KALINGA FELLOWSHIP

A Global Commitment to Combat the Trafficking of Women and Children

2019 Strategic Recommendations & Roadmap

Contents

1. Context, Purpose and Approach

Context

Annually, US$150 billion is generated worldwide from human trafficking, making it the second largest global illicit economy. Around 40.3 million people are currently estimated to have been trafficked and in slavery, primarily for forced labour or marriage, and sexual slavery. Women and girls represent a disproportionate amount – around 72% – of all those who are trafficked; and children account for around 30%. Furthermore, 83% of all women trafficked and 72% of all girls trafficked are used for sexual exploitation.

Whilst illicit human trafficking is a global challenge, it is more prevalent in less developed countries. Trafficking tends to be easier and less consequential where there is a lack of education, economic opportunity or mass immigration, combined with inefficient survivor protection and weak law enforcement. There is a connection between modern slavery and two major external drivers – highly repressive regimes, in which populations are put to work to prop up government, and conflict situations leading to a breakdown of rule of law, social structures, and existing systems of protection. Modern slavery in high-GDP countries is higher than previously believed, underscoring again the issue is a global one.

The United States Secretary-General, António Guterres, said in 2019, "Human trafficking is a heinous crime that affects every region of the world. Some 72% of detected survivors are women and girls, and the percentage of child survivors has more than doubled from 2004 to 2016, according to the UN Office on Drugs and Crime (UNODC). Most detected survivors are trafficked for sexual exploitation; survivors are also trafficked for forced labour, recruitment as child soldiers and other forms of exploitation and abuse."

It is in this context that the Kalinga Fellowship exists.

Purpose

The Kalinga Fellowship is a ten-year commitment by its partners to make breakthroughs in thinking and action in the combatting of gender-based violence.

The programme started in 2017 in the State of Odisha, and then moved to the State of Telangana in 2018. The 2017 and 2018 Fellowships were focused on the combatting of gender-based violence.

2019 was hosted in New Delhi on 9th to 13th December, with a focus on the combatting of the trafficking of women and children.

In service of this, the purpose of the 2019 Kalinga Fellowship has been to make breakthroughs in thinking and action to the following challenge:

How can the senior leaders of the government, business sector and civil society come together to combat the trafficking of women and children globally?

The question was approached with a global scope, as the issue is global and inter-connected. The Kalinga Fellowship has the greatest appreciation for the Government of India for taking a stand and enabling the hosting of the Fellowship in New Delhi.

105 leaders from across the entire ecosystem and from across the world came together and to make breakthroughs in thinking and action.

The partners comprise: FXB Suraksha, the Kalinga Institute, the Bridge Institute, Sewa International, Prajwala, Bridge and UN Women.

The Approach

The approach of the Kalinga Fellowship is based on five key elements.

1. We bring those with the power to solve the challenge to the process.

The challenge of trafficking is systemic, in that no one can solve the challenge on their own, but yet everyone can come together to make a breakthrough. The delegates experience the insights – these are illustrated on the following page.

105 leaders were involved. 20 Bridge facilitators from around the world; 85 senior leaders from government, police, anti-trafficking units, IBM anti-trafficking technology specialists, Members of Parliament, survivors who have dedicated their lives to combatting trafficking, CEOs of dedicated NGOs and activists.

The prime sponsor was Amit Shah, the Home Minister.

A tri-sector team was created for each organisation that represents the ecosystem. The groups were:

- The Anti Human Trafficking Unit
- National Commission for Women
- Traffik Analysis Hub
- Child Welfare Committee (CWC)
- CHILDLINE Service
- National Commission for Protection of Child Rights (NCPCR)
- Kat-Katha, a significant NGO dedicated to looking after sex workers
- Society for the Participatory Integrated Development (SPID)

Each organisation is treated as the client of the team, and is therefore in service of supporting the organisation in its strategy and implementation. Each team co-created recommended strategies for their prospective clients.

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The Experience of a Systems Challenge

The following experiences are typical in every systemic challenge:

1. **"No one is in control"**
No single entity has authority over the entire system.

2. **"It's up to us"**
Stakeholders recognize a collective responsibility to address the challenge themselves.

3. **"Everything is connected"**
Collective mapping and learning about the system generates new insights.

4. **"That's our North Star"**
The group agrees on a shared goal or vision to guide and align their efforts.

5. **"I can make a difference"**
One person, organisation or small group can have significant impact.

6. **"We need coordination"**
As the initiative grows, a coordinating team or Secretariat is often needed.

7. **"Wow! Change is happening"**
Demonstrating and celebrating progress helps maintain momentum.

8. **"To Go Far, Go Together"**
Engaging and securing buy-in from a wide array of stakeholders is essential.

9. **"We'll find a way"**
Challenges and setbacks can sup innovation and collaboration.

10. **"We're in it together, for the long haul"**
Reaffirming commitment and evolving to meet changing needs enables long-term success.

Source: Systems Leadership for Sustainable Development, Harvard Kennedy School, 2019

The Approach

2. We support each delegate in becoming a Societal Leader.

To leave a better world for generations to come, we need a new type of leadership that can unite people and organisations towards a higher purpose. We call these new leaders Societal Leaders – leaders who exist for all the world, not just their organisation, their division, their team or themselves.

For 30 years, we have been supporting senior leaders in businesses, governments and not-for-profits, and been privileged to work with several Societal Leaders around the world. We have also studied many of the great Societal Leaders in our history too. We have found leaders such as Rosa Parks, Nelson Mandela, Lee Kuan Yew, Christiana Figueres, Mahatma Gandhi, Martin Luther King, Paul Polman, Dr. Sunitha Krishnan and Dr. Praveen Kumar have lived with a set of common belief and capacities.

These beliefs and capacities are visualised in the illustration on the right.

Our beliefs constitute the lens through which we see and judge the world and ourselves. Example beliefs are: a person can 'own' land; people who are paid less are worth less; animals deserve similar or equal rights to human beings; human beings are entitled to make use of animals for the purposes of advancing civilization; certain criminals deserve the death penalty because they are too dangerous or deserving of punishment for their crimes to be rehabilitated or kept incarcerated; a government should not be vested with the authority to determine who has a right to live or die. Caring and caregiving is of little value and therefore the work of many women and some men is of low value. These are all example belief which one can view the world through. Some of our beliefs are conscious, and some are unconscious. When one makes a decision through an unconscious belief, they may not challenge or query where the belief came from or whether it serves us well anymore.

Our capacities comprise our remarkable abilities and powers. These can include our power to nurture and grow people; our ability to inspire others to follow us; our ability to feel scared and still step in; our ability to see the world in ways others cannot see.

In the programme, each leader develops each aspect and progresses on their journey towards societal leadership.

The Bridge Societal Leadership Model
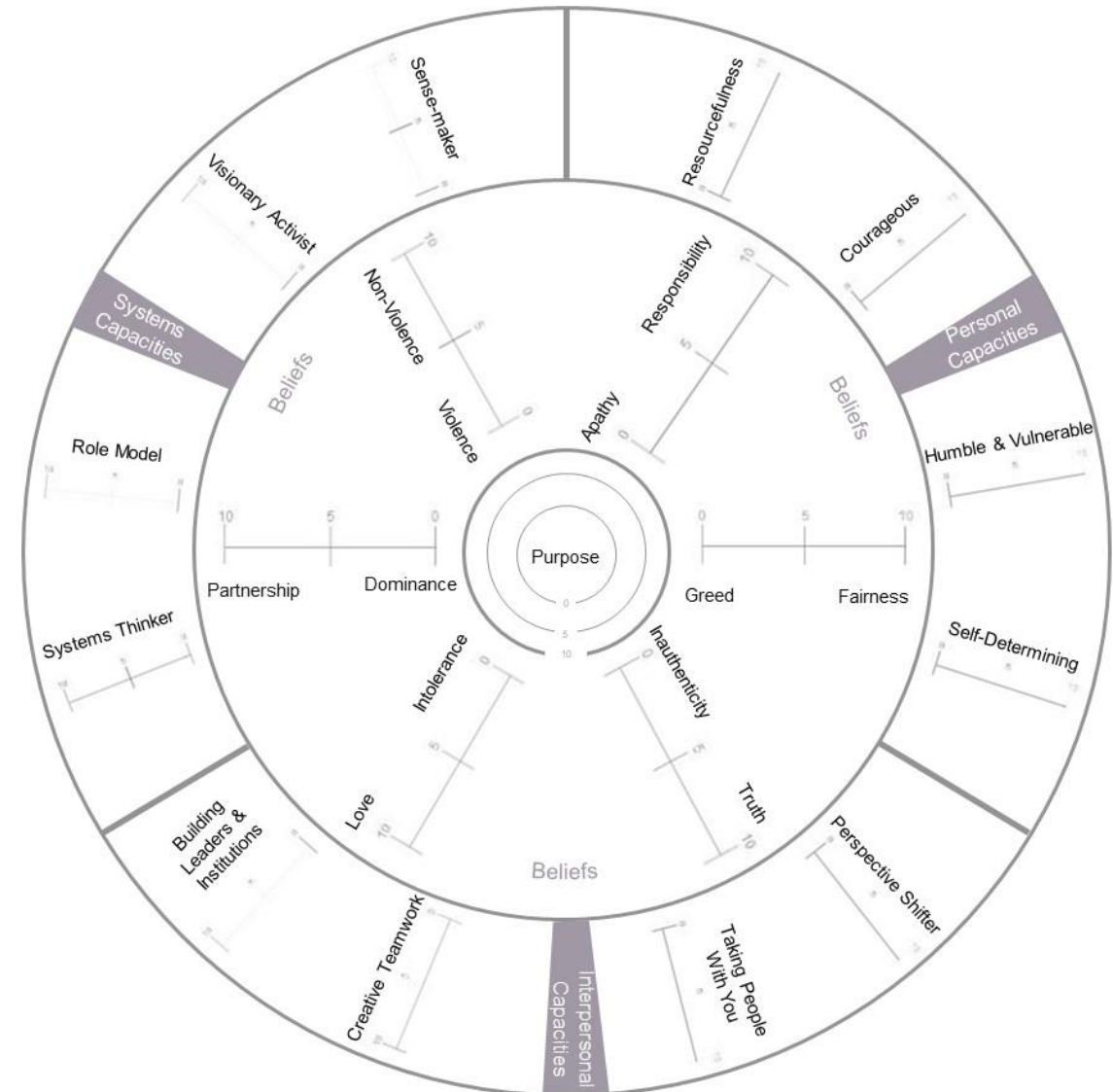
The Approach

3. We facilitate breakthrough in thinking through powerful leadership and strategy tools.

We use a whole series of progressive leadership and strategy tools to help the 105 leaders come to breakthrough, alignment and commitment. These include Design Thinking, Systems Thinking, frame-breaking immersion experiences and LEGO SERIOUS PLAY, which enables complex systems to be mapped and understood.

Design Thinking

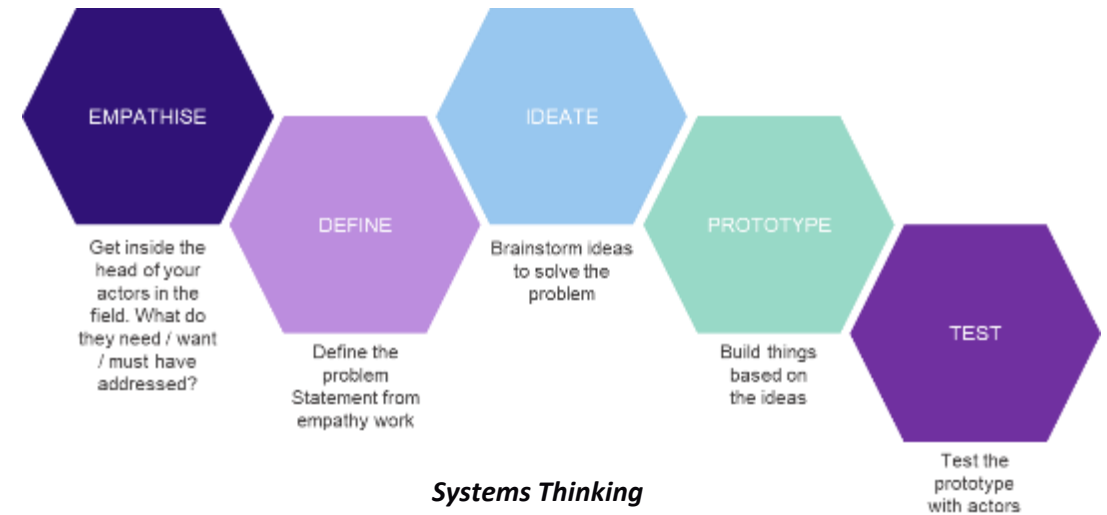*Frame-breaking Immersion Experiences*

This immersion involved spending the day in the red-light district of New Delhi, meeting sex workers, their children, their bosses, the brothels they worked in, etc.

EMPATHISE
Get inside the head of your actors in the field. What do they need / want / must have addressed?

DEFINE
Define the problem Statement from empathy work

IDEATE
Brainstorm ideas to solve the problem

PROTOTYPE
Build things based on the ideas

TEST
Test the prototype with actors

Systems Thinking

LEGO SERIOUS PLAY

The power to shift paradigm to deal with new challenges
The paradigm used to design the system
The System Goal
System structure/self organization
System rules
Information flow structures
Reinforcing feedback loops
Balancing feedback loops
Delays relative to change rates
Stocks and flow structures
Buffer sizes
Constants, parameters, numbers

System

The Approach

4. We develop a roadmap and coordinate the change to ensure implementation and positive impact is achieved.

System change requires extensive coordination once the strategies, roadmaps and commitments have been documented.

We work with the key stakeholders for 12 months, supporting and mentoring to ensure all the commitments are seen through, and the positive outcomes achieved.

This requires not only disciplined programme management, but also inspirational leadership in supporting the new collaborations through to completion.

The Approach

5. The Kalinga Fellowship Team

The team is a global team with recognised expertise in leadership, systems change, combatting the trafficking of women and children, combatting gender-based violence, government policy formulation, education, design thinking, impact assessment, strategy development, programme management, media, government engagement and facilitation, amongst other expertise required to deliver the Kalinga Fellowship.

The team are all committed and deeply inspired to the 10-year journey of making a breakthrough in the protection of women and children globally.

2. The National Commission for Women (NCW)

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Context

The National Commission for Women (NCW) is the statutory body of the Government of India, concerned with advising the government on all policy matters affecting women. It was established in 31 January 1992 under the provisions of the Indian Constitution, as defined in the 1990 National Commission for Women Act. Rekha Sharma is the Chairperson.

The NCW is placing more and more attention on the combatting of trafficking of women and children – and realises that gender equality will be key in the tackling of this. It is believed that the NCW can use its power to raise awareness and have therefore documented the two strategies that surfaced.

The NCW Team

Meeting senior leaders of NCW

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"In a gentle way you can shake the world"

- Mahatma Gandhi

Do quickly and go far...

Recommend Strategy One

#IAM campaign

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"It takes each of us to make a difference for all of us."

- Jackie Mutcheson

#IAM campaign: key insight

Mapping the NCW System

The challenge of trafficking is huge - there are over 700 million women in India but there are only limited resources to reach them with. This surfaces the key question: how can NCW create the awareness and impact it wants to make and reach more women?

It is believed it can be done by leveraging the remarkable work already being done and creating heartfelt connection.

Gender equality can solve many of the world's problems including trafficking – it is the group's aspiration that NCW can use its power to take awareness of gender equality to the next level and promote respect for all.

Trafficking is an underground silent movement of people against their will – NCW can make a material and significant difference by bringing it into the light and raising awareness by moving for peace and love.

#IAM campaign: the recommended strategy

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Steph Cunnah @SCunnah · Now
#IAMsayingnototrafficking

A campaign is proposed – the #IAM national campaign to respect all genders in India.

#IAM campaign (I am standing for… I am saying no to trafficking… I am respecting women… I am free… I am loved…) to respect all genders in the country.
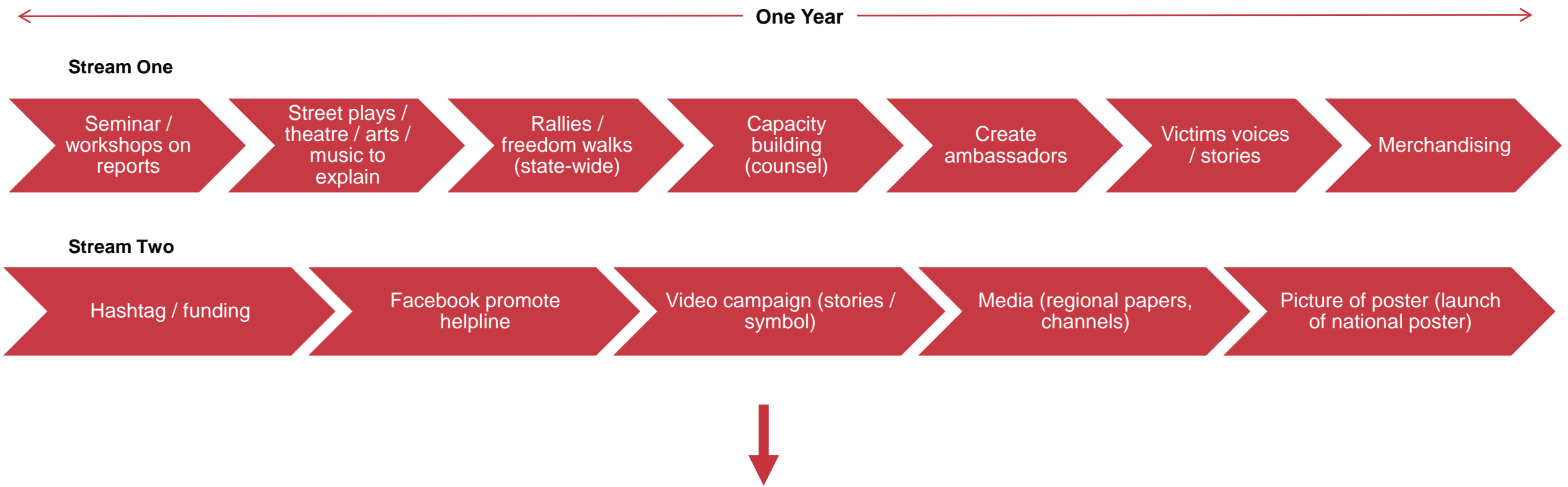
The objectives of the campaign are to 1) promoting gender equality and respect, 2) raise awareness about NCW and trafficking, 3) promote the NCW helpline, 4) increased reporting of cases, 5) create a movement.

Key elements include:

- A **60 day** national campaign covering **six states** namely Jharkhand, Bihar, Assam, West Bengal, Odisha, Maharashtra, **60 districts,** reaching **600 villages** bringing together survivors, ex-traffickers, religious leaders, celebrities, students, men, women and children.
- Creating a multiplier effect for the NCW's extraordinary work by creating an **#IAM alumni** to spread the word.
- Using social media, a symbol and stories to raise awareness, start a movement and set in motion freedom walks, seminars, street plays, musical shows and workshops all under the IAM hashtag **#IAM.**
- Listening to all the voices and using the data to create a charter of needs which the NCW takes to the government.
- It si recommended that the above activity could be funded by: 1) Funding agencies, 2) Corporates, 3) Private education institutes and 4) Government departments.

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A roadmap to success

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These two streams make up the recommended roadmap to performed over 12 months.

◄─────────────────────────── **One Year** ───────────────────────────►

Stream One

| Seminar / workshops on reports | Street plays / theatre / arts / music to explain | Rallies / freedom walks (state-wide) | Capacity building (counsel) | Create ambassadors | Victims voices / stories | Merchandising |

Stream Two

| Hashtag / funding | Facebook promote helpline | Video campaign (stories / symbol) | Media (regional papers, channels) | Picture of poster (launch of national poster) |

Funded by:

1) Funding agencies, 2) Corporates, 3) Private education institutes and 4) Government departments

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Recommended Strategy Two

RPF Partnership Pilot (Railway)

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"Alone we can do so little, together we can do so much."

- Helen Keller

RPF Partnership Pilot: Key insight

Shaping the Vision

It is believed that upstream intervention is better than downstream rescue and prevention needs partnership.

"The traffickers are always two steps ahead, especially with technology so we should work in such a way that we are ahead of the traffickers"

The NCW is very keen to tackle the issue of trafficking at the source. Dr Goswami of the IPS informed us that the railways and bus stops are the key hotspots. Successful intervention against trafficking depends on collaboration. A partnership with the police will be highly impactful in service of this.

RPF Partnership Pilot (railway): Recommended strategy

A railway rescue pilot programme with the NCW, RPF, GRP and community coming together.

The objectives of the campaign are 1) to empower the community 2) help rescue women at the source, 3) bring NCW, RPF, GRP and the community together with a shared purpose, and 4) celebrate how partnerships can work well.

Key elements

- Awareness raising campaign of trafficking and what to look out for – posters and social media **"see something, say something".**
- Create anti-trafficking champions in key hotspots who know how to scan for suspicious activity and possible trafficking victims.
- Use existing resources e.g. from the RPF, GRP and One Stop centre.
- Use emerging technology e.g. Stopthetraffik.
- A six-month programme with impact assessment and the NCW sharing a monthly update of stories and successes, celebrating the women rescued and those that made a contribution.

3. The Anti-Human Trafficking Unit

The Anti-Human Trafficking Unit

The Anti-Human Trafficking Unit (AHTU) is a key part of the Delhi Police, with each district having its own AHTU.

The AHTU makes an extraordinary contribution each year. In 2019, it rescued 617 children in the first 11 months.

"Most of these children were rescued from bus stands, railway stations and other places in the national capital," Additional CP crime branch Rajeev Ranjan said.

"Apart from rescuing children, AHTU has recovered 57 kidnapped/ abducted/ missing persons, while investigating cases registered in Delhi. Out of these recovered persons, 14 persons are minors and 37 are females," he added.

Award-winning Police Commissioner Mahesh Muralidhar Bhagwat with rescued bonded labour children from the State of Odisha.

The AHTU police visit public places like railway stations and bus stands and institutions such as children's homes to search for children who may have separated from their parents.

Process

Interviews were conducted with keys stakeholders inside the AHTU and outside, the data was downloaded and clusters and themes were created to identify the drivers of the system.

The system was mapped and the key insights were corroborated with the other stakeholder groups

Key Insight

There is room for deepening the scope and definition of anti-trafficking. Today it is understood more as disappearances, kidnappings, etc.

To deepen the impact of this crucial change-maker AHTU, here are the recommended next steps of action that were shared with the AHTU and is the basis for further impact building.

There is a profound opportunity to enhance the impact of the AHTU through addressing this.

Children rescued by AHTU under 'Operation Milap' in 2019.

The Anti-Human Trafficking Unit

1. AHTU to set up a collective platform (see picture across) - that covers key themes (the outer most ring); that brings the key actors together (the middle ring); and focuses on the areas of priority (the inner ring).

2. AHTU to create a collective shared database with a national-level agency.
- Create an evidence-based collective database that is accessible and shared for and by relevant stakeholders.
- Create a national-level agency for human trafficking to oversee this.

3. NGO partnerships collaboration.
- Set up partnerships with issue-based relevant NGOs, identified by AHTU by registration consultant authorities
- When creating the multi-stakeholder platform, ensure clear roles and responsibilities of relevant stakeholders for participation.
- Create a frequent human trafficking report and disseminate to all partner NGOs.

4. AHTU to clarify its role in capacity building.
- Deliver training for issue-based NGOs by AHTU
- Enable youth engagement with the police for work load sharing and bridging the communication gap.

Other Recommended Activities of AHTU:

4. Media engagement
- Media needs to play its part in any incident that occurs and collaborate with the AHTU.

5. Create public awareness
- Creating awareness about human trafficking, what it is, how it happens etc.
- Raise awareness about how the importance of the AHTU.
- Create clear roles and responsibilities for engagement with the media
- Engage children and youth in the media process.

Key Recommendation: Setting up the Collective Platform
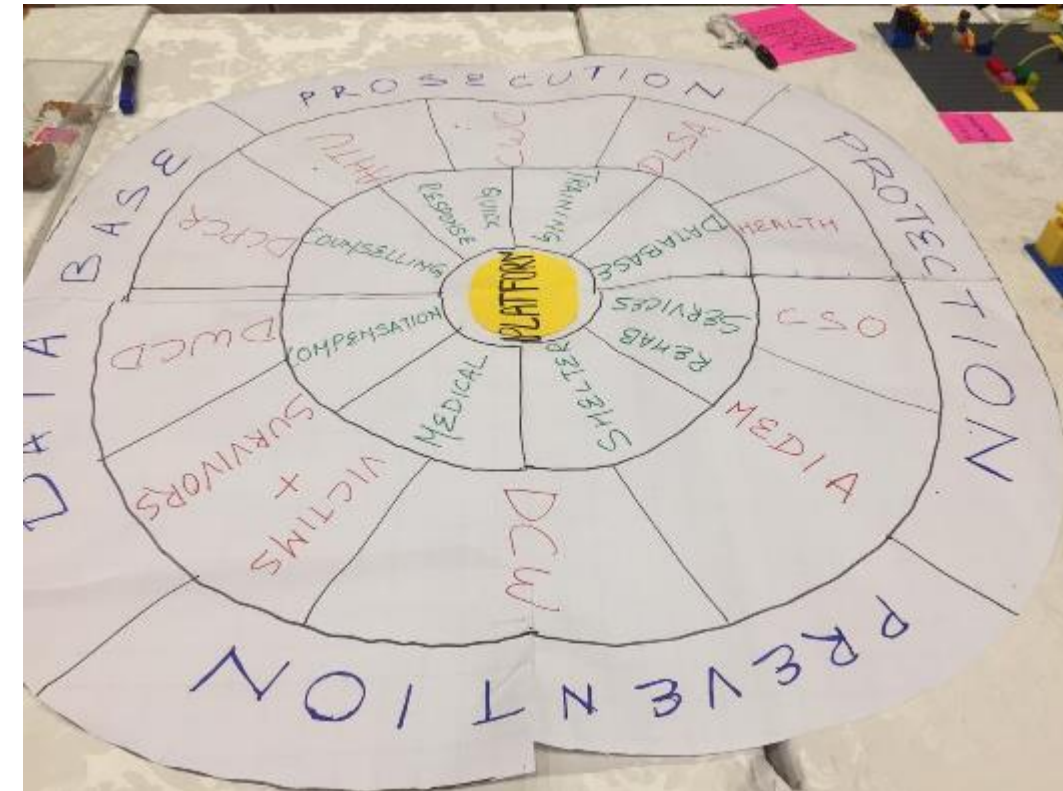
4. Traffik Analysis Hub (TAH)

The TAH Team

The Challenge

Through the process of research and interviews, the team identified the key question to be:

How can Traffik Analysis Hub (TAH) identify the best partners to work with to have the biggest impact in the long term, for the people who need the most help?

Insights

A number of insights were developed by the team, including:

1. "The more advanced we have become, we are focussing on the tech but we are losing the humanity; (and tech is also used for 'bad'…)

2. There are no institutions represented in the technology community.

   "They are away from us. They are not us" and TAH is another world even further away from the reality of a mother who has lost her child."

3. Remote NGOs do not report incidents to the police. They will not see or understand the benefits of reporting for TAH.

Traffik Analysis Hub

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Four recommended strategies have been developed.

Recommended Strategy	Action
One: NGO Partnership Programme Launch a communications experiment to test how NGOs can more quickly and easily see the benefit.	• Parul, from Global Action on Poverty, to take a communication package to her 750 NGO community to test and gather feedback on how to engage NGOs into the TAH community.
Two: NGO Data Capture Run a pilot with a large NGO to test the process of capturing data; learn from this to inform a roll out plan for NGOs across India. Begin this with a conversation with: 1) FXB Suraksha; 2) B&S Foundation; 3) Oasis India	• TAH to provide help to the NGO in analysing the data they have to offer insights back to help with their work. • TAH to arrange a call with FXB Suraksha, TAH, Bridge Institute and B&S Foundation to initiate discussions and planning.
Three: Corporate Volunteer Programme. Corporate organisations to create volunteer programmes into the likely NGO pilot organisation. IBM India could potentially be the first corporate.	• Team to arrange a follow up call to identify opportunities with Rumi Mitra (Head of CSR IBM India). • Link with US Embassy and American Chamber of Commerce to identify other corporates with CSR programmes who want to participate.
Four: Grassroots Campaign Work with TAH and the NGO pilot organisation to create an awareness campaign focusing on anti-trafficking learnings. The aim is to increase the reporting of incidents. Through this, it will be possible to engage local and remote NGOs into the TAH community by sharing the benefits of them capturing the data.	• Team to initiate pilot programme.

5. Child Welfare Committee

The Child Welfare Committee (CWC)

The Juvenile Justice (Care and Protection of Children) Act, 2015 is the principle law in the country for children alleged and found to be in conflict with law and children in need of care and protection. The Act provides for child friendly approaches in the adjudication and disposal of matters keeping best interest of children as paramount. The Act also provides for several institutional and non-institutional measures for rehabilitation and social re-integration of children.

The Child Welfare Committee (CWC) looks after the care, protection, treatment, development and rehabilitation of children in need of care and protection, as well as to provide for their basic needs and protection.

Child Welfare Committee (CWC)

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Key Insights

The team surfaced the following insights.

- Society is broadly self-centred - there are polarities that are leading to greater inequalities, lack of humanity and sensitivity around the topic of child welfare and human trafficking.
- There is a lack of communication, connection and coordination – with users, their communities and between stakeholders from a human perspective and at an operational level
- CWC is under resourced and there is an opportunity to tap into the support available from NGOs and government organizations in the wider system.
- Lack of communication, connection and coordination means there are delays in providing children with the support they need or in rescuing children at all.
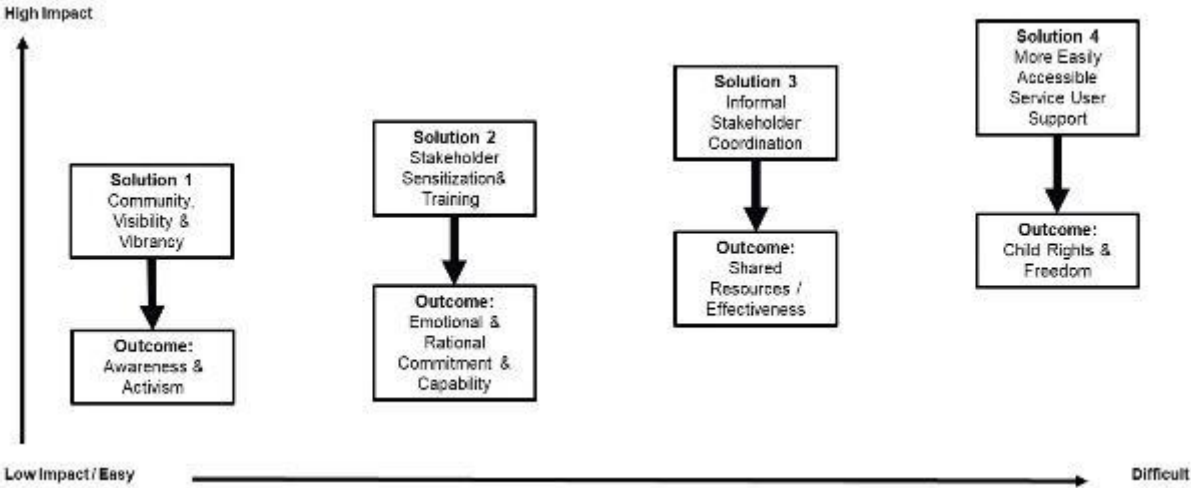
Problem Statement

Emerging from insights, the problem state for CWC was determined as:

How will we and CWC create real connection, communication and coordination with every child in need through working in partnership with stakeholders, to give every child an equal opportunity in life?

Child Welfare Committee (CWC)

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The CWC Team

Impact – Difficult Assessment

Each identified solution has been mapped on the matrix of impact and difficulty. The insights, opportunities, plans and next steps for each opportunity are set out in the following pages.

High Impact

Solution 1
Community, Visibility & Vibrancy

Outcome: Awareness & Activism

Solution 2
Stakeholder Sensitization & Training

Outcome: Emotional & Rational Commitment & Capability

Solution 3
Informal Stakeholder Coordination

Outcome: Shared Resources / Effectiveness

Solution 4
More Easily Accessible Service User Support

Outcome: Child Rights & Freedom

Low Impact / Easy   Difficult

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Recommended Strategy One:
Community, Visibility & Vibrancy

WHY – Insights
- There is a lack of visibility and awareness of CWC in the community restricting its ability to provide effective care and auxiliary services.

WHAT / HOW – Ideas
- Engage with the community in the exact vicinity of the office by community outreach activities to enhance public presence.
- Move the District Child Protection Unit to the same office as CWC to enable communication and increase collaboration on outreach activities and provision of care.
- Increase DCPU community engagement activities
    - Indirect engagement – Community outreach activities
    - Distribution of information pamphlets
        - Publishing of information videos on social media like YouTube, WhatsApp
        - Placing of posters public places near the office, shops, schools, banks, hospitals
    - Direct engagement – Workshops community visits, volunteer programs.

WHO – Stakeholders & Service Users
- Medical professionals, CWC, DCPU, Government, Chid Welfare Department, Police officers, educational professionals, Childcare institutions and other NGO's,

WHEN – Next steps / Plan
- Shifting DCPU into the same office- immediately – 2 months
- Streamlining and auditing the impact of outreach activities – 1 month (recurring)
- Improving engagement in collaboration with volunteers from the community – 4 months (recurring)

SO WHAT – Outcomes
- Efficient services
- Strong coordination and mutual relationships amongst stakeholders
- Clear concept on the issue and its ground realities
- Child friendly support services
- Adequate resources to every stakeholders
- Safe and protected environment to the children
- Development of data repository

Recommended Strategy Two:
Stakeholder Training & Sensitization

WHY – Insights

- Inadequate knowledge on relevant issues amongst stakeholders.
- Lack of emotional connection with users needs and the challenges they experience, and relationship between stakeholders.
- Failure to seek assistance due to existing communication and coordination deficiencies.

WHAT / HOW– Ideas

- Place-based identification of relevant stakeholders – by district and between districts.
- Facilitation of lobbying, advocacy and communication between CWC and concerned government departments
- Organisation of a joint training of all stakeholders by the concerned authority (government).
- Facilitation of dialogue on field realities of child protection amongst all concerned stakeholders.
- Appreciation of the role and expertise of each stakeholder.
- Identification of the problems and challenges faced by each concerned stakeholder.
- Building relationships and trust between stakeholders
- Collaboration and communication activities amongst stakeholders to enable solutions.

WHO – Stakeholders & Service Users

- Medical professionals, CWC, DCPU, Government, Chid Welfare Department, Police officers, Education Department, Labour department, ChildLine, Child care institutions and other NGO's, District Legal Services Authority and legal professionals, Vocational Training Institutions.

WHEN – Next steps / Plan

- Identifying and approaching the concerned department for organisation of the joint training and provide financial support – 1 month.
- Identifying and approaching concerned stakeholders for participation in the joint training program - 1 months*
- Organising the training and sensitization program – 1 month*.
- Establishment of a network - 2 weeks*.
- Data repository.

SO WHAT – Outcomes

- Efficient services
- Strong coordination and mutual relationships amongst stakeholders
- Clear concept on the issue and its ground realities
- Child friendly support services
- Adequate resources to every stakeholders
- Safe and protected environment to the children
- Development of data repository

Child Welfare Committee (CWC)

Recommended Strategy Three:
Informal Stakeholder Coordination

Why – Insights

- Lack of resources and coordination affects the efficiency of the stakeholders.
- To access to support that a child needs requires CWC to reach out to each individual stakeholder / organisation in their network on a one-to-one basis, which is time consuming when CWC has limited resources.
- CWC is very reliant on other organisations / stakeholders for information / data about resource and support availability.
- There is no personal relationship / mutual connection with employees of other stakeholders / organisation which crates opaqueness in data and other information.
- Government has to give permission for information/data capture and sharing among stakeholders – currently a lot of information is held in physical files and data on child welfare in not gathered or shared collectively between all the organisations acting in the field of child welfare.

What / How – Ideas

- ➢ Identify someone (a third-party) to act as facilitator for connection and coordination between all stakeholders at a district level, and potentially between districts and regions eventually.
- ➢ Organise regular informal in-person meetings of all the stakeholders responsible for the efficient function of children welfare.
- ➢ Organise meetings once a month of all stakeholders to strengthen interpersonal relationships, and allow for updating of information and ensure accountability.
- ➢ Identify the convenient and efficient virtual platform that facilitates the connectivity of the stakeholders and ensure regular and daily update of the case load and available resources (e.g. Google / Slack).
- ➢ The informal connection amongst the stakeholders will enable them to influence the Chief Secretary / local government officials / DCPU to create an online central database of all the stakeholders and organisations involved in improving child welfare at a district and eventually national level , a data repository which will assist the stakeholders in efficient working.

WHO – Stakeholders & Service Users

- Medical professionals, CWC, DCPU, Government, Child Welfare Department, Police officers, Education professionals, ChildLine, Child care institutions and other NGO's, Legal professionals, Vocational Training Institutions.

WHEN – Next steps / Plan

- Identifying the appropriate third party organisation and approaching them to act as the facilitator of informal meetings – 2 month.
- Designing of an informal meet post identifying the stakeholders – 1.5/2 months.
- Creating a WhatsApp group / Google community – immediately at the meeting.
- Creation of a formal stakeholder database and data repository – 6 months district level / 12 months national level.

SO WHAT – Outcomes

- Empathetic and humanistic approach – the informal meeting would allow the stakeholders to build connections and trust among each other, would lead to understand the magnitude of the problem.
- Transparency in the resource availability - since there is no official data collection to enable the coordination of case loads and the availability of resources to meet the need of users and enhance child welfare, the intervention of regularly sharing information about resources required and available via a Google community, Slack or WhatsApp group would make the provision of support needed more timely and efficient.
- Efficient utilisation of resources – this would lead to better time and human resource management among the stakeholders, especially CWC, and would facilitate efficient optimum resource utilisation.
- Creations of alternatives - the informal data collect will help the CWC members in fast locating of resources and alternatives, in case, one of the stakeholders fails in providing CWC with the required resources.
- Addressing of concerns – each stakeholder would be able to share their difficulties and bottlenecks in swift function and hence can together move into resolving it.
- Facilitating negotiations – with addressing the problems the stakeholders and CWC would have a better negotiation among themselves.

Child Welfare Committee (CWC)

Recommended Strategy Four:
More Easily Accessible Service User Support

Why – Insights

- There is a lack of co-ordination between District Child Protection Unit and Child Welfare Committee
- There is an absence of regularity in salary payments to CWC officials
- There is a lack of an infrastructure and information sharing between key stakeholders to bring together all the evidence and documentation needed to bring child welfare cases to court in the timeframe allowed
- People are unaware of child rights and CWC is not always able to persue cases of abuse or neglect

What / How – Ideas

- Legal counselling provision to families and children
- Information collection from police departments of perpetrators and child
- Registering the cases in the court by the District Legal Service Authorities
- Creation of various databases to assist the work of CWC

WHO – Stakeholders & Service Users

- Service users i.e. the child and the parents

WHEN – Next steps / Plan

- Co-ordination with all stakeholders
- Establishing the infrastructure
- Creating job securities for CWC and DCPU staffs
- Employment of the service users by way of vocational training, livelihood support, job placement and self-employment

SO WHAT – Outcomes

- Dignified life in society for the children

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6. CHILDLINE 1098

CHILDLINE 1098 is a service of Ministry of Women and Child Development. CHILDLINE India foundation is a non-government organisation (NGO) in India that operates a telephone helpline called CHILDLINE, for children in distress.

It is India's first 24-hour, toll free, phone outreach service for children. CHILDLINE 1098 service is available all over India. It is available in 543+ districts and 117+ railway stations have Child Help Desks.
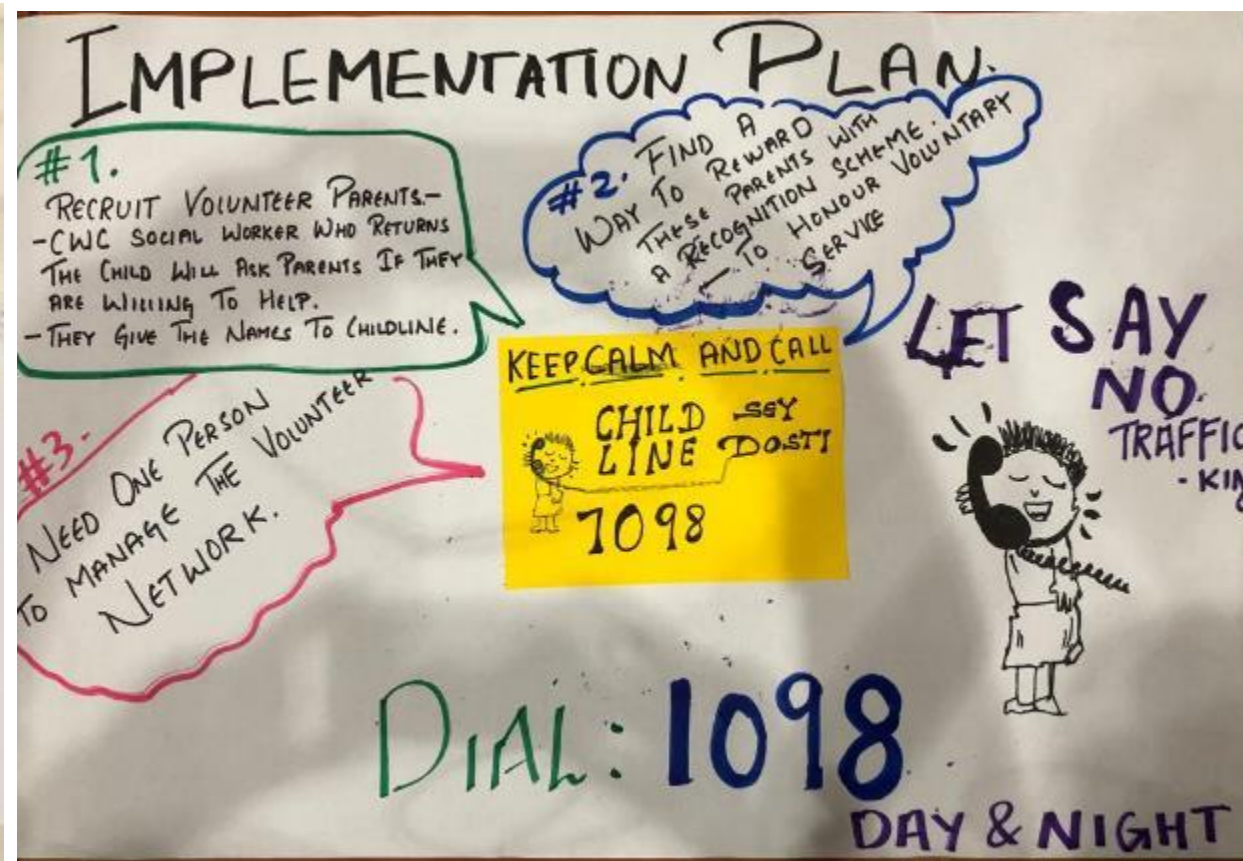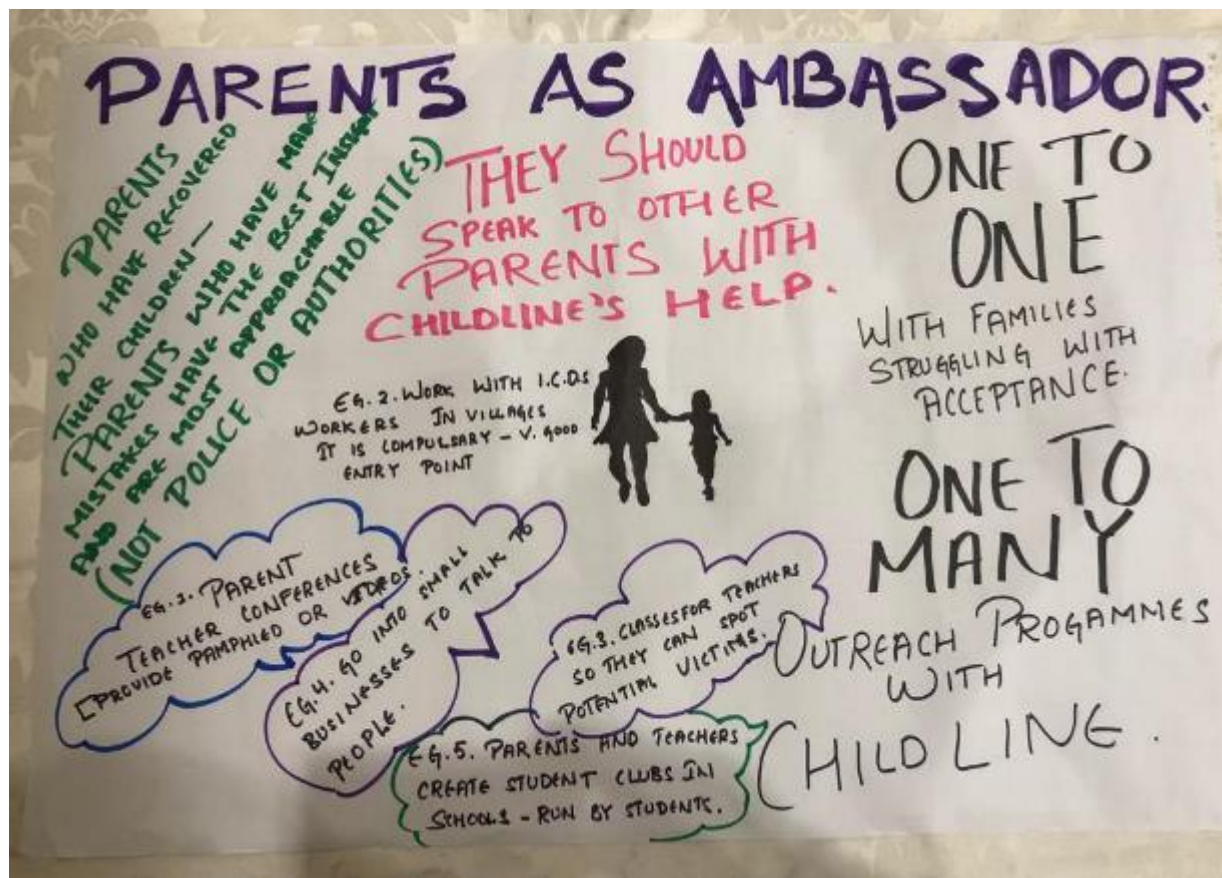
Key Insights

The Team

Recommended Strategy One: The first recommended strategy is to enable parents to become ambassadors for CHILDLINE. The three steps are set out in the implementation plan.

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Recommended Strategy Two: The second recommended strategy is to leverage the data available to generate impact and breakthroughs in reporting, decision making and enabling empowerment of stakeholders.

LEVERAGING DATA TO GENERATE ENOUGH IMPACT TO MAKE A BREAKTHROUGH.

USE DATA TO:
* SHOW GAPS IN PROCESS
* KEEP STAKEHOLDERS ACCOUNTABLE
* BENCHMARK AMONG CHILDLINE CENTERS AND SHARE BEST PRACTICES
* CREATE AWARENESS OF THE MAIN ISSUES TO USE IN THE OUTREACH PROGRAMMES
* GENERATE POWERFUL STORIES AND STATISTICS TO HELP CHANGE CULTURE.
* SPOT NEW TRENDS AND PREVENT THESE SCALING

HOW?
> IDENTIFY WHAT DATA IS AVAILABLE NOW ACROSS ALL CHILDLINE CENTRES
> IDENTIFY WHAT THE CRITICAL DATA IS THAT WE DON'T HAVE AND WAYS TO GENERATE IT.
> CLEAN & STRUCTURE THE DATA.
> IDENTIFY A PARTNER TO AUTOMATE THE DATA PROCESSING
> REPORTS, TRENDS & STATISTICS CAN THEN BE GENERATED
> REVIEW PROGRAMMES TO IMPROVE OR REFINE PROCESSES, ON A REGULAR BASIS.
> INTEGRATE THESE DATA POINTS INTO DECISION MAKING.

Recommended Strategy Three: The third recommended strategy is to make a film on human trafficking to raise awareness of the reality.

Film on Human Trafficking

Concept:

Story of a child who leaves home and trafficked.

Leverage Childline's "BOOK OF STORIES"

Reflect point of view from different stakeholders/players in the system.

Shows 'reality' of human traffick

Shows influence of unconscious contributions, beliefs, culture, and inspire change.

How?

1) Collect data and stories

2) Use them to pitch to producers & scriptwriters

3) Seek endorsement from Celebrities & public figures.

4) Recruit 'actual players' to make stories real.

7. National Commission for Protection of Child Rights (NCPCR)

National Commission for Protection of Child Rights

Key Insights

- Trafficking, as a stand alone issue is not a priority for the nation.

- There is a huge amount of reported / unregistered data.

- The quality of grassroot implementation is important.

- There is a lack of shared vision and synergy among various stakeholders.

- There is a lack of infrastructure for data to be transparent and accountable.

Recommended Strategy One: Create a Centralised Management Information System

Key steps:

- Create stakeholder consensus.
- Identify data company.
- Appoint a lateral expert as project leader.
- Synchronize stakeholders for single source clean data collection.
- Develop process to secure and share data on demand.
- Provide data analysis and insights, leveraging educational institutions.
- Reward and recognise the officials.
- Link and track online all data systems for transparency.
- Build accountability at all levels.

Recommended Strategy Two: Raise Education & Awareness

▪ Create sensitisation campaigns as a public movement; similar to 'Swachh Bharat' and 'Fit India'
  ▪ Jingles (in vernacular) community radio.
  ▪ Prime minister acknowledge through radio.
▪ Integrate the Acts into teacher training syllabus and children school curriculum.
▪ Provide training for NCPCR:
  ▪ Accreditation programme for internal facilitators
  ▪ Soft skills, team building, interpersonal training, communication skills

8. Kat-Katha

Kat-Katha (The Story of Puppets) , a not-for-profit registered under the Societies Registration Act 1860 . It metaphorically represents the sex workers who live a life similar to puppets controlled by someone else.

Kat-Katha works with the commercial sex workers and their children living on Garston Bastion (GB) Road, the largest red light area in India's capital city, Delhi.

Kat Katha's vision is to present a set of life choices to the women and children living in the brothels of GB road and instil a sense of confidence enabling that choice.

Kat-Katha's target in the next ten years is to liberate 4000 families trapped in their communities and influence policy to impact 15 million sex-workers. Through its field mobilization, it currently works with women in 63 brothels out of a total of 77, reaching out to more than 2500 women and their children.

It has crossed its first milestone of building trust with all the stakeholders including police, political leaders, brothel owners and sex-workers. It is now focusing on bringing more and more organizations to work on G.B. Road to provide services of education, health, legal awareness and skill based training.

Key Insights

The team surfaced the four following key insights:

1. There is a general lack of sisterhood.

2. There is system separation and the sex workers are those who miss out the most.

3. There is a sense of impossibility of attaining true worthiness in an "unworthy" profession.

4. The Kat-Katha methodology is truly extraordinary.

Recommended Strategy One:

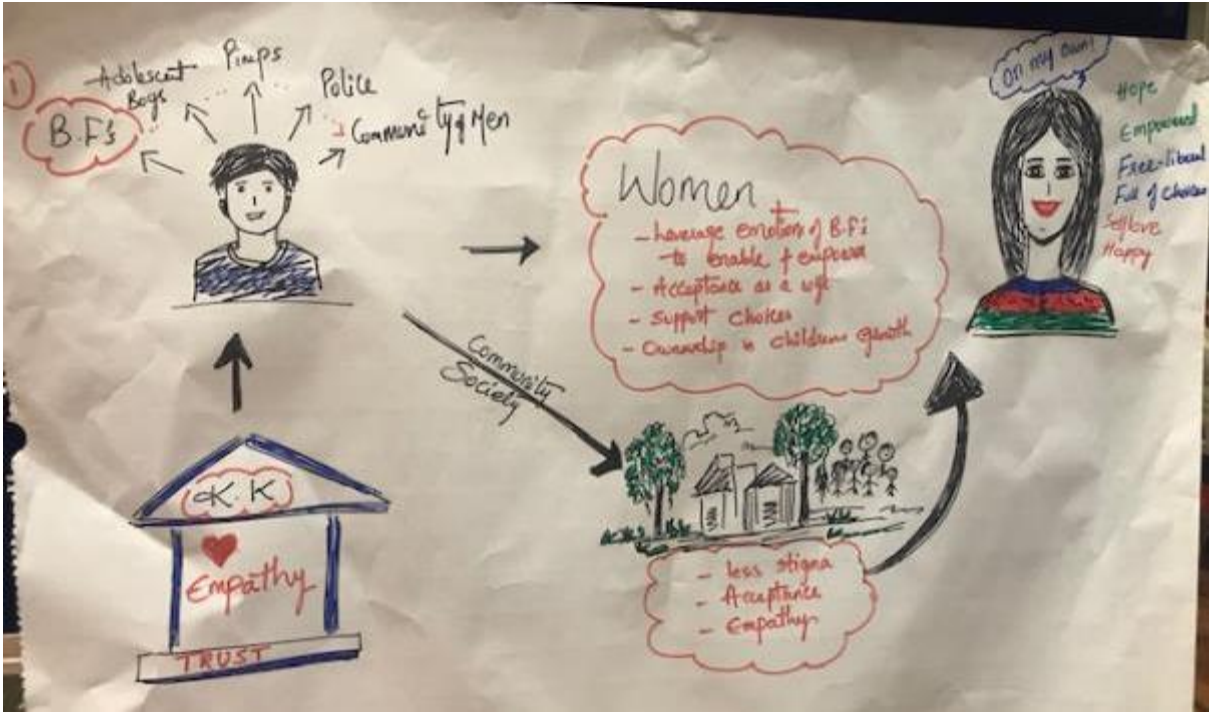Top create a movement and physical space to enable self-esteem, agency and real choice.

Recommended Strategy Two:

Scale the Kat-Katha methodology across India.

Spreading love
Building trust

Kat-Katha
Methodology

Recommended Strategy Three:

Changing the narrative involving perpetrators.

The Next Steps

The agreed next steps are:

- Open the Didihood Centre by end of 2020.
- Codify the Kat-Katha methodology and making it famous.
- Start empathy conversations with perpetrators and share their inspiring stories.
- Create a Didihood Code of Conduct in every brothel by 2021.
- Launch the #Didihood movement at Kat Kalrav Festival, 15th August 2020

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9. Society for the Participatory Integrated Development (SPID)

Society for the Participatory Integrated Development (SPID)

Key Insights

"Give me a shelter, a 1,500 rupees job and education provision for my children"
—Commercial se worker (CSW) on GB Road

GB Road is home to 4,000 commercial sex workers in 400+ brothels

"We are already waste material. Please do something for our children."
- CSW on GB Road

"Because of [SPID], I am alive. Because of them, my daughters will have an education."
- CSW on GB Road

VULNERABLE MINDSETS

SPID is currently housing 70 children in tjree rooms (multi-functional for sleep, study, play & activities)

Some children from SPID have worked to take their mothers out of the brothels and with new lifelihood.

It has taken 20+ years for SPID to secure three rooms on GB Road.

SPID negotiated for the donation to build a mezzanine to host a small computer lab over the boys' room.

LACK OF RESOURCES

Society for the Participatory Integrated Development (SPID)

Recommended Strategies

One	Two	Three
Develop a curriculum for the mental, physical and spiritual wellbeing for the children of SPID Shelter	Create a "Lalitha app" which expands and sustains SPID's vision to the CSW community on GB Road & beyond	Foster self-sufficiency for SPID

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10. Summary

Summary

The team is now committed for the next 12 months to partner and mentor all the key stakeholders to support the implementation of these recommendations.

An impact assessment report will be published by December 2020, to record the impact and outcomes of this work.

In addition, the preparations for Kalinga Fellowship 2020 will be put in place, catalysing further breakthroughs in the combatting of violence and trafficking of women and children.