



**END-TERM EVALUATION OF PROJECT ON
“PROMOTE SAFE MOBILITY
AND PROTECT FROM
TRAFFIKING”**



JHARKHAND ANTI TRAFFICKING NETWORK- END TERM REVIEW

END-TERM EVALUATION OF PROJECT ON “PROMOTE SAFE MOBILITY AND PROTECT FROM TRAFFIKING”

Implemented by JATN



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Reshmi Nath

ABBREVIATIONS

List of Abbreviations used in the document	
ETR	End Term Review
JATN	Jharkhand Anti Trafficking Network
IDI	In Depth Interview
FGD	Focus Group Discussion
SDG	Sustainable Development Goal
CEDAW	Elimination of All Forms of Discrimination against Women
JRC	Jharkhand Resource Centre
SHG	Self Help Group
NSSO	National Sample Survey Office
CWC	Child Welfare Committee
NGO	Non Government Organization
CBOs	Community based Organizations
AWW	Angan Wadi Worker
AHTU	Anti Human Trafficking Unit
DLSA	District Legal Service Authority
PRI	Panchayati Raj Institutions
IEC	Information Education and Communication
FIR	First Information Report
IPC	Indian Penal Code
ITPA	Immoral Trafficking Protection Act
MTR	Mid Term Review
GAATAW	Global Alliance against Trafficking of Women
SWAF	South Asian Women's Fund
WCD	Women Child Development
HLN	Human Liberty Network
ICDS	Integrated Child Development Service
FEM	Forum to Engage Men
MF	Migrant Forum
JHALSA	Jharkhand State Legal Service Authority
AG	Adolescent Groups

ABSTRACT

Title- Conduct an End Term Review of the JATN Network and the project “Promote safe mobility and protect from Trafficking in Jharkhand” to identify the effectiveness of the activities implemented in the field by the Jharkhand Anti Trafficking Network

Background- JATN as a network is on the verge of completing its 3 years after its transition and also completing the implementation of the project on “Promote safe mobility and protect from Trafficking in Jharkhand” which was based on a new approach of safe Migration and secure mobility and has been supported by Oak Foundation and implemented in 13 Districts of Jharkhand through Network Partners having extensive experience in working with the marginalized and the vulnerable people. This is the Final project year and an ETR was needed as JATN is in a stage of taking a leap into new phase for better and in-depth implementation. This gave rise to the need to conducting an ETR to understand the holistic situation of the Network, identify its gaps and further enhance the efficiency in its interventions.

Objective -

To determine the relevance, effectiveness, efficiency, impact and sustainability of the project as an approach to protect migrants from trafficking and exploitation and providing an effective response to the migration challenges; and assess the extent to which the JATN applied gender and human rights based approaches; and the extent to which the approach contributed to programme results, and the sustainability and scalability of the project.

Methodology – This was an In-line evaluation and a participatory, and qualitative methodology were undertaken combined with desktop review and documents analysis, followed by field visits for Group Discussions, and Interviews with the Organization heads of the JATN Network partners, Caseworkers, Adolescent Groups, Migrant Forum, Stakeholders etc, with the help of semi-structured and open ended questionnaires. The districts were selected zone wise. Separate interview formats and tools were developed for each set of respondents.

Conclusion- The evaluation team found that the project was very relevant in creating awareness on safe mobility with Rights in the community and bringing returnee women migrants on a common platform, by building and enhancing their capacity and also of the potential migrants. Appropriate implementing partners were chosen, that gave an impetus to achieve important results. At an impact level, the project appeared to be largely successful and the project has achieved the set objectives.

INTRODUCTION

Introduction

Human migration is an age-old global phenomenon and livelihood strategy which has profound socio-economic impacts and provides societies with opportunities to benefit enormously. In addition, the global compact for safe, orderly and regular migration is a new development which primarily aims to address all aspects of migration, including the humanitarian, development, human rights-related and other aspects; make an important contribution to governance and enhance coordination on migration. Mobility and Migration is a vital component of the struggle of the poor for survival and has been a key feature of human history and development process. Migration has been identified as one of the major socio-economic challenges that will require serious engagement on the part of the global community, to govern migration to enable it to serve as a force for growth and development and to ensure the protection of the rights of migrants. Migration has helped to improve people's lives, offering opportunities for millions of people worldwide to forge safe and meaningful lives.

Recognizing the inter-linkages between migration and development and the fundamental contributions of migrants, in 2015, migration was, for the first time, included in the global development framework. The development priorities in the 2030 Agenda for Sustainable Development, contains a target specifically dedicated to migration under Sustainable Development Goal (SDG) 10 on reducing inequalities: Target 10.7 calls for all countries to implement policies that “facilitate orderly, safe, regular and responsible migration, and mobility of people, including through the implementation of planned and well-managed migration policies”. Migration was recognized as a positive phenomenon triggering inclusive and sustainable development.

NSSO 2007-08 show that there are about, 326 million internal migrants in India nearly 30% of the total population. It has been said that women have always been a major part of this migration process and have been relishing at the bottom of the migration pyramid for ages. Despite the huge and ever increasing number of internal migrants and many problems faced by them, they are at the bottom of priority in government policies. Inaction towards addressing internal migrants problem often results in misunderstanding about the migratory phenomenon and lack of awareness about the contribution they are making towards country's economic growth and development.

During the last decade accelerated globalization and migration have increased global attention on human trafficking. Progress has been also made in clarifying concepts (e.g., definition of human trafficking, push and pull factors, links between trafficking and migration), consolidating research and good practice databases, increasing commitment

by governments to combat the problem as reflected by the signing of international conventions, regional declarations, bilateral agreements, and country plans of actions; and recognizing the need for multidisciplinary and multi-stakeholder approaches.

Migration is a cross sectoral process requiring intervention at multiple level and interaction among various stakeholders. It is important that the rights of migrant workers are not abused and in order to ensure safe migration, there is an emerging need to address the root causes of unsafe migration and harness the development potential and enhance the capacity of the Migrant communities. Hence, implementation of migrant-sensitive policies and strategies should be the priority of national governments. The government needs to ensure that migrants have decent working conditions, and their fundamental human and labour rights are protected for the socio-economic wellbeing of migrants and society. Therefore, mainstreaming safe migration should be a priority agenda in national development policies and strategies and in poverty reduction strategy.

Migration needs to be seen as a positive movement and Women needs to be supported by systems and structures, which facilitate safe migration. Policy makers/planners and other key stakeholders in the cycle of migration can help in minimizing the risks and negative factors of migration for women by providing them supportive structures and systems, which assist safe migration and increase their negotiation powers at destination sites. It cannot be ignored that women bring in important resources and remittances and like any other sector of the workforce; they are entitled to have their human rights, including their right to work.

Despite the significant contribution in the national economy and their important role in poverty reduction, women migrant workers have long faced human rights violations and abuses as a result of lack of collective voice to advocate for themselves. They are subject to exploitation and vulnerable to mistreatment in the place of work further aggravated by lack of education, information and skills resulting in human trafficking, abuse, stigmatization and exploitation throughout the migration cycle. Direct and indirect forms of restrictions by the factors restricting mobility and Rights are forcing women to use illegal routes to travel.

Trafficking and migration is an ugly truth and Jharkhand has been a major source due to lack of knowledge, and awareness. According to a popular Daily Newspaper it is estimated that 33,000 women and girls who are below 30 years of age are trafficked annually from the Jharkhand. Large bulks of migration takes place from the state of Jharkhand for the purpose of livelihood, but lack of information and awareness makes them susceptible and easy prey of trafficking. Women from the state are compelled to

unsafe migration primarily for domestic labour besides young adult women; young girls and school dropouts (who are less informed about their rights and regular migration channels) are also put to unsafe environment for the purpose of forced marriages and are predestined for sexual exploitation and trafficking. In this context, it can be said that many migrant workers suffer from poor working and living conditions, with their rights as workers often undermined, especially if they are in an irregular situation. Most of these girls/ women including children migrating for domestic work come from tribal, scheduled caste and ethnic minority communities.

A huge information gap exists in the migration process and the working and living conditions of migrant workers are greatly compromised by their lack of knowledge about their rights and duties. Past experience suggests that legal steps are only effective when the necessary information is made available to potential migrants, their families and common people. However, so far there has not been any formal and credible mechanism to provide information on safe migration procedures. There is a clear need to address the social protection of migrant workers for their better livelihoods and dignified lives.

Initiatives taken up by welfare organizations to tackle trafficking in Jharkhand often resulted in prohibiting the mobility and migration of the women and girls raising the issue of infringement upon the freedom of Rights and Liberty and assuming all migrations as trafficking.

Jharkhand adopts New Bill to curb Human Trafficking

Safe migration is the latest approach and most inclusive framework for Right to live and right to mobility and to deal with human trafficking. On 26th Nov, 2016 the Jharkhand government introduced a strict law against placement agencies to rein in those involved in exploiting people on the pretext of giving employment outside the state. The government has cleared the Jharkhand Nizi Niyozan Abhikaran and Gharelu Kamgar (viniyam) Vidheyak 2016 (Jharkhand private employment agency and domestic employee bill) which has been passed by the assembly and will soon come into force. A state-level delegation on the Trafficking of Persons (prevention, protection, and rehabilitation) Bill, 2016 took place. The agenda of the delegation was to thoroughly assess the new bill in place. This will significantly help integrate migration issues at all stages of development planning, including design, implementation, and monitoring and evaluation.

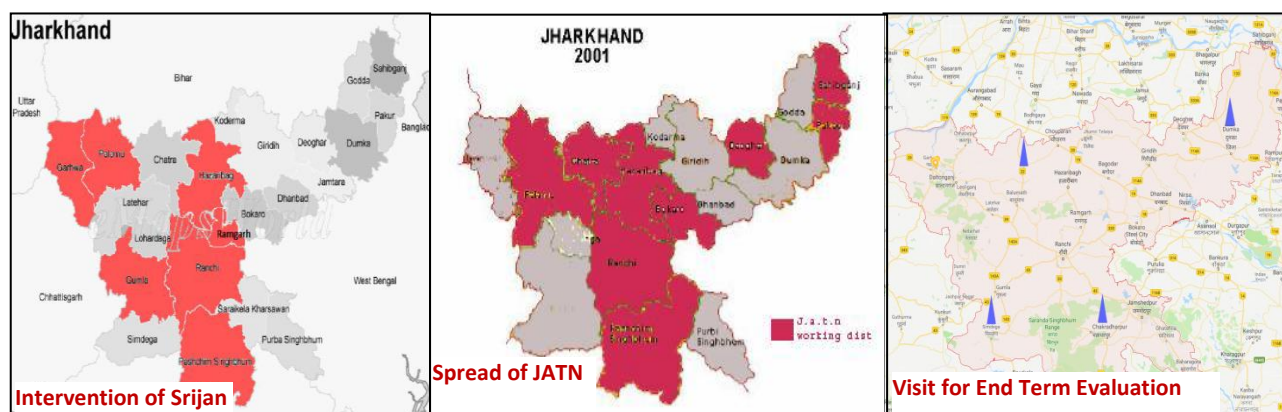
Brief Description of Srijan Foundation

Srijan Foundation believes that “alone the changes are hard to come so partner and work with the network and alliances” who are engaged in the process of women’s and children’s empowerment at local, national and international level. Srijan Foundation, is a

Non Government Organisation (NGO) formally registered in 2001 and is the secretariat and coordinating body of Jharkhand Anti-Trafficking Network. The Organization strives to forge the partnership with all stakeholders, promoting consultations and consensus and engaging diverse stakeholder's commitment and ownership in its programme and interventions.

SF priorities inclusion strategies and holistic approach towards development and puts forth rights and entitlements of the community organization through capacity and awareness building. Gender issues and Health awareness are incorporated and holds significance while creating shared vision. Livelihood program focuses on enhancing sustainable employment. Child protection sector intercede while mainstreaming out of school children through remedial education. Srijan has always been trying to bring about a sustained process of development through community led initiatives and works for the welfare and capacity building of the community and the grass root organizations. They provide effective support and play a catalytic role to cater to the needs of the project/ agency by facilitating CB sessions, preparing theme based modules and teaching materials, conducting base line survey, need & impact assessment, preparing perspective & strategic plans, project proposals, concept notes, documents & reports.

Srijan Foundation is the secretariat and co-coordinating body of Jharkhand Anti Trafficking Network 'JATN'. The Network has been working to address the issue of trafficking of women and children in Jharkhand for last 15years. It went through a paradigm change in its approach and has shifted from Stop Migration to Safe Migration Approach based on the understanding and perspective building of right based approach of JATN members, facilitated by Women's Fund Asia (SAWF). Based on the new approach of Safe migration and secure Mobility, JATN implemented a project named ***"Promote safe mobility and protect from Trafficking in Jharkhand"*** which was supported by **OAK Foundation** and implemented in 13 districts of Jharkhand, having extensive experience in working with the marginalized and the vulnerable people.



Jharkhand Anti Trafficking Network (JATN)

Jharkhand Anti- trafficking Network (JATN) is a state level joint network to bring different women groups working in Jharkhand to one Platform and to raise the issue related to Women by making them aware of their due rights, skill development and also to raise the issue at state level for effective policy implementation. Its sturdy foundation was laid by Gender Desk, Centre for World Solidarity with the support from **CWS, Secunderabad** in the year 2000, after Jharkhand came into existence in 2000. In Jharkhand, the focus was mostly on countering trafficking which often translated into denial of autonomy and violation of human rights and very little was being done to ensure safety to migrant women. There was a critical need for a greater understanding on the issue of trafficking, from the feminist human rights perspective and violation of the rights.

The inception of Jharkhand Anti Trafficking Network (JATN) took place after alarming increment in trafficking of women and child from the state which clearly marked Jharkhand as a source of illegal trafficking industry. So in the year 2003 with support of C.W.S, 9 NGOs in 9 districts formed a group known as Jharkhand Women's Network (JWN) to act intensively on the trafficking issue in order to explore the magnitude of the problem and also to mainstream the issue as a gender based human rights violation, and rehabilitate the trafficked victims.

JATN is a state level network of 14 grassroots level NGOs working in 13 trafficking prone districts. 180 Villages of 18 blocks were covered by the Network members under Nine Districts which were Ranchi, Hazaribag, Chatra, Bokaro, Deoghar, Sahibganj, Pakur, Latehar, and E.Singhbhum. The Network also marked its presence at state level by raising the issues for Implementation of state women Policy and sensitizes the Govt. to recognize the issue of rampant trafficking of women & girl child from the state. To address the issue of Mobility in Rights based perspective common understanding was built upon among the JATN network members and their capacity & skills were developed to enable their smooth and enhanced functioning on the issue of right to mobility. There was clarity on code of conduct / membership criteria, and worked on basic understanding so that they do not stoop to STOP MIGRATION. Sensitization of CBO's through issue integration and mass sensitization program at community level along with advocacy and lobbying were held with convergence with stake holders like Govt. departments, media, PRI, Police, DLSA, JHALSA, other NGOs and Networks etc.

Through empowering community with rights, legal safeguard provisions, education and empowerment of the potential migrants and effective implementation of poverty alleviations schemes, JATN created a powerful community mechanism for keeping their rights preserved and protected from exploitation. JATN played a key role for promoting

Safe Migration and Right to Mobility of women and Rights to live and mobility was given priority as Trafficking was conceptualized not only as the rejection of rights post-trafficking, but also as a denial of rights prior the trafficking incident. In order to build the concept on the issue of Safe migration and Right to mobility, State level consultation and Series of District level campaign were organized by Jharkhand Anti-Trafficking Network (JATN) to sensitize the stakeholders, including authorities from Labour Department, Zilla Parishad, District Legal Service Authority (DLSA), Child Welfare Department, Law enforcement agencies, local government representatives, Education Department etc. and representatives from other networks, NGOs, media personnel covering 19 districts of Jharkhand.

JATN conducted a state-level research study in 2016 covering 11,195 households from 13 districts of Jharkhand to understand the magnitude of migration and mobility on trafficking and migration trends in Jharkhand as there were lack of credible data to develop strategies to combat trafficking and unsafe migration. The study tried to identify vulnerabilities that made people susceptible to unsafe migration or trafficking and resulting human rights violations. Information about these vulnerabilities helped to identify information gaps and strategize in terms of educational needs and to know about cause and effect of Migration from Jharkhand from their perspective. According to this study:

- ✓ **97%** of the government bodies affirmed migration in their area and ST households comprised major share of it.
- ✓ **69%** of the families surveyed felt the migration to be **good**.
- ✓ **78.86%** of the migrants did not face any misbehaviour or abuse.
- ✓ **21.14%** responded of facing physical and verbal abuse, inappropriate touch and misconduct during Migration and adolescent girls faced stigma by their communities after returning home.
- ✓ Nearly three fourth families (67.98%) said that Migration resulted in opportunity to work, economic development, and building awareness.

Magnitude of Migration and Trafficking

According to Global Human Trafficking Data, Jharkhand is the most victimized State as far the evil of human trafficking is concerned. JATN recognizes the right and importance of migration and mobility and emphasises that, safe migration is an effective approach to reduce the degree of vulnerability and mitigating trafficking without constraining the right to mobility and freedom to migrate. To promote safe mobility of women and counter trafficking there was a critical need for a greater understanding on the issue of trafficking, from a perspective of being a violation of the right to movement. JATN undertook this work through Joint programming, collaborative interventions, capacity

building, and supported strategic interventions, empowering community for safe migration and dignified reintegration of trafficked victims.

Perspective/ capacity building of JATN members

The collective membership recognized the need for technical support in perspective building and understanding on human rights, to ensure sustainability of the intervention and the initial years focused on setting up a strong network to work on the issue of trafficking and safe mobility in Jharkhand. To address the identified gaps strategic actions were taken and technical support was provided for building perspective on human rights, to ensure women were able to move, without facing the threat of trafficking. Joint Interventions, capacity development and greater common understanding of network members was built on movement and trafficking from a feminist perspective, within a human rights framework to ensure women movement in safe and secure environment. (Technical assistance and on field support from SAWF)

Planned Activities

SWAF played a major role and their technical intervention helped in creating awareness on human rights, Law, and livelihood experience. They helped in creating understanding on safe mobility and built the capacities of the JATN partners through continuous training, meetings, exposure visit, informative materials, and legal right information regarding safe migration.

Action Plan

JATN developed a long term Strategic intervention plan for Jharkhand. These capacity building exercises entailed hands on field training and continuous dialogue amongst themselves as well as experts. The training program covered issues to generate common minimum understanding among partners on: Network visioning and strengthening, Human rights, Legal framework and Strategic planning workshop. During these processes continuous reviewing and apprising of membership of JATN, and structure consolidation were done in terms of collective goals and action among network members. Exposure visits to other intervention areas (source and destination) that had demonstrated success stories on the issue were also envisaged. Awareness workshops with women leaders on Right to Mobility were organized.

Outcome

This helped in establishing JATN as strong and vibrant network for promoting safe mobility of women in Jharkhand to advocate the issue of safe mobility and counter trafficking through system strengthening in Jharkhand and resulted in emergence of a network based on the value of feminist principal and action with human rights approach to address the issue of mobility and trafficking.

Aims and Objective of the Program

- To build JATN as a Network
- To build common understanding, and develop the capacity & skills of the network members on the issue of right to mobility in Rights based perspective
- Empower community for safe migration and dignified reintegration of trafficked victims
- To educate and empower the potential migrants for keeping their rights preserved and protected from exploitation
- To make effective implementation of poverty alleviations schemes, develop livelihood and vocational skills for better employment opportunities within the state
- To create a powerful community mechanism to support the initiative and do policy advocacy and dignified reintegration of trafficked victims

Objective of JATN

1. Develop shared vision; promote convergence and solidarity in action in among members of JATN, establish relationships with local governments and panchayats.
2. Organize vulnerable communities and build their access to information on rights and entitlements and create awareness on safe migration at the larger community level.
3. Facilitate effective implementation of existing laws and policies related to promoting safe mobility and preventing trafficking and engage with related networks and agencies for greater buy - in of this approach.

Strategy of the Project

JATN strategized for effective implementation of government's poverty alleviation and development schemes, sensitization of state and district authorities for proper formulation and effective implementation of existing acts, polices and legal sections against agents of trafficking, empowering community with rights, and entitlements, and involvement of PRI. JATN went with some Intermediary Organization which extended continuous hand holding support in Perspective building / Capacity building to help the partners to grow into an independent and vibrant network working on the issue of safe migration and trafficking in Jharkhand and building linkageg with other networks and agencies working on the issue of trafficking in India and neighbouring counties.

Trainings - The JATN network partners went through rigorous training for the capacity building. These trainings helped in adding human rights perspective and conceptual understanding on Women Violence in Human Rights framework, Migration, Trafficking and Mobility, CEDAW analysis, international treaties and understanding the Prospective on Right Based Approach of JATN members. It helped in creating awareness regarding Major laws to safeguard Women's Right, Human Rights and its approach, Legal Provisions, National and International Laws, Women Centric Approach / Planning and Normative Standard and Analysis. Understanding was initiated on the issues related to domestic violence, child marriage, trafficking, property rights, rape, IPC, migration, ITPF, POSCO, human rights, fundamental rights, criminal law, etc.

IEC materials and documentary on safe mobility were published by Jharkhand Resource Centre along with the Helpline number issued by the Labour Department for the migrants so that the information could be accessed by community people especially the migrants themselves and their families.

The 5 years period of implementation of Safe Migration Program of JATN could be divided into two phase. The first was the capacity building for 2 years, during which the JATN members were oriented on safe migration approach through Workshop and went through rigorous trainings, perception development and capacity building on the concept of Safe Migration and Safe Mobility approach and International and national exposure visit. Work for 2 years envisaged safe migration through International and national exposure visit of JATN members.

The second phase was the current phase for 3 years, in which the network implemented the project named "Promoting Safe Mobility and combat Trafficking in Jharkhand". The highlights of this phase included District level workshops on safe migration, Panchayat level survey on migration, Peer-learning visits, exposure visit of partners and case workers, formation of Migration group and Forums, Case work and Fact finding activity etc. Inter district convergence were held with like minded civil societies besides Convergence with panchayat, block, district level officials (labour department, ICDS, CWC, AHTU, Police, DALSA etc).

During this phase JRC was established and it provided all the hand holding and legal support for effective implementation of this program and helped in District level networking & co-ordination. Monitoring of the activities were held through regular review meetings, feedbacks, by JRC and submission of monthly, half yearly, and annual Physical and Financial reports. Solidarity among JATN network could be observed through rigorous orientation, training, exposure, Peer learning & review exercises. Materials for IEC / wall writing were developed and newsletters published to promote the concept of Safe Migration and Right to mobility, etc. Training and capacity building

provided by JRC, AALI etc, helped in the efficacy of the case worker. FLWs and PRIs were sensitized and the CBOs (SHG, adolescents) and other stakeholders' intervention through her went well.

Working modality- Activities undertaken for JRC Strengthening and to promote the Safe Mobility in Jharkhand among the JATN partners included District and State level workshops, meetings with the Stakeholders, workshops, exchange visits, etc. District level workshops were held in the first year of the program in the 13 districts and 3 state level workshops were assigned out of which 2 workshops have been conducted and one remains to be done. 12 IEC materials of different types were published and JATN newsletters is released every quarter and circulated among the network partners. Exchange visits were held which included Adhikar (Bhubaneswar), **HLL**- Human Liberty Network (Rajgir) and Sanjog (Kolkata) and to Wooreck (Nepal) which provided exchange learning.

Addressing challenges

1. Sensitization / interface/ sharing meeting with Govt. and other stake holder/ agencies / networks , police , PRIs, media, WCD, JHALSA, ATOs, community / gram sabha, mediator, labor supplier, placement agencies and other stakeholders on rescue , rehabilitation
2. Consultative meetings were held and very sensitive approach was adopted while dealing with the migrant workers & returnee migrant / survivors –providing legal, medical, socio – psycho support to survivor. Returnee migrant were involved in mass mobilizations
3. Integration of safe mobility components were included with other interventions for SHGs/ Adolescent, Youth Groups / and CBOs
4. Setting up of effective and functional Information centre at transit points like bus stop, railway station and panchayat level and district level, and other vulnerable locations with Phone number to access in case of any need
5. Evidence based initiatives were taken/documentated and publishing of Brochure / news letter. IEC materials/ Documentary were released on safe mobility (in local dialect also)
6. Formation and Empowerment of the migrant forum

7. JATN organised Organization Development, under the headship of ATMA Foundation which is an ongoing, systematic process of implementing effective organizational change and performance to create a best fit for the organization

CASEWORKERS

JATN initiated the field level interventions with the help of Caseworkers who helped in interacting with the community, and provide them with advocacy, information or other services. The caseworker created understanding, awareness and deliberates upon trafficking, safe migration and violence issues and motivated /provided counselling to the survivors and their families. They provide information on safe migration to young groups and community women through the help of SHG and adolescent groups. Since the Caseworkers were the closest to the community, the JRC was continuously in touch with them, through maximum interaction, review and regular meetings to discuss their progress and problems. They were provided Peer support, and exchange and exposure visit with other organisation were organized for effective learning. Last year peer learning exchange had been done in which each organisations went to other organisation to examine their performance, best practices, weaknesses and implemented the best practices in their own organization. During the review meetings of the caseworkers, in case of any problem with some caseworker then other caseworker from different organisation deliberated upon the remedies. The case worker has gone to exposure visits to Calcutta, Bhubaneswar, Hazaribagh, and Ranchi office etc.

TRAININGS -The caseworkers received capacity building training from JATN and Srijan Foundation on safe migration which included information about the laws and rights, Safe migration, fallacies of trafficking, objectives of JATN, working methodology in the field, Fact Finding /Case Studies, tackling police and legal matters, zero FIR, case development, preventing trafficking and promote safe migration with rights, information to be shared with the community and adolescent, and precautions to be taken during fact finding and case work including how to take the victim into confidence, deal with rape victims etc. improved their ability to manage trafficking prevention campaigns. These training created environment for capacity building, learning and discuss upon various issues. The Organisation Heads were called upon to provide training and guidance to the caseworkers.

The caseworkers have gained confidence of the people and were approached to support and guide during cases related to trafficking and migration and to implement the process of legal justice in such matters. In case of some incidence, mishappening or problem they immediately contact the case worker and seek her help and guidance.

Capacity Building of the Caseworker

Initially the caseworkers were not much aware about legal matters and were hesitant to conduct the SHG, adolescent and stakeholders meetings and meet and communicating with the government officials but with capacity building they gained knowledge on legal matters and confidence to deliberate upon safe migration issues at any level. It took one and half year to understand the concept of safe migration but gradually they are able to single handedly deal with situations and delegate with CWC, AHTU, DALSA, etc. Though not completely but they have been able to organizing the community and communicate with adolescents, stakeholders and administration and are able to deal with legal matters to some extent.

1. The Case Worker has been provided rigorous training and vital information on SM. They said that they got the opportunity to learn a lot and a better environment to work. She also got training on fact finding and dealing with the victim, their family members etc.
2. The case worker in Simdega seemed to be very well known among the village and community members and the stakeholders. All her files and registers were properly maintained. Use the charts and IEC materials were used during the meetings to explain trafficking and safe migration. The case worker was very active which was apparent by the discussion held with the stakeholders at the district level.
3. Earlier even the AWW did not co-operate but after some positive results and outcomes they have started giving support and have faith on the case worker and trust her. In case of child marriage when they get information from the community they go and prevent it.
4. The village in Dumka is dominated by santhal community and ST members. On a rough presumption it was said that out of 100 people 80 of them migrated.

END TERM REVIEW

Jharkhand Anti Trafficking Network 'JATN' has been working to address the issue of trafficking of women and children in Jharkhand for the last 15 years. During its journey it has gone through a paradigm change in its approach and has shifted from stop migration approach to safe migration. The shift was based on the understanding and perspective building of right based approach of JATN members which was facilitated by Women's Fund Asia (SWAF). Based on the new approach on Safe migration and secure mobility JATN implemented a project named “promote safe mobility and protect from trafficking in Jharkhand” which has been supported by the Hope Foundation and implemented in 13 districts of Jharkhand.

JATN as a network is on the verge of completing its 3 years after its transition and also completing the implementation of the project. JATN is in a stage of leap into new phase, where it needs to have a renewed fund for better and in-depth implementation. This gave rise to the need of conducting an End Term Review, to understand the holistic situation of the network and to analyse what has been the achievement and where does the Network stand at this point. How much had been the awareness on Trafficking and dissemination of the messages on Safe Migration in the community. What have been the reflexes of the Local Governance on Right based approach and how have they supported. What has been the legal assistance, help in rehabilitation, and role of administration. What were the limitations or flow in the project design etc?

The end-of-project evaluation covered implementation period from October 2015 to October 2018. It focused on the extent to which the project has achieved its objective of reducing trafficking vulnerabilities among Migrant communities through awareness, and support. The main objective of the evaluation was to gain a clear understanding of how and to what extent the project has been able to achieve its overall objective and key results.

Objectives of the End Term Evaluation:

1. To determine the relevance, effectiveness, efficiency, impact and sustainability of the project as an approach to protect migrants from trafficking and exploitation and providing an effective response to the migration challenges;
2. Assess the extent to which the JATN applied gender and human rights based approaches; and the extent to which the approach contributed to programme results, and the sustainability and scalability of the project.

Purpose of the Evaluation

The evaluation broadly aimed to determine the project's impact, effectiveness and results as measured against the goals, objectives, outcomes, and outputs set forth through the grant agreement and monitoring and evaluation (M & E) plan. This external, final performance evaluation was designed to measure the effectiveness of the JATN Project as well as assess the sustainability of project activities and the efficiency of project implementation and to draw lessons for the design, and implementation of future projects. End term evaluation was in-line evaluation and has been based on results and overall achievements, their impact and the extent to which they have supported the project goals and objectives. The relevance and sustainability of the achievement (output, outcome and impact) made by the project was evaluated besides transparency, efficiency and effectiveness of the methods and approaches adopted by the project to implement the activities. Special attention was given to assess the basis of the sustainability and mechanisms (systems, coordination, linkages and networking) built and impact created by the project. Coordination between the concerned line agencies in the project districts was explored.

The evaluation investigated as to what extent the JATN Project has been successful in strengthening the capacity of communities to prevent unsafe labor migration from Jharkhand; enhancing and standardizing the care of victims of trafficking and labor migration abuses; and strengthening the capacity to prosecute traffickers and trafficking related crime.

The purpose of the end term review was:-

1. To understand the network as a whole, it's functioning and present situation. The review encompasses the learning, achievements and failures that the network has gained from implementing the referred project at various levels regarding trafficking, unsafe migration, the approach of safe mobility and migration.
2. To enumerate the learning that the network has gained from implementing the project at the community level and with the stakeholders regarding trafficking, unsafe migration and the approach of safe mobility and migration.
3. To understand the need of the community to address the issue of trafficking and unsafe migration and suggest JATN in the area of development and draw a blueprint of future strategy.

METHODOLOGY

To conduct End Term Review of the JATN network and the project “promote safe mobility and protect from trafficking in Jharkhand”, a participatory, and qualitative methodology were undertaken combined with document review, Focus Group Discussions (FGDs), Key Informant Interviews (KIIs) with the help of semi-structured and open ended questionnaires. This was an In-line evaluation and work has been done at multiple levels in totality to access information, opinion and perspectives of targeted groups for the analysis of the project implementation, and obtains insight into the effectiveness of the programme implementation, to present a holistic document. A total of 24 KIIs, and 13 FGDs were conducted. The detailed methodology and sample is contained in **Annexure 4** of this report. The evaluation methodology approach included:

1. **Desktop Review of Key Documents and Initial Analysis** - An extensive review of relevant document and literature study including the project proposal, reports, and instrument design, etc. were done to develop an initial response to the questions and to design tools for conducting KII and FGDs. Good practices and available resources (training manuals, IEC materials) were collected, and existing work programs were strategically collated and entry points were identified.
2. **Designing of Data collection instruments** - Based on the documents reviewed and KIIs, the evaluation tools and separate instruments were developed. Key themes were explored with the insight into the programme’s effectiveness, efficiency, relevance, sustainability and lessons learnt including good practices of joint programming.
3. **Field Visits-** Travel to 4 implementation districts of partner organisations of JATN was done for gathering onsite information for evaluation from 24th August to 24th September 2018. The evaluation study area was selected on the basis of different Zones and performance. The Network Partners selected were SMVM (Chakardharpur), Sahbhagi Vikas (Simdega), Lok Prerna Kendra (Chatra), and Lahinti (Dumka).
4. **In-Depth Interviews** - Extensive consultations and IDI were held with the Organization head, Caseworkers, Program In-charge and other members of the JATN Network. KIIs were also held with stakeholders, network members and community leaders (such as Mukhia, AWW, Munda (Village head), Ward Member, Panchayat Pratinidhi, AHTU officials, etc.), to gain insight into the relevance, impact and sustainability of the programme.

5. **Focus Group Discussions** - FGDs were conducted with the SHGs, Adolescent groups and Migrant forum at the community level in the targeted regions and JATN partners at a workshop in JRC and involved participatory discussions, observation and analysis. Information on the basic components of the respondents was collected through a structured questionnaire focusing on JATN's implemented roles, responsibilities and impending repercussions.
6. **Data capturing, quality control and analysis** - The FGDs and interviews were captured in Microsoft Word and the Local language interviews were translated into English. The data from the focus group was used to triangulate the information obtained during the KIs. The facts generated through the interviews were used to contextualize, interpret and analyze for the purpose of evaluation and were followed by consultation, report writing and submission of the Final draft.

The sampling of the ETR involved the following broad categories of respondents. Organization Heads, Caseworkers, SHGs, Adolescent Groups, Migrant Forums, Stakeholders and program coordinators of JATN.

For the purpose of study the districts were selected from 4 zones of Jharkhand					
SI	Regions	District	Block	Village	Panchayat
1	Kolhan region of West Singhbhum	West Singhbhum	Chakardharpur	Baghmara	Kenke Panchayat
2	North Chotanagpur	Chatra	Simaria	Gothai and Hafua	Bagra Panchayat
3	South Chotanagpur	Simdega	Thethaitangar	Kasdega	Tukupani Panchayat
4	Santhal Paragana	Dumka	Kathikund	Pakerdih, Aamjhari	Padma Panchayat

Assignment outcome- A compiled report of the findings of the evaluation of the strengths and weaknesses of the JATN and network, areas of improvement and the impact of the field level implementation of JATN, highlighting both the gaps and strengths and suggestions to mitigate the gaps.

Limitations – The main limitation was that not all interviewees possessed detailed knowledge of the JATN. However, this did not impact negatively on the data because a wide range of stakeholders were included. The SHGs members at some places were reluctant and were only able to speak upon instigation and at some places they could not answer some of the intensive questions related to Safe Migration as only the male members migrated from their village. The participation of SHG and Adolescent group members were less in Dumka due to the ongoing football match in the vicinity and profuse rain.

SITUATION ANALYSIS

Situational Analysis

The final evaluation presented in this report covers overall phases of the Safe Migration programme, which was funded by the Oak Foundation and implemented by the Jharkhand Anti Trafficking Networks partners. The programme was implemented in partnership with the 14 NGOs in 13 Districts between **October 2015** and 31st October 2018. The final evaluation attempted to assess the relevance, results achievements, effectiveness, efficiency, impact and sustainability of the programme. The evaluation, criteria-wise analysis, findings, and conclusions have been presented in the subsequent sections:

Migration is profound in Jharkhand due to persistent poverty and lack of sufficient livelihood opportunities, at times resulting in absolute Trafficking. Migration has become a trend and deep rooted in the culture of the area, and Trafficking both physical and economical has been associated with migration and people have been started realising it as a problem. People migrate from almost all the parts of the district and most of them come back during agricultural season and go back again during the lean season under the influence of the agent/ dalal/ thekedars. Half of them come and the other half goes and it is like a cyclic motion. Most of them pre- book the tickets and reservations are done accordingly based on the seasonality of the crop and monsoon. The recent trend shows migration of large number of adolescent girls going to work as domestic help in big metro cities. In some places even though to some extent the economic crisis is not any issue but still people go to fulfill their other needs, aspiration and seek a better life.

The initial implementation of the Safe Migration program has been piloted in a very small area by JATN but understanding on the introduced concept of safe migration and Migration as their right could be observed during the community meetings but trafficking is still at large and the implementation of registration and green and red card is very poor. The agents are not outsiders but local relatives. Under the influence of the Agents even the parents want their children to go out and earn.

1. Simdega has most cases of trafficking and traffic victims could be found at large. During the period from 1st January 2018 till September 18 approximately 37 girls have been victim of trafficking.
2. There is absolute trafficking and migration from Paharpur, and many of the migrants are traceless. They are ST and belong to Santhali community and were unaware but now after the intervention they have understood. On 22nd of August four teenagers, three boys and a girl had migrated and were rescued. They were informed about safe migration and have been provided with phone numbers of the SHG group, Mukhiya, NGO, Police station etc.

Situation of Migration / Trafficking in the Area

The trafficking situation is pathetic in the Dumka region which is dominated by santhal community and ST members and most of the households migrate. There were only very few people in the village who do not migrate. On a rough presumption it was said that out of 100 people 80 of them migrated. Most of the male members went out to earn to big metro cities and women and children migrated to neighbouring states like West Bengal, U.P and Bihar etc. There was lack of employment in and around the village in non- agricultural seasons. In Chatra earlier the migration situation was really bad but now things have improved in the past years since they have started working on safe migration. The community considered safe migration to be better as in unsafe migration there were tremendous tribulations and loss of money. It was said that safe migration should definitely be promoted as People would be safe if they migrate through legalized channels, with information on their rights and with proper registration before going out to work.

Recognition of JATN – It was observed during the Field Visit that JATN has effectively made its position, established itself and widely recognized as a network working on Anti trafficking, Safe Migration and mobility rights of women. The NGOs had been working on women issues and trafficking even earlier and women's right and safe migration was a new issue for them and the vision and objective were very commendable. Migration was going on even before but safety was a very big issue and many challenges came. Awareness and concept clarity was enhanced with the shift in paradigm regarding safe migration. It was a good show and quite a transition because till now deliberations had been on stop migration and from there endurance for safe migration. They received very good response from the public but there have been some challenges as how to work in a better way on safe migration.

1. The percentage of women migrant going to Bengal is high. The migration from Agricultural dominated areas are floating type i.e. migrants come during the agricultural season or harvesting season i.e July to February, March to May and go back again for work.
2. In Chatra most of the migrants go to Sasaram, Dehri- on- Son, Chapra, etc. to work in the brick- kiln and in case they face any problem there they would just run away. The villagers do not speak up or retaliate since they have taken advance from the agent and since they are illiterate they do not have a proper account system "Hisab-Kitab". Though some of the agents are helpful but if the migrant group find themselves stranded they run away from the work field and start working somewhere else.
3. Goelkera of Sonua panchayat of Chakradharpur block where the NGO is working on safe migration is notorious for trafficking and migration and for six months during the off agricultural season the entire village is empty and they go to various destination for work. No adolescent boys and girls could be found to be there as they migrate. Only the women members remain besides some stakeholders.

The initial two years were spent on building relationship and awareness and concept clarity was enhanced with the shift in paradigm regarding safe migration and since last six months to one year the development has been better. Even at the district level the last three years were spent on rapport building and with frequent change of the officers it was start from scratch once again. The registration process started and has been implemented from district level to village. The Network partners visited and started working in very remote villages where even the government machineries were reluctant to intervene.

They have been able to build their recognition at the block and district level in the past three years and came on one platform and the overall picture reflects that the Network has gained recognition “pehchan bani”. Capacity building of the partners was being done; and along with safe migration they were working on various aspects of women, adolescent, and gender issues. Case studies served as an example for others and people came forward and approached the caseworkers with new cases. Though they have been working for 3 years they have been getting better result only from past six months. Camps were held and they visited and started working even in very remote villages having alarming rate of Migration and poor development mechanisms.

Community Response - When JATN deliberated on safe migration with rights the community took it positively though gradually because earlier the practice was of stop migration. Women migrants have been able to understand safe mobility which emphasize on migration with rights and know JATN and its objective. Understanding has been developed on self defense, and other safety measures, its legal aspects, norms and facilities at the work place so that it is not a forced migration but to go with knowledge about rights. There has been a change in community perception. Now village community members where they have intervened have gathered information on Rights and safe migration. Messages have been forwarded, and women have started to organize and going in groups for registration and implementation of even other Government social security schemes like ration card etc. In some cases the Dalal approach the case worker for registration and migration card when they are going with the migrants.

But still now some people do not share and hide their travel few of the women migrants attributed the patriarchy system as a cause behind unsafe migration and the fact that all the major decisions of migration like place and nature of work were taken by the male members. The lackadaisical approach of the government mechanism in the state resulted in sluggish service delivery. Though the Registration Forms have been filled and submitted but

“Though we have been working for 3 years they have been getting better result only from past six months. They have been able to build their recognition in the past three years to some extent. At the district level they came on one platform. Case studies served as an example and people approached the case worker with new cases.”

NGO Head

still it has not been signed by the concern authorities. There have been some challenges as how to work in a better way on safe migration. New inputs were needed like legal matters, advocacy, and inter-sector coordination, enhanced and better “Prachar Prasar” through other means, enhanced wages of the case worker etc. The three years were just the beginning and the project does not continue for 5 - 8 years it won't sustain and progress would not reflect, hence planning should be for longer duration for better impact.

Managed the Implementation of activities- The JATN partners were able to manage and implement all the activities properly and the outputs were well achieved within the stipulated timeframe. The monitoring, and evaluation arrangements of the program were appropriate and the project **adequately documented, reported and disseminated information** on what it is doing or has achieved so far. Deliberating upon the potential and options for replication and knowledge sharing it was said that successfully promoted innovations were somewhat documented and shared.

RELEVANCE

The relevance of the programme was assessed against two dimensions: relevance of objectives and relevance of approaches. The programme was designed on rights-based approach, mainly to provide opportunities for the Migrants and their families to claim their rights to access and utilization of information and services on safe migration.

Enduring progress has been made towards achieving the project's overall and specific objectives and activities have been well implemented, managed and the outputs achieved both in quantitative and in qualitative terms. The project progressed and the activities were conducted as per planned timeline – including preparation, planning, to implementation. There was a good fit between activities and project results. This was a journey against the flow as earlier the emphasis was on stop migration and now it is on safe migration. Earlier they were not much attached which safe migration and two years were spent on creating an understanding. Workshops were organized at the district level to change the perception of the officers but generally the administrative officers frequently got transferred and this was a challenge to reorient the new one. But at the ground level a new beginning and understanding started from the village to the district level regarding Safe Migration. These initiatives let the government to believe that it is useful and this thought process was shared with the Upayukt, at the DC level, DALSA, and Administration etc., to establish that safe migration is good, and an equitable process.

Relevance of the Safe Migration Approach

It took more than 1 year time period to create understanding on the concept of safe migration. There were lots of debate, discussions, controversy, and argument during the transition and transformation from the Stop to Safe migration. The period was quite struggling so much so that the organisation was at times accused of being agents of placement agencies. In fact even the Government mechanisms were adverse to migration and professed that if people didn't migrate no atrocities would happen. They had to strive and struggle a lot to create understanding on safe migration among the community members.

From the analysis it can be said that even though not 100% but they have achieved significant change in perception and awareness. People go due to no alternative opportunity for livelihood and the migrants have now realized the atrocities they have faced over the years like irregular payment, discrepancies in work like taking the labourers to iron industry instead of brick kiln, less salary etc. People have now started to understand the promoted safe migration concepts migration as their rights.

In Simdega it was said that activities were implemented but the expected result did not surface due to poor implementation of government schemes like registration, and lack of coordination among different departments etc. But the concept has been introduced in the community and people have become aware on steps to be taken for safe migration.

The NGOs were able to achieve the output and advocate upon safe migration wherever possible though there were some exceptions and lacuna as people took time to be associated with the new concept. To bring the migrants together was a tough task but now they have started understanding and as observed during the midterm review, agents /dalal were added to the migrant forum group. The network partners were able to accomplish the task and deliverables and things have been timely achieved.

Though the migrant group, stakeholders understand safe migration and their right to work, the development is lagged due to lengthy Government mechanism and poor service delivery and implementation. Monetary interest was involved in everything and at every level and the red-tapeism

Recently a team of labours were going to Bangalore for training under Deen Dayal Upadhyay Yojana, a Government schemes for Kaushal Vikas were forcefully intervened and prevented from going even though all of them were above 18 years and with proper documents. The agent was taken to the police station. Similarly another group of labours were prevented, from going to some similar training in Jamshedpur. Many of the migrants were abused physically at the Dumka Bus Stand and Railway Station and were forced to return back. The SP, CWC intervened and stopped migration. Agent/ guardians were stopped and were taken to the police station. After much interrogation they were released and allowed to go.

made it difficult for any ordinary people to meet such demand. Labour Enforcement Officers were over burdened and less in number which results in slow service delivery and the registration process. There was need of advocacy in such places because Migrants expectations from the system have increased.

But one positive aspect is that people have started discussing on safe migration including the salary, and safety measures. There has been a change in perception and awareness. “Ek Mahol bana hai” at the community level. They have understood the significance of safe migration, telephone numbers and legal support during some problem whereas earlier people went with anyone who came to the village and approached them.

In some places like in Chatra there were some problems and to call the community members was a problem and had to be ardently persuaded. Besides the number of community meetings in agricultural and festival season was quite less as these were entirely agricultural belt and they didn't get any audience or group participants. But they have good rapport with the Labour Department and other stakeholders and are invited in the meeting. They are directly associated with the organisation and provide support. This program involves lot of risk as the local agents thought that their source of earning is being stopped. So the inventiveness was to gain their confidence, indulge them in the program and communicate with them. The agents were encouraged and commended for their role in providing employment to the villagers but were asked to take the migrants with proper registration.

Relevance of the Objectives

The project plans, design, objectives, and the activities were realistic and strategic interventions were 100% relevant to the present scenario, beneficiary requirements, and met the identified needs of the target group. Earlier the organisations were working on stop migration but JATN talked of safe migration with rights because if the migrants have the caliber they should not be prevented from going out to work but to go with proper information. The activities were participatory and strategically planned like establishment of the JRC, capacity building of the partners, training of the case worker and second line functionaries, organising collective or group activities at the village and community level were held according to the plan. It has been very clear, relevant and useful.

It can be said that JATN has achieved 70 -75% of its objectives especially like the focus network, shared vision, common stand of the network partners on the issue etc and as a network they were on the right path but lacked behind at the level of convergence with the government and were not able to achieve the requisite as a network.

In terms of outcomes and impact, the evaluation has found that the JATN activities have contributed to improved capacity of migrants. Furthermore, the awareness raising activities have contributed to higher level of understanding amongst targeted groups. The awareness level has increased in the project area as the activities were held according to the plan and design and it took 2 years for the capacity building and to create awareness but more was needed to be done. There were 2 aspects of this program Safe migration and Advocacy. The community should get rights for Safe migration and the initiatives have been started by the government mechanisms and result of 2 years of effort is visible. They tried their level best to work in their respective areas of intervention and it can be said that they have been successful by 40 to 50%. The organisation gave priority to participatory approach and the interests of the project beneficiaries were taken into consideration.

There was one drawback that not much input was given or proper advocacy was done at the state level due to some lacuna in the effort. More inputs and State level advocacy was needed as more policies have come like Registration cards, Trafficking of Personal Bill etc. Placement Bill is still with the Governor and advocacy needs to be done as how to implement it. Pressure should have been put upon the government for better implementation. The implementation was not done in a regular manner as it should have been done. There should have been regular intervention at the district level to put pressure. There was regular need for communication as far as Trafficking Act was concerned but it was not done so. Even the government mentality was that they would provide job locally and did not want the migrants to go out to work at other places.

The objectives of the program were relevant but the amount of corporation which they needed was not provided from the administration and policy makers. Lack of officials in the concerned department was a big challenge and reason behind lacuna in proper implementation of the program. To implement it thoroughly, a lot more has to be done in the program and it was not an easy task to achieve them in such short period. This should be effectively implemented and propagated further and should be carried forward with better implementation. There should have been more intervention at the community level as they were not able to fulfill the needs of 100% of the migrants. There should have been more interaction and intervention of the PRI member in the program for better intervention.

Though they get cases from entire district but the implementation was at a very small scale as the NGO is working on safe migration in a very small pocket area. It is the new agenda and there is tremendous need to expand it. This program should be in the agenda and implemented at the district level as well so that more and more people could be made aware.

Implementation of activities and achieving the project's objectives

The project design, method and approaches of the project (including synergies among activities and services, project management and execution, supervision and implementation support, and M&E arrangements) were appropriate for achieving the project's core objectives, fulfilled the vision and were quite satisfactory and relevant from the community aspect.

Specific Objective -1: Develop share vision, promote convergence and solidarity in action in among members of JATN, and establish relationship with local government and Panchayat

NETWORK STRENGTHENING

While being effectively orientated on SM approach by SWAF (now Women's Fund Asia) JATN Project has been successful in orientation, **strengthening and effectively develop the capacity of its Network partners** through rigorous trainings to implement Safe Migration campaigns and programs and prosecute traffickers and mitigate trafficking related crime to quite some extent. Arduous efforts were taken to strengthen the Network and Capacity Building Programs and training workshops/orientation were conducted to acquaint the members with deeper conceptual clarity on the issue and enhance the participation of the Network partners. There were two wings in the capacity building and orientation of the network. First was Organisation Head of the Network partners who met frequently and discussed all the activities within the network like General body meeting, Core committee meeting, discuss about the their orientation and other relevant issues on safe migration and Mobility Rights whenever and wherever they come together. All the significant discussions were taken by the network members through participatory discussion. They advocated for removing hurdles during migration and stood against usurpation of rights. At times some NGO organisation even though working on women issues were unable to come up with women cases then the modality of the deliverance were questioned upon but focus and working with women and adolescent related issues like safe migration, preventing trafficking, and Human liberty were insisted upon throughout.

To keep the network partners on one platform every information and data etc were shared through mail, and WhatsApp and discussion were held across the table. Four quarterly meetings were held, besides there was minimum 2 core committee meeting in a year. Besides there is a second wing that is Caseworker with whom interaction was at the field level and the activities and cases related to safe migration and trafficking were dealt through them which were disseminated to the community.

The program has been very successful in building the capacity of the network partners through regular trainings, and orientation, capacity building and other related aspects from time to time for better clarity resulting in tremendous change in the thought perception and methodology. The network journey on safe migration which started with 17 to 18 partners had 13 to 14 partners remaining in the end. Those who did not comply or could not transform their mechanism or change in their thought, perception or concept had to leave the Network. Inventiveness for strengthening and developing the capacity of the network partner to implement safe migration is going on at their individual level in small pockets and exposure visit helped them to conceptualize safe migration in a better way.

Developing shared vision - JATN has established its impact as a network working on Safe Migration, at the state, district and blocks level and is being consulted in the matters related to migration. The relationship among the members of the network is very amicable. The JRC gives tremendous support and helps in the field work, and in matters of documentation of case work and case studies. The JATN partners have very positive relationship and corresponding with each other quite well.

Promoting convergence and solidarity in action among members of JATN – There was absolute participation of the NGOs partners in the Capacity Building Programs and enormous efforts were taken. Frequent Training workshops/orientation were conducted from time to time like OD process, training through Donor agencies, Chetnalaye, Aman Network etc. to acquaint the members with deeper conceptual clarity on the issue to strengthen the Network and enhancement of confidence. The output could be seen and with training there was significant understanding on the worthiness of individual's rights and choice.

The entire process of JATN was of 2 + 3 years during which everybody laboured hard. The NGOs and the Network gained position, recognition and created an identity for themselves in the state and even outside as the Network working on safe migration and trafficking issues. The initial phase and process of JATN was a learning experience and they learned a lot while doing work. The conceptual clarity helped in the regular and rigorous capacity building of the first line and second line of functionaries. They are aware about women's right, safe migration and have complete clarity on why they want to do it. Though there have been challenges but they were able to accomplish success in the entire process. The partners ascertained that the systematic work accomplished in this system and the effort and efficient way in which the secretariat diligently worked on reports, mail, casework, data, and documentation etc., could not be found in other network. It was an ongoing process and all the members of the Network and JRC worked rigorously and were able to create understanding upon this issue at the village and the community level. The program helped in creating development and

understanding and building confidence among the community people regarding safety and that migration with right.

The member of JATN had better coordination, and good experience, and the three year period was marked with enhanced contact and communication with the network partners and they worked amicably starting from the project design, to the implementation at the field level and helped each other during need. The dynamics of their NGO has improved through peer learning during field visit for and also disseminated vital information in their organisation. While working as a network they gained strength and a sense of solidarity as they were able to share their work experience and perform in a better manner with efficient implementation of work. There has been transparency, good contribution and complete participation of all the network partners. The project coordinators and JRC provided utmost support and timely information to the network partners. Srijan Foundation took special effort to provide harmony in the Network and in case some minor differences erupted they were immediately sorted out. Fact finding, evidence documentation have been done properly and though the documentation process has not been up to the mark and needs more efforts but things are improving gradually.

There has been joint repatriation among the network partners like Gumla and Simdega of 2 – 3 children with the help of the case worker. Similarly Network partners from Godda and Simdega have worked together in some of the cases. The coordination among the network members is quite good and whenever needed they help each other. Organisations visited Gumla for peer learning as it was doing good work there.

Expected result and outcome

JATN recognised as a key knowledge and practice partner by government, related networks and agencies

Though this is a small program, functioning in small pockets, but JATN has been recognised by the related Networks, agencies, media and Govt., at the state, district, block and village level since no other NGO is working on safe migration in this area. The government officials are aware of the project and officers from administration, **DC, SP**, labour Department, police, **AHTU, CWC, DSWO, DALSA** had participated in the district level programs conducted by the Network. There has been much appreciation of JATN for its safe migration approach and as a key knowledge and practice partner by Govt., related Network and agencies and Rights based network in **GAATAW** (Global Alliance against Trafficking of Women), **HLN**- Human Liberty Network and in **SAWF**. Besides JATN represents as a partner from Jharkhand in a network of around 8 States, in the interim working groups doing advocacy on trafficking of Person Bill at the national level.

At the state level JATN is associated with FEM Forum to Engage Men, JUMAO Manch, and IBTIDA Network which are very old networks of Jharkhand. Besides through JATN, JRC has also served across State as a resource agency like in Purulia as a convener and has taken or organised training session under safe migration and mobility. Mukthi Karwan from Delhi held a campaign for child rights and child protection in 14 districts of Jharkhand and since Sahbhagi Vikas is working on migration issues it was invited by the organization to deliberate.

At the district level there has been better coordination, convergence and relationship of the NGO partners with the Government and AHTU whether during filing of cases or in other matters. Convergence at the state level has been done with the department but not much effective where as at the district level implementation of the Red and Green Card has started taking shape with the help of the Government initiative after the convergence as in Gumla, Koderma, Simdega Chatra etc.

Organisations from other States recognise them and approach them since they were working on safe migration. The NGOs are called upon to give training on Safe migration issue by the administration, Labour Department and police during some relevant programs to deliberate upon the safety issue.

In Cakardharpur there is paucity of Rojgar Sevak/ Employment officer therefore SMVM was approached by the Government whenever they face trouble in organising people or migrants on one platform. In Tukupani of Simdega Sahbhagi Vikas has provided registers to the ward member to keep the household records of hundred houses under him as details of these houses are known to him. In Chatra they call the villages and mukhiya, sarpanch, ward members to attend meeting and though they did not get much help from the PRI in some village but in other villages PRIs are active and they help and explain the villages in their own language.

Primary field evidence JATN and other agencies to respond effectively to needs and aspirations of communities with focus on women and children

The JATN Partner Organizations were able to provide information and awareness about Safe Migration among community members and prevent trafficking to some extent. To implement it they organized sessions and meetings with the community, SHG, Adolescent Groups, Migrant Forum, and linked them with the program. Meetings were held with the stakeholders at the district level and deliberated and shared their concepts and activities.

CAPACITY BUILDING OF THE COMMUNITY

JATN Partners **organized various activities related with Safe Migration** and created intensive awareness at the larger community level through the caseworker who conducted meetings and discussed issues related with trafficking, safe migration, gender differences and discrimination with the community members and the stakeholders. The caseworker won the confidence of the people after discussing icebreaking issues and developing cordial relationship and thereafter the pragmatic side of the safe migration issue and the significance of the subject was discussed. Initially to provide awareness at the larger community level the case worker contacted Munda / Mukhia / Village Head and briefed them about the program so that they could get a rightful introduction with the community members and understand the schedule of the community members and about the SHGs and the Gram Sangathan so to select appropriate time for intervention and propagation of the safety issues during commuting and at place of work. Since economic dissatisfaction was palpable and people were burdened with loan, the case worker helped and motivated the community women to form SHGs and enhance awareness in the existing ones. Therefore many SHGs were formed to help the marginalized women and to safeguard the migrants.

With the impact of counselling, meetings and awareness among the women migrants there has been appreciably good community response and some of them have understood the significance of safe migration, and the survivors have become aware. The women migrants are not looked down upon or stigmatized. Earlier when the people migrated along with their families they used to go without any prior notice and just disappeared all of a sudden without informing but now they inform the migrant forum, SHG groups etc. The project activities have benefited from the engagement, participation and ownership of local communities and they now have access to adequate training for sustaining the gains of the project. The differences could be seen among some of the migrants as they go now with full information.

JATN could respond to the needs and aspirations of the communities concerning with safe migration with focus on women and Adolescent and was successful in creating favorable and appropriate environment and awareness in the community, strengthening their capacity and changing the community perspective through building their access to relevant information on rights and entitlements. The community People became aware of the various aspects of safe migration and they raise their voice if any discrepancy in the payment system was brought to notice. Change could be seen as some of the women are engaged in income generation schemes like mushroom farming and other schemes. Even after the organization withdraws from this program their perception would remain intact and they said that they would strive to remain safe.

Some of the significant impacts were:

- ❖ People became aware of their rights and safety

- ❖ The registration process started in some districts.
- ❖ The migrants were able to keep themselves safe with better understanding.
- ❖ The dalals were identified who were mostly relatives and from the village itself or nearby.
- ❖ Adhering the community through some income generating schemes and programs like mushroom farming, soap making, cultivation through Sri farming method, stitching etc resulting in long term gain and impact.

The project **empowered** the rural poor particularly the women migrants and they now play more effective role. Earlier SHGs had closed down and the caseworker made SHGs for providing economics strength and creating awareness on safe migration. During the FGD the women migrant said that they were aware regarding their knowledge about rights, salary, migration destination, facilities to be provided. They were aware about whom to approach for support when there is some violence or any other problem. But this awareness was not much widespread and it can be said that the success rate is around 50%. People have become aware but still there is lot more to do.

Registration and Labor Cards – Registration prior to migration has been indicated as a safety measure had been vividly explained and the migrants were expected to abide. In Kenke Panchayat of Cakardharpur Block, registrations of all the migrants have been done in all the 10 village where they are working and in Chatra registration has been done by only 5 - 6 people who migrated. Though the migrants have been informed about the registration in Panchayats but there has not been much achievement in the implementation of the red and green Card. The “Shramik Mitra”, assures the migrants but the cards are not available most of the time resulting in disorientation among the community people. It was said that the process would be implemented eventually even though it would take some time.

Mostly the family members are involved in the awareness process because the migrants themselves are not there in the village. The family members of the Migrants were informed about their rights, legal provision, supportive role and responsibility for harmonious relation with in family and migrant women at destination. They were reluctant to discuss about their migration programs in the initial 2-3 months but now gradually they have started to open up. It took them some time to understand this program and the migrants frequently commute safely from village to migration destination. Information is shared with the family members and the Caseworkers make a list of the migrants and their whereabouts and keep in touch with them.

CAPACITY BUILDING OF MIG WOMEN - Capacity building of the Migrants women have been done to deal with the Agents, atrocities and abhominial conditions. They have been trained to ask about the salary, mode of payment, nature of placement,

living conditions, and medical benefits, etc. The migrant women have been brought under social security schemes like Pradhanmantri Awas Yojana, Old Age and Widow Pension, Kanyadaan scheme, Ladli Yojna, Vandana scheme. The families of the migrant groups have been added to this social security scheme like right to food in HAFUA village of Chatra. In Simdega the migrant families has been adhered to social security schemes like ration card, widow pension, old age pension, Indira Awas. In CKP Income generation, Ujjwal gas connection, Widow pension, Old age pension, Prime Minister Awas Yojana, Asangathit Majdur Bima Yojana for health benefits and endeavour has been done to facilitate them through the 'Pradhan Mantri Sochalay Yojana' as no toilet are there in some of the village.

But in some cases the caseworkers faced lots of problem due to few assertive and unlawful elements. They were not able to adhere the community with the welfare government schemes due apathy of administration and intervention of the middleman as well who demand commission. The case worker sends the villager with application to the block level but they get no respite due to apathy of the administration thus they get disillusioned with the government schemes and are reluctant to pursue the case or to gain privilege and benefits from the Govt. schemes. The result is not as expected because many women migrants do not retaliate or complain even if they get very less salary then what had been assured. Many a times they just leave their job and go elsewhere to work.

1. In its initiative the CKP NGO tried to adhere the last person or women who were not a member of any SHG groups, did not attend Gram Sabha, their children were not going to Anganwadi, and were not recipient of any government aid or benefited from any social security schemes were added to the SHGs and their children were admitted in the Anganwadi Centre.
2. Now when the people go from the village the SHG informs the caseworker then she provides requisite information on safe migration. They talk to the villagers and make a list of such families and migrants.
3. Since the Dalal took commission and does not give their money timely some of the migrants go directly and with the help of better communication and mobile they cross check and know whether the salaries have been delivered or not.
4. In Chatra during the very first meeting the caseworker came to know that 4 - 5 girls were trafficked and they were able to rescue them and bring back home. This resulted in developing trust with the community people.

Establish relationships with Local Government, Panchayats and Stakeholders

Deliberations have been held with the Labour Department, Panchayat pratinidhi, Ward members, Zilla Parisad. PRI, Munda, Mukhiya, Ward Members, AHTU, Dalsa, Media people and like minded NGOs etc., to create a buzz and disseminate the significance of safe migration program. The PRI members and other Stakeholders, Agents (Dalal) were included in the program and various activities were held with them for change in perception and to bring in right based approach. Program was discussed with the stakeholders like PRI member, Panchayat Sadasya, AWW, Zilla Parishad Ward members Mukhiya, School Teachers etc.

At the district level meetings were held with Sadar Thana, Mahila Thana, AHTU, CWC members, CDPO, Mukhiya, Pramukh, Up- Pramukh, etc and with the Labour Department. In Dumka 1 - 2 meeting is held every month with Government Teachers, AWWs, ANMs, Ward members, Mukhiya, Sahiya, Jal Sahiya, Advocates, Religious leaders of the community. In Simdega the Caseworker discussed these issues in the community meeting even in other villages besides those in the agenda.

There has been change in perception among the community people and they now understand the safety issues and give support in filing cases in the police station if any problem arise and work as a pressure groups for implementation of due schemes. During the training of the PRIs the Caseworkers is called upon by the Administration to give deliverance and take sessions on safe migration, registration and safe migration.

The caseworker was in regular contact with the stakeholders and conducted meeting with them every month. The stakeholders propagated “prachar prasar” and provided support in the cases related to trafficking. In case of any incidents the Caseworker was informed and received full cooperation from the stakeholders. Since they are more associated with the community their propagations have double effect, implication and result in better implementation of the program. Some of the Mukhiya of the panchayat were very sensitive to the issue and the ward members discussed upon safe migration and trafficking among their villages and tola. SHGs, Mukhia, Munda, Anganwadi workers, Ward members etc. helped in peer learning as some of them had migrated earlier and they were aware of the ground realities, problems and risk involved. Therefore they supported this program and understood its significance.

Convergent action/ collective efforts were initiated with the concerned /related departments like Police, WCD, Education, Rural Development, Panchayat, DALSA and JSLPS and other social groups to promote Safe Migrating and prevent human trafficking and District and State level workshops have been conducted to highlight the issue, bring into the their knowledge and seek help when such cases surface. AHTU, CWC immediately provided assistance and support to handle such cases. The stakeholder

responded that post intervention, there have been some changes in the perception of the community groups, and they realized the significance of cleanliness, education, migrations with safety measures etc. In case of any problem the stakeholders, NGO, police, Sahaiya were called upon and help was taken. They said that the migrants should go with registration to be safe and secure, be aware and have information regarding the whereabouts and the 'Thekedar' which would help in providing protection and safety .

Case worker/JATN -The stakeholder's perspective

During the In Depth Interview majority of the stakeholders responded that the caseworkers were very active and informed them about the nitty-gritty of Safe Migration. Since the caseworkers were generally from the community (as in Jambahar simdega), they were widely recognized by the most of the community members and had wide reach and recognition in this area. The caseworkers were very regular and frequently visited the village and held meetings with the community members and discussed the various aspects of SM. To a great extent there was cooperation from the villagers and they actively participate in safe migration meeting.

There has been change in thought process of the stakeholders and they accept Migration in the perspective of human rights framework after the intervention of JATN. The stakeholders came to know about the registration process during the trainings held. There have been changes in the perception police and their approach and they have become supportive to this issue. Earlier

The CKP Mukhiya was not much aware of the safe migration program. She had never attended the meeting on safe migration but she said that to keep a check on the Dalals, registration should be done so that there is pressure on the Dalal. The ward member of the village in CKP has migrated himself to Mumbai and Pune so he was aware of the circumstances.

people used to be afraid of them but since they have adopted friendly approach now people come up with their problems. The stakeholders said that they share and spread the message they have learnt from the caseworker on safe migration and guide the migrants for safe and secure mobility and that the Migrants should go with registration process and information.

Elucidating upon the significance of the subject the stakeholders said that better Community understanding on Safe Migration should be developed as even though there has been some transformation but the result is not very satisfactory as the villagers are still reluctant to come for the meeting and needs more understanding on the benefits of safe Migration process and ensure registration. They want the registration process to be widely implemented. The problem is more at the block and the village level and needs

to create more awareness in these, sectors through Nukkad Natak, drama, skits, role play etc. The stakeholders are there to provide support and participate in the NGO program to ensure the rights of the migrant women. They said that they would spread the message with new people, and strive for the advocacy of the concerned Laws and policies on safe migration.

There was involvement of the stakeholders like ANM, Sahaiya, Sevika, Ward Member Poshan Sakhi and they were present during the community meetings and deliberated on the issue. But in Dumka the stakeholders lacked information regarding the registration process. Registration is very essential and the stakeholders talked about and Red and Green Card but since they were not enforced in the past 3-4 years people were reluctant and they did not trust the stakeholder and the implementing partners and it becomes difficult to work in the field.

Government, NGOs and community based organisations contribute to the research training and practices of Jharkhand resource centre on different issues related to promoting safe mobility and preventing human trafficking.

Jharkhand Resource Center- The services of JRC were responsive to the needs of the Network partners and the NGOs have definitely received practical benefits on safe migration from using the JRC services. JRC has been providing support and guide in caseworks, documentation, IEC materials and consulted the network partners at every step from Project designing to implementation and provides apposite coordination and were able to increase their circumference.

The network partners did not face any obstacle in accessing the services from JRC and got full support from them. 14 districts were being monitored efficiently by the JRC. Coordination was there with the JRC and regular guidelines were needed to improve their work and activities because the resources were limited. The partners asserted that the Legal aspects should be simplified and provided to the NGO besides legal support should also be provided through the JRC to ease out the legal hurdles. There should be an exclusive panel lawyer at the JRC who could help and provide technical support in caseworks. Counselor and legal advisor were very important because it took more than one year to process through one single case. Though AALI was there but they themselves have so much work to do therefore they could give only limited help.

The JRC should empower and enhance their support to the NGO as they lack expertise and needs help for case documentation and had limited resources. They need more IEC materials from the JRC as it was in short supply

Many anti-trafficking and safe migration related **IEC materials** were printed by JRC and were distributed through the Network partners to raise awareness among the community members in general and Women Migrant Groups in particular. The **IEC materials** developed and produced by the JRC containing beautiful, informative and relevant messages served as a significant tool to disseminate messages on Safe Migration and ensured community awareness as they were pictorial with eye catching color and had clear messages written in large font to catch attention and helped in creating awareness and were regularly used by the Caseworker during the meetings. These materials were showcased throughout the village and attractive messages could be disseminated among the masses.

The evaluation team also observed the flip charts posters, leaflets, and handbills were used to conduct the training and during the community meeting. Some of the volunteer community leaders where the flip charts were used praised the content and usefulness of the flip charts (FGD, community volunteers, SHG), The AG mentioned that they were able to relate with the IEC materials produced by JATN.

While the majority of IEC materials were produced by the JRC and the Network partners interviewed for the final evaluation indicated that the process of developing the IEC materials was participatory and that the materials were provided in a timely manner. During the final evaluation it was confirmed by the partners that the IEC materials they use in their project were quite effective. Evaluation found that there was a lack of sufficient number of IEC materials were in short supply and more were required and even the Network partners and Community leaders mentioned that the content of the materials is useful, but that there were insufficient quantities to be distributed to everyone who attended the training/meetings.

Community meetings were also considered as effective tools to inform communities about safe migration issues and succeed making migrant community to become more vocal about their rights. The Migrant Forums, local SHGs and AGs were also considered helpful for disseminating information on safe migration.



Objective 2: Organize vulnerable communities and build their access to information on rights and entitlements and create awareness on safe migration at the larger community level.

Expected results and outcomes

- Relevant information at the community helps in creating a safe environment for migration.
- Migrants forum in 12 district articulate their demand for rights and entitlements

The vulnerable communities have been Organized and have built their access to information on rights and entitlements, and awareness has been created on safe migration at the larger community level. JATN took extra efforts besides those in the agenda to make the program successful. The inventiveness of JATN was that they have included and propagated about the safe migration program in all their platforms. Besides the decided activities with SHGs, adolescence group, discussions were held on safe migration with PRIs, and Panchayat Prathinidhies etc. They gave utmost information and discussed safe migration even in various other training programs and meetings like Gram Sabha meetings, Women's Day, etc. The NGOs through their caseworkers tried to ensure the participation of women groups in the Gram Panchayat to empower them and propagate on safe migration in the gram panchayat meetings. There was need for arduous advocacy because registration has been taking place at a very slow pace and people were not much aware about it.

IDENTIFYING TARGET GROUP

Migration has been profound in Jharkhand and has increased in recent years resulting in trafficking. The JATN partners identified and piloted the safe migration program in around 10 villages in the 13 selected districts where the migration was more, due to limited resources. Migration was rampant in these villages; in fact one or two migrants from each house. Earlier the community members were reluctant to interact but gradually with increased interaction and some awareness they realized the beneficial aspects of safe migration and its significance and there was change in their perception. They discussed about safety, social security for all the family members migrated, convergence, addressing gender based violence etc. Even though vulnerability mapping with the Panchayat and service delivery have been done informally but it has not been accomplished in a formal manner. There was increase in people's expectation with enhanced awareness and they wanted more support on a larger scale.

Self Help Groups

The caseworker deliberated upon safe migration and mobility with rights among the existing Self Help Groupss or induced the community members to form new ones if it was defunct. It was propagated that there was strength in unity and in case there is any problem in the village the SHGs group and community members would serve as a pressure groups. During evaluation the SHG members were able to recall key messages on safe migration and the benefits associated with it and were aware about other deliberations provided by the caseworker like migration with Rights and safety, significance of registration, repercussions of child marriage and dealing with the Dalal about security, salary and mode of payment, facilities provided. They could differentiate between trafficking and safe migration and said that they should register before migration. The groups were aware about the red and the green card and said that registration would protect themselves against atrocities, violence and exploitation of any kind and would provide insurance in case of accident.

Observations

Some of the SHG group members in Chatra were not able to recall much of the preaching provided by the case worker. When queried upon the lack of response it was said that People from the Harijan mohalla migrate in large numbers and they were called upon by the caseworker but they didn't turn up. Some of them say it is not possible to remember everything. But if there is any problem in the village they call upon the case worker for guidance.

The SHG group did not open up much in Dumka. Even though the case worker said that she has conducted meetings on safe migration, they tell only about the activities they did as a SHG group and not much on those related with Safe Migration and trafficking.

Since in some village none of the members from the SHG groups had migrated and only male members migrated therefore the case worker should have invited them too. Due to the ongoing football match very less adolescent group and male migrants attended the meeting. No exclusive adolescent groups were present and only few adolescent girls had come along with the SHG members. Due to excessive rain many of the community members also could not come.

In 'Aamjhari' most of the women migrants go out to work to nearby place in W. Bengal. Deliberating upon an incident they said that they had been working for few months and once their Malik did not pay salary for 6 -7 days then they complained in the panchayat meeting and the political leaders intervened. The matter was resolved amicably and got their money back.

Awareness about Rights- The SHG groups were aware about the Rights, what to expect in terms of / seek information from the agent prior to migration (like-about the salary, hours of work, working conditions, mode of payment, health benefits, the safety measures, availability of electricity and water supply, food 'kuraki' and health facilities, and other monetary allowances to meet the basic necessities, holidays etc). They said that they would gather information, register and adopt other safety measures before leaving the village or house and would share with family members and others and would carry important mobile numbers. They said that in case of atrocities at the workplace and violation of rights they would stand united and approach or contact the agent/ dalal who has taken them or the Munda of the village/ political party members (Dumka), Mahila Thana, CWC, CDPO, PRI members, Panchayat Pramukh, Caseworkers, Migrant Forum Group etc.

The SHG members were confident and said that migration is in large numbers thus their rights would be better protected and safe by migrating through a regular channel. The registration process would help in creating a better working condition and provided support. It would also keep a check on the Dalal and keep them bounded by rules and regulations.

ADOLESCENT

One significant point of intervention in the Safe Migration program was creating awareness through the adolescent group in each village as they were in the vulnerable age group and susceptible to be lured and come under the influence of scrupulous agents. The caseworker conducts meeting with the adolescent group separately and they got good response from them because along with safe migration discussion was held on gender issues, protection from violence, child marriage etc. Even the community people provided support as they have become familiar with the activities of the organisation. The caseworker made Adolescent groups and there were approximately 10 adolescent groups, one in each village in the intervened districts and there were 10 - 12 members in these adolescent groups. The adolescence group met once in a month to discuss upon the Mobility and Rights, differences between trafficking and safe migration, information before migration etc. The Case worker informed them about the rights included with the adolescent, gender and child rights, RTE, Childline etc.

Adolescent girls/ women including children migrating for domestic work come from tribal, scheduled caste and ethnic minority communities and they were systematically identified and lured by the unscrupulous agents (mostly closed relatives and neighbours) for domestic work in metropolitan cities. They were mostly unaware of the possible working conditions and wages, and trapped into exploitative labour arrangements which compelled them to compromise on wages and working and living

conditions. Hence the adolescence group were made aware about the concept of safe migration and about the problem included with trafficking and about the safety measures to be adopted prior to migration, salary, living and working condition, number of hours of work, remunerations, sickness and other allowances, health benefit, mode of payment. During the FGDs with the Adolescent groups they said that they have been informed about the risks involved in migration and said that they would go with proper information.

Adolescent Girls were given special training and capacity building and the case worker explained them about the rights and significance of studies, sports, sanitation, taking nutritional food and iron supplements and other medicines, safety measures, not to marry before 18 years of age. They said that Migration is through their free will whereas trafficking involves usurping of Rights. They said that even though safe migration is better and they should inform before going so that they could be protected in case of any need. These meetings even helped in creating awareness among the family members of the adolescent girls. Otherwise parents and specially the mother of the adolescent girls were reluctant to give freedom to their daughters even to play outside. Working with the adolescent group has resulted in quite a transformation in the overall attitude and has brought about a change in their perspective. They are aware now and their family members have become supportive.

Recent incident of the Kenke village was brought to notice when 7 girls from the village had run away without informing anyone. It was presumed that they had most probably gone to Chennai. Those issues was raised that the adolescent girls should be made more aware and should be assiduously adhered to the safe migration program so that they are not waylaid.

Concept of the adolescence group was clear and they understood the key messages on safe migration, precautions they should take while going out to work to make it safe and would inform their family members or relative and also that before going outside one should gather information and should not blindly follow the words of Family, relatives or the placement agent. In case of rights violation by recruitment agency / by employer or any other problem they would call home and family members and police, NGO etc, and understand the risks involved in unsafe migration and precautions to be taken while going out to work. But still because when they find themselves in quandary situation like domestic violence, poverty, other atrocities and problems they are compelled to go through unsafe channels and many a times become victim of trafficking.

1. In Simdega one girl had come from Delhi and was going back the very next day. She said that her mother was a widow and illiterate and her father had died. She said that she was safe there and went along with the agent is also a relative. She was working in Noida, she said that she had received a lump sum salary of 40000. But she was not aware about her monthly salary and period of time for which she got that much money. She should be aware as how much she is getting per month. She got interested in the concept of safe migration and wanted to open a bank account. The agent said that they had deposited her salary in some Global Bank and whether the bank is genuine or not is doubted upon.
2. The caseworker in Chatra had made adolescent groups and there were around 15 adolescent girls in each group but since most of them have gone to other districts for higher studies or have been married off she continued the deliberation on safe migration among the adolescence groups in the school. At present there were 5 groups of adolescent girls in Chatra having 30 - 35 School going girls. In GOTHAI village of Bagra Panchayat inventiveness to form adolescence groups of 40 girls has been done.
3. In CKP Registration work is going on and the migrants and their families have filled the card and submitted it but the cards have not been signed yet by the labour department. Due to slow service delivery those who had to go have filled the form and given it to the caseworker Sulochana who has submitted it in the office. They are also making "Asangathit Majdur" card besides red and Green Card. The NGOs is doing the requisites but the lacuna is from the Labour Department resulted in impediment in implementation of the registration process.
4. Earlier in Chatra people were reluctant to join the Migrant forum group but when they got back their daughter with the effort of the caseworker they started trusting and realised the significance of the MF and joined. Some Agents were also there in the MF in Chatra.

MIGRANT FORUM

JATN innovative approaches - With the introduction of JATN development interventions through the project it can be said **Migrant forum** has been a holistic

approach because the members of the Migrant forum were associated with the migration issue in every way and know the benefits of safe migration. The Migrant forum included people from every strata concerned with migration, like returning migrant, survivors, Frontline workers and families and they are aware about the challenges and situations. Migrant forum was a body which understood the problems and challenges during migration, and the benefit and gains attend through the safety measures and not a “Nigrani Samiti” to put hindrances on migration. It supported safe migration and were Pro migration. As an implementing agency JATN would always aim and work for safe migration and would disseminate these informations with the help of the migrant forum.

Status of the Migrant Forum - During the training held at JRC the caseworkers were provided information on common guideline to be followed and the migrant forum groups have been formed accordingly at the village level and Migrant Forums at the block level and have been working effectively. Important task has been given to them and they conduct meetings in the village to propagate safe migration and to provide security to the migrants. Formation of Migrant forum was necessary as JATN was here only for a limited period and if there was a “Sangathan”, united group they would have strength, learn from each other and raise impactful voice over any issue. In case the case worker was not there the migrant forum could provide information and other facilities. The NGOs would eventually move to other village so the Migrant forum group could be assigned responsibility to look upon the SM issues in a particular Panchayat and could keep a tab on trafficking and Migration related issues as they were from the community.

Structure, objectives of an ideal Migrant Forum - There are 10-12 people in the MF comprising of AWW, and other stakeholders, ward members, Sahaiya, Savika, Munda, Migrants or their family members, traffickers and some community members. They discuss the problems of other migrants, villagers, share with Panchayat members and seek solution. They guide the group members on how to go and other aspects of safe migration like registration, rights and sharing information before going.

Migrant forums were very new and had been established 1 year ago and it would take time for them to assert their power but they have understood the effect of safe migration. During field visit it was found that the structure of the MF was not as prescribed and in some village only the migrants and their family members were there in the migrant forum. In other villages, stakeholders like ward members, mukhiya sahaiya and jal sahaiya, AWW, sahika have been included in the migrant forum. Savika, Poshan Sakhi, AWW, Sahaiya etc. were made aware and they are members of the MF. In some places stakeholders were there and in other places even the agent were included and made an integral member of the migrant forum and tells people about safe migration. In Simdega 5 survivors were included in the migrant forum group.

Mobilizing the community members to form MFs- The caseworker informs the community members about the MF and advantages of unity and awareness and coordinates with the PRI members, ward members, and SHG groups etc. It was said that in the days to come migration would be a definite feature therefore should adopt the safety measures and abide by them and the understanding was vital not only for migrant forum and migrant group members but also for the community at large.

During the FGD it was found that the MF members were aware of the basic duties and responsibilities of the Migrant Forum and they have resolved many issues. As far as making them aware and sensitizing them is concerned then it can be said that they were ready (migrant forum) but for self initiative they need more time and a lot more has to be done. In few villages like in Chatra, People were still reluctant to join the MF due to lack of time and monetary benefits.

Initiatives taken by the forum- Migrant forum has been a very new establishment and the initiatives taken by the migrant forum includes conducting meetings, enhance SM, and prevent trafficking. Benefits of group formation could be seen as they were able to prevent child marriage in Gothai village. Earlier the migrants used to go with anybody but now they discuss with the case workers, MF and confront the agent, regarding payment and other information. Members of the MF said that they would tackle the situation, inform the mukhiya, Munda, and raise the issue in the panchayat and at the block level to bestow the right of the victim. Even though the process of addressing the issue of trafficking by the MF has been gradual but the impact of counselling was there and they understood what the case worker tells them and could raise their voice and make people aware against atrocities.

But they needed lots of support and as they were still dependent on the case worker and were not able to conduct meeting by themselves. In many places the community members understood the significance of safe migration and unity and there was no problem as such in forming the Migrant Forum. But in some places migrant forums were not properly functional and there was reluctance on the part of community members to join the MF. Forum members kept changing from time to time and new members join so there was new induction again and again. The time frame for formation of the migrant forum was less and the migrant forum was still in incubation. The three year time was spent on developing relation and interaction with the community members on the rationality of the concept, understanding the program, and deliberating on safe migration. Earlier people were reluctant to participate and refused to divulge any information about their migration programs but now they understand the significance of safe migration and trust the MF and discuss their problems and grievances with the members.

1. The SMVM NGO has made two migrant forums In SMVM there are 10 members in the Migrant forum which includes migrants, their family members, stakeholders, AWW, Sahaiya, Munda, Mukhiya, Sahaika, etc. They have adhered stakeholders like labour officers etc at the district level. With the help of the Migrant forum they are able to share information and resources easily in some cases the trafficker has been held and sent to Jail. Quarterly meeting of the migrant forum is held and they are invited during district level meeting.
2. Someone had taken money and there used to be frequent fight between them for the payment. The migrant forum group intervened and repayed the money along with the due interest. The matter was resolved amicably with truce between both the parties. They also help in the registration process of 2 migrants. They also strived for other migrants but due to poor and slow registration process and lack of interest of the labour officers the progress of the process could not be preceded and implemented.
3. Out of the 8 village in Chatra, Migrant forum has been made in 4 villages but only 2 of them are functional ie in HAFUA and Gothai village. In Hafua there are 12 members in MF and 13 members in GOTHAI. In the migrant forum group out of 12 members 9 of them are women and 3 are men. There are two survivors in the group and it also includes trafficker. In Hafua the migrants are aware but in Gothai the migrant forum is new and the learning process is going on. In One village everyone has gone away to work and in another village the stakeholders and the migrant family members are not interested to join the migrant forum so they have made a forum comprising of few female members but it has not been properly started.
4. The families are reluctant in to join the MF and in some cases entire family migrates therefore migrant forum could not be formed. Similarly in one village only ward member and Sahaiya are there and the rest of the villagers had gone to work. Male members are also included in Forum. **In the Village Baghmara Panchayat Kenke** The case worker faces problems in conducting meeting during agricultural and monsoon season As they are busy with agricultural work otherwise the community members assemble and cooperate.
5. But in some places like Chatra the migrant forum is not much effective in its functioning on its own and couldn't even hold the meeting properly. They were asked to conduct meeting on their own but it did not took place even though the register was given to the sahaiya. In Chatra the MF were able to do the meeting only with the help of the case worker. They are mostly unemployed and do not want to give time for free saying that they would better be gainfully employed. They work with the mentality that why would waste time which could be spent earning. People are reluctant to speak in front of others. Many people are not willing to become member of the migrant forum.
6. In this village in Dumka only the migrants are there in the migrant forum. In other villages, ward members, mukhiya sahaiya and jal sahaiya, AWW, sahika have been included in the migrant forum.

Objective 3 - Facilitate effective implementation of existing laws and policies related to promoting self mobility and preventing trafficking and engaged with related networks and agencies greater buy in of this approach.

It can be said that they have been successful by 60 % to provide justice to the survivor or the victim and around 90 to 100 legal cases could be accomplished at least to the point till where the network could intervene like FIR lodging, or appearance in the court. After that when things come into system the network partners were unable to provide any further help. If the network had enough resources they could hire lawyer counselor, psychiatrist, then they could provide more legal support which otherwise was not feasible.

LAWS AND POLICY IMPLEMENTATION

To facilitate effective implementation of existing laws and policies related to promoting safe mobility and preventing trafficking they worked upon safe migration and rights to mobility under the provision and rights under Article 19, 20, 21. ITPA Immoral Trafficking Protection Act is there but in Jharkhand it is not much relevant because 99 percent ITPA focuses on sexual traffic purpose. Their guiding principle is article/ IPC 370 and returning migration survivors for the implementation of safe migration and they are doing advocacy about preventive and safety aspect. There is no separate existing law on safe migration.

Expected results and outcomes

Survivors of trafficking and unsafe migration from 12 districts access justice mechanism for redress

There has been increase in the awareness level in potential migrant women on their rights, responsibilities and legal procedures. Issues were raised by the community people on trafficking of woman, unpaid and low wages, and violation of right to mobility /cases of child trafficking. Cases of human trafficking have been taken up by the SHG members. When they did not get their job cards, the women group of Hathia CKP raised their voice. They knew how and what to talk to the agents and dalals. In Chatra no such cases on Safe Migration could be identified, but trafficking, unpaid and low wages, violation of right to mobility /cases of child trafficking were identified and the family going to brick kiln said that they were safe there and the entire family migrates. In Dumka 18 case work had been done till now.

Till now 155 labour registrations has been done in Chatra and 70 registrations took place in Kathikund by the effort of the Labour department. The Government has also

given some labour kit. 55 Women over 35 years of age were provided sewing machine and 8 women got cycles for going to labour work. The caseworker in Simdega has done 10 case works related to trafficking, CWC case etc. There is one SHG group in every village having 16 to 17 members and regular meetings are conducted as in Pakardih and Pahadpur. There are 10 adolescent groups having 8 to 9 members each and the Migrant forum groups have 14 to 16 members. In Chatra the caseworker was able to bring back 6 girls who were victims of trafficking and also help in solving few rape cases.

Case Work and Fact Finding- Discussing on the needs and benefits of documentation of the case works and fact finding during evaluation, the Caseworker said that proper fact finding helped in deeper understanding of the case, gathering complete information, and helped to keep record of the various aspects of the case, proper implementation and served as evidence. Fact finding needs accurate information and a proper understanding whether the case is true or fabricated and If there is any lacuna in fact finding it would be difficult in filing the case. For the fact finding the caseworkers cross checks the facts with the victims, their family members and the neighbours and community members and then only provide help and file FIR and other needful.

Protection /CARE OF VICTIMS

During the community meeting cases of trafficking have been identified and trafficked women have been counseled and some of them have been provided psycho-social and legal support by the JATN partners. They also get information through stakeholders. In Simdega 7 -8 case of counseling of the adolescents, besides 7 fact finding and 8 case works have been done by the case worker and have provided legal help. In Dumka they have sent around 18 case works of trafficking and safe migration in the past 3 years and three girls who were rescued by the police have been sent to the Kasturba School by the Organization. In CKP the case worker has done 16 cases which were mostly regarding trafficking of girls. In Six cases the girls were admitted to the Kasturba School and two cases were of inappropriate salary.

In Dumka 6 -7 children have been rescued from the railway station and they also receive cases from the AHTU and CWC. At times the parents of the trafficked children inform and help is taken. They have done 8 caseworks in Chatra. In Delhi case the trafficker brought back six girls after he came back from the jail. In Simdega two victims from Aasanbeda village was working in Delhi and had not received salary and with the NGOs intervention their salary was returned. One another case has been taken up in which the girl who worked as a domestic help has returned from Delhi after 12 years without any salary. They provide counselling to the victims of sexual abuse and help them file FIR. JRC was very supportive and extended help during case work, filing, and

preparation for statement and discussion. Representatives from Srijan Foundation helped in fact finding and other legal matters and provided Lawyers.

Challenges faced during case work - The caseworker faced some challenge in casework and filing FIR because many a times the survivors changed their statements and some of them took back the case within 2-3 days. Their family objected and prevented them from taking legal steps since most of the Dalal are relatives or from the community. Since not much recovery has taken place in cases filed earlier therefore people were reluctant to file FIR. They were also not willing to file case as they were afraid of the administration and interrogation as the mind set was of fear due to linkages of traffickers with the higher authorities. The Dalal/ Agents forced the victim to withdraw the cases and it resulted in forged cases. Sometimes the victim changed their statement as the family members were reluctant to file cases due to social stigma. People did not want to file police complaint as they received very little help from the police and were often rebuked and had to run from pillar to post just for filing FIR and they lost hope. Even the NGOs were at times accused by the police of waylaying innocent people. Collecting Facts was often a challenge since the caseworker had to travels far off to remote distance many a times for fact finding.

Overcoming challenges – During fact finding many a times the victims did not open up about initially or disclose anything but when the case worker was insistent in their effort and persuaded then they opened up and discussed their problems. They took their family members in confidence and kept meeting them and only if the family members were willing any case work was taken up. Case worker said that few girls have been victim of trafficking and there was no information about them and their family members kept pestering but the caseworker was at a loss and did not know how to proceed in such case as they had no clue or support. Another hindrance was that the family members wanted to help the survivor and gain monetary relief but were reluctant to punish the traffickers who are mostly their family members/relatives.

Strengthening AHTU

In order to address low-levels of awareness and law enforcement gaps and thus to curb trafficking, the Ministry of Home Affairs mandated the creation of Anti-Human Trafficking Units in states. AHTUs are an integrated task force to prevent and combat trafficking in persons. Each AHTU has to attend to all the three aspects of trafficking viz, prevention, protection and prosecution and constitute a group of trained, sensitive officials of the Police and the Women and Child Welfare and department of the State, and also reputed local NGOs. They functioned as coherent field-level units that provide a multidisciplinary approach and a joint response by all stakeholders. The caseworker takes the help of AHTU in case of trafficking and filing FIR and other help like providing information on

how to file cases and support them. AHTU Simdega was very active and even though the AHTU was new here they have received 109 cases within a span of 2 years. With the new concept People have become aware and the migrants go with full awareness. People File complains in the police station but it was not possible to regulate the placement agency as the local police did not have much details of the placement agencies working outside the state therefore not much action could be taken .

The AHTU Simdega goes to other states and sometimes at her own cost to catch hold of the traffickers at times and has rescued and brought a number of victims of trafficking.

Major findings under the relevance:

- It was found that the project was very relevant in building and enhancing the capacity of migrant women.
- The project focused on addressing the safe migration issues which was timely and relevant in the current context in Jharkhand.
- The evaluation found that appropriate implementing partners were chosen, that gave an impetus to achieve important results (e.g., formation of groups, training of caseworkers, peer educators, developing awareness on safe migration, establishment of JRC and information desk, etc).

5 months ago there was a trafficking case where a person under the age of 18 was taken to work. The CWC was complained and the CWC of Panipat was approached and complaint was filed. The case worker went along with the family to the CWC and the case was registered. There are 12 girls from Jharkhand and Shakti Vahini rescued them. All of them will be brought back in a month. Even in the incidence of Panipat there was involvement of family member. In the CWC Panipat case there was instant rescue of the traffic victim.

Survivor family in Simdega - The mother was informed about NGO through her brother who told her about the case worker and the program. The woman was illiterate, alcoholic and mostly used to be in inebriated condition. Her daughter had been taken to Punjab in June by an outsider woman, which was known later after many days. Her whereabouts has been traced and she would be shortly brought back.

In Simdega the case worker intercepted and rescued 2 adolescent girls who had been victim of trafficking by intervening Midway and preventing them from falling in the hands of the traffickar. 2 of these girls have been admitted in Kasturba School and the process is going for another one and her admission forms have been submitted.

A village boy had taken 3 - 4 girls to Delhi 2 years back. After FIR was filed he brought the money and gave it to the victim 15,000 to one and 14,000 to another. Police case was registered but was afterwards withdrawn by the victim's family as they were pressurized by the naxal party members. Of the three girls only two of them got some money. One of the girl has got pregnant while two of them have been married off.

CASEWORKERS at Work



लोक प्रेरणा केंद्र ने करवाया युवती को मुक्त

संस्था के अनीता मिश्रा ने निर्गढ़ अहम भूमिका



सिमरिया। लोक प्रेरणा केंद्र ने नाबालक अपहृत युवती सुमन को मुक्त कराने में अहम भूमिका निभाई है। अपहृत युवती की मां सीता देवी से संस्था की अनीता मिश्रा ने मुलाकात की और पूरे मामले की जानकारी ली। मामले को संज्ञान में लेते हुए सिमरिया थाना में प्राथमिकी दर्ज कराई गई थी। जिसके आलोक में सिमरिया पुलिस ने नाबालक युवती को अपहरणकर्ता के चुंगल से मुक्त कराया और अपहरणकर्ता को गिरफ्तार कर जेल भेज दिया। अपहरणकर्ता अरुण महार गिरिडीह जिला के दुमरी थाना क्षेत्र के गुलीडीह गांव का रहने वाला है। पुलिस ने अपहरणकर्ता के साथ अपहृत सैरनदाग चिरैयाटंड गांव की युवती सुमन को भी बरामद कर लिया है। पुलिस ने इस अपहरण की साजिश रचने वाली इसी गांव की एक महिला रिंकी कुमारी को भी गिरफ्तार किया है। मामले की जानकारी देते हुए एसडीपीओ एतेहशाम वकारिब ने बताया कि एक माह पूर्व युवती के अपहरण का मामला उसकी मां ने सिमरिया थाना में दर्ज कराई थी। जिसके अनुसंधान के बाद अपहरणकर्ता और युवती के मुंबई में होने की जानकारी मिली। जानकारी के आलोक में त्वरित कार्रवाई करते हुए पुलिस की एक टीम गठित की गई। टीम में कंस के आईओ एसआई संतोष कुमार और उमाकाल सिंह को मुंबई भेजा गया। जहां मुंबई पुलिस के सहयोग से उन्हें गिरफ्तार कर सिमरिया थाना लाया गया। एसडीपीओ ने बताया कि अपहृत युवती का मेडिकल करा ली गई है। तत्पश्चात 164 का बयान दर्ज किया गया है और युवती को उसके माता पिता को सौंप दिया गया। उन्होंने बताया कि युवती की बरामदगी पुलिस की बड़ी सफलता है। मामले का अनुसंधान जारी है अगर मामला ट्रैफिकिंग से जुड़ा मिला तो दोषियों पर कड़ी कार्रवाई की जाएगी।



MAJOR FINDINGS

EFFECTIVENESS

The evaluation team tried to measure the programme effectiveness in terms of the partner organizations' capacity to effectively manage/implement the programme activities and the extent to which the intervention objectives were achieved and ownership taken by local stakeholders. Overall, the evaluation team found that JATN's interventions largely contributed to the expected results and goals as illustrated by the following examples drawn from the information obtained through interviews and from field visits to the programme districts. All stakeholders considered that the programme was a key intervention in the safe migration as it facilitated to raise awareness in protecting migrant workers' rights at the local level.

Project on safe migration was a first inventiveness of its kind in Jharkhand. This was a new initiative starting from the village level to the state level. Along with the new concept and with awareness and sensitization, JATN Project has been somewhat successful in strengthening the capacity of communities to prevent Trafficking and unsafe labor migration within and from Jharkhand. During the evaluation study it was found that there was coordination between the design of the project and implementation and the **project approaches** and methods (including synergies among activities and services, project management and execution, supervision and implementation support, and M&E arrangements) were **appropriate** and effective for **achieving the project's core objectives**. The rural people were empowered to gain better access to the information needed for safe migration.

The group organisation and developing awareness, was not only for the migrant people but also their family members, and among the community members through SHG, Adolescent and Migrant Forum Groups. Identity has been created of the caseworker and they were widely recognized in their respective area of intervention and People contacted her for registration and other issues and come out with their problems. Though trafficking cases were there and some innocent villagers do come under the influence of the dalal but overall there has been awareness among the masses and if they abide by the rules there would be decline in trafficking incidences.

It can be said that in the past 3 years the Migration Forum has been the new innovative inventiveness of the program besides the "tried-and-tested" approaches. It was also a sustainability approach for JATN where one could interact together with the families of the migrants and stakeholders etc., on safe migration. There has been incredible

cooperation and support of the Media and AALI. The Network partners want that the capacity building programme should be propagated by the stakeholders like PRI, Sahaiya, JAL Sahaiya, and Forest Management Committee. The capacity building of the community leaders/ PRI members would help to carry this program forward. The migrant families are from different - different tolas and reside far off hamlets and there was lack of coordination therefore help of the community leaders could be taken for better implementation of the program and coordination among the migrant forum groups and community members.

The Network partners have been spreading the messages in other panchayat and other areas too. The need was to work upon more on this issue and if stopped now it would revert back. JATN received very good response from the community and effective local support from other organizations/NGOs. Many a times people themselves come directly to the caseworker with the cases and informed such incidence in their home or among acquaintance and asked for help. At times cases were referred by the AHTU and CWC, 'Shramik Mitra' and stakeholder like Anganwadi Worker, SHG leaders.

EFFICIENCY

During evaluation it was found that the programme results were largely coherent and implemented successfully, and the progress appeared to be satisfactory in terms of programmatic efficiency. With the focus of interventions at the community level, the programme tried to have a spiral effect at the macro level. Moreover, it was largely successful in coordinating many agencies, including government, and development partners in formulating and executing the programme demands and they received requisition for further supports from the communities which have been a challenge for the Network partners to fulfill.

During desk review and field visit the random check of the documents were carried out and it was found that the monitoring, evaluation, reporting, and documentation arrangements of the program were appropriate and done diligently and the project **adequately documented, reported and regularly disseminated and shared information** on what it is doing or has achieved so far. The NGO partners have received complete support from JRC and there has been time to time report sharing from JRC to NGO and vice versa. Network has adequately documented and reported its deliberations and developments but fall behind a little in dissemination. The dissemination has mostly been verbal or through presentations but has not been properly done as a documented report or through formal sharing of the studies. Though it should have been done but they have not been able to disseminate the generated documents among the various state and district level stakeholders.

Efforts has been made to train/ engage with related networks and agencies for greater buy in of this approach and JATN shares their learnings on Safe Migration with other networks and use the learnings from them to make their Network strong. Since no other organisations were working on safe migration at the local level there was effective local support from other organizations/NGOs and the Network partners were widely recognised. There has been rapport built up with the administration and they support and take suggestions from the NGO in such cases.

Regular meetings, trainings and workshops were conducted and the network partners got opportunity to learn and successfully disseminate the innovative experiences and case studies were shared. Similarly other NGOs were invited at the District and block level and experience was shared. They informed and sent cases and provided support and vice versa. They discussed this issue whenever they got the opportunity and even in other programs. At district level other NGOs coordinated and JSLPS provided support. Exposure visit of case workers and NGO partners were held from time to time for effective learning from the network of other states.

AWARENESS

In the initial phase during the implementation of the new concept of safe migration among the community members, the caseworkers were hesitant and afraid that they might be branded as pre- placement agency. But this misconception cleared gradually with the awareness, capacity building, group activities, dialogue with administration etc. Earlier the emphasis was not to allow people to go out and work but issue of rights were raised and PRI, Political, Administration, and other concerned departments were made aware and there has been a better understanding on the concept. Communication was held with stakeholders from the village to Panchayat and administration level. This let to establish new identity, new concepts among the community people and stakeholders and awareness on the safe migration issues.

The implementing JATN partners have mainstreamed and integrated Safe Migration visualizations and concepts with their existing or forthcoming project, and implanted it in other programs and in all big events like Mahila Diwas, Adolescence meeting, Stakeholders meeting etc. Even though safe migration program has been implemented at a small scale but the issue was discussed in other villages too like in Dumka where they have integrated this program and spread the concept in other 54 villages of the Kathikund panchayat and the awareness and impact of this could be seen there.

JATN was able to create a niche and recognition among the people. Capacity building of the Network partners was done and now they understand safe migration and integrated it and propagated it at every level. The conceptual understanding of the network partners on stop migration and safe migration has been sufficiently accomplished and those who disagreed had to leave the network. Outreaches of the network and village manpower have to be increased and more resources should be mobilized. The need was to make it bigger as there are more than 32000 villages in Jharkhand and more or less the same situation exists so more spread should be there and so that it becomes a movement.

PROSECUTION /PROTECTION/ PREVENTION

It can be vehemently said that the JATN Project has been successful in strengthening the capacity of its Network partners/NGOs to prosecute traffickers and trafficking related crime to some extent. But as far as achieving the target and the Caseworks were concerned it could not be fully accomplished. The network partners were not able to successfully achieve the target of Caseworks and FIR given due to some limitations, lacuna and lack of cooperation from the victim and their family members, apathy of police officials etc. The caseworker had to do tremendous amount of work like organising community meeting, fact finding counseling, reporting the cases to the police, dealing with legal matters, attend court and cases etc which was difficult to manage. The resources were not sufficient in comparison to the mammothness of the project tasks therefore they faced difficulty in proper implementation.

Regarding the prosecution of the traffickers, the network has done very sincere effort but many a times were not successful because of the deviance in the approach of the witness, change in statement of the survivor, perception of the police, the social situation and structure and the law implementation at the ground level etc, which affected a lot. The long process of Justice, visit to police station and court hampered their economic and livelihood situation therefore they withdrew or changed their statement. Secondly visit to police and court were attached with social stigma and fear etc., and they were traumatized therefore the fear served as a hindrance in providing justice. There was need for more to do on this issue and to work at the larger level. It was suggested from all the quarters that since they lack behind in legal matters and caseworks therefore a team of lawyers should be there who are sensitized on this issue and can give technical support and cooperate wherever needed.

PARTICIPATORY

The project design was participatory in nature and transparency was there in the sense that it took into consideration the inputs and needs of key stakeholders, and the expected beneficiaries and the grassroots organizations. There was regular sharing of information among the network partners. The JATN partners said that working experience with the network was awesome on the whole. The function of the JATN was democratic and all the decisions were taken unanimously. Everyone participated and had equal rights and inputs from every partners were integrated whether it was proposal, documentation, or in other decisions. The framework design of the entire program was made by the network partners and to implement and execute was also decided by the partners and not forced down. A core group was made of five partners who frequently met and decided what they had to do and what remained to be done.

One of the network partner said that though the project was participatory but the project was of very limited means. After the project designing when the resources were needed at the time of implementation of activities there were many cuts. There was no basic infrastructure provided for the project and there was delay in fulfilling the financial requisites. There was not much for the organisation to gain but since they were in the network they have been taking initiatives. There was only one case worker to look after the entire matter in the district and had no infrastructure. Even the most basic necessities remained unfulfilled. Support from JRC was very limited in monetary matters.

USAGE of Means

The availability/usages of means/inputs were well managed and the project took into consideration the needs and aspirations of the Network partners. The activities of program were flexible enough to be molded according to the need of the circumstances. The Network partners did their best and did not feel any pressure and planned according to their needs. But the resources were not sufficient both in the terms of finance and human and the needs felt could not be fulfilled. Some more resources should have been there. The case worker was given tremendous responsibility. It was very difficult for one case worker to manage and to accomplish all these activities like conducting community meeting, inviting community members, interacting with adolescent groups, communicating with the stakeholders, and government officials, fact finding, FIR and dealing with Case works and case management. Due to financial constraint they were not able to implement and accomplish many things. Had there been more resources then it could be better implemented.

But few partners said that there was no limitation to expectations and expenditure and whether the resources were sufficient or not, was a matter of discussion or had been perceived after implementing the program, but initially all the Network partners had discussed and consented upon the budget. They had found the sources to be on the lower side and many rounds of meetings were held and every aspect were decided upon and shared with the network partners. It was participatory and everything was evaluated and discussed upon from the project proposal to the budget and the resources and many rounds of negotiations were held with the Donor Agencies as well and then the process were finalized through participatory process.

IMPACT

The evaluation tried to identify intended and unintended impacts of the programme implementation. The early practice and system created a fear among the community and they became vigilant as since early days they had been migrating and were concerned that the NGO would stop them. When the agents came to know about their program they also became concerned and cautioned the community members against the NGOs that they would create hindrance in their movement. They started orienting the villagers in a negative way that the NGOs would talk about registration, license, labour card etc, and hence they were reluctant to interact because till now the migration was very secretive business. But gradually the things have changed and better relationship has been built up with the community people and the stakeholders and with increased interaction and awareness they realized that the NGO has been deliberating for their benefit, safety, social security. The stakeholders could be adhered to the meetings. There was rapport building, better relationship and understanding among the networks and NGOs working on safe migration and same ideology in other states.

But still lot more clarity is needed among the community members. The need was to work with Front line functionaries and community leaders who should carry forward the implementation and propagation of this program. The community leaders should be given priority and project should be promoted through them as they are providing leadership in the village. Better amenities could be provided to the migrants like for their education and employment etc., so that they feel more associated with the program. The JATN partners received inspiration and community support to continue this project. Some of the visible impacts were:-

- (A) Migration process has been made safe and expanded. Capacity building has been done.
- (B) Earlier the caseworkers were reluctant to meet top officials but now they have gained confidence.
- (C) There has been change in perception and gain in positive approach.

(D) This would continue to expand further as migration is a human right

This program gave the opportunity to understand as well as expound the significance of safe migration among the community. It has led to strengthening of the SHG group and awareness among migrant forum group. Today the community people have started understanding and have been following the right direction and have taken up preventive measures. It was included in every group at the community level and the vulnerable adolescent groups gained strength through this project. The impact has been positive as more number of cases were being shared. Earlier they did not discuss their migration plans with anybody because they were afraid of stigmatization “badnami” but now there has been change in perception which could be seen as a positive impact.

There has been affirmative approach of all the partners of the JATN network and they have shared and promoted their knowledge. JRC has provided tremendous handholding support and since all the major decisions were taken amicably, and equal balance was maintained the partners did not feel any favoritism. The program has definitely been very participatory in the introduction and implementation of the safe Migration concept and other aspects as well. The development of the network partner has been very positive and has been the strength of the program.

For the last 5 years JATN has been going through a regular process, doing advocacy and implementation at the state, district level and field work, and endeavor to accomplish the JATN objectives and giving result to the work. Many agencies and NGOs from the same or other district wanted to work with the JATN network. At the national and international level also JATN has linkages and has established recognition at the state and district level as well as at the National and International level that it is working on safe migration, Rights and Trafficking. This program helped not only in building awareness and there has been enhancement in the external identity in the state and is widely recognized even outside. The strength of JATN has increased manifold and it can be said that it is the oldest network working on trafficking and women's rights issues in 13 districts.

There hasn't been any negative impact of implementation of safe migration and working of JATN work but in some areas in spite of all the efforts the practice of unsafe migration persisted and people come under the influence of the Dalal but JATN partners were persistent and tried to change the perception with the help of photographs, case studies, audio - visual shows and the impact is gradually perceptible among community members.

LESSON LEARNT

During discussion for the end term evaluation it was established that the inventiveness were consistent with the JATN definition of this concept and could be used to guide the next programme cycle and/or other programmes. During interaction with Network partners, IDI and FGD it was found that the mode at which the project proceeded and working with the migrants and labours was satisfactory. Awareness meetings could be done in a better way and PRI, stakeholders were adhered to the program and better relationship with other state NGOs were be built up. The record of compromise and conciliation “samjhota” is fine and such cases are there but to achieve the target of FIR was a tough task because even in the Police station and DALSA they emphasized for reconciliation. People were stepping back after filing cases or were reluctant to take action against the traffickers.

The infrastructure and the designing of the program were good but there were few things which should have been added in the program like establishing information centre at strategic locations so that people could go with proper information and messages could reach out to a large number of people and more and more people could be made aware. The NGO has gained recognition but still a lot has to be done because even now a large number of society and people are reluctant to adopt this concept and trust the case worker hence there was need for changes in the implementation process in the future to ensure better sustainability. Moreover there was possibility of propagation, disseminated, expansion and implementation of the innovations of the safe migration program further if the objectives of JATN were assiduously followed.

CHANGE IN PERCEPTION

There have been changes in the perception among the PRI members and other Stakeholders, Agents (Dalal) and community people through the safe migration program. The project has made marked difference among the planned target groups and other non-targeted groups and the changes in the social solidarity and capacities of women migrant, family were visible. Though there was no quantitative evidence to supports the increase in awareness but while discussing with the community groups it was palpable and could be termed as direct contribution of the project.

Changes in the perception, social solidarity and capacities of women migrant, family could be noticed. The migrants were not hesitant to inform that they are going to such and such place before migrating. Those who were aware commuted safely while probability of trafficking was high among those who lacked information. **Change could**

be observed in the trend among women migrants from Jharkhand and they have become aware and confident. They have belief in the social, Government and political party system and that if case of any crisis they would be provided respite.

Though the focus of the community interventions under this program was women and Adolescent with gender concerns and considerations mainstreamed into the project but indirectly the JATN has also been working with the male members and they are being informed about these process and program. They have added male members in the migrant forum. The case workers shared and discuss these informations and few words on safe migration at every stage, like various community programs, Gram Sabha, youth club etc, thus the male members gets the opportunity to learn the lesson.

Though the change in perception has not been documented properly but was palpable through the feedback from the intercepted group. With the awareness created on safe migration by the network the community members are becoming aware and they get such cases directly indicating change in perception among the community members. The network partners endeavoured to sensitize the stakeholders and establish support system along with other things which could be seen it as an outcome. Earlier there was no one to ask but now the Dalal/Agent as well as the migrant groups feel pressurized when the people and the system starts questioning their movement.

Observation- There was no quantitative data/documents to show the awareness therefore feedback survey should be organized to analyse the efforts of 3 years of implementation of the program to see the change in perception and awareness.

REPLICATION AND SCALING UP

The effort and awareness building of the JATN and the Network partners during the project period was visible and there is possibility of sharing, replicating, scaling, expansion and implementation of these innovations of the safe migration program further. If the NGOs follow the objectives of JATN then it would be possible to propagated and disseminated further. It has been a pilot project on safe migration issues and if the program has to be scaled up and expanded in 24 districts, the manpower of JRC should be increased. There should be a special person for documentation, advocacy, liasoning, media manager etc. The need was for further training and regular involvement in the work and programs and means to improve things. More informative and colorful IEC materials and separate magazine from JRC should be published in large number as the NGOs needed more such materials from the JRC like posters, books, IEC materials; pamphlets etc. Information centre should be established with easy access and excess facilities with proper information, better structure, toll free number etc.

FUTURE STRATEGY

Migration has been an age old practice and to make the Migration process safer and gain utmost benefit and understanding discussions should be held on a wider platform and those left behind or migrated earlier should be further informed when they return. The discussion on safe migration should be continued during the meeting of Mahila Mandal SHG, Gram Sabha, etc, even when the case worker is not there. Initially with collective effort the women migrants and their families, were trained as social mobility of women is equally important and one good aspect is that many of them are going with information and choice and now analysis is being done whether the Women migrants are gaining profit from the migration and the impact of women migration on small children accompanying them. Work with Adolescent group has been implemented by the project and it would be intensified in future days. Secondly advocacy with the government should be more intensified, frequent and be persistently involved with them to fulfill task efficiently and there should be continuous and enhanced linkages, dialogues and frequency with the government to be accepted as the knowledge partner. The past experiences have provided lots of learning to the implementing partners and would continue further in future in days to come but more advocacies and manpower was needed.

Safe migration is an issue very much attached to trafficking and is a burning issue in the state with no effective law for it till now. There is one law made at the national level but that also is going through the phase of review and discussion. Advocacy should be done so that the state could be made more responsible and take the trafficking and safe migration issue at the policy level as these issues are related with Rights. To discuss these aspects with PRI members, AHTU, Labour Department, MLAs, etc, JATN is there and working with its full strength to design strategy and plan to strengthen the community structure and capacity building of the partners but JATN has its limitations therefore proper training and strategic design has to be developed to make the network strong and resources available since the deliverance should continue further, and not lurch in between.

The Migrant Forum was a significant development, and accounted for the effectiveness of the results and suitable for replication. Very soon this project would end, nevertheless the partners would continue to raise this issue on other platforms since no other organisation were deliberating on safe mobility and Rights issue. The network would not back out and would continue with the effort and decide the future and further strategy, and Linkage etc. They will take the program at the Panchayat level and would request the panchayat representatives to cooperate. Though not much could be done without any resources but at least they would try to work on this issue. Establishing the network with more solidarity could be seen as a future activity.

SWOT Analysis:

An attempt was made to do the SWOT analysis of the project with the help of the Network partners and tried to identify the strength, weaknesses, opportunities, limitations and gaps.

SWOT analysis	
Core strengths of the project	Weaknesses Identified:
<p><u>Working with Local Level Government:</u> The project is working with local level government in safe migration issue and to make community people aware about potential threats of not using regular channel for migration.</p> <p><u>Community Based Organizations (CBO):</u> CBOs were formed with a group of returnee migrants, their family members and stakeholders and play a major role in promoting safe migration and dealing with abuse/fraud cases.</p> <p><u>Resource Materials:</u> The project produced a number of training module, and IEC materials which is seen as project's strength in implementation and gave an added value to the project's visibility at local level.</p> <p><u>Broad-based partnership</u> has been created, and impact of the project goes beyond the SHGs and 13 districts, and it is really a flagship project has been quite effective to highlight migration at a wider level.</p>	<p><u>Budget:</u> Limitation in financial planning and budget was identified as the first and foremost weakness of this project otherwise more could have been done at the grassroot level for mass awareness and mobilization.</p> <p><u>Project Duration:</u> 3 years time duration seemed to be too short to see the effect.</p> <p><u>Staff capacity:</u> Staff capacity and skill particularly at the local level as it was difficult to get highly qualified staff and retain them for long with such limited honorarium. Project activities suffered in some of the areas for staff dropout.</p> <p><u>Dedication of local government:</u> It was identified as another negative factor for the project progress. Although there has been admirable support from the government for promoting safe migration, not all administrative authority tends to follow.</p>
Opportunities of the project:	Challenges
<p><u>Link up CBOs with local initiatives:</u> The project takes up formation of CBOs as a new challenge and initiative. This could be taken one step forward if linked up with local organizations with such capacity for case handling/management and CBOs regular administration. MF can continue as the "common interest point" for CBOs and project's other activities such as mass mobilization and awareness campaign.</p> <p><u>Migration Information Centres:</u> MICs can work with enormous opportunities in the project areas with pre-departure orientation training/briefing.</p>	<p><u>Staff turnover:</u> Staff turnover/drop out was identified as major challenging factor for this project. As the project did not offer a satisfactory financial offer for the project staff, many of the staff has or about to leave this project. The caseworkers were reported to resign from the project as they were offered for a better position.</p> <p><u>Functionality and sincerity of the caseworker-</u> Some, if not all Caseworkers lacks sincerity and their functionality also lacks efficiency.</p>

CHALLENGES AND CONSTRAINTS

AT the Project level

1. The project was not much flexible enough in adapting to changing needs and because of the set agenda and the decided structure they could not make much change or fulfill the needs like that of Human Resource at the Resource Centre level and at the partner level. There was need for greater effort at the district level but it couldn't be done so.
2. This was always a top down approach and not bottom up. The communication on safe migration always went down to the community through the resource centre and not vice versa that is from the field/community to the Resource Center. If guidance could have been taken from the community then probably some amendments could be made in the implementation of the program.

Caseworkers

3. Casework is a very technical thing and caseworker has to have knowledge about legal aspect as well. They have to be legally aware, talk logically, and possess communication skills. But some of the caseworkers lacked behind in dealing with legal matters and providing support to the trafficked victims.
4. There was lacuna in the service deliverance as the Caseworker was unable to motivate people to take legal action against the traffickers due to lack in legal proficiency and social issues. People were reluctant to go to the system and even if they went there was lack of cooperation from them. This shortfall was not only on the part of the caseworkers but also from the part of the social and political system.
5. Lack of resources and manpower resulted in implementation problem. Caseworker was assigned tremendous amount of work and had to deal with community people, house visit, conduct meetings, documentation, fact finding, casework, filing FIR, etc. and it was difficult for the Caseworker to handle so much work at a time.
6. The network partners were facing challenge in sustaining the caseworker since the resources of this project was Limited. There was frequent change in caseworkers due to sustainability issue.
7. There was frequent change in the caseworker at the field level and some of them would leave the job soon after capacity building when they get more lucrative offer

and thus the NGO had to recruit another caseworker and train them from scratch and orient them.

CASE WORK

The major challenges and constraint facing the project were that they had undermined the legal scenario initially and that they would have to do so much legal practice and face so much problem and challenges during caseworks and legal matters. They faced challenges in filing legal cases because of social factors, lack of efficiency and people's attitude. Moreover legal matters takes lots of time to finalize and the NGOs did not have so much time and resources to pursue the matter.

8. Many times they did not get evidence or the witness change stand therefore there the trafficker could not be punished. The traffickers were influential people and lure the victim and compensated by giving money and the family members stumble to the pressure. Since most of the traffickers were relatives or co-villagers 'Gotiaman' therefore they were reluctant to file FIR against them and case process does not proceed further. These are legal fallacies. Therefore there was not much positive results and response in legal matters and case work.
9. There was not much support and cooperation from the victims and their family members in legal matters and there was not much cooperation from the police and administration in spite of cases being there.
10. Staffs available at the local level did not have much caliber to solve legal matters and the partners did not have much resource to send staff from the head office.

Community level

11. Migration is a basic necessity for the people this process can never be absolutely safe even if it is done along with linkages with the government. So to make it safe, through awareness and education is a challenging task because every step towards safe migration is countermanded. It serves as a challenge and needs rigorous brainstorming and support from the community.
12. Awareness and Group formation at the community level were accomplished but less legal intervention could be done due to the prevailing social structure and change in the case worker and lacuna in their understanding.

13. This was a new concept and the network had to work mostly with the tribal community who understand everything but were reluctant to speak therefore to break their reluctance, change their perception and build their capacity on safe migration was challenging for the caseworker as their tendency is to hide and do not involve quickly in illegal interventions if something happens.
14. The economy is agricultural based as there is no livelihood option therefore migrants who go out to work feel held up if they have to appear in the court on regular basis therefore they avoid legal discourse.
15. Many of the tribal villages were segregated and far off so it was difficult to reach out and took lots of time in commuting. The traffickers interrupted and prevented from conducting the meetings.
16. In some areas the awareness level has been slow and it was a tough task to bring the migrants, stakeholders and Dalals on a common platform. Those who had migrated faced the biggest challenge in filling FIR because of reconciliation, “samjhota”. The NGOs had discussed their problems with the JRC as how to implement it and for some modification but nothing much has come out of it and the problem persists.
17. Many areas in Jharkhand are Naxal infested and it is not possible for the caseworker to move alone in the remote areas and has to compromise on her deliverance.
18. More and more people are migrating and very less Manpower was assigned to look after this program and the salary structure was very low so only low profile employees could be hired.

Administration Level

19. The lackadaisical approach and lack of sensitization of the police regarding trafficking serves as a hurdle as they don't consider the situational element and circumstances of the victim under which she has migrated.
20. The project was flexible but had very limited means to meet the requirement. The budget was very less according to the need resulting in quandary in project implementation.

21. Trafficking is still a very huge problem and there has been poor implementation of registration at the government level and lack of coordination between departments.
22. The registration of the migrants has not been able to take place in a full fledged manner. Either they are in short supply, have not been filled or if filled not submitted to the department and if submitted not signed by the concerned authorities.
23. Providing supports in monetary cases was a big problem and they do not know how to deal with it and how to build coordination with the counterpart organisations in other states to get back their salary? How to provide support to these girls as it is not possible for them to go back to get the salary specially for those girls who have run away and their salary is in banks with no passbook, papers or proof.
24. There is need more number of Mahila Thana or exclusive women police station as the migrants don't feel free in front of the male police officers specially in sexual abuse cases. There is a need for counselor to talk with the victims.

Implementing partner

25. There were some challenges for the implementing partner in managing the project finances. They got money on time but it was inappropriate to meet the expense. Some partners said that though the budget has been allocated but they have received only marginal payment.
26. The works of few NGOs have been interrupted by internal restructuring of the organizations but things are improving. In Hazaribagh though awareness has been there but they were not able to make the Panchayat very active. Job card has been collected but not much has been done. During the Midterm review it was apparent that the registration process was in progress and implemented at the district and block level but now it has become stagnant and there is need to do much more advocacy.
27. Some of the Network partners' faces financial constraints and feasibility issue were there. Partners from far distance faced difficulty in commuting and had some issues against logistics and wanted that JRC should look after such issues and ensure proper logistic arrangement.
28. The Network partners had to file a set number of cases but they have limited resources and legal matters takes a lot of time to finalize so they are in dilemma as what should be the level of interference and intervention in the legal matters.

29. They haven't been able to adhere the migrant communities to a large number of Social welfare schemes. Even though the awareness has been build up at the village level, about these schemes but the gains are still at large due to poor implementation and bottlenecks.
30. Evaluation found that IEC materials were in short supply and more were required for wider distribution.

Migrant forum

31. Most of the members of the MF were laborers and earned daily wages and it was difficult to motivate them to attend the group on a frequent basis as they found no monetary gain from the Meetings.
32. Hardly any meeting takes place during the months of festivals and agriculture seasons like August and December.
33. To conduct meeting on safe migration with the migrant groups was a big challenge as they did not sit together or come to the meeting. Furthermore its members always kept changing. At some places even after training they were hesitant to conduct meetings by themselves and were dependent on the caseworker for initiating any activity.
34. The placement agents have been added in the Migrant Forum in the Hafua panchayat of Chatra. But the problem still exist because the JATN partner are creating awareness building but other people and Agencies who are pioneer of trafficking, allure innocent villagers through false hope of better livelihood opportunities and enhanced payment options.
35. During the external evaluation it was noted that the lack of feedback mechanisms among target beneficiaries limits the assessment of the impact of the information campaign materials and services in terms of behaviour/perception change and knowledge acquired by target beneficiaries, and that irregular migration is itself extremely difficult to measure.



FIELD VISIT FOR END TERM REVIEW




RECOMMENDATIONS

RECOMMENDATIONS

1. **Greater sensitization:** Systematic awareness generation is necessary to bolster redressal initiatives. Sensitization and capacity-building programmes based upon a gender and rights approach for educators, social welfare personnel, members of judiciary and police, must be undertaken to sensitize to deal with migrants and trafficked women and girls.
2. Greater involvement of civil society organizations in awareness-raising, outreach and evaluation of government policies should be sought. Seminar should be organised at the state to clear the concept, have better impact and to create better understanding among the officials, and to have better coordination with the police department. At the district level they have been creating awareness among the officials and people through meetings and trainings but such program should also be held at state level to have better interaction with the concerned department.
3. The future challenges lay in ensuring the **ownership of the government** and get the local level authorities more involved in the project activities. In this regard, the evaluation recommends that JATN needs to be more proactive in enhanced advocacy and ensuring lateral cooperation from Govt. to address gaps in services for vulnerable migrant women and children.
4. **Capacity building of the network partners** should be done at regular intervals for all the new programs, Act and Bills, providing information on each and every aspect and training should be given at the field level also to have better community impact.
5. **Legal Support:** Advocacy, inclusion and legal awareness should be done as it is a long process of struggle. Legal cases need day to day support therefore far-fetched approach, methodology, proper strategy and better implementation was needed.
6. **Development of leadership:** At the village level development of leadership should be done as there are capable people at the village, panchayat, Tola who can take leadership.

7. **Better coordination with the ward members & PRI:** There should be better coordination between the ward members, PRI and they should ensure linkages of the community with the government welfare schemes and programs like widow pension, old age pension, anganwadi facilities, education related incentives, toilet etc. The help of Ward member could be taken as they have coverage and database of hundred households and upto 500 populations and information about the people. Since they are from local community their awareness would be tremendously beneficial and result in better convergence
8. Training of the **Caseworker** in legal matters to actively pursue the follow-up of work. The frequent change in the staff is a big challenge for the NGO therefore provision for training for new staffs should be there. The successful case studies should be collected compiled and good practices should be disseminated among the larger groups and the stakeholders. They and their effort should be recognized, praised, and encouraged and their achievements should be highlighted and shared at a larger platform.
9. They faced bottleneck in dealing with the legal matters so **empanelment of lawyer** could be done to provide support and handle such cases. It would be helpful since safe migration was one part but further on they needed help to resolve the matter legally and provide respite to the victims.
10. The **migrant forum** has proved to be an innovative approach at the village and Panchayat level, and if it could be federated at the Block, District, and State level in phase wise then it would become a very big platform. Starting from 10 to 20 villages till at the state level. The **MF groups** needs to be given training on legal aspects and exposure as well
11. **Focus on adolescent girls:** Emphasis should be on education of the adolescence and capacity building, considering that adolescent girls are the most vulnerable, and probable target of trafficking in the process of migration, special programmes for life skills training must be developed and implemented which equips them to access viable employment, education, reproductive health information and awareness about their rights. Safe migration initiatives and adherence to welfare schemes must be specially designed for adolescent girls and awareness could also be integrated into their school curriculum.
12. **Jharkhand Resource Centre-** There should be more support from **JRC** (Facilities, services, outreach, etc.) and they should provide additional services and information materials to safeguard migration.

13. **Media advocacy** was needed so that activities held at the village could be expounded wide and large and explained at the state level. Media representatives need to be involved in communication strategy and a decentralised approach to this process should be adopted to ensure participation at a larger scale. Mass media campaigns, using radio or television, can address large audiences of different profiles and backgrounds. “Catch-phrase messages” are useful for attracting the attention of the audience and providing information on complex matters in a direct and memorable manner.
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14. The **stakeholders** and frontline workers should be trained on protection strategy Law enforcement, and should disseminate information, on risks of irregular movements, including human trafficking and smuggling. The contact details for support services should be include in information leaflets, as well as the rights and obligations of persons on the move and available protection and legal migration options. To work amicably with the stakeholders at the block level and PRI members at the panchayat level on this issue, a task force / forum should be made with the help of these three.
15. **Strategic approach:** States, NGOs and CBOs must develop and harmonize their strategic approaches to addressing issues of trafficking and other harms while providing support to women and girls desirous of migrating internally and across borders. These strategies must be consistent with development, gender and rights-based approaches, and must be transparently articulated through national plans, policies and laws.
16. **Migrant Forum** serves as a collective task force, and action group there should be more number of MF made at local level so that in future, they continue working as the local direct group and their voices should be heard and decisions upon them could be taken. One person from the migrant forum could be made a **group leader** trained on leadership and key information and assigned responsibility to avoid ambiguous situation.
17. **Building a database:** It is imperative and urgent that a sound and rigorous evidence base be built regarding migration. There is a severe paucity of data on the causes and consequences of feminization of migration in all regions, partly

because of its clandestine nature and partly because migration has not constituted a priority issue.

18. **Information centre** should be established and though there are few Information Centre but some of them are not very approachable. There should be one information centre at the panchayat level too so that the migrants could be provided vital skills, information and training on language.
19. With the help of PRI the **registration process** should be carried forward to block level. At some places as in Tukupani the migrants wanted to register but due to lack of facility they migrated without registering. Thus need for advocacy is an essential part.
20. To make this program more communicable the number of **IEC material** should be increased. There should be some more materials and information to develop the mindset of the Adolescent groups. Creative, effective and communicative messages like wall writing, posters and messages on safe migration should be developed and written in the community places like Panchayat Bhawan, Schools etc so that people could gather information. Wall writings are used but videos and Nukkad Natak were more interesting and would have better impact.
21. **Community intervention** should be enhanced as there was need for manpower, resources support, and psychosocial counsellor to enhance effort at the community level. There is a need for a strong and sustainable capacity building programs as part of core empowerment of migrant workers as well as orientation on the rights of returnees and the need to provide quality counseling services to enhance their self-esteem and confidence. It is imperative and more works needs to be done at the community level such as advocacy and sensitization campaigns focusing on the safe migration issues.
22. **Follow-up mentoring and support** should be provided following capacity building for awareness raising campaigns. Likewise, adequate support is needed for the execution of campaign activities and involve parents/caregivers, community and stakeholders.
23. The evaluation values importance of **entrepreneur skill training** and therefore recommends building up a new project/sub project based on this concept only for the returnee migrants and could be successfully linked up with CBOs initiative which will also help raising **CBOs capacity**.
24. The evaluation recommends an increase in the numbers of events such as the community meetings, participation in Gram Sabha considering their high value. The success stories, Case Studies and good practices should be exemplified so that more NGO partners learn from their success.
25. **Proper and systematic Documentation** of all the activities should be done by the Organization and disseminated.

CONCLUSION

CONCLUSION

The end-of-project evaluation was conducted to examine the extent to which the project has achieved its objective of reducing trafficking vulnerabilities among migrant communities through awareness, strengthening the resilience, and capacity building of migrant communities and their families, including the adolescent group. The evaluation covered the implementation period from October 2015 to October 2018 and the evaluation has found that the JATN was built on relevant issues, and included a human rights and a gender based approach and was concerning and relevant to the needs of migrant communities and adolescent groups. Furthermore, the awareness raising activities have contributed to higher level of understanding amongst targeted groups on the dangers of trafficking and safe migration practices. Although impact at community level has been less substantial but overall, the interaction of these programme results have made a significant contribution towards mitigating the vulnerability and increased protection of Adolescent and other target populations at a high risk of trafficking and exploitation due to migration.

Poverty was not the sole factor contributing to the risk of trafficking; however, the eagerness of seeking employment opportunity to address essential households' needs increased the risk of individuals to be attracted by seemingly lucrative job opportunities offered by human traffickers. While the increase in awareness is also considered to be fundamental in preventing human trafficking, the JATN project can be consider relevant in reducing Trafficking risks in the migrant communities as a whole. Although there are still gaps observed, the project has proved reasonably effective in terms of augmenting the general awareness and ability of the vulnerable group and community people as evaluation results reveal.

Overall the project was very relevant in building and enhancing the capacity of returnee migrant workers, and provided information on safe migration. In addition to this, the project has empowered the local population by informing them on safe migration, social cohesion has been developed and returnee and potential migrants are more empowered. The project has achieved the outputs with the available and planned means: A new initiative on psychosocial Support has been provided for returnee women migrants. Similarly, male members of migrants' family were oriented, and community people were informed on safe migration through Gram Sabha sessions, and provided support through this project. The project has also oriented Adolescent students on safe migration. Orientation to local agencies and stakeholders were carried out. Women

were made aware on their rights and responsibilities. Some of the quantitative figures have been given in the box below, describing the implementation and efficiency of the JATN partners in the past 3 years. (Annexure-)

- 182 psychosocial support provided
- 4030 SHG members made aware on safe migration
- 812 Adolescent Oriented
- 81 Migrant Forums were made and there are 802 members in MFs
- 860 Stakeholders
- 6 information Centers established

The project largely appeared to be effective in terms of (a) appreciation by stakeholders, beneficiaries, (b) project modality and approaches were appropriate and effective, (c) knowledge, attitude, and behavioral changes among returnee, family and community people, (d) good coordination among implementing partner organization and local level organizations, (e) mid-term review, outcome monitoring was carried out timely, (f) use of print and electronic media.

The evaluation team found that the project was very relevant in bringing returnee women migrants on a common platform, by building and enhancing the capacity of the returnees and also of the potential migrants. It was found that appropriate implementing partners were chosen, that gave an impetus to achieve important results (e.g., formation of groups, training of caseworkers, developing awareness on migration, etc, among the adolescent groups and community level). At an impact level, the project appeared to be largely successful to have shown some intended impacts, for instance (a) the project recognizes the returnee migrant women as the agents of change, (c) informed choices and decision making of potential migrant women has been enhanced, (d) community people's stigmatization and perspectives on migrant women has changed, and (e) there has been a good rapport of the project with other NGOs in the working districts. With regards to sustainability, the evaluation team concludes that the project seemed to be aware of the sustainability of its good practices and gains.

The implementing partners with few exceptions (e.g the quality of field level staff in some cases) were found to be committed and efficient. The evaluation found human resource allocation at the partner level inadequate. More logistics and human resource support at the field would have been better for the project. The supporting functionaries at the JRC were quite efficient and helpful but more Staffs were needed for the thematic expansion of the program and scaling up.

The **learning, achievements and failures** that the network has gained from implementing the project and the approach of safe mobility provides ample opportunity

to bring forth strategic modification for further deliberation of activities. But the legal justice and case work was not like what they had anticipated as it was not supported by the society. They did not get much corporation among the community members on the legal justice as they preferred more of social justice and recognition in the community in comparison to legal justice. They want to come out from the trauma, and acceptance in the community as any other regular women or girl and not stigmatized as Delhi or Mumbai return or traffic survivor.

The network structures worked well due to the capacity of its members and the good working relationships established but faced some challenges such as lack of funds, and some logistics issues. Mixed perceptions regarding the sufficiency of funding were reported. Despite this, project targets were generally met and hold the promise of significantly reducing trafficking among the migrating communities. The Network worked very intensively, with the community, and interaction upon the significance of the subject have always been a part of their, awareness and education programme.

Respondents from all the levels reported a higher level of awareness about trafficking in their communities. The project, through its planned prevention and protection activities, capacity-building and engagement of government officials, have made progress towards its goals to enhance awareness and provide assistance to victims of trafficking. The information campaign and mass awareness activities have been particularly effective. The informative IEC materials produced by the JRC have successfully ensured community awareness and serves as an effective tool of communication. But one of the biggest constraints of the JATN was the limited human resources allocated for the Safe Migration program and resulting in heavy work-load for the case worker.

As far as the potential for sustaining and continuation of the emerging results, it can be said that the impact and benefits generated by the project would continue and these outcomes would be sustainable due to a number of key features of the JATN. In addition, the training methods and approaches utilised for knowledge dissemination and capacity building would also make a sound contribution towards sustainability of outcomes and careful planning and budgeting may help to offset some of the challenges to some extent. The progress so far is having a positive effect on the migrant community and other stakeholders. The partner's role in liaising, and the general goodwill it enjoys with the government has been noted as a critical factor. MFs were found to be an innovative and effective network for advocacy and lobbying with local level government. The Evaluation finally concludes that the project has achieved the set objectives within limits, setback by some challenges and external constraints.

Annexure

ANNEXURE 1: Case Studies

CASESTUDIES

Case study 1

16 year old Manju bodra of the Padampur village, Chakradharpur district was having a difficult time with frequent fights with her sister at home. During the SHG meeting the case worker Sulochana Mahato came to know that Manju had gone away without informing anyone. When her family members searched they came to know that she has migrated with some of the co-villagers to work in West Bengal and worked there for 3 months. Through fact finding it was evident that the girl was less than 18 years and was a victim of child labour. She was not allowed to come back as the agent said that she could only come back after 6 months when the rest of the migrants would return. Thereafter her father went and brought her back from the place of migration. The victim was provided counselling and she showed interest in further study. The matter was referred to the Block Education Officer BEO by the case worker and the Organisation Head and thereafter Manju has been admitted in the Kasturba Gandhi Balika Vidyalaya.

Case study 2

To find solace from the brutal thrashing, physical and mental torture and violence from her stepmother and father 13 year old Nandi Ghagrai decided to live with her grandmother. Meanwhile taking advantage of her solitude her uncle took her to the Jungle and raped her and it became a regular feature. One day it was noticed by another person and he complained to the police station. During interrogation it was shockingly revealed that she had been a victim of gang rape by atleast 5 boys. The matter was referred to the CWC and the victim was handed over to them. It was a challenge to provide counselling to the victim as the case worker could not go to her house. While discussing with her she said that she wanted to study and hence the NGO discussed with the Education Department and the girl was admitted in Kasturba Gandhi Balika Vidyalaya.

Case Study-3

During the fact finding the case worker Sulochana Mahato came to know that 14 year old Meena Kumari was studying in class 8 and was staying with her sister and jijaji. Meanwhile Anjali Das from her village who had migrated 2 years ago had come along with a boy named Ranjeet. She convinced her didi to marry Raveena with Ranjit with the assurance that she would be treated nicely and all their needs would be fulfilled. Even her parents agreed to the match. In March 2015 Ranjit took Raveena to Rajasthan without marriage and both of them lived together for 2 years. And meanwhile the girl never came back and the only means of communication was through telephone. In July 2017 Ranjit called Raveena's sister informing her that she has eloped somewhere and is traceless, and there has been no information about her. The challenge facing this case was that there has been no information about her and whereabouts of Ranjeet so that he could be contacted. Her sister and jijaji are not willing to go to Delhi as the fear for their life. Future strategy

Sister of Raveena has to be provided counseling to file FIR. Gather information from Anjali who had come with the boy and negotiated the marriage

Case Study-4

The Mukhiya of Saisdaag village of simaria village in Chatra informed the case worker that Suman a 15 year old girl has been a victim of human trafficking and asked for her help. During the process of fact finding case worker came to know one Rinki Kumari took her away on some the pretext. When she did not return in the evening her parents got worried and asked Rinki about her whereabouts but the she feigned ignorance saying that she had no inclination. When Suman did not return even after 15 days the Mukhiya was informed and community meeting was called upon in which Rinki confessed that she had taken Suman to Hazaribagh to Arun Malhar for work. The community members asked Rinki to bring back Suman within a week. After 15 days when Suman did not return her family members again visited the Mukhiya and she contacted the case worker. NGO Lok Prerna Kendra was approached by the victim's family members. The organisation helped to file FIR. With the support of the local Thana and help of Mumbai Police the girl was rescued and brought back to Chatra. The victim eventually returned after the pressure from the community and effort of the case worker and is currently at home.

ANNEXURE 2: List of IEC Materials

IEC materials have been developed in consultation of JATN members to promote understanding on Safe Mobility & Counter Trafficking and also to create awareness among the community members & CBOs on the issue. The titles of the IEC materials developed are as under –

- i. अंतराजीय प्रवासी श्रमिक अधिनियम 1979
- ii. मानव व्यापार रोकें
- iii. सुरक्षित पलायन - आपका अधिकार
- iv. बाल श्रम
- v. कार्य के लिए पलायन करने से पहले तय करे
- vi. कार्य के लिए पलायन से पहले तय करे
- vii. लडकियों का विवाह के नाम पर तस्करी
- viii. लडकियों का घरेलु नाम के नाम पर तस्करी
- ix. कामकाजी महिलाओं के अधिकार

ANNEXURE 3: Social and Legal Interventions

SL NO.	NAME OF ORGANISATION	YEAR 1			YEAR 2				YEAR 3			
		SOCIAL INTERVENTION	LEGAL INTERVENTION	TOTAL CASE	SOCIAL INTERVENTION	LEGAL INTERVENTION	TOTAL CASE	SUCCESS STORY	SOCIAL INTERVENTION	LEGAL INTERVENTION	TOTAL CASE	SUCCESS STORY
1	CSS	5	1	6	1	1	2	1	1		1	
2	JAGO FOUNDATION	9	0	9	2	5	7	1	2	2	7	
3	LAHENTI	9	0	9	0	1	1	1		6	6	1
4	LPK	3	4	7	1	0	1	0		1	1	
5	MMS	0	0	0	1	1	2	0		5	5	
6	PRERNA BHARTI	2	0	2	0	0	0	0	1	1	2	1
7	RASTA	0	0	0	4	5	9	1			2	
8	RJSS	0	0	0	0	0	0	0		1	1	
9	SAHBHAGI VIKAS	4	2	6	3	2	5	1			2	
10	SGVV	0	0	0	0	12	12	0			3	
11	SPARK	0	0	0	0	1	1	0		5	5	
12	SMVM	2	3	5	0	4	4	1		3	3	
13	SRIJAN FOUNDATION	22	3	25	8	10	18	17		11	13	3
TOTAL		56	13	69	20	42	62	23	4	35	51	5

	संस्था का नाम	CSS	प्रेरणा भारती	लोक प्रेरणा केंद्र	महिला मुक्ति संस्था	जागो फाउंडेशन	रास्ता	सहभागी विकास	RJSS	SMV M	SGVV	लहेंती	स्पार्क	सृजन फाउंडेशन	total
1	किशोरी समूह की संख्या		3	0	2	0	2	10	10	10	2	0	10	10	59
2	किशोरियों की संख्या		42	0	30	0	20	110	139	148	35	0	110	178	812
3	स्कूल जिसमें आप का हस्तक्षेप है		2	8	3	4	0	1	5	2	2	5	0	17	49
4	संख्या		82			110								620	812
4	SHG		10	10	5	15	15	16	10	20	8	10	10	141	270
5	SHG में कुल सदस्य		150	110	60	180	180	176	131	640	90	120	130	2067	4034
6	पलायनकर्ता समूह की संख्या		10	4	6	4	7	4	10	5	3	10	12	6	81
7	पलायनकर्ता समूह के सदस्य की संख्या		48	51	72	47	91	40	120	53	29	88	110	53	802
8	सटाकेहोल्डर की संख्या		44	34	38	70	27	51	48	81	65	46	103	253	860
	आगनवाड़ी		9	2	14	7	5	11	9	10	8	8	29	42	154
	सहिया		10	2	10	9	5	11	9	24	8	10	23	74	195
	शिक्षक		20	10	12	18	15	28	27	42	37	9	15	61	294
	मुखिया		5	15	2	1	2	1	3	5	1	1	36		72
	वार्ड सदस्य			3		10					11	10			34
	पलायनकर्ता					25								76	101
	पोषण सखी			1								8			9
	सहायिका			1											1
	सुचना केंद्र		नहीं	नहीं	हाँ	नहीं	हाँ	हाँ	नहीं	हाँ	नहीं	हाँ	नहीं	हाँ	
	रजिस्टर		नहीं	नहीं	हाँ	नहीं	हाँ	हाँ	नहीं	हाँ	नहीं	हाँ	नहीं	हाँ	
	सुचना प्राप्त करने वाले		0	12	16	0	5	34	0	8	0	70	नहीं	16	91

ANNEXURE 4: TOR for End Term Review of JATN

TOR for End Term Review of JATN

To
Ms. Reshmi Nath
Development Consultant

Sub. : **End Term Review of Jharkhand Anti-trafficking Network(JATN)**

Dear Reshmi,

Srijan Foundation, is a non-governmental organization (NGO) formally registered in 2001, and is the secretariat and co-coordinating body of Jharkhand Anti Trafficking Network. JATN is a state level network of 14 grassroots level NGOs working in 13 trafficking prone districts.

Jharkhand Anti Trafficking Network is working to address the issue of trafficking of women and children in Jharkhand for last 15years. During its journey, for last 15 years it has gone through a paradigm change in its approach and has shifted from Stop Migration approach to Safe Migration Approach. The shift in approach was based on the understanding and perspective building of right based approach of JATN members, which was facilitated by Women's Fund Asia(SAWF)

Based on the new approach of Safe migration and secure Mobility, **JATN is implementing a project named "Promote safe mobility and protect from Trafficking in Jharkhand"** which is being supported by **OAK Foundation** and is being implemented in 13 districts of Jharkhand, who has extensive experience in working with the marginalized and the vulnerable people.

The objectives of JATN:

- i. **Develop shared vision, promote convergence and solidarity in action in among members of JATN; establish relationships with local governments Panchayats.**
- ii. **Organize vulnerable communities and build their access to information on rights and entitlements and create awareness on safe migration at the larger community level.**
- iii. **Facilitate effective implementation of existing laws and policies related to promoting safe mobility and preventing trafficking and engage with related networks and agencies for greater buy-in of this approach.**

JATN as a network is on the verge of completing its 3 years after its transition and also completing the implementation of the project. JATN is in a stage of taking leap into new phase, where it needs to have a renewed fund for better and in-depth implementation.

This gives rise to the need of conducting an End-Term Review, to understand the holistic situation of the network. The purpose of the End-Term review would be:

1. To understand the network as a whole, its functioning and present situation. The review should encompass the learning, achievements and failures that the network has gained from implementing the referred project at various levels regarding trafficking, unsafe migration and the approach of safe mobility and migration.
2. To enumerate the learning that the network has gained from implementing the referred project at the community level and with the stakeholders regarding Trafficking, unsafe migration and the approach of safe mobility and migration.
3. To understand the need of the community to address the issue of trafficking and unsafe migration and suggest JATN in the areas of development and draw a blue print of future strategy.

Based on the above-mentioned objectives of the project and the objectives of the end term review the task assigned are:

Assignment	Sub- task	Date of delivery of the assignment / product	Remuneration
Conduct a end-term review of the JATN network and the project "Promote safe Mobility and protect from Trafficking in Jharkhand	<ol style="list-style-type: none"> 1. Study of project documents(proposal, reports and any other relevant documents) 2. Discuss and interview necessary person for gathering relevant information. 3. Travel to 4-implementation district of partner organisation of JATN for gathering onsite information for evaluation. 4. Report writing and Consultation <ol style="list-style-type: none"> i. First draft sharing with JATN core committee. ii. Final draft submission. 	10 th of August 2018	Rs 75,000
Total			Rs.75,000

Assignment outcome:

A compiled report of the findings of the evaluation of the strengths and weaknesses of the JATN network, areas for improvement and the impact of the field level implementation of Jharkhand anti-trafficking Network(JATN), highlighting both the gaps and strength and suggestions to mitigate the gaps.

Terms and conditions:

- JATN would like to understand the evaluation design, which would be used for evaluating the field activities. The sample size, indicators and process will be decided depending on the objectives of the projects.
- Travelling to the field is mandatory for understanding the impact of the project and do the need assessment for the next phase. The respective case worker from that district will

facilitate you in undertaking the travel in the field area. The contact details of caseworker would be shared with you.

- Please share your travel plan, so that the respective partners can be informed beforehand.
- Before getting the final copy of the report, JATN would like to have a discussion regarding the report, among its core committee.
- The report should be developed and handed over to JATN in Soft copy.

Co-ordination:

- You will be working with the project co-ordinator of JATN of Srijan Foundation and will seek her guidance and support to customize the delivery of the product as against the mentioned objectives and purposes.
- JRC will provide all necessary documents conducting the end-term review effectively.

Logistics:

- JRC as per your travel plan will arrange transportation and all related expenses to travelling. The bill generated will be in the name of Srijan Foundation.

Financial:

- The value of the assignment will be paid in 2 instalments. First 60% on the signing of the agreement and 2nd instalment of 40% will be paid after the submission of the assignment – final product.
- All the payment will be made through cheque, so share your A/ C details and tax will be deducted as per the law of the land

Please sign and submit the agreement as acceptance of the assignment with its associated terms and conditions. And submit your bank A/C details.

Thanks

Ms. Pooja

Project Co-ordinator JATN

Date:



Ms. Rashmi Nath

Development Consultant

Date:

ANNEXURE 5: Study Design and Questionnaire

A.SF /NGO

Name of the Organization

District/Block/Village/ Panchayat

Relevance /Efficiency:

1. What progress has been made towards **achieving the project's overall and specific objectives** and how well has been the implementation of activities managed and the outputs achieved both in quantitative and in qualitative terms? Has the project **progressed/** activities conducted **as per planned timeline** – including preparation, planning, to implementation? Is there a good fit between activities and project results
2. What factors helped in efficiency performance of the project?
3. To what extent were the project objectives plan and strategic **interventions relevant to the present scenario**, beneficiary requirements, and local context and **meet the identified needs of the target group**? Were the project objectives realistic and consistent?
4. Were the **project design**, methods and **approaches** (including synergies among activities and services, project management and execution, supervision and implementation support, and M&E arrangements) **appropriate for achieving the project's core objectives**?
5. Was the project **design participatory** in the sense that it took into consideration the inputs and needs of key stakeholders, and the expected beneficiaries and the grassroots organizations?
6. How well had the availability/usage of means/inputs managed? Were the resources (including human) sufficient?
7. How well was the target group identified? How do the beneficiaries view the comprehensiveness of package of services offered to or directed towards them?

Efficiency:

8. What were the **major challenges and constraint facing the project**? Was the project flexible enough in adapting to changing needs? To what extent?
9. How appropriate were the monitoring, evaluation, reporting, and documentation arrangements of the program? Has the project **adequately documented, reported and disseminated information** on what it is doing or has achieved so far?

Effectiveness:

10. How effective is the project in terms of **approaches and methods**? Were the rural people empowered to gain better access to the information needed for safe migration?
11. To what extent did the project **empower the various women migrant**? Do they play more effective roles in decision-making? Are changes in the social solidarity in local communities towards SM visible?
12. What are the major challenges for the implementing partner in managing the project finances?
13. What had been the other efforts of JATN on SM besides those in the agenda and what could be done to make those efforts more successful?

Impact:

14. What are the planned and unplanned **direct impacts** (positive / negative) of the project at Overall Objectives level?
15. To what extent the project had any **indirect** positive and/or negative impacts? (what impacts appear likely i.e. environmental, social, cultural, gender and economic)

16. SWOT Analysis- Identify Core strengths and weaknesses in the project approach and context affecting the degree of participation of migrant workers & their family members. What are main constraint, challenges and opportunities of this project?
17. Was a specific exit strategy or approach prepared and agreed upon by key partners to ensure post-project sustainability after the culmination of the program?
18. What are the prospects of sustainability and continuation of the project outcomes? Would the impact and benefits generated by the project continue after project closure? (Main factors affecting, either positively or negatively)
19. Are there any good practices suitable for case development and replication- the factors in project design and implementation (e.g. policy framework, political situation, institutional set-up etc.) which accounts for the estimated results in terms of effectiveness?

JATN Network Strengthening

20. Developing shared vision-

- a) How effectively has JATN established itself as a network working on Safe Migration?
- b) How much clarity has been there on SM among the network partners.
- c) What is your working modality?
- d) How are the JATN NGO partners corresponding with each other?
- e) What were the joint initiatives of the JATN partners?

21. Promoting convergence and solidarity in action among members of JATN –

- a) What effort has been taken to strengthen the Network?
- b) How many Capacity Building Programs and training workshops/orientation were conducted by this project to acquaint the members with deeper conceptual clarity on the issue and how was the participation of the NGOs partners?
- c) What was the output of the workshop and how was it related to the success of the project?
22. What has been the experience as a member/partner of the JATN Network. नेटवर्क स्तर पर इस परियोजना के दौरान आपका अनुभव कैसा रहा S.F/NGO
23. How and to what extent has the JATN Project been successful in **strengthening and effectively develop the capacity of its Network partners** to implement Safe Migration campaigns and programs and prosecute traffickers and trafficking related crime? Were these learning effectively replicated and implemented by partner NGOs? What were they and what was the methodology used?
24. How much has been the Capacity building of the Case workers for taking up legal matters and case work?
25. How well were the Partner (JATN) Contribution / Involvement working? (JATN)
26. Have implementing JATN partners mainstreamed Safe Migration project with their existing or forthcoming project, with examples?
27. What/How much- has been the recognition of JATN as a key knowledge and practice partner by Govt., related Network and agencies.

Establish relationships with Local Government, Panchayats and Stakeholdersa

28. Have the PRI members and other Stakeholders, Agents (Dalal) and other villages included in the SM program and what **activities were held** with them to bring in right based approach while dealing with Safe Migration Program. Has there been any **change in perception** among them?
29. Is there any indication of continuation of this initiative, government commitment, resources availability and institutional support after the project closure?

LAWS AND POLICY IMPLEMENTATION

30. How did you facilitate effective implementation of existing laws and policies related to promoting safe mobility and preventing trafficking?
31. What has been the innovative approach of the program besides the “tried-and-tested” approaches?

Other Network

32. Has there been any effort to train/ engage with related networks and agencies for greater buy in of this approach. Do you share your learnings on SM with other networks and use the learnings from them to make your Network strong.
33. Was there any effective local support from other organizations/NGOs and are they willing to give continuity?

Replication and scaling up

34. What are the lessons learned/ best practices emerged from the project implementation? Are they consistent with the JATN definition of this concept and can it be used to guide the next programme cycle and/or other programmes?
35. Do lessons learned indicated any need for changes in project design in the future to ensure better sustainability?
36. Were the successfully promoted innovations documented and shared? Were other specific activities (e.g. workshops, exchange visits, etc.) undertaken to disseminate the innovative experiences?
37. Have these innovations been shared replicated and scaled up and, if so, by whom? If not, what are the realistic prospects that they can and will be replicated and scaled up by the government, other donors and/or the private sector
38. What are the evidences that express situation before and after the project intervention related with using formal channels for migration? What are the evidences of decreased trend of women being trafficked? What was the direct contribution of the project for this?

A. Interview for Jharkhand Resource Center

1. Have you received any practical benefits on Safe Migration or labour rights from using the JRC services and were they responsive to your needs?
2. Did you face any obstacles in accessing the JRC’s services?
3. What should be improved about the JRC? (Facilities, staff, services, outreach, etc.)
4. What additional services or information should the JRC provide to safeguard migrant workers?
5. What are the challenges remaining for safe migration? What strategies could be applied to improve the status quo?

B. Case Workers Interview

Date (dd/mm/yyyy):

Name of the Case Worker

Age

Organization

Villages covered

Panchayat, Block, Districts

Situational Analysis

1. What is the situation of Migration / Trafficking in your Area?

Training

2. What capacity building training have you received on Safe Migration/Fact Finding /Case Studies?
 - a) What training courses have you participated in?
 - b) What other learning opportunities did you receive from JATN
 - c) In what ways have the trainings/capacity-building opportunities provided improved your ability to manage trafficking prevention campaigns? Can you give a specific example?
 - d) How would new staff learn these skills who joined later on?
 - e) What handouts were provided and in what ways have you utilized them in your work? IEC
3. What are the steps of safe migration? How can the migration process be made safe?
4. How do you provide intensive awareness building on Safe Migration at the larger community level? What information do you give to the community members on SM during the meeting?

CAPACITY BUILDING OF COMMUNITY

5. What **activities related with Safe Migration** were conducted by the JATN Partners? What was done **to Organize the vulnerable communities** and create awareness on Safe Migration at the larger community level.
6. What has been the impact of counselling, meetings and awareness among the women migrants and what has been the community response? No of Case studies, membership drives and collective actions (organizing migrants and group formation)
7. How far has JATN been **able to respond to the needs and aspirations of the communities** concerning with safe migration with focus on women and children and **successful** in creating favorable and **appropriate environment and awareness** in the community, strengthening their capacity and changing the community perspective through building their access to relevant information on rights and entitlements. (Based on evidence and facts)
8. What is the **level of awareness** regarding the Safe Migration program among the target groups and would it continue after the end of external support?
9. To what extent did the project **empower** the rural poor vis-à-vis development actors and concerned stakeholders and public authorities? Do they play more effective role?
10. How many **SHGs** were visited by the Network during the project period (for spread of the message)? How were they selected?
11. How many **Adolescent groups** got information on safe migration? Who provided the information and what was the subject matter?
12. Have the Family members been made aware on their on rights, legal provision supportive role and responsibility for harmonious relation with in family and migrant women at destination? Their reaction then and now and the percentage of change in perception?

Protection /CARE OF VICTIMS

13. How many **cases of trafficking** have been identified during this period and How many **trafficked women have been counseled** by the JATN partners and what is the nature of such cases? Which district and region were they from and what age group do they represent? Has the awareness level increased in potential migrant women on their rights, responsibilities and legal procedures?
14. How many trafficked migrant women have been **provided legal support** by the JATN?
15. What type of **psycho-social support** is provided? Is it same for outgoing migrants and returnee or different?

16. Have the migrants have been given information about **registration in Panchayats** and how many of them have registered themselves?
17. How successful is the JATN Project at enhancing and standardizing the care of victims of trafficking and labor migration abuses?
18. How many **successful cases** of Safe Migration have been identified in the project area of JATN?
19. No of cases taken up on Safe Migration, Trafficking of woman, Unpaid and low wages Violation of right to mobility /cases of child trafficking? How many Cases of Safe Migration have been identified?
20. Has there been any capacity building of the Migrants women to deal with the Agents. ?
21. Has anything been done to bring the migrant women under social security network. ?
22. What are various initiatives taken so far by the JATN partners in implementing the program and mobilizing local Level organization?
23. How many **legally registered employment agencies** are there in project districts? How many women migrated through trusted recruiting agencies with proper information?
24. How many information desks have been established and where? How many potential migrant women /Migrants have been consulted? Do the potential women visit the information desk along with family members?
25. Has there been any effort to take help in dealing with case works and legal matters from Organizations of different states ?
26. Do you motivate /provide counselling to the survivors families and the survivors? Do the survivors approach the Case workers to support and guide them in the process and fight legally to get justice?

Case Work Fact Finding

27. What are the benefits of documentation of case studies? What problems and challenges do you face during case work? What precautions do you take during Fact Finding?
28. What are the problems faced in getting legal assistance? Why do the migrants do not speak up? Why very few cases are reported?

MF

29. What has been the **status of the Migrant Forum** in your District/area? Have they been able to identify the trafficked victims and returnee migrants and bring them under the Forum and articulate for their rights and entitlements?
30. How many Migrant Forums have been formed and what was the process of forming the MF? What was the role and function of the group? What is the benefit by involving the Migrants in a Forum? What have been the progress/challenges of forming Migrant Forum? From gender perspectives how much has been the inclusion and involvement of Male counterpart in such Forums?
31. How many returnee migrant women were involved as Peer Educator and how are they supported by the JATN partners?
32. What are the problems faced in formation and functioning of the MF?

Stakeholders

33. What has been the role of PRI /stakeholders to create awareness on Safe Migration in the community and identifying and adhere the vulnerable families and groups to social security?

34. How many meetings with the PRIs/Stakeholders have been conducted on safe migration? What was the output and outcome of these sessions? How many stakeholders were involved in analysis of policies related to safe migration?
35. What **Convergent action/ collective efforts** have been taken out by the concerned /related departments like Police, WCD, Education, Rural Development, Panchayat, DALSA and JSLPS to reach out to vulnerable families and social groups to promote Safe Migrating and prevent human trafficking ? How many District and State level workshops have been held till now?
36. What has been the role of AHTU in regulating the placement agencies through registration and regular monitoring?
37. Do project activities benefit from the engagement, participation and ownership of local communities and do have access to adequate training for **sustaining the gains of the project**?

Change in perception

38. What difference has the project made among the planned target groups or other non-targeted groups? Are **changes** in the social solidarity and capacities of women migrant, family **visible**? What evidence supports the increase in awareness?
39. Has there been **any change observed in the trend** regarding migration of the women from Jharkhand during the project period?
40. Did you identify any patterns or trends among migrants that call for policy changes or capacity building interventions (common rights violations, inadequate channels for legal migration, etc
41. Were gender concerns and considerations mainstreamed into the project?
42. What have been the Lessons learned and/or good practices identified to sustain this program? I

C. SHGS

Name of the SHG

Total members

Members present

Villages, Panchayat, Block, Districts

Name of the SHG participant	Age	Designation

1. What do you understand by safe migration and right to mobility of women? (How much clarity is there) What is the Difference between SM and Trafficking?
2. What has the Case worker told you about SM? {Concept clarity of Case workers, Red card (Self Migration) and green card (With Agent), use of IEC materials}?
3. What are the things you need to know before leaving your homes? What steps will you follow prior to migration?
4. Have you migrated for work since receiving counselling by the Case Worker? What channel did you use to migrate? Did the counselling you received affect your decision to migrate through a regular channel?
5. Do you/will you confine to the family members and register yourself prior to migration?

6. Do you know what to expect in terms of / seek information from the agent prior to migration (like- about the salary, hours of work, working conditions, mode of payment, holidays etc)?
7. What do you understand by Right? As a free citizen of India what are your rights as a worker? What will you do in case of a rights violation by recruitment agency / by employer?
8. Whom will you approach if you are in some problem at the place of migration?
9. What compels Women from the state to unsafe migration? What difficulty did you face prior to migration through proper channels? Did you get any support or not?
10. Do you think that your rights were better protected by migrating through a regular channel?
11. Why very few cases are reported? Why do the migrants do not speak up? .
12. Do the Case worker use the IEC Material. (condition of IEC material)?
13. What needs to be done to make the Migration process safer and gain utmost benefit?

. Adolescent

Total members

Members present

1. What do you understand by safe migration? What is the difference between Migration and trafficking?
2. What information have you received by the Case worker on safe migration? How did she inform you?
 - Gender and child rights,
 - RTE,
 - Childline
 - Migration of 16- 18 years
3. What is better, safe migration or unsafe migration? Do you understand the risks involved in migration? What are they? What compels Migrants to go through unsafe channels?
4. What precautions will you take if going out to work to make it safe? Will you inform your family members or relative?
5. Do you know what to do in case of rights violation by recruitment agency / by employer?
6. Whom will you approach if you are in some problem at the place of migration?
7. What more should be done to make the migration process safe and secure the Rights of the migrants?

D. Migrant Forum

1. Why is it necessary to form a Migrant Forum? (benefits)?
2. What is the structure, objectives of an ideal Migrant Forum?
3. What have been the Status/ progress/challenges of forming Migrant Forum? Is its formation going in right direction?
4. What are the basic duties and responsibilities of the Migrant Forum? Is there a common guideline to be followed?
5. How do you organize/ mobilize the community members to form Migrant Forum?
6. What has been the impact of the counselling? How effective is the Migrant Forum in addressing the issue of trafficking?
7. What are the initiatives taken by the forum? How the initiatives have benefitted the service receivers?

8. How will you tackle the situation if something goes wrong? How could we bestow the right of the victim?
9. What will you do for the legal help? Will you approach the police JATN / NGO and file complaint?
10. Were the Agents /Dalas included in the Migrant Forum? How much has been the involvement of adolescent boys in the program?
11. Assessment of Challenges and problems associated with the Migration Forum?
12. Is the time frame very less for project implementation?

E. Advocacy with stake holders-

1. What is the status of trafficking in your village/Panchayat? What is your opinion about Safe Migration?
2. What steps should be taken to promote safe mobility and preventing trafficking?
3. How much intervention of the Case worker/JATN is there in the village on Safe Migration?
4. Have there been any changes in the thought process (of the stakeholders) to accept Migration in the perspective of human rights framework after the intervention of JATN?
5. How would you guide the migrants for safe and secure mobility?
6. How to develop better Community understanding on Safe Migration. How will you ensure that the migrant workers will register themselves in the Panchayats?
7. Information about the status of “Green Card and Red Card” and the role and Responsibilities of the officials in ensuring its wide implementation in the Panchayat?
8. Is there any involvement of stakeholders like ANM, Sahiya, Ward Member, Mukhiya during the community meetings to propagate Safe Migration?
9. What pledge do you take / what should be done, to ensure the rights of the migrant women? What will you do for the advocacy of the concerned Laws and policies on safe migration?
10. How do you regulate the placement agencies?

ANNEXURE 6: List of Documents Reviewed

1. Position Paper- Human Trafficking in Jharkhand
2. Project Document on Trafficking- Overview
3. Annual Report of JRC 2014-15
4. Final Oak Report
5. JATN training report
6. JATN quarterly meeting report
7. Report on trasining prograsm for fact finding snd case work
8. JATN Document Report
9. Report on training on Migrant Forum
10. Report on Case Worker Training
11. Workshop Reports on Anti-Trafficking
12. Report on Case Worker Review Meeting
13. Peer Review Report
14. Core group meeting reports
15. Report on Meeting for Orientation of Placement Bill
16. Field Visit Reports
17. News Letters

ANNEXURE 7: List of Participants for the IDI and FGD

A. LIST of JATN Partners visited and the NGO Heads

1. Mausami Bhakhala, Lok Prerna Kendra, Chatra
2. Bitiya Murmu, Lahenti, Dumka
3. Awadesh Kumar, Sahbhagi Vikas, Simdega
4. Nargis Khatoon, SMVM, Chakardharpur

B. List of Caseworkers Interviewed and a brief background:

1. **Suhasini Soren**, the Case Worker from Dumka has been working for the past one year and has attended only 3 trainings at JRC and earlier another case worker used to work.
2. **Kamla Kullu**, the Caseworker of Simdega, has been working since 2017 December and the earlier case worker was Kiran Oraon.
3. **Sulochana Mahato** assisted by **Deepak Bodra** the Caseworker of SMVM, Chakardharpur have been working on safe migration in 10 villages of Kenke Panchayat, Chakradharpur Block, and District West singbhum.
4. **Anita Misra**, Case worker from Lok Prerna Kendra, Chatra, has implemented migration program in 10 villages of the Padma Panchayat in kathikund Block

C. Focus Group Discussion held with

1. **SHG Groups** at Chatra, Dumka, Simdega and West Singbhoom
2. **Adolescent Groups** at Chatra, Dumka, Simdega and West Singbhoom
3. **Migrant Forum Groups** at Chatra, Dumka, Simdega and West Singbhoom
4. **Head of the JATN Network Partners** at JRC, Jharkhand

D. List of Stakeholders Interviewed

List of Stakeholders Interviewed		
Chatra		
1	Pratima Kumari	Poshan Sakhi Chatra
2	Kavita Devi	ward member ;Banhe Panchayat, Chatra
2	Ram Naresh Kumar	Panchayath community mobilizer PCM.... Chatra
Dumka		
4	Silwanti Hansdak	Anganwadi worker, Chandani Murmu, Sahaika, Dumka
5	Chandani Murmu	Sahaika, Dumka
Chakardharpur		
6	Daymanti Munda	Mukhiya, Chakardharpur
7	Rupesh Kumar Mahato	Ward member , Chakardharpur
8	Geeta Mahto	Munda Chakardharpur
Stakeholder Simdega		
9	Kiran Chaudhary	chairperson CWC, Simdega
10	Aruni Bai member	CWC member, Simdega
11	Ludam Bahasanga member	CWC member, Simdega
12	Nira Kishori member	CWC member, Simdega
13	Meera Prasad member	CWC member, Simdega
14	Raje kumari kujur	AHTU SIMDEGA