrants. A girl was also deployed as a petrol vendor in HPCL Petrol Pump Outlet with their collaboration which was a unique thing in the community as mostly it is the male persons who are employed in petrol pump. Thus, the project also endeavoured to create job opportunity for girls and women in non-conventional sectors.

In addition to above mentioned skill development trainings, the ATMs also organised the community to place the demand for 100-days work guarantee under Mahatma Gandhi National Rural Employment Guarantee Act (MGNREGA). It has been observed that as a result of such mobilisation there is an increase in employment guarantee for the people in the communities. A kind of awareness has been created that unless there is a proper demand made for job, no employment guarantee can be afforded. This job guarantee by the government was explored by the project to a large extent to reduce distress migration in low employment seasons.

Thus, the project made an attempt to address the issue of employment and income generation through a concerted endeavour to create opportunities.
(7) Strengthening Local Self Government Institutions:

In order to catalyse the response Local Self Government Institution in the matter of distress migration and trafficking, Gram Panchayat level functionaries have been mobilised through various processes. In this regard a two days training programme for Sarpanchs, Ward Members, Chairman and Members of Panchayat Samiti had been organised separately for two Blocks. The training was attended by 54 numbers of representatives of local self government from both the Blocks.

Number of Participants

1. Sarpanchs: 4
2. Naib-Sarpanchs: 6
3. Ward Members
   And Samiti Members: 44
Total: 54

![Image of training session]
In this regard a strategic position was taken. These institutions were asked to incorporate migration and trafficking issues in their yearly plan for the Panchayat. Accordingly, policy decisions have been made to address the issue of migration and trafficking. This was possible as the training programmes had been attended by Block Development Officers, Chairman of Block and Resource Persons from civil society organisations. Various ways and means were devised to use schemes and services of the State and Central Government to create employment opportunity and skill development. Emphasis was given on Skill and Employment in Apparel Manufacturing for the skill development of rural youths and adolescent girls. In addition to this the representatives of local self government institution also decided and resolved as a result of the training to maintain Panchayat Register to keep a watch on migration. This Migration Register which the representatives of local self government institutions decided to maintain was different from the Register being maintained by ATMs. Thus, successfully a concept of the project has been institutionalised in the systems of governance. Subsequently, it was found that the gram panchayat institutions are properly maintaining the Migration Register in their respective gram panchayats. It becomes an advantage for the project to corroborate the facts and figures about migration from both the registers maintained by two different groups.

(8) Media Sensitisation:

Apart from the community engagement programme under the project discussed above, an effort also made to sensitize both print and electronic media. As a part of media advocacy a Media Sensitisation Programme was held at the district headquarter. It was attended by 16-media representative. Both electronic and print media attended the programme. The programme was organised to highlight the issue of migration and trafficking in the district. A general picture about the project was presented to make the
media representative aware about the project intervention. The role of ATM in community monitoring was discussed in detail. As an immediate outcome the issue was highlighted in media.

It is pertinent to mention that as a result of media advocacy, the issue received adequate media highlight in the regional news channel at the state level during the 16-days activism to End Violence Against Women between 25th November – 10th December. The ISD conducts this 16-days activism coinciding with International Day to End Violence against Women on 25th November. As many as 3-news channel like Doordarshan, Naxtra and Kaling TV aired interviews for 30 minutes to 1-hour duration with representatives of ISD. It created a large public opinion in the state to combat trafficking. The media discussions were also aimed at influencing public policy on trafficking. Overall the project events also received wide media coverage contributing significantly to highlight the issue. In some cases video documentation of various activities under the project was also made. These video clippings are also being used in production of documentaries on migration and trafficking.

(9) **Voices of Returnee Migrant and Traffic Survivors:**

In course of project implementation it was found important to form a group consisting of Returnee Migrant and Trafficked Survivors in the project location. Accordingly a group has been constituted with 30-returnee migrants and trafficked survivors. The group has been created to advocate for prevention of unsafe migration and rehabilitation of returnee migrant and trafficked survivors. It has both policy and public advocacy on its agenda. The group visited different community to make them aware about unsafe migration and trafficking. It has also taken up the responsibility to negotiate with district administration for their rehabilitation and preventive action.
Under the project an arrangement has been made to provide them with a provision of dance therapy to reduce the stress and mental shock that they sustained as a result of victimisation. Most importantly the group actively participated in the process of formulation of law on trafficking which is at present being drafted. The group played a significant role to articulate preventive mechanism under the law.

(10) Access to Justice – Legal Action to Combat Trafficking:
As a planned measure there was a provision for access to justice in cases of unsafe migration and trafficking. In this regard a lawyers-panel has been constituted and engaged to provide legal support services. In most of the cases the ATMs in consultation with the lawyers-panel informed the police about illegal migration and trafficking. The police in return raided in 2-places such as Berhampur and Bhubaneswar Railway Station. In this process 23 girls were rescued. As ISD manages a Women Support Centre in the Police District Headquarter in Kandhamal district where the project is located to help women with various services like legal aid, medical support and rehabilitation facility, the rescued women and girls were referred to Women Support Centre for counselling. After counselling the rescued women and girls were rehabilitated in their respective community and in some cases in the Shelter Homes being operated in the locality. Besides, police also instituted cases against the labour contractors. During the reporting period 23 cases have been registered under different provision of Indian Penal Code like Kidnapping, Abduction and Procurement of Girls and Women for the purpose of sale. The cases are pending and charge sheet is being framed.
<table>
<thead>
<tr>
<th>SL NO.</th>
<th>NAME OF THE P.S.</th>
<th>CASE REFERENCE.</th>
<th>NAME OF THE VICTIM.</th>
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</tr>
</thead>
<tbody>
<tr>
<td>1.</td>
<td>Raikia P.S.</td>
<td>Case No.17 dtd.31.03.13 U/S 363/366/374 IPC.</td>
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<td>Daringbadi P.S.</td>
<td>Case No.29 dtd.02.06.13 U/S 420/370(5)/506/34 IPC.</td>
<td>7 victims were rescued from Basanti trust BBSR</td>
<td>Two accused persons have been arrested and forwarded to custody.</td>
</tr>
<tr>
<td>4.</td>
<td>Raikia P.S.</td>
<td>Case No.41 dtd.03.07.13 U/S 365/374 IPC.</td>
<td></td>
<td></td>
</tr>
<tr>
<td>5.</td>
<td>Phiringia P.S.</td>
<td>Case No.33 dtd.04.07.13 U/S 363/374/34 IPC.</td>
<td></td>
<td></td>
</tr>
<tr>
<td>6.</td>
<td>K.Nuagam P.S.</td>
<td>Case No.34 dtd.28.08.13 U/S 294/420/363/370/511 IPC.</td>
<td></td>
<td>One accused arrested &amp; forwarded to the court.</td>
</tr>
<tr>
<td>7.</td>
<td>K.Nuagam P.S.</td>
<td>Case No.03 dtd.27.01.14 U/S 363/370/374 IPC.</td>
<td>15 male persons were rescued</td>
<td>One accused arrested &amp; forwarded to Court.</td>
</tr>
<tr>
<td>8.</td>
<td>Phulbani Town P.S.</td>
<td>Case No.20 dtd.30.01.14 U/S 366/366-A/370(1)/511/34 IPC.</td>
<td>Victim Sandhya Nayak was rescued from Phulbani Bus stand.</td>
<td>4 male accused persons were arrested and forwarded to Court.</td>
</tr>
</tbody>
</table>
Case Study

Name- Anita Nayak (Name Change)
Age- 19
Village- Rukanbadi
Block – Daringbadi
Category- Trafficking in the name of employment

Anita Nayak (Name change) aged about 19 years of village Rukanbadi of Daringbadi Panchyat was trafficked by one Raju Nayak of her own village to Bangalore in the year 2013. She was working there in the house of one Smita Fernandes on the assurance that she will be given Rs 2000/- per month. She was not given assured wage & when she wanted to return home she was not allowed. In the mean time she was assured by one man Raju Yadav of Uttar Pradesh to help her to return to her home. One day Anita left Smita Fernandes’s house with Raju Yadav without informing Smita Fernandes. Raju took her to another destination in Uttar Pradesh and assured her to marry. Consequently she got pregnant. When Raju knows that Anita is pregnant he left her and absconded. In the year 2015 in the month of October dated 22/10/2015 a phone call (land line number) received by one of the Anti trafficking Monitor that she was in Uttar Pradesh. The ATM informed the father for her rescue.

After that the Anti Trafficking Monitor of the concerned area registered a case at the local police. A raid was conducted and she was rescued from the destination point. She was rehabilitated in a Shelter Home. The ATM also ensured registration of her name under MAMATA Scheme for maternity benefit. Now she is living her life with a baby girl in a Shelter Home.
Phase – 3: Consolidation Phase

The consolidation phase of the project began from the third year of the project onward to take stock of the progress of the project as per the indicators developed and milestones contemplated for the project. In this phase a management audit of the project has been started. It was found that the project has substantially progressed as per the project plan in first two phases that is the preparatory phase and action phase. Various steps have been framed for long term sustainability of the project. It was found that there has been a significant increase in the level of awareness of the people in the project area about safe migration and the situation of trafficking. There is enough knowledge generated about migration and its intersection with trafficking. The issues of potential migrant, returnee migrant and trafficked person who have been rescued or returned by their own effort have been successfully touched upon and addressed.

In view of the substantial amount of progress of the project in the appropriate direction, in the consolidated phase an attempt has been made to ensure sustainability. In this regard emphasis was given on two aspects. Firstly, the Anti Trafficking Monitors have been properly deployed in the community to facilitate and catalyse various actions for either prevention of migration or where it is essential in the best judgement of the people, to ensure safe migration with adequate information and fulfilment of legal conditions like verification of licence of the contractor and the confirmation of nature of job being offered. In case of migration for the purpose of marriage the community started demanding registration of marriage. In all cases community based job opportunity is given the top priority by exploring schemes and services of the government.

While the ATMs are taking the lead role, efforts are also made to further strengthen the community youth groups formed under the project for community resilience. This is an attempt to have multiple mechanisms for carrying forward the mission of the project and to ensure sustainability through engagement of different stakeholders. The community youth group is engaged in building a culture of respecting human rights of women and girls as well as to address gender based violence.
As a part of the consolidation phase this exercise to document the learning of the project has been undertaken. Based on the findings the future direction of the project shall be carved out.
With a view to reduce the vulnerability of potential migrant, returnee migrant and trafficked person, the ISD has strategically implemented this project in one of the risk prone area inhabited mostly by tribal people. The project covered two numbers of Blocks namely Raikia and Daringbadi Blocks of Kandhamal district in the state of Odisha, India. This is a potentially risk prone area as huge seasonal migration takes place in search of employment and job. There are several individual instances of trafficking which already occurred in the area. Even during the project period it has been observed that at least there are identified 23 cases and prosecution has been started in all cases by registration of 9-cases. All the survivors were rescued and rehabilitated either in Shelter Homes operating in the district by the NGOs with support from the Government or rescued women and girls were rehabilitated in their respective community.

Considering the magnitude of the problem which adversely impacts a large number of tribal societies, the ISD had strategically designed its intervention. It adhered to a preventive approach. In this regard various planned measures have been applied for prevention of trafficking. In the following lines the accomplishments of the project have been discussed:

(1) **Strengthen Organisational Capacity:**

At the beginning of the project the capacity and resources of ISD was limited so far as addressing the issue of migration and trafficking was concerned. Although ISD has a long
presence in the area and has a good rapport with the District Administration, it has not
done substantially on the issue of migration and trafficking. It covered these issues in its
broad strategy to end violence against women. In this connection the ISD has a Women
Support Centre which runs in the premises of District Superintendent of Police Office.
The Women Support Centre over the years extended support to women survivors of
different forms of violence. It included the survivors of trafficking. As a matter of
support the ISD provided rehabilitation services to survivors of trafficking when they
were rescued by the police. In this process the ISD has been involved in addressing the
issue of trafficking prior to the project.

This project enabled ISD to strengthen its capacity as a woman led civil society
organisation to expand the horizon of its work to the preventive approach to trafficking.
As a result of implementation of the project the ISD built its capacity with skilled human
resources to deal with the situation of migration and trafficking. As a result of it, the ISD
learnt the dialects and dynamics of migration and trafficking from the human right of
women point of view. The project team which was engaged in the project continuously
learnt about the nature and extent of trafficking in the process of implementation of the
project through capacity building training, exposure visit and hands on experience
directly in the field. Thus, the ISD could strengthen organisational capacity to
systematically address the issue in a right based approach.

As a result of enhanced organisational capacity the ISD reached out to a large section of
people with qualitative services. It expanded the impact of the programme by
identifying around 150 Anti Traffic Monitors (ATM) and giving them training to work as
resource person in their respective communities for safe migration where it is taking
place and prevent trafficking. These ATMs played the role of a cadre to expand the
impact of the programme among a large section of population. These unique catalysts reached out to approximately 4000 population with quality services. They become instrumental in organising various awareness programmes by reaching out to invisible pockets from where migration occurs in this geographical region. Overall the organisation has successfully expanded the impact of the programme in the project location.

As a result of the project, massive village level awareness could be made to educate and sensitise village population through organising street play, hoarding campaign, village level meeting and also focus group discussions. In this process approximately 4000 people are aware about the issues of migration and trafficking in the context of human rights of women. The awareness meeting were held in 30-targetted villages. As a result of these meeting youth groups have been formed. The most important aspect is the capacity building of local self government institutions that is Panchayat which are rural governance systems. The Sarpanch and members of Panchayat institution institutionalised various measures like maintaining Migration Register in their respective institutions.

(2) Organisational Strategies:
The project could effectively build the capacity of its staff and 150-Anti Traffic Monitors to advocate for social change. As catalyst of change they carried the key message of the project to the community. With improved skills of people centric advocacy strategy the core team made a successful attempt in bringing about changes in the perception and social norms. The core team broadly brought in place an effective advocacy strategy to address migration and trafficking. In addition to it the organisation has also built different monitoring and evaluation framework such as change matrix framework, pace
of change, case mapping and empowerment matrix to capture qualitative and quantitative changes. It also brought in place mechanism and system for monitoring and evaluation of the progress at community and institutional level in a participatory approach involving the youth groups.

(3) Awareness about Women Human Right:
One of the major successes of the project is its contribution towards building awareness among women and girls about their human right. While the project believed migration is a fundamental human right, it stressed on safe migration and prevention of exploitation. Life and liberty are considered paramount in cases of migration. Trafficking in person is a gross manifestation of human right violation. The project reaffirmed its commitment to the human rights of women and girls. It was emphasised that in the process of migration the human rights of women and girls are being jeopardise and transgressed. Accordingly the project focused on creating awareness among women and girls about their human right especially equality, non-discrimination, life, liberty and freedom as well as violence free lives of women. These ideological understanding formed a part of all awareness programmes. In this regard various awareness programmes were organised. The project could reach out to 4000 people among which 50-nos of potential migrants or returnee migrants or rescued migrants cum trafficked person were covered. Similarly 30 nos of youth groups have been formed covering 30-villages. These activities generated substantial awareness about migration and trafficking in the broader premise of human right of women. As a result, women are empowered to take decision about their mobility. Women and girls come forward to form groups in their community and there was a demonstrated sign of women organising.
(4) Increase Access to Resources and Services:
The project not only generated awareness about migration and trafficking as a human right issue but also enabled potential migrants, returnee migrants and rescued girls and women to access to resources. It identified 50 such girls and women. Out of it legal actions were taken for protection of 23 survivors. Cases have been registered with the police under different provisions of Indian Penal Code like cases of cheating, kidnapping, abduction and criminal intimidation. In all 23 cases legal advice were given along with counselling. They are rehabilitated in Shelter Homes as an interim arrangement. Efforts are being made to rehabilitate in their community in due course after building their capacity for income generation. Similarly, Self reliance measures like vocational training were given to 20 nos of girls and women. Overall adequate support services were rendered for girls and women who have now access to resources and services.

(5) Changes in Social Norms and Practices:
As a result of implementation of the Project there has been demonstrative changes occurred in social norms and practices paving way for women and girls to take decision on the matter which has a direct bearing on their lives. Prior to the project it is the male member of the family who use to take decisions about education and engagement of women and girls of their family. The baseline study revealed that the decision to migrate on different occasion was taken by community headman and the male members of the family. It included the decision regarding timing of migration, destination and the middleman with whom they are going to move. Similarly, in cases of giving girls in a marriage relationship was also the privilege of the male members of the family. In most of the cases the interest of the women and girls were compromised. Women and girls did not have a say in the matters that affect their life. As a result of the project
intervention this social norms and practice has been challenged. In this regard the youth groups formed in the community levels played a significant role. The youth groups covered both boys and girls of the community. They started sharing their life stories and nature of exploitiation which they perceive. In most of the youth groups, girls played leadership role. The community started recognising women and girls as decision makers and respected their individuality. Consequentially a network was built among these CBOs consisting of youth groups and also the local NGOs of the area. These networks got involved sharing their life stories with Government Stakeholders and the Media. The girls and women started taking part in the local governance system that is the Gram Sabha or the Village Council meetings. These youth groups also participated in media discussions especially in the Community Radio that operate in the locality. During the project period it was observed that women right are articulated and respected. The community gradually accepted that girls and women have a voice in the process of decision making.

(6) Increased Prosecution:
Even though various laws and policies were in force to abolish the practice of trafficking, it was very often remaining in the papers only. Even the institutional mechanism that was in place is not very effective in its response. Most of the time, the institutions cannot reach out to the targeted audience. As a result of empowerment of the community and formation of community organisations like youth groups a pressure could be effectively built for proper enforcement of the laws and the policies. Due to enhanced enforcement, it was seen that approximately 9-cases have been registered and prosecution has been started under different provisions of Indian Penal Code in 23 cases. The major success which was noticed was all the 23-girls have been rescued, repatriated and rehabilitated in the Shelter Homes. Prior to the project hardly any cases
of trafficking have been registered. In spite of establishment of Integrated Anti Human Trafficking Unit (IAHTU) no such prosecution and the rehabilitation of the survivors had been made. This enhanced prosecution could be made possible through holding regular interaction and negotiation with the major stakeholders of the government. What is significant to note is the initial district level consultation with District Administration and consequential interface between the stakeholders on the one side and the community youth groups as well as ATMs on the other side which paved the way for enhanced prosecution. It was noticed that through participation of community in the process of implementation of the laws there was a significant change in laws and policies to protect women from violence and trafficking and prosecute trafficking.

Overall, a significant number of changes have been noticed. It has also been observed that the project has substantially contributed towards strengthening governance institutions for addressing trafficking and also impacted the lives of many potential migrants, returnee migrants and rescued trafficked persons. What is important to note is that an exploitative practice which has been present for a very long time received adequate attention from the community and the government. Prior to the project safe migration and trafficking as an issue that affects the lives of many people especially women and girls was hardly a subject of consideration in the community. Even the community was not concerned about how many persons returned after subjected to trafficking on one or other form. There has been a substantial increase of awareness and community preparedness that has been demonstrated in the post project implementation period.
The project in its broader sense is a unique effort which made an attempt to strategically address the issue of migration and its intersection with trafficking in a human right approach. In course of project implementation the ISD learnt many lessons. These lessons shall have direct impact on the future strategy of the organisation and also on other organisations who have similar interventions. Here an attempt has been made to document systematically the learning of the project in the following lines:

(1) **Migration and Trafficking as a Gender Based Violence Issue:**
From the engagement directly in the field working with people and community, it has been observed that women are the worst victims of unsafe migration and its intersection with trafficking. Women as a class mostly suffer from such worst form of violence. This is generally happening because women and children are in the receiving end and they do not take decision which affects their lives. As a matter of social norms women and children are not given a chance or opportunity to have a say when decisions are being made about migration for various purposes. Even when migration is made for the purpose of marriage the consent of the party to the marriage is immaterial for the community as it is a socially accepted norm that girls cannot take decision about their marriage. It is the dominant social norms that practically keep women out of decision making. Even it has been observed that marriages are solemnised without obtaining the consent of girls. As a result in many cases girls are deprived from education. Whenever women and girls show interest to earn income they are asked to go to various destinations as suggested by the middleman. Due to absence of leadership among women the incidence of exploitation are accepted silently. It is demonstratively clear
that all the victims of trafficking are women. So it can be concluded that trafficking is the result of Gender Based Violence as understood from the project operation.

(2) Human Right Approach Strengthens Women’s Leadership:
Through the implementation of the project it has been learnt that leadership among girls and women emerges through a right based approach. As the community is mobilised to respect women and recognise their voices there has been a community preparedness to ensure safe migration. The community moved more close to give new space to women in the decision making. Collectively it takes decision to address the issue of trafficking. The culture of silence was broken. Discrimination against women are substantially reduced. Violence free life is a right of every individual including girls and women that has been socially accepted. The social acceptance of violence is seen as a crime. The human right dimension of the project cultivates a culture of human right.

(3) Civil Society Organisation has a Strategic Role:
From the implementation of the project, it has been learnt that the role of civil society organisation in reducing vulnerability is significant. The civil society organisation can play an effective role in challenging the social norms and practices through innovative interventions. Due to the unique position of civil society organisations where a participatory approach can be advanced, it becomes easier to bring about change. The catalytic role of civil society organisations can easily mobilise response of the institutions of human right. The project makes it clear that the enforcement of law has been geared up with the project intervention. In spite of the fact that various agencies like Integrated Anti Human Trafficking Unit (IAHTU) were in operation but did not respond to the situation prior to the intervention of the project. However, the project mobilised these institutions through consultation and organising interfaces by which the institutional response has increased. In view of this it was felt that for bringing about changes in social norms and changes in the law enforcement catalytic role of civil
society organisation becomes essential and highly desirable. The project catalysed the response of the human right institution by bridging the gap between law and practice.

(4) Youths are Change Agents:
The project established with evidences the hypothesis that youth can be the real change makers so far as trafficking is concerned. It is so because it is mostly youth who are the worst suffer of unsafe migration and subjected to trafficking. The project found that mostly youth aged between 15-35 are being the target of labour contractor and middlemen. A systematic involvement of youth can make them the leaders to ensure safe migration when migration is inevitable. The project keeping this in mind not only created a cadre of Anti Trafficking Monitors who are youth of locality, but also engage them to form Youth Groups in their communities. It was found that the youth community is more open to giving spaces to women and girls in the decision making. They are also ready to accept the changes in social norms. As a result of involvement of youth in the crusade against trafficking the project inculcated confidence among youth masses to verify the details about their potential employment or even marriages. The girls started demanding compulsory registration of marriage in all cases. Procurement of girls for the purpose of marriage has been strongly denied. Youth power has awakened to reduce vulnerability and exploitation.

(5) Multi-Stakeholders Approach brings Accountability:
It was clear from the project implementation that in order to eliminate trafficking multi-stakeholder approach is a major element of success. It includes local self government institution, government agencies, police, media and also the community organisations. It is clear from the project that when there is a balance between functioning of these institutions and each one contributes to the process, there is definite impact on the society. Once there is multi stakeholder involvement there is increased accountability of every institution.
(6) Social Mapping as Eye Opener:
It has been observed in course of project implementation that the community not adequately informed about number and nature of migration and trafficking in their respective area. Even though there are instances of trafficking in communities, it never realised that an exploitation has been made due to trafficking. The community resilience becomes stronger as they participate in an exercise to map the situation of migration from their community and consequential exploitation. They started mentioning various incidences over the time where people from their community are subjected to victimisation. Social mapping of migration and trafficking is an Eye Opener for the Community. As a result community preparedness to prevent future trafficking is developed and well in place.

(7) Outcome Oriented Actions through Effective Monitoring and Evaluation Plan:
It is also demonstrated in course of project implementation that a well designed plan can help in accomplishment of envisaged objectives and outcomes. It is learnt from the project that due to systematic application of monitoring and evaluation framework such as change matrix framework, pace of change, case mapping and empowerment matrix to capture qualitative and quantitative changes the project process becomes systematic and effective. Therefore, it is essential in all project that aim at changing social norms and practices to clearly articulate from the very beginning the possible outcomes of the intervention. Accordingly, strategic positions can be taken in various situations. Even new outcomes can be added subsequently. An inbuilt arrangement for regular monitoring and an evaluation plan definitely contributes to reach a logical conclusion in a project implementation.
Chapter – 5

Recommendation

(1) Dissemination of Learning of the Project:
The project titled Preventing and Addressing Trafficking in Women and Girls in Odisha implemented by Institute for Social Development (ISD) with support from Global Fund for Women over a period of 3-years has made significant contribution to the field of Anti Trafficking Movement. There are many innovative concepts like Anti Traffic Monitor (ATM) and Migration Register which have been introduced in the project and successfully implemented. The project also unique in the sense that it demonstrates a model to build community resilience against trafficking. It also cultivated a culture of respecting women human right to prevent gender based violence including trafficking. In addition to it the project also strengthened community to ensure safe migration where migration becomes essential for the family or household. Overall the project is one of its kind initiative in India which addressed the issue of trafficking among tribal communities through community engagement and catalysing response of different stakeholders for coordination and convergence. In view of its uniqueness there is a need to disseminate as widely as possible the model and its outcomes. In fact, there is always a dearth of information among policy makers about various interventions made in the area of trafficking. Hence, its dissemination can inform the policy makers about various interventions in various contexts to address trafficking. This will also help replication of the model in other context with appropriate changes suitable to different location. The idea of ATM and Migration Register has potentiality to be replicated by other actors including Government and NGOs in other situation.
(2) Documentation of Best Practices and Success Stories:
As it is clear in course of documentation of lessons learned that the project has many accomplishments in the form of best practices and success stories, it is firmly recommended that a process may be started to systematically document the best practices and success stories. It will be useful both to measure the exact changes made to the society as a result of the implementation of the project and to carve out future direction. It will also be useful in the process of enhancing knowledge regarding appropriate intervention strategies to address trafficking.

(3) Scaling the ideas of Anti Trafficking Monitors (ATMs):
One of the major accomplishment of the project was conceptualisation and engagement of youth leaders as catalysts of change in the name of Anti Trafficking Monitor (ATM). These community youth having potentiality to actively play a leadership role in their community are unique as it shows community organising and also defending. It is established beyond any apprehension that the concept of ATM is a form of community preparedness and resilience against trafficking. They are also the harbingers who can substantially change social norms by giving the community, the knowledge about new norms that can have more benefit and protection to them. The ATMs are also very effective in strengthening Access to Justice and creating scope for enforcement of laws.
Not only the concept of ATM is an attractive concept but also it has inherited potentiality in it. Keeping this in mind it is recommended that the ISD must give a shape to transfer the experience into a concrete idea. Once it is properly shaped, the concept of ATM can be taken forward to scale. Scaling the idea would help building a social movement around the theme of trafficking through engagement of youth leaders.
Continuation of Project until Institutionalisation:

The project has definitely progressed substantially as per plan and accomplished its immediate goals. It also developed into a demonstrative model initiative. There are many new concepts experimented under the project like promotion of ATM and maintenance of Migration Register by local self governance institution. Overall the project has a successful beginning. Now it has to look beyond its project period. It will be really successful when the intersection between migration and trafficking is addressed by institutionalisation of innovations in governance and also changes in social norms as well as practices. The community resilience is always so powerful that automatically it verifies each migration to make it a safe migration and they make sure that the issue of trafficking does not affect the community. In order to accomplish these changes in the broader context of respect for women human right and prevention of gender based violence there is a need for further continuance of the project. For this purpose there is need for extension of the project for a longer period of 5-6 years. Once the changes are institutionalised in the governance system and social norms are opened to accept new norms definitely it will lead to a society which is quite confident to address trafficking. In this regard, it is suggested that the ISD must engage itself in developing a strategic plan for 5-6 years to ensure sustainability of the project. The Global Fund for Women which has so generously extended its support can also think to collaborate for sustainability of these initiatives in long terms.

Monitoring Progress of Prosecution:

What is really convincing is the impact of the project on prosecution. It is demonstratively clear that there is an increased prosecution. There are signs of enforcement of laws to end trafficking. Under this project almost 9-cases are instituted and approximately 23 cases of girls and women are taken up. What is necessary now is
taking the cases to a logical conclusion. In Indian context it has been seen that such cases are very poorly managed by prosecution. Most of the time there is no evidences. The witnesses do not turn up for testimony for various reasons. The defects in the processes are hardly remedied. As a result in spite of registration of cases the culprits would not be convicted. Therefore, it is suggested that appropriate steps must be initiated like opening up a Legal Cell with a lawyer to continuously monitor the progress of the cases. Wherever necessary remedial measures must be initiated to see that the victims or survivors are given proper justice under the law. Once there are successful cases there will bound to be a strong enforcement mechanism and development of litigation strategies for future cases.

(6) Drafting Proposal for Policy Reform:

Very few organisations in India have practical knowledge about addressing trafficking in the field. The ISD has the unique distinction of having direct access to field and practical knowledge. It has firsthand experience about the occurrence of trafficking and consequential victimisation of trafficked person. The ISD also has testimonies with it about the cases of survivors of trafficking. This is further fortified with knowledge about functioning of various institutions and implementation of laws. These practical knowledge if consolidated in the form of a draft proposal, it can definitely bring about changes in policies and laws. The existing void in the knowledge concerning the institutions and long term rehabilitation of the survivors of trafficking can be substantially covered if ISD can lead the process. Therefore, it is suggested that the ISD must start a process to consolidate its learning to draft policy proposal for changes in the existing law and policy.
Chapter – 6

Conclusion

At the end of the process of documentation of lesson learned and also process documentation it can be said that the project has systematically progressed towards its envisaged goals. The project was indeed a unique initiative in which a whole exercise has been made to mobilise community and consequentially linking field needs of the community to the governance institutions. The success of the project can be attributed to the well designed project plan, a committed group of workers and the cooperation of the community. Under the project no stone has been left unturned to realise the outcomes of the project. Overall the project sends the key message that trafficking as a major human right concern of the post-modern world can be effectively rooted out if a systematic approach is made with cooperation of multi-stakeholders. No single agency can address this evil practice without taking into confidence all actors in the government, civil society and people themselves. The journey to address migration and trafficking would come to an end with empowerment of people in the communities and their collaborative effort to end trafficking.