



International
Labour
Organization

Impact of INDUS Child Labour Project on Policy and Programmes for Elimination of Child Labour in India



INDUS
Child Labour Project
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A study of the
influence of INDUS
Child Labour Project
on the Policy,
Programmes and Budgets
of the Central and State
Governments relating to
Elimination of Child Labour

by

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Selected Abbreviations

AP	-	Andhra Pradesh
AIR	-	All India Reporter
ABL	-	Activity Based Learning
AITUC	-	All India Trade Union Congress
BMS	-	Bharatiya Mazdoor Sangh
BTS	-	Beneficiary Tracking System
CITU	-	Centre of Indian Trade Unions
CTUOs	-	Central Trade Union Organizations
CMC	-	Central Monitoring Committee
DC	-	Development Commissioner
GOI	-	Government of India
HMS	-	Hind Mazdoor Sabha
HRD	-	Human Resource Development
ILO	-	International Labour Organization
IPEC	-	International Programme on Elimination of Child Labour
ITI	-	Industrial Training Institute
INTUC	-	Indian National Trade Union Congress
JJ Act	-	Juvenile Justice Act
MES	-	Modular Employable Skills
MOLE	-	Ministry of Labour and Employment
MLA	-	Member of Legislative Assembly
MP	-	Member of Parliament

MP	-	Madhya Pradesh
MTE	-	Mid Term Evaluation
NCLP	-	National Child Labour Project
OBC	-	Other Backward Caste
RD	-	Rural Development
SDIS	-	Skill Development Initiative Scheme
SC	-	Supreme Court
SC	-	Scheduled Caste
ST	-	Scheduled Tribe
SRC	-	State Resource Centre
TEC	-	Transitional Education Centre
TN	-	Tamil Nadu
UP	-	Uttar Pradesh
UNICEF	-	United Nation's Children's Emergency Fund
VVG	-	Varaha Giri
VVG	-	Venkat Giri
NLI	-	National Labour Institute
YASHADA	-	Yeshwantrao Chavan Academy of Development Administration

Study of the Effect on Policy Changes of INDUS Child Labour Project

1. The setting:

Change is the Law of Nature. This aphorism is as much relevant to the life of an individual as it is to the life of an institution. Such change albeit transformation comes by way of evolution in a normal, natural and sequential manner. Sometimes, it is induced internally from within and without any tremor while it is sometimes induced, propelled and driven from outside. In either case, change is a desirable index of development if it is associated with a genuine and qualitative conversion in the lives of the individuals alike in the affairs of an institution and not a cosmetic one.

Elimination of child labour in India and the various interventions made from time to time (formulation of a national policy on elimination of child labour in August, 1987, enactment of a law in December, 1986, launching programmes of action like NCLP in May, 88, introduction of ILO-IPEC in May, 92, operationalization of INDUS Child Labour Project in 2004 after signing of an agreement between Government of India and Government of USA etc.) to achieve this objective may be viewed in that perspective. Historically speaking and prior to independence, no distinction was sought to be made between hazardous and non-hazardous occupations and processes for prohibiting employment of children. Neither in the recommendations of the Royal Commission on Labour (1929) nor in the report of the Planning Committee set up by the Indian National Congress in its Karachi session under the Chairmanship of Pandit Jawaharlal Nehru (1931) nor in the subsequent report submitted in 1940 any such distinction was made. The two laws which were enacted by the Imperial Legislative Council in the wake of the recommendations of the Royal Commission on Labour i.e. Children (Pledging of Labour) Act, 1933 and Employment of Children Act, 1938 were no doubt restricted in their scope and content but they did not advocate a dualistic approach of prohibiting employment of children in hazardous occupations and processes while allowing children to work in the rest.

In Article 24 of the Constitution of India, which was adopted by the Constituent Assembly in November, 1949 and which came into force w.e.f. 26.1.50, this invidious distinction was, however, maintained. Employment of Children (below 14 years) was prohibited in factories or mines or any other hazardous employment. By necessary implication, children could work in any other employment which is not so hazardous.

Simultaneously and in Article 45 prior to the 86th amendment in 2002, a provision for free and compulsory education for children was made in the following words:-

'The State shall endeavour to provide within a period of 10 years from the commencement of this Constitution, for free and compulsory education for all children until they complete the age of fourteen years.'

The ten year period mentioned in Art. 45 (prior to its amendment in 2002) came to an end on 26.1.60 but fulfillment of this avowed goal was nowhere in sight.

Then came the landmark judgement of the Supreme Court in J.P. Unnikrishnan Vs. State of A.P. (AIR 1993 SC 2178) in which the Apex Court had observed as under:-

- right to education in Art. 45 was not a mere directive principle;
- Government of India and States were obliged to ensure the right to free and compulsory education for every child upto 14 years;
- the ten year limit which had been provided under Art. 45 had long expired and the States were bound to honour the Constitutional command and make it a reality.

Nine years later in 2002, the Constitution was amended for the 86th time and Article. 21A was inserted. Article. 21A reads as under:-

'The State shall provide free and compulsory education to all children in 6-14 years in such manner as the State may by law determine'.

The Child Labour (Prohibition and Regulation) Act, 1986 had already come into being providing for prohibition of employment of children in certain occupations and processes set forth in Part A and Part B of the schedule respectively. Such prohibition, however, is not automatic in as much as the occupations in Part A and Part B of the schedule were to be notified on the strength of recommendation of a Technical Advisory Committee constituted by the Central Government under Section 5 of the Child Labour (Prohibition and Regulation) Act. This has been a very slow process in as much as over a span of 22 years (1986-2008) only 15 occupations and 57 processes have been listed in Part A and Part B of the schedule.

The prohibitory provision contained in Section 3 of the Child Labour (Prohibition and Regulation) Act has been loaded with a proviso which is being more misinterpreted and abused than being for any use to the working children for whose welfare the law has been enacted.

In regard to the occupations and processes which are not so listed in Part A and Part B of the schedule, the employment of children was to be regulated.

In a highly informal and flexible work environment obtaining in the rural areas where most of the working children are to be found such regulation has been a myth.

The framers of the law at the relevant point of time had not paid much attention as to how the important constitutional directive contained in Art. 45 (as it read in 1986) was to be implemented if children are permitted to work in occupations and processes not listed in the prohibited categories (Part A and Part B of the schedule to the Act).

Normally and in the historical sequence of development, a policy framework is put in place first and the legal framework comes next.

In the context of the present law i.e. Child Labour (Prohibition and Regulation) Act, it came first (23.12.86) followed by the National Policy on elimination of child labour (August, 1987). The policy reflects the same dualism i.e. combination of prohibition and regulation as the law.

The dilemma or rather the lack of synergy between Art. 21A and Art. 24 arising out of the dual arrangement of combining prohibition with regulation remains unresolved till date.

2. The INDUS model on elimination of child labour:

The advent of INDUS Child Labour Project on the scene in the wake of signing of a joint statement on Indo-US cooperation on elimination of child labour signed by the Secretary, Labour, Government of USA and Secretary, Labour, Government of India on 31.8.2000, came like a breath of fresh air in the setting as delineated above. The uniqueness in approach of the Project lies in the fact that it seeks to develop a comprehensive child labour elimination model for India by offering three relatively new but highly positive components into elimination of child labour efforts in India such as:-

- strengthening public education as a measure to prevent occurrence and recurrence of child labour;
- providing vocational skill training to adolescents in 14-17 age group;
- providing income generating opportunities to the families of child labour.

This model has been developed not by supplanting the existing model of NCLP but by supplementing it and additionally working in close unison with SSA. The ultimate success of the model lies in its replication in all the NCLP districts (currently 250 sanctioned projects for 250 districts but eventually to go up to 600 + thereby covering all the districts in the country, hopefully during the Eleventh Plan period.

Additionally INDUS Child Labour Project had undertaken a few more activities which were intended to add a further drive and momentum to the ongoing NCLP activities such as:-

- capacity building of all government departments;
- convergence between concerned government departments (Education, Labour, Health, Social Welfare, Women and Child Development, Rural Development etc.) – to name only a few;
- beneficiary tracking and monitoring;
- social and community mobilization.
- Strong involvement of state governments through SPSC and SRCs.

The unique design of the Project allowed concurrent transfer of learning from Project implementation for informing national programme on elimination on child labour. There is a very active and intense involvement of the Government of India and State Governments in all aspects of project implementation. It ranges from strategy development for various components, development of materials for project implementation and awareness generation, monitoring and review with State Governments, documentation and publication as well as replication of work in other States. There are also many areas where the impact cannot be measured externally or can not have such external indicators/parameters but it has got internalized through various processes and methods of working for example in conduct of monitoring and review meetings, use of mid-day meal menu in all districts, celebration of World Day against Child Labour and many others in the states. This is also true of quality aspects of implementation of some activities and other activities which are easy to replicate and promote visibility like media campaigns or organizing consultations at zonal and national levels at government of India level.

3. Sub-Study Methodology

Broad elements were

i. Field visit

ii. Interviews with selected persons at GOI and states.

iii. Review of Documents

iv. Discussions with selected beneficiaries, particularly trade unions

In order to have evidence based assessment of the impact, it was decided to consult selected persons from the States as also examine carefully the available documentation of various nature on the policy and programmes on elimination of child labour during the term of INDUS Child Labour Project (2004-09) and especially the write ups prepared for the Eleventh Five Year Plan.

Major documents from which impact on future policy and programme can be filtered in the present context are enumerated below:-

- (a) Report of the Working Group on Child Labour;
- (b) Eleventh Plan Proposals of Government of India for NCLP;
- (c) Skill Development Initiative Scheme of Government – the scheme document/guidelines;
- (d) State Action Plans of INDUS Project States;
- (e) Major initiatives taken by GOI or States during this period:-
 - CMC reactivation and deliberations therein;
 - Issuing GOI Protocol for migrant child labour;
 - Social mobilization and media releases on 12th June;
 - Political Advocacy in Maharashtra; Impact of VT components in Tamil Nadu and Madhya Pradesh
- (f) finally the identification of areas for technical support/future proposals of GOI;

4. INDUS Inputs in Eleventh Five Year Plan:

The project has made significant contribution to providing proposals included in the formulation of Eleventh Five Year Plan. This is evident from the following operational provisions in the report of the Working Group on Child Labour in the 11th Five Year Plan:-

“Para 4.6 of the Report of Working Group on Child Labour

‘Experience of implementing the INDUS Project has shown that there is a great need to provide employable vocational skill training to adolescents to prepare them to enter the world of work with skills and attitude. It has also shown that providing vocational skills to this age group would attract child labour families to positively change their behaviour in withdrawing their young children from work and motivate them to complete primary education and then acquire technical skills. Providing vocational skills to working adolescents would also largely improve the access of vulnerable families to vocational education.’

Para 4.3 (vii) has highlighted the need for and importance of strong linkages with Education Department. and has elaborately dealt with the knitty gritty of convergence between the two departments.

Para 4.3 (xii) has recognized the need for going beyond exhibitions, fairs, rallies, street plays, camps, meetings and workshops (which are essentially one time events) as tools of awareness generation and is advocating the need for an extensive and intensive awareness generation campaign on a sustained basis. In saying so, it has undoubtedly taken a leaf out of the environment building initiatives of INDUS Child Labour Project.

Para 4.3 (xiv) has recognized the need for and importance of tracking and monitoring of child labour with three important objectives i.e. (a) to check if the child is faring well in the mainstreamed school (b) to ensure that the child does not lapse back to exploitative work and (c) to keep track of migrant child labour from one NCLP district to another and to ensure that the beneficiary attends school and gets effectively rehabilitated despite movement.

Para 4.3(xv) deals with the knitty gritty of conducting vocational skill training for adolescents in 15-18 years in line with the practice and procedure in vogue with INDUS Project such as:-

- conducting market survey to identify marketable and employable skills in a particular area;
- developing vocational skill training modules and course materials;
- developing linkages with local Industrial Training Institutes (ITIs), industries and industrial associations.

Para 4.3(xvi) recognizes the relevance of the importance of State level monitoring in tune with the experience of INDUS Project where the State Project Steering Committee (SPSC) is closely monitoring the pace and progress of project implementation.

Para V (5.1, 5.2 and 5.3) recognizes the importance of convergence between Labour Department. with other Departments/ Agencies such as Rural Development, Elementary Education and Literacy, Women and Child Development, Poverty Alleviation, Housing, Social Justice and Empowerment and has also worked out the knitty gritty of such convergence.

In the June 2006 meeting of the Central Monitoring Committee (CMC) on child labour, the sub committee on revision and expansion of NCLP constituted by the CMC recognized the scope of integrating/ incorporating some innovative and useful practices emerging from implementation of INDUS Project. The sub Committee also recognized the importance of the lead school experiment for the purpose of smooth transition of children into the mainstream education system.

The sub committee also recommended up-scaling the component of vocational skill training to adolescents in 14-17 age group from the existing INDUS districts to all NCLP districts in the country.

5. Mainstreaming Child Labour in SSA:

Through various circular, letters and instructions, the Department. of Elementary Education and Literacy, Ministry of HRD, Government of India flagged the importance of effective convergence between the SSA and the State Department of Labour at the State, district and local levels. Through these letters the SSA officials were advised to maintain a close liaison with the Department. of Labour and exchange information on data basis of working children in hazardous and non-hazardous occupations, out of school children, curriculum and training programmes. The SSAs were specifically directed to support teaching learning process in Special Schools of NCLP, coordinate with NGOs running these schools, arrange training of instructors of the schools, introduce effective pupil assessment techniques and pupil achievement tests in the schools ultimately with a view to mainstreaming the children of these schools into the formal school system of education. These letters laid down the guidelines on the knitty gritty of SSA maintaining liaison and coordination with the State Department of Labour. The guidelines contained in the circular letter dated 23rd March, 2004 in particular laid the foundation for institutionalising the convergence mechanism between education and labour departments on the issue of elimination of child labour and access of all children in 6-14 age group to free and compulsory education. It describes in detail, the modalities through which such convergence can be accomplished.

This process is the beginning of the project impact on SSA programme in terms of recognition of 'child labour' as a specific category. The SSA felt the need to focus on this difficult target group within 'out of school' children and strategize for it separately in both planning as well as implementation. During the mid term

evaluation (MTE) of the project, this question has been dealt with specially by the evaluation team as to whether child labour issue needs to be addressed through specific child labour projects or it could be directly addressed within SSA programme. It appears to be an understanding of the department that there is a clear utility of having a separate focused project on child labour which should work in close association with SSA to achieve the object of universal primary and elementary education. The SSA has openly admitted that special programmes for elimination of child labour contribute positively towards achievement of SSA goals. It is a positive feedback which helps in understanding the complementary nature of the two programmes which can draw on each other's experience and expertise for achieving the common goal of bringing all working children into the school system and retaining them. The Project has clearly been able to have impact on vision and comprehension of education department.

It is understood that the SSA is looking at the potential of replicating at least two strategies of the Project i.e. 'the concept of lead school' and 'the work education in schools' in the SSA programme. The lead school mechanism has been reported as a very useful mainstreaming strategy which can be used across the country wherever children are first taken into an alternate or informal education centre and later on shifted to regular government schools. In addition, the State Governments have reported about utility and replication of 'sensitization modules for teachers and Vocational Education Centres' and 'life skills' training modules which are planned to be mainstreamed into their regular training programmes in the long run.

Concretely speaking and at the ground level, the integration between the SSA and child labour issues has taken place in the following manner:-

- The SSA is training all TEC teachers for 2 weeks in a year, the central objective of such training is how to do multi-grade teaching and make learning joyous, attractive, relevant and worthwhile;
- The SSA is training teachers of special schools of NCLPs in similar manner;
- The SSA has provided Activity Based Learning (ABL) cards to all 'Lead Schools' in 20 districts in Tamil Nadu and other learning materials in U.P., Maharashtra and M.P.;
- Public Education component of INDUS Project is being implemented through SSA;
- 'Child Labour' as a topic has been included in the teacher's training module;

- All headmasters and teachers of 'Lead Schools' are being sensitized on the issue of child labour;
- SSA is conducting sensitization programmes for teachers to take special care of children of TECs who have been mainstreamed;
- SSA is organizing excursions for the mainstreamed children (who were working children in the past).

6.Impact of vocational training component:

In the draft National Policy on skill development prepared jointly by the Ministry of Labour and Employment, Government of India and ILO Sub Regional Office, New Delhi, there is a special reference to the need for vocational skill training for the school drop outs and working children. The operative para in Part V captioned, 'Equity and Access' reads as under:-

'The school dropouts and out of school youth, including working children need to be given skills development opportunities to bring them into economic and social mainstream. Short term, market oriented and demand driven programmes would be provided in a flexible delivery framework suited to the characteristics and circumstances of the target group. Multi skilling, multi-entry, exit and linkage to upgradation opportunities in future would characterize such programmes. The scheme of Modular Employment Skills would be expanded greatly to cater to the large size of the group.'

The chapter on 'Equity and Access' has emphasized the importance of vocational training for women/disadvantaged communities (SC,ST, OBCs), economically backward, minorities and the handicapped all of which – individually and collectively will be relevant to working children who belong to the one or the other category. The Skill Development Initiative Scheme (SDIS) Implementation Manual framed by the Directorate General of Employment and Training, Ministry of Labour, Government of India (July, 2007), has been designed in such a manner that it suits the diverse needs of various target groups, including ex-working children and their family and is also suitable for children of 14 years age who have completed fifth Standard either through formal school system or NCLP Special School or INDUS Child Labour Project.

7. Steps taken by the States to replicate interventions in INDUS districts to NCLP districts:

The innovative features in rehabilitation strategy for child labour under INDUS Child Labour Project both in terms of concept as well as operationalization are well acknowledged. Conceptually speaking, the following basic innovative features are:-

- Strengthening public education as a measure to prevent occurrence and recurrence of child labour;
- Providing vocational skills training to adolescents in age groups of 14-17 years;
- Income generating opportunities to families of working children.
- Consultation with all stake holders at the State and district level;
- Capacity building of all departments/agencies;
- Capacity building of civil society partners;
- Beneficiary tracking and monitoring;
- Social and community mobilization

INDUS Child Labour Project headquarters at New Delhi has issued detailed operational guidelines to translate these innovative features into action. These guidelines are conceptually sound and sensible; they are also simple and intelligible and have been formulated after a great deal of deliberations and extensive consultations.

The State Governments (Tamil Nadu, U.P., Maharashtra and M.P.) have started internalizing the importance and usefulness of the interventions in INDUS Child Labour Project and are certainly desirous of extending them to NCLP districts. However, adoption and implementation of most of these innovative features have financial implications and the NCLP budget would require to be considerably strengthened before they could be fully implemented. There are a few activities which can be replicated without addition of resources or by using INDUS materials. Such replication has happened almost concurrently. Foremost among them is the regularity of monitoring and review of implementation of child labour activities at the State level. In U.P., M.P. and Tamil Nadu, this has been done by convening joint or consecutive review meetings of INDUS and NCLP districts. In Maharashtra, the very first initiative took place by way of a joint meeting to deliberate on the issue of planning for

elimination of child labour from the entire state in the INDUS SPSC meeting held in July, 2004.

In addition to this, the social mobilization activities and communications campaign using the materials prepared under INDUS Project, the activities conducted on WDACL, the linkages with Education Department. for various types of support in terms of books, training etc. are other areas where action was visible as a result of impact of such work in INDUS Project districts.

8 Impact on future vision of Child Labour elimination in the country.

The fact that the Working Group on Child Labour for the 11th Five Year Plan set up by the Planning Commission, Government of India, has reflected in its report some of the innovative features like tracking and monitoring of child labour, vocational skill training for adolescents in 14-17 age group and strengthening the public education component in ECL goes to show that there is an increasing realization to adopt and implement them in the larger interest of elimination of child labour in future.

9. Building Convergence between different departments of Government on the issue of child

Convergence implies a number of things such as:-

- convergence of policies, programmes and strategies;
- convergence of institutions and agencies;
- convergence of schemes and funds.

It means partnership among institutions, agencies and individuals; it also implies pooling of resources from a variety of sources and integrating them imaginatively and skillfully to produce wholesome results in less time and cost and of immense value to the lives of the most vulnerable groups for whom development as a process is primarily directed.

The advantages of a convergent approach and action are obvious; these are as under:-

- such an approach facilitates pooling of knowledge, information and skills from the stake holders (which would otherwise be lying scattered and fragmented) to a larger whole;
- it makes possible pooling of financial resources from a number of sources and makes qualitative implementation of the programme possible;
- it enhances interaction between Government agencies and local communities;

- it enhances outreach of the former to the latter;
- it promotes sustainability of the programme.

This approach was emphasized in the National Policy on Child Labour (August, 87). The NCLP which was an offshoot of the National Policy had also emphasized the importance of convergence of efforts of Labour Department. with development schemes of other departments to help the families of working children being targeted under the Project. This was during the Ninth Plan Period (1997-2002). This was emphasized again as a part of the Tenth Plan Strategy (2002-2007). The dovetailing of schemes, however, has been inadequate. Need has, therefore, been felt to have a specific component or build in explicit provision for the families of child labour in the various schemes of government so as to adequately cover these families and raise their family income in various forms. It was done in INDUS by including it as a separate component. The positive impact of this component had been visible to states which established the road for doing more in this direction.

The Working Group on Child Labour for the 11th Five Year Plan has clearly recognized the importance of a convergent approach to planning and programme implementation and has suggested that the schemes of certain Ministers/Departments could have an explicit component for working children and their families and has presented them in an illustrative fashion as under:-

I Schemes of Department of School Education

- Sarva Shikshya Abhiyan;
- Vastishala;
- Shikshya Mitra Yojana;
- Midday Meal Scheme

II Schemes of Ministry of Women and Child Development

- Anganwadi Centre/Day Care Centre;
- Extension Services of Anganwadi Workers;
- Balika Samruddhi Yojana;
- Swavalamban;
- Mahila Samakshya (Assistance to NGOs with Mahila Samakshya Women).

III Schemes of Ministry of Rural Development

- Swarnajayanti Gram Swarojgar Yojana;
- Sampoorna Grameen Rojgar Yojana;
- Indira Awas Yojana.

Such convergence will maximize the impact of governmental intervention in a concerted manner.

The initiatives taken by a few other Ministries of GOI (over and above Education) and State Governments of Madhya Pradesh, Maharashtra, U.P. and Tamil Nadu to promote convergence between various sectors and programmes/activities with a view to securing qualitative improvement in child labour elimination vis-a-vis access to a retention of all children in 6-14 age group in the school system are noteworthy and deserve mention. They are:-

I Deptt. of Women and Child Development, Ministry of HRD, GOI:

- A National Plan of Action for children, 2005 has been prepared and placed in Parliament. The Plan of Action devotes a section exclusively to elimination of child labour.

II Ministry of Labour and Employment:

- Five hundred out of 4000+ Industrial Training Institutes (ITIs) are to be upgradated into centres of excellence to produce a multi skilled workforce;
- The scheme of MOLE envisages public-private partnership in the form of Institute Management Committees (IMC) to ensure action involvement of industry in all aspects of training. Over 2000 ITIs are to be strengthened and upgraded;
- MOLE is working on a new programme – Modular Employable Skills (MES) programme – to provide skills training to workers in the informal economy;
- A considerable increase in allocation has also been made to improve and strengthen vocational education and training in the country;
- MOLE has requested IPEC – SIM POC assistance to provide technical support to conduct a nation wide survey to estimate child labour in India;
- MOLE has launched a Skills Development Initiative Scheme (SDIS) to train 1 million persons on demand driven vocational skills. SDIS has taken child labour concerns into account by including former working children as a focal target group for coverage under the scheme;
- MOLE formulated and GOI introduced a new Bill called 'Unorganized Sector Workers Social Security Bill, 2007' on

7.9.2007 in Rajya Sabha. The Bill has since been passed by both Houses of Parliament;

- MOLE formulated and GOI announced launching of a new scheme called, 'Health Insurance Scheme for Unorganized Sector Workers' effective from 1.4.2008. This will have tremendous implications for Child Labour families;
- MOLE formulated and GOI set up a National Skill Development Mission under which 1600 more ITIs and polytechnics, 10,000 vocational education schools and 50,000 skill development centres would be set up in public private partnership mode.

III Ministry of Rural Development:

- National Rural Employment Guarantee Act, 2005 promises wage employment to at least one adult member in every rural household for 100 days at the rate of Rs. 60/- per day. This will have implications for elimination of child labour as (a) children may not be pushed to work if adult members are assured work (b) children may not migrate along with parents and become victims of educational deprivation.

IV States: Tamil Nadu

- Inclusion of child labour in Tamil Nadu CM's 15 Point Programme has raised the profile of child labour in 29 districts of the State;
- Through State Authority for Elimination of Child Labour under the chairpersonship of the Chief Secretary of the State, Government of Tamil Nadu is encouraging related government departments to undertake activities which will result in overall elimination of child labour;
- Government of Tamil Nadu has formulated a State Level Action Plan for elimination of child labour in hazardous sectors by 2005 and in all sectors by 2007;
- A State Child Labour Rehabilitation Society has been constituted to oversee implementation of the Action Plan; the society is functioning as State Resource Cell for INDUS Child Labour Project;
- Deptt. of Rural Development , Government of Tamil Nadu has issued orders including elimination of child labour as one of the key indicators for declaring a village as an ideal one;

- State Transport department has extended the Bus pass facility to children under TECs
- Employment and Training department undertook the responsibility for implementation of vocational training component of the Project, deputed its officers to District Project Societies, developed special curriculum and organized certification at the end of training
- The benefits of free uniforms/text books etc have been provided to these children by Deptt. of Education, Government of Tamil Nadu. It has also taken a proactive decision to facilitate easy transfer and enrolment of working children, particularly those belonging to migrant families and those currently studying in TECs;
- Deptt. of Labour, Government of Tamil Nadu has issued orders constituting district child labour enforcement Committee in all districts for intensive inspection of hazardous occupations and processes for eradication of child labour. The committee involves a number of departments and ngos;
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- A Government order (GO) has been passed decreeing that 12th June every year should be observed as the World Day against Child Labour;

Maharashtra

- Government of Maharashtra has with the active support of INDUS Project has developed a State Level Action Plan (SAP) for elimination of Child Labour through an intensive consultative process. It allocates the responsibilities to 27 departments for achieving the objectives of the SAP.
- Maharashtra government has constituted multi-partner Mumbai Task Force for ECL and District Task Force in all districts.
- Maharashtra has extended benefits of mid-day-meal to children in child labour schools .
- Maharashtra government departments contributed for travel expenditure (TA/DA) of their officials for training on child labour.
- Maharashtra evolved a residential rehabilitation strategy for migrant child labour by converging resources of a number of partners including NCLP, YASHADA, Jan Shikshan Sansthan, ITI, CWC and NGOs

Uttar Pradesh

- An anti child labour campaign was run by the State Labour Department, Government of U.P. to coincide with the 'return to school campaign (1-15, July, 2003)'.

- Government of U.P. has passed two orders facilitating the mainstreaming of child labour concerns in education. The first order is meant to ensure the sharing the education survey data and between education and labour departments, thus enabling enrolment of younger children in 5-8 age group in formal schools and older children in 9-13 age in TECs. The order will enable mainstreaming of children in 9-13 years from TECs into formal schools;
- Government of U.P. has also issued an order which will facilitate provision of quality training to teacher volunteers engaged in TEC under INDUS Child Labour Project and Special Schools of NCLPs.
- Uttar Pradesh has developed a model for providing work-education in formal schools (ten lead schools in each INDUS district)by converging resources of education , ITIs and NCLP societies.

Madhya Pradesh

-Convergence is very effectively established between education and labour departments.It is visible in preparation of special training modules for TEC teachers,extension of benefits of free text –books ,uniform to girls, books and other benefits available under SSA for other children.

The importance of building strong linkages with other departments on continuous basis had been demonstrated in INDUS Project as mentioned above. The link between INDUS project results on convergence experience and GOI decision to go in for convergence based child labour elimination models is very obvious.

The actual process of developing the ‘Convergence Based Model’ which is now being presented as the core element of future project of child labour in India has shown that INDUS experience has been instrumental in establishing the following –

- that advantages of building on each-other’s professional expertise are immense (for example education and child labour or labour and poverty alleviation) ;
- Which are the departments and agencies that converged very well ,how the convergence links were established and how well they delivered in the past and therefore should continue in same manner in future as well;

- identify the areas where convergent mechanisms have not delivered as expected in the past ,why they did not do so and what needs to be done for that to happen in future;
- the need to bring in family at the centre of the strategy to bring 'income generation strategies' in focus as a response to the premise that 'poverty is the foremost cause of child labour'.

The above discussions were happening in state and national meetings and workshops of INDUS during 2006-2007 .A book on 'Convergence Strategies' was also prepared by the Project. The formal analysis of the approach was presented by INDUS during its presentation on the subject to Government of India in June, 2007.

Other factors which seem to be influencing the adoption of this approach have been:-

-desire of government to expand child labour programme to entire country to which approval of Planning Commission was not still available

- need for taking resource support for this work, in the absence of universal expansion, from existing schemes of SSA, SGRY and SGSY etc.;
- many States have already started moving in that direction and shown good models which can work.
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- the models of Tamil Nadu and Maharashtra State Action Plans (presented in the CMC meetings of 2006 and 2007) were plans developed on basis of convergence with all government schemes available in the State;
- While some states showed good capacities on child labour subject there were others which still did not have much focus on child labour work in States like Bihar, Orissa, Chattisgarh and Jharkhand which were also source of migrant child labour Convergence systems were very essential there.

10 Migration and Trafficking as important issues impacting child labour

-Migration and trafficking are conceptually and operationally quite different from each other. Migration generally refers to free movement of workers from one part of the territory of India to another in search of better avenues of employment, better wages and better quality of life. There is nothing wrong or objectionable in such free movement per se. It becomes objectionable only when persons are recruited by recruiting agents from

one part of the territory of India to another with inducement or allurements or false promises at the time of making the recruitment which are often belied and the movement becomes unfree associated with duping, expropriation and exploitation of the worst category. Such migration brings immensity of human tragedy for women and children. Women often become victims of sexual harassment at the work place. Besides, even when they work, they are never paid the same wages for same or similar nature of work. Sometimes their identity as workers (as in brick kilns where they do a variety of operations along with men) is lost in as much as their names are not even entered in the muster rolls and wages are paid to male members alone.

Children who accompany migrant parents turn out to be the worst victims of educational deprivation. If they are pushed involuntarily to work at the destination point they lose their childhood and all the excitement and joy associated with it.

If they meet with accidents, the same will never be reported and workmen's compensation under the WC Act, 1923 seldom deposited. This is the perversity or banality of exploitation associated with migration.

Trafficking generally refers to recruitment and transportation of persons within or across borders by use of allurements, deception, fraud, force or coercion. Trafficking is either for forced labour or for commercial sexual exploitation. Sexual exploitation is defined as a practice by which person(s) achieve sexual gratification and/or financial gain through the abuse of a person's sexuality by abrogating that person's human right to dignity, equality, autonomy and/or physical and mental well being. Trafficking should not, therefore, be mixed up or confused with voluntary labour migration (even though there is evidence that some children migrate voluntarily into highly exploitative situations).

Item No. 29 of detailed operational guidelines (page 30-31) brought out by the INDUS Child Labour Project read as under:-

'If at a point the family is migrating, information needs be obtained on where the family is to migrate and a transfer certificate for the child will be prepared. The child should also be given a copy of the Index and progress cards which have been devised to facilitate tracking of project beneficiaries. It should be explained to the parents that using this information they can get the child admitted to a school at the destination point'.

However, these guidelines which have a laudable objective of preventing a child from becoming a victim of educational deprivation implementation of this operational guideline on the ground is fraught with difficulties. This is because

(and this is based on empirical studies) when adult members of a family decide to migrate they do so all of a sudden under pressing economic compulsions and even if children are studying in a TEC or formal school, they have no option except to accompany the migrant parents. Even no intimation is given to the Village Panchayat about such intension to migration; hence tracking of children in actual practice becomes difficult.

As far as trafficking is concerned this will be a totally clandestine or surreptitious operation and no tracking whatsoever is possible. The statutory provisions Immoral Trafficking (Prevention) Act, 1956) are weak both in regard to prevention of trafficking as well as bringing the traffickers to book by imposing stringent penalties.

Originally the migrant child labour was not focused as an issue in INDUS Project. Even though brick kiln was one of the identified sectors, the issue around sustained rehabilitation of the children belonging to this sector was not discussed in the project document. It came up for serious discussion for the first time in February, 2005 when the issue was brought up through Mumbai Project implementation linked to an enforcement drive in Mumbai zari sector. The issue was brought up before SPSC meeting at Maharashtra and it was clearly recognized that migrant child labour issues could not be addressed in the existing Project strategies. It was agreed to explore additional intervention with separate resource allocation.

A Mumbai Task Force was constituted exclusively for tracking of migrant children, for their release from work and for their repatriation to their originating States for rehabilitation. The members of the Task Force were provided training support through YASHADA. The deliberations which took place at the various meetings of the Task Force pointed towards key areas of action for migrant child labour such as:-

- Need for a protocol to be followed during rescue operations;
- Development of a system to track children.
-

A draft for the Protocol was developed by Maharashtra with the help of major NGOs, members of Mumbai task force and YASHADA. This was finalized by YASHADA in consultation with the INDUS Project. Rescue operations were also conducted by Government of NCT of Delhi with support by INDUS and PRATHAM. Identification and release of 432 children as a major outcome of the process brought the problem of migrant child labour to surface. Another draft protocol was thus prepared by Delhi taking into account experience of its own enforcement drives and administrative structure.

Since Bihar State accounted for both a very large number of out of school children as also the maximum number of migrant child labour in different parts of the country a national consultative workshop was organized by GOI MOLE at Patna on 9th October, 2007 with full involvement of the political leadership and senior officials of Labour Department, Government of Bihar, representatives of major receiving and sending states. The two major destination States of INDUS Child Labour Project i.e Delhi and Maharashtra presented their experiences and shared the draft Protocol. A working group was constituted by GOI to finalise the Protocol which could be used nationally. The base document of Maharashtra and Delhi have finally been transformed into a final national document INDUS project and the INDUS states of Delhi and Maharashtra were involved in it as members of drafting committee.

Subsequently on 31st May, 2008, a Protocol to provide for practical guidelines to key stake holders on crucial issues relating to prevention, rescue, repatriation and rehabilitation of trafficked and migrant child labour was adopted by the Ministry of Labour, Government of India.

Pursuant to the one day workshop held at Patna ILO-INDUS support was extended in providing training and capacity building on child labour migrant and trafficking issues to the state secretaries of states involved in child migration and officials of other relevant agencies like Education, Women & Child development, NHRC, VVGNI and YASHADA at ITC Turin. A follow up training workshop for officials of the Ministry of Labour, Ministry of Women and Child Development and Department of Education, Ministry of HRD was organized by INDUS Project at YASHADA, Pune in May, 2008.

It is evident that activities of INDUS Child Labour Project have impacted initiatives in the direction of identification, release, repatriation and rehabilitation of trafficked and migrant working children in the following manner:-

- GOI Protocol uses Protocols prepared by two INDUS Project States i.e. Delhi and Maharashtra as the base document;
- Eleventh Plan Proposals recognize the need for residential centres for migrant child labour;
- Eleventh Plan proposals highlight the need for tracking migrant child labour through monitoring and tracking systems;
- GOI recognizes and emphasizes this as an area where technical support of ILO may be necessary;

11. Child Labour Monitoring and Information System and Beneficiary Tracking System

The tracking system developed under the Project, strategy of working with Children's Homes set up under Juvenile Justice Act, 2000 (as amended in 2006), establishing residential educational initiatives for seasonal migrant child labour in collaboration with SSA are some of the initiatives which can be replicated in future child labour programmes for the country.

12 Institutional Framework-Role of State Governments

As things stand, there is no mechanism for active involvement of state government in providing resources or monitoring NCLP activities at the State level. This is not in order as NCLPs have been taken up on the basis of specific proposals of the State Governments concerned. Besides, the representatives of the State Government are on the NCLP Central Monitoring Committee.

There is, therefore, an urgent and imperative need to substantially increase the involvement of State Governments in the monitoring of performance of NCLPs on the ground. This is by way of realization of the fact that reduction in the incidence of child labour is possible through planned, coordinated and concerted efforts and monitoring at the level of the State Government is an integral part of those efforts.

It is a happy augury that INDUS Child Labour Project recognized the importance of this involvement of the State Government. In the detailed operational guidelines, it envisaged that the functioning of the INDUS Child Labour Projects is to be monitored and reviewed by a National Steering Committee set up under the Chairmanship of Union Labour Secretary and at the State level by the State Labour Department.

The guidelines have envisaged the following role of the State Government:-

- to give a concrete shape to curriculum, course content and textual materials through involvement of the Deptt. of Education, SCERT, SIET etc.;
- to coordinate with the formal school system with a view to facilitating the enrolment of children passing out of the special schools/rehabilitation centres into the mainstream educational system;
- to finalize craft and prevocational training module for children enrolled in special schools;

- to get special schools of the NCLP inspected and to send periodic inspection reports to the Ministry of Labour;
- to ensure that project societies submit in time audited statement of accounts and utilization certificates in support of the expenditure of sanctioned amounts;
- to find out ways and means for rehabilitating other working children (over and above the children who are enrolled into the special schools of NCLPs) either through their enrolment in the formal school system or through any other institutional mechanism as deemed appropriate.
- To promote inter-departmental convergence for brining resources of all departments for child labour elimination.

The institution of State Resource Cells (SRCs) created under INDUS Child Labour Project to perform as Secretariat for the State Project Steering Committee is the formal expression of the acknowledgement that the Child Labour elimination efforts in the field have to be provided active leadership and guidance by the State Government. In all the INDUS Project states the State Government is providing strong support to the Project districts – INDUS as well as NCLP – in all aspects related to project implementation, coordination with other departments of government, training, review/evaluation etc. The nature of institution where SRC is located has also influenced its focus area of work and effectiveness in monitoring . In the three States (MP, UP and TN) where the SRC is administratively controlled by the Labour Commissioner it is very effective in monitoring, coordination and supervision. In case of MH, the SRC has focused substantially on training, research and capacity building activities. It has also effectively supported the initiative for Parliamentary advocacy, preparation of training tools and a successful model of partnership with civil society organizations. The State level action plan prepared in Maharashtra is strongly influenced by these consultative exercises with a whole range of partners spread across the length and breadth of the State.

However, for enforcement and reporting purposes it needs to draw support from the State Labour Deptt. which needs to play an equally effective role. Such a situation places an additional responsibility of coordination on the institution. Maharashtra had good institutional mechanisms like YASHADA hosting the SRC to bring about such coordination.

YASHADA had declared child labour as one of the thirteen 'Key Result Areas' for the institution. This made utilization of overall institutional resources for dissemination of the message of elimination of child labour possible. Over the years and now YASHADA has emerged as a major centre for training and capacity building at the national level. As a matter of fact, this experience has

been able to project the kind of role an administrative training institution can play to supplement the national or state level efforts for elimination of child labour.

This potential role was discussed in the Central Monitoring Committee meeting of 2007 in which it was clearly recognized that training and capacity building are extremely crucial interventions to enhance the effectiveness and sustainability of NCLP work. The State level institutions could play this role by providing required skill training to programme implementers on the one hand and mainstreaming the child labour elimination agenda in all other training programmes conducted by the institution. Most importantly, as these institutions are training providers to officials at all levels in the key government departments, they have capacity to approach all departments on this vital issue of elimination of child labour. They can also identify what ideally any department needs to do to perform the role allocated to it in terms of complying with the legal requirements of national and State legislations on the subject. They can identify the difficulties in performing these roles and the response that is needed from the State Government on these issues. Acknowledging this role formally GOI got a meeting convened for ATIs of ten identified States where this role was elaborated upon and conclusions drawn as to how this can be taken forward.

What is needed to take this work forward is to carve out specific roles and responsibilities for such institutions vis-à-vis labour departments in the State and allocate resources required for this purpose on a systematic basis.

In the absence of such clarity the change of leadership in the institutions or absence of good working relationship between two institutions/departments may lead to cross questioning and loss of momentum. As the States acquire a vision and move towards time bound elimination of child labour the need for such institutional support would get projected more openly. Thus the Project work carried out a specific role for State Government in NCLP as well. Now there is also a focus at GOI level including the Central Monitoring Committee to look at State Governments as key players to coordinate NCLP efforts.

13 Identification of gap areas in child labour work

This was not a stated objective of the Project. However, as the Project had to pilot complementary strategies and assess their relevance for usage or replication under NCLP, it was a natural outcome. As the INDUS Project implementation virtually amounted to implementation of NCLP Scheme with additional supportive elements, the gaps in implementation of the Project were noticed at a very early stage. The Project responded to the same through various ways in consultation with GOI such as:-

- The first identified requirement was building ownership of the Project among implements and making them aware of the various facts thereof. INDUS Project addressed this need by designing and organizing stakeholder's workshop in each district. This impacted the implementation of NCL Projects in newly sanctioned districts in INDUS Project States. The SRCs advised these districts to begin work with such activities and INDUS prepared a specific tool for this purpose;
- The need for clear and detailed guidelines for each component of Project activity was realized during the district and State Consultations. The INDUS Project operational guidelines prepared and issued provide very useful technical and operational support for quality child labour work in the field. The States have reported using parts of these guidelines in other NCLP districts as well.
- The strategy and methodology for conducting a survey with a view to identifying and enumerating working children and withdrawing them from work remained a key question in districts beginning to implement programmes for elimination of child labour. INDUS Child Labour Project responded to this important gap area by developing a survey methodology in consultation with the Project States. The actual survey operations further informed the process and a practical tool was generated by the Project for conducting the survey. The methodology has been disseminated and new NCLP districts in MP have used it to their advantage. The Project has also come up with solutions to the problems related to incidence and scale of child labour for locating the rehabilitation centres.
- The Project (INDUS) provides age specific treatment to children in different age groups in as much as:-
 - Children in 5-8 age group are to be enrolled in formal school system;
 - Children in 9-13 age group are to be enrolled in TECs for preparation and achievement of equivalence level prior to being mainstreamed into the formal school system;
 - Children in 14-17 age group are to receive vocational skill training.

It is encouraging to note that this age specific approach upto 14 years has also been adopted in new NCLP guidelines . Such an age specific approach ensures that age appropriate interventions have been made available to children.

14 Social and community Mobilization

The Project (INDUS) has relied on social and community mobilization as a tool to generate a positive demand and create a positive environment prior to provision of the delivery mechanism. Environment building was not a one time activity but a continued one and there was a lot of emphasis on this even during the implementation process. This approach and activity has directly impacted the social mobilization process in the NCLP districts of the Project State concerned. The communications strategy developed by INDUS Project has been extensively used in all districts in Project States. The Handbook prepared for this purpose has impacted this work beyond the Project districts as well. GOI has also recognized the need for this intervention and also made special allocations for this task.

15 Training and Capacity Building on the issue of child labour

The Project lays a lot of stress on training and capacity building which is not confined to Project functionaries but covers all stakeholders of the Project. This has influenced the government's thinking of the role that training and capacity building have in elimination of child labour. It has also led to discussions on the subject in the Central Monitoring Committee where it was agreed that in India, to meet the NCLP training requirements, institutions need to be developed to cover all four zones. The VVG NLI and YASHADA were identified as primary institutions for this purpose in that meeting.

- It also lays a lot of stress on income generating activities for child labour families through formation of SHGs for mothers of working children, their vocational skill training, promotion of thrift, constitution of revolving fund, empowerment of SHG members and eventually putting them on a foundation of individual and collective social and economic self reliance. The implementation of this component and learning from this has led GOI to conclude that in future this should become the core focus of child labour elimination work. Working with a family to get it out of poverty will be a long term sustainable solution to the problem of child labour.
- Beneficiary tracking and child labour monitoring is an outstanding innovative feature of INDUS Project which puts it solidly on the ground. The child labour monitoring system has laudable objectives such as:-
 - Children do not fall back into the trap of child labour;
 - Employers do not recruit children afresh;
 - Child labour does not appear in new sectors (not targeted earlier);
 - Children enrolled in TEC or in lead schools continue to attend classes and their performance is closely monitored.

The work on this component by INDUS Project was a real felt need in NCLP. UNICEF also worked on this activity and did experimental work in 25 NCLP districts. GOI constituted a Working Group thereafter for replication of this work in NCLP. The Working Group has examined various options and come up with recommendations to implement the BTS in NCLP. INDUS Project is currently working on this. This is a major and unique impact of the Project on elimination of child labour in the country. In the long run, it will positively impact the quality and sustainability of child labour elimination work. (There was no such monitoring in NCLP).

- An interesting offshoot of INDUS Project work was the demand from DC Handicrafts and Carpet Export Promotion Council for implementing a skill based child labour elimination Project in carpet sector. In U.P., the success of skill training intervention for elimination of child labour, led to Government to U.P. conceiving an area based Project which primarily uses these elements of current INDUS Project i.e. transitional education centre (TEC), strengthening of Public education and vocational skill training through institutional skill training mechanisms.

It has proposed to work with employers and parents in the areas which will serve two purposes i.e.

- (a) retention of children upto the age of 14 in UEE set up;
- (b) institutional skill transfer for artisanal skills.

The above initiative was clearly conceived by DGET on the basis of his INDUS Project implementation experience in five districts of U.P. The direct involvement of employer's organization in the sector would also yield in the process important inputs for child labour monitoring in supply chains that can be used in future child labour projects.

- The role of actors at various levels in the Project has been clearly and correctly delineated in the Project document. (There was no such earmarking of the role or responsibility in NCLP).
- Advocacy to carry conviction that (a) elimination of child labour is of urgent necessity and cannot wait (b) it is not the concern of any particular Ministry or Deptt. or Agency but the concern of the whole nation and (c) it is not utopian but possible, feasible and achievable has taken deep roots in INDUS Project.

Parliamentary advocacy has been a unique and innovative strategy which has been successfully tried out in the Project. The need for this was felt as in a

system of Parliamentary democracy, elected representatives of the people are one of the most important stakeholders. The presence of the Project in various States allowed it to analyse the impact of political will on Project objectives, goals and quality of implementation.

Recognizing the role of MLAs/MPs in both Policy making and community mobilization the Project decided to put a concentrated effort on such advocacy especially in a state which seemed fairly sensitized on the subject with active presence of vocal civil society .It had also prepared a State Action Plan for realizing the time bound vision for elimination of child labour elimination. Accordingly a special programme was designed for Maharashtra which resulted in organizing the following activities:-

- meeting of MPs from Maharashtra at Delhi;
- personal campaign with individual MLAs ;
- joint meeting of MLAs from both Houses during the Legislative Assembly Session chaired by the speaker;
- promotion of an informal forum of MLAs/MPs on child labour elimination.

The impact reported in Maharashtra is very interesting such as:-

- enhanced interest on the subject reflected in increased number of questions in Parliament;
- Speaker's decision to convene such meetings during Legislative Assembly Sessions;
- Demand for more training programmes on the subject by MLAs in their respective Constituencies;
- Demand for organizing a training programme for the staff assisting MLAs and Ministers;
- Call Attention Motion on the subject of child labour in Assembly Session.

Interactions with MLAs and MPs revealed the following:-

- better understanding of the subject;
- willingness to devote time and resources to it;

- building up of political will, commitment and determination.
- Such advocacy effort is likely to show result only in the long run as it is an issue of attitudinal change and commitment.

16 Social mobilization: Trade Union Action against Child Labour:

Workers and their organizations are important stake holders in any child labour elimination project. There are five major Central Trade Unions in India. These are:-

- All India Trade Union Congress (AITUC);
- Bharatiya Mazdoor Singh (BMS);
- Centre of Indian Trade Unions (CITU);
- Hind Mazdoor Sabha (HMS);
- Indian National Trade Union Congress (INTUC).

Trade Unions are generally perceived as organized collective entities to espouse demands of their worker members for better wages, better terms and conditions of service and employment, better social protection and against unfair labour practices. Understandably, therefore, there were initial reservations at the national level about an appropriate role of TUs in elimination of child labour. With advent of ILO-IPEC in May, 92 and involvement of CTUOs in execution of IPEC Projects along with Central Employer's Organizations and NGOs these reservations were gradually removed. With advent of INDUS Child Labour Project in February, 2004 the involvement of CTUOs and their constituents at the State and district level received a further fillip. The collaboration of CTUOs with operationalization of INDUS Project activities was reinforced through national, state and district level consultations and brainstorming workshops and an Action Programme Summary Outline (APSO) was drawn up on the recommendations of the National Level Workshop. One of the key components in the APSO was to mainstream child labour in the work of 400 sectoral trade unions affiliated to the national level federations. The consultations resulted in the following important developments:-

- adoption of Resolutions on elimination of child labour in the National Executive Committees of BMS, HMS and INTUC;
- formation of State Level Trade Union Coordination Committees for elimination of child labour.

Involvement of CTUOs and their constituents in INDUS Project comprised of the following activities:-

- organizing mass rallies;

- publication and display of posters carrying the message of elimination of child labour;
- training of trainers and training of members and others at the district level through trainers for better understanding, awareness, capacity building and motivation towards elimination of child labour;
- mobilization of Anganwadi workers;
- mobilization of SHG members;
- organizing deputation of parents to Education Officers of State Education Department with a demand for opening of schools, upgrading the school status from UPE to UEE and from UEE to secondary and senior secondary to make education a continuous stream of activity;
- putting forth a demand that skill formation and upgradation process should begin from Class VIII;
- intervening and interceding with Education authorities for education of migrant child labour;
- publishing articles on child labour in TU journals and periodicals;
- opening Complaint Cells, Helplines and Short Stay Homes for released children;
- networking with like minded organizations;
- focusing on women workers and workers in informal sector (girl children in particular).

Some of the positive fall outs of these activities may be listed as under:-

- the initial reservations have disappeared; CTUOs and their constituents do not doubt or dispute the importance of their involvement in work relating to elimination of child labour;
- awareness about importance of withdrawing children from work and facilitating their enrolment and retention in school system (both formal and non-formal) has been heightened;
- through interactive workshops, training of trainers (TOT), one day training programmes capacity building of second line TU leaders and workers in Project States and districts has been made possible;

- the involvement of TUs in elimination of child labour activities has resulted in a number of informative publications of books, training manuals, handbooks, practical guidelines etc. for use of core functionaries;
- child labour issue has been effectively mainstreamed in the regular agenda of trade unions affiliated to CTUOs; child labour elimination figures as an issue in all long term settlements arrived at under ID Act;
- convergence and promotion of linkage between TUs and Government Departments (Labour, Revenue, Education, Social Welfare, SC, BC Welfare etc.) has been facilitated and strengthened.

17 Conclusions

- The gap areas recognized by the GOI for future work can be identified from two documents i.e.
 - (a) Working Group recommendations/Eleventh Plan proposals for modification of NCLP.
 - (b) Articulating these areas for technical support from ILO.
- Discussion on (a) above has already taken place and need not be repeated.
- An examination of (b) above would clearly reveal that implementation of INDUS Project has substantially contributed to identification of these gap areas such as:-
 - migrant and trafficked child labour (already discussed);
 - convergence based model (already discussed);
 - replication of BTS(already discussed).
 - work in export oriented industry for child labour monitoring (already discussed).

18 To sum up, the above study reveals that INDUS Child Labour Project has made visible impact on the national programmes and thinking on the subject. The seed for this was sown in the Project design itself which was

very carefully nurtured by involvement of major stakeholders at various levels especially governments at national and state level; and by providing effective and constant support to broad alliance of local administration , NGOs, trade unions, employers at district level for implementation of Project activities. For this impact to be long lasting ,it should be endeavor of all key stakeholders-GOI, ILO, IPEC and USDOL that knowledge generated is properly managed, shared and utilized in future work.



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