



FINAL REPORT:

**Scan of Issue Areas, Trends and Organisations Working in the Area
of Child Trafficking in India**

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by Toast Advisory**

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Executive Summary

This report provides an overview of key issues and trends in child trafficking, sexual exploitation and forced labour, as well as recommendations for interventions. We reviewed secondary sources and undertook 20 interviews with key stakeholders and experts on child trafficking, sexual exploitation and forced labour in India.

Key Drivers of child trafficking, sexual exploitation and labour

India is a source, destination and transit country for trafficking of forced labour and sex trafficking. The number of trafficked children is unknown in India but expected to run into millions. The majority of trafficking in India is internal – within states or across states but within India. Trafficking for sexual exploitation and forced labour are due to a complex web of drivers on the supply side, most of which are in some way linked to severe poverty and lack of livelihood opportunities. Many victims of trafficking have very poor educational backgrounds. The National Human Rights Commission reported that 71% of trafficked victims surveyed by them were illiterate. Likewise, the lack of local livelihood opportunities drives families and children towards cities. Migration and trafficking are interconnected and increased mobility and rapid urbanisation, is making it easier to traffic victims across India.

Key Issues

The Government of India estimates 20 million child workers in India while NGOs put the figure at 60-100 million. Commercial sex work and labour accounts for a large share of trafficking.

Rescue of trafficked children is undertaken, often as raids, by Government agencies and NGOs with help from police. Often there is limited logistical planning ahead of raids and a lack of coordination between rescue and post-rescue support of victims. Children who are rescued are often sent to either poorly managed homes or sent back to where they came from with limited follow-up. Reintegrating victims of sex trafficking in society is especially difficult in India given the level of shame and stigma associated with sex trade. A significant challenge in rehabilitation and reintegration is the lack of systematic follow-up and support of trafficked victims as they reintegrate into society. The lack of professional counselling of rescued victims is a particular concern. India has a severe shortage of mental health professionals and support generally, and this is also reflected in the lack of adequate psychological assistance and counselling to victims too.

Additionally, there is a severe lack of data tracking system on trafficking in India. There are few research reports or systematic research on child trafficking, rescue and reintegration. There are no stated best practices on child rescue, and post-rescue support, or policy.

Trends: Trafficking and Child Labour

- Cross-border and cross-state trafficking is increasing. At the source location, it continues to be people known to the children that initiate the process.
- Women and girls increasingly perceive sex work as “choice” according to organisations that note it is becoming harder to convince women to leave because of the money they earn.

- While previously, sex work was brothel based, it is now increasingly decentralised to a range of distant locations as well as to a range of venues. Likewise, sex trade is increasing more rapidly in smaller cities.
- Platforms such as WhatsApp is making it easier for consumers and pimps to interact and move at short notice. Traffickers are using technology to stay invisible as well as to lure victims. Likewise, online sex trafficking is increasing.

Trends: Work by Anti-trafficking Organisations

- Increased collaboration between Civil society & Central and State Governments of India.
- Trafficking is increasingly seen as a systemic and complex issue that needs to be tackled in multiple ways at multiple levels. There is increasing work and advocacy at the policy level –affecting change in policy and the regulatory environment.
- While the focus of most organisations and funders is primarily on rescue and post-rescue efforts, there are an increasing number of organisations working on prevention.
- A further shift in focus is from getting women out of sex work, to focussing on ensuring children of sex workers (and especially girls) are not entering the trade.
- While limited still, an increasing number of organisations recognise that girls and women require viable livelihood options as well as basic education and skills and are designing new and trauma sensitive programmes.
- The quality of counselling is generally poor. Today a small but growing number of professionals specialised in trauma-based therapy and practices are emerging.
- Organisations are increasingly ensuring they have a strong online and social media presence to attract donor funding, share information and learn from others, and are looking at ways to use technology.

Trends: Recent Policy and Regulatory Changes

- There is an increased sensitisation in dealing with child victims of trafficking, such as ensuring that children and perpetrators are not put in the same room.
- There is increased focus on training police and individuals within the judicial system and government officials.
- The government is more proactive and there are more opportunities for civil society to work with the government at national, state and local levels.
- The recently introduced Anti-Trafficking Bill has provided improved changes, including clear rights of victims, including compensation, and harsher punishment for traffickers and pimps.

Gaps and Recommendations

First, prevention programmes are not supported as well as rehabilitation and post-rescue care. Likewise, a lot of rehabilitation work takes place in destination locations, while few programmes focus on rehabilitation, reintegration and prevention of re-trafficking at source locations. Second, there is limited focus on efforts to build gender positive attitudes among men and boys. Third, there needs to be more focus on adequate facilities and thoughtful trauma-sensitive rehabilitation. This includes appropriate education and skilling programmes, as well as livelihood programmes. It also includes digital literacy. Fourth, mental healthcare is underfunded and understaffed. There



is a lack of funding for counselling, a lack of counselling training programmes, and a lack of qualified counsellors.

In terms of how organisations should work, interviewees highlighted the need to collaborate and create partnerships for greater impact; the large gap in available and reliable data and research on best practices; and lastly, the need for funding organisations to offer mentoring, hand-holding support, and help in expanding networks, in addition to financial support.

Note, GFC has redacted a portion of Toast Advisory's recommendations that are specific to GFC's internal India strategy.

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1. Introduction

The Global Fund for Children is seeking to better understand the key issue areas of child trafficking and hazardous child labour in India, and to get an overview of the organisations, big and small, that undertake work related to the trafficking of children in India. The aim is to inform the programme Empowering Grassroots Organisations to address Child Trafficking & Hazardous Labour which supports young Indian organisations active in this space.

To that end, Toast Advisory are undertaking a rapid landscape scan to:

- Examine the needs and key issues affecting victims, and children and youth at risk of trafficking and hazardous labour in India
- Map current programmatic trends, innovative approaches and interventions to address and prevent child trafficking and hazardous labour in India
- Understand policy aspects and on-the-ground contexts in India
- Highlight key organisations that work across the focus areas in the country

This report sets out to provide an overview of key issues and recent changes in trafficking of children for sex slavery and forced labour, together with a review of trends in the way organisations work in these areas, as well as identifying key organisations working in this space. It should be noted that given the organisations we have spoken to so far, there is a particular focus on work around trafficking to sex slavery and associated prevention, and rehabilitation efforts.

Methodology

This landscape review is based on publicly available research reports on India between 2013-2018, publicly available data accessed through websites, as well as 20 interviews with experts and practitioners. Interviews were semi-structured, and primarily undertaken over the phone. It should be noted that there is limited publicly available resources on trafficking and hazardous child labour in India, including limited information released by the Government.

The report is organised as follows:

- The next section provides an overview of drivers and key issues areas.
- Followed by section three on programmatic trends, section four highlighting key organisations in the ecosystem,
- And lastly, section five on gaps, needs and recommendations for action.

2. Drivers and Key Issues

2.1. Drivers of Trafficking and Child Labour

India is a source, destination and transit country for trafficking of forced labour and sex trafficking.¹ The number of trafficked children is unknown in India but expected to run into millions. The majority of trafficking in India is internal – within states or across states.

The majority of trafficking concerns forced labour – often debt bondage – working in brick kilns, rice mills, agriculture, and textile outlets including weaving and embroidery factories.²

Trafficking for sexual exploitation and forced labour are due to a complex web of drivers on the supply side, most of which are in some way linked to poverty and lack of livelihood opportunities.

Low Level of Education, Limited Livelihood Opportunities and Migration

Many victims of trafficking have very poor educational backgrounds. The National Human Rights Commission reported that 71% of trafficked victims surveyed by them were illiterate.³

Likewise, the lack of local livelihood opportunities drives families and children towards cities, in expectation of jobs as domestic helps for example, which turn out to be sex trafficking. Therefore, given the vulnerability of poor people needing to migrate in search of work, migration and trafficking are interconnected and agents and traffickers exploit this. Increased mobility and rapid urbanisation, is making it easier to traffic victims across India.⁴

As indicated by the National Crime Bureau Report - Murshidabad in West Bengal has the highest number of cases of human trafficking and illegal migration. A large number of children are trafficked from Murshidabad to Mumbai, Pune and other large metros. Murshidabad's vulnerability is caused due to extreme poverty but also related to lack of education, opportunity and support services. Adolescent girls think that marriage is the only way to get away from poverty and hence makes them more susceptible to being trafficked. Proximity to the Bangladesh border as well as to Jharkhand and Nepal, sees girls as young as 13-15 years old being sent away from their homes in search of jobs to help provide for their families.⁵

Poverty

Within India, poverty is the main cause of trafficking, and citizens from the poorest and most disadvantaged backgrounds (including Dalits, tribal communities, religious minorities, and women

¹ US State Dept, 2017

² US State Dept, 2017

³ Dasra, 2013

⁴ Dasra, 2013, Haq, 2016

⁵ As noted by experts and practitioners interviewed for the study.

and girls from excluded groups) are the most susceptible to being trafficked.⁶ Most victims of sex trafficking are young girls who are lured under false pretenses of marriage or employment.

The consequences of poverty put children at further risk due to difficult family relationships/violence and abuse at home/poor caregiving/school drop outs. All these make for vulnerability at home and are pathways to trafficking - promised jobs/a better future/opportunities to escape huge difficulties at home. It is always vulnerability that leads to trafficking.⁷

Child labour is primarily caused by poverty, debt incurred by parents together with low literacy levels. This is exacerbated by a lack of social security systems.⁸

2.2. Key Issues in Trafficking

Below we provide an overview of key issues highlighted in the reports available as well as in interviews undertaken.

Sexual Exploitation

Commercial sex work and labour accounts for a large share of trafficking. Furthermore, according to a 2013 report, 90% of girls trafficked are trafficked within India. The main countries from which trafficked girls come into India are Bangladesh and Nepal.⁹

Raids on traditional red-light districts in cities such as Mumbai has resulted in the sex trade spreading away from certain clusters to the outskirts of cities, and away from known brothels to underground venues including suburban apartments. Likewise, sex trade is increasing more rapidly in smaller cities, while declining in Mumbai.¹⁰

Technology doesn't favour a cause like this as it is about privacy - a consumer is protected and when the consumer is a trafficker there is little that can be done, traffickers are able stay invisible and move under the radar.¹¹ Digital technology including mobile apps, websites and online money transfers have made it easier for traffickers and pimps alike to exploit trafficked victims and handle their trade without being detected by law enforcement.¹²

Hazardous Labour

⁶ Haq, 2016, US State Dept, 2017.

⁷ As noted by experts and practitioners interviewed for the study.

⁸ CRY & Care, 2014. Though the Government of India has implemented a number of welfare schemes since the report has been published.

⁹ Dasra, 2013.

¹⁰ Haq 2016. Also substantiated by experts and practitioners interviewed for the study.

¹¹ As noted by experts and practitioners interviewed for the study.

¹² US State Dept, 2017.

The Government estimates 20 million child workers in India while NGOs put the figure at 60-100 million.¹³

A survey of child workers in Mumbai, found that children worked above 10 hours a day for six days a week earning up to INR 2000 a month. The same survey found that raids on child work in 2008 in the city had limited positive impact on the children, many of whom had returned to work.¹⁴

In Rajasthan, cheap labour is in abundance. Families suffering from extreme poverty send their children to Rajasthan for work in the hope, they can find employment, and if nothing else at least have one meal a day. Children do not earn any income for the first 3 years except for a lump sum amount of INR 5000 given to their parents. Post this period, they earn a minimal amount.¹⁵

Rescue

In India, rescue of trafficked children is undertaken, often in the form of raids, by Government agencies and NGOs with help from the police. Often there is limited logistical planning ahead of raids resulting in a lack of accommodation for freed victims, or recovery of their personal belongings.¹⁶

The professionals working directly with children rescued from trafficking have largely inadequate skill in psycho social care, thus impacting first level responses to children’s experiences of trauma. They are unable to identify serious mental health issues and a generic support environment is necessary, but not always sufficient.¹⁷

Overall, there is a lack of coordination between rescue and post-rescue support of victims.

Post Rescue Livelihoods / Housing / Education

Children who are rescued are often sent to either poorly managed homes or sent back to where they came from with limited follow up on their well-being or the situation in which the child finds themselves.¹⁸

Every state has government funded and run shelters and rehabilitation services for rescued victims of trafficking. While there are Government shelters for sex trafficking victims in the large cities, these do not necessarily cater to children. There are supposed to be child specific shelters and services under the Ujjawala Programme.¹⁹ Many additionally suffer from personnel challenges,

¹³ http://www.indiatribune.com/index.php?option=com_content&id=2884:over-60-million-child-laborers-in-india&Itemid=400

¹⁴ CRY & Care, 2014.

¹⁵ As noted by experts and practitioners interviewed for the study.

¹⁶ Haq, 2016.

¹⁷ As noted by experts and practitioners interviewed for the study.

¹⁸ Haq, 2016.

¹⁹ The Ministry of Women & Child Development in India has formulated a Central Scheme “Comprehensive Scheme for Prevention of Trafficking for Rescue, Rehabilitation and Re-Integration of Victims of Trafficking for

especially trained personnel to work with victims. Child victims receive the same kind of support that adult victims receive, and there is little by way of tailored support for child victims.²⁰

Furthermore, the standard of shelters and the standard of care vary a great deal and is often poor. It is reported that shelters are often poorly maintained, over-crowded and insufficient in number. The lack of shelters results in some child victims sometimes being placed in juvenile homes.²¹

While the government has increased budgets for such shelters and services, funds remain inadequate, and are often released late. NGO run shelters tend to rely on donor funding, and therefore become susceptible to programmatic changes and funding cuts by donors.²²

Counselling

The lack of counselling of rescued victims is a particular concern. India has a severe shortage of mental health professionals and support generally, and this is also reflected in the lack of adequate psychological assistance and counselling to victims too.²³

A lot of data is not available on the survivors and information sharing is a big challenge. Complex and sensitive cases and/or homes or organisations do not collect adequate information of the survivors - there are a lot of gaps. Hence providing mental health support is not possible. Also, the transitory nature of the institutional care does not afford a strong and long-term support to the victim. Most NGO's resources are focused on rescue and prosecution. Mental health and well-being is not given the adequate focus it requires.²⁴

Reintegration and Re-trafficking

Reintegrating victims of sex trafficking in society, let alone their home communities is especially difficult in India given the level of shame and stigma associated with the sex trade. This is further exacerbated by drug and alcohol abuse as well as sexually transmitted diseases that girls may have. Girls are therefore often disowned by their families.²⁵

Even if girls do not return to their local communities, they experience significant challenges in accessing education, livelihoods opportunities and even basic services such as healthcare.

Therefore, reintegration and ensuring that girls are not re-trafficked remains a significant challenge in India.²⁶

Commercial Sexual Exploitation-Ujjawala". The new scheme has been conceived primarily for the purpose of preventing trafficking on the one hand and rescue and rehabilitation of victims on the other.

²⁰ US State Dept., 2017, Haq 2016

²¹ US State Dept., 2017, Haq 2016. Also substantiated by experts and practitioners interviewed for the study.

²² US State Dept., 2017, Haq 2016

²³ Haq 2016

²⁴ As noted by experts and practitioners interviewed for the study.

²⁵ Dasra, 2013.

²⁶ Haq, 2016. Also substantiated by experts and practitioners interviewed for the study.

Rescued child traffic victims are at high risk of being re-trafficked. For example, a study by Haq found that out of child workers rescued in Delhi and sent back to their home states, many returned to work. Likewise, girls rescued and repatriated to the poverty and unemployment they had sought to escape the first time they were trafficked, often end up returning to the trafficker or unwittingly find themselves being re-trafficked.²⁷

While the work in Anti-trafficking is focused on Raid-Rescue-Rehabilitation-Repatriation, there is no focus on ‘Reclamation’. Reclamation of self, identity, affirmative sexuality – is critical for children rescued from trafficking as their identity is adversely affected. Their development trajectories get derailed; hence Rehabilitation is the first step. They need to be placed in safe shelters, environments that are conducive to the growth of the child.²⁸

The issue with repatriation is seen in a reductionist and simplistic way, especially in the context of sex trafficking - where is the preparation for children to go home? What do they tell their family and friends as to their whereabouts? There needs to be a detailed plan which will address what could be potential causes of being trafficked - how can we prepare the child?²⁹

The Child Welfare Committees approach typically follows a brief conversation with the family and the child is sent home, but a thorough review needs to be conducted to see if the family can provide adequate development opportunities to the child. The core objective being, to understand where the child will be better off - in institutional care or at home.³⁰

A significant challenge in rehabilitation and reintegration is therefore the lack of systematic follow-up and support of trafficked victims as they reintegrate into society.³¹

Law enforcement and Corruption:

Corrupt police are a concern in that they may tip off brothel owners and traffickers of upcoming raids.³² There are concerns that there are well established cross-border entry systems based on bribes between Bangladesh, Nepal and India, as well as across Indian states.³³

In West Bengal, a number of brothels are run and managed by the police, aided and abetted by the local authorities. Raising the key question of how to navigate the system and work with the police and the Anti Trafficking Units?

Likewise, there are concerns that trafficked victims are at times treated like criminals by police. The police often view this work as a punishment posting. They often avoid registering a trafficking case and instead register it as a missing person case.³⁴

²⁷ Haq, 2016. Dasra, 2013. Also substantiated by experts and practitioners interviewed for the study.

²⁸ As noted by experts and practitioners interviewed for the study.

²⁹ As noted by experts and practitioners interviewed for the study.

³⁰ As noted by experts and practitioners interviewed for the study.

³¹ As noted by experts and practitioners interviewed for the study.

³² Haq, 2016.

³³ Dasra, 2013.

³⁴ Dasra, 2013.

2.3. Macro Level Challenges

There are a number of systemic and broader macro level failures and challenges.

Lack of research, data and tracking system:

There is a significant lack of reliable data on trafficking in India. There is no reliable data provided publicly by government agencies on a yearly basis. Furthermore, data collected through Right to Information (RTI) requests provide wildly different data for the same or similar indicators depending on the source. Likewise, the data is inconsistent across geographies and often has significant gaps, making it difficult to get a sense of the overall picture.³⁵

More broadly, there are few research reports or other systematic research projects that track child trafficking, rescue and reintegration in the country. There are no clear best practices on child rescue, and post-rescue support.³⁶

Furthermore, there are no well working tracking systems in place currently. For example, systems tracking missing children, are not linked to child trafficking even though there is likely a significant link between the two.³⁷

Lack of Coordination and Systemic Interventions:

Broadly across India, there is lack of coordination between the local police, Anti-Human Trafficking Units (AHTU) and as well as various government departments and agencies at local, state and national levels.³⁸ However, there are signs this is changing slowly. For example, Mumbai has seen a concerted effort by police and local stakeholders in tackling child trafficking in recent years.

Likewise, there is a mismatch between allocation and utilisation of budgets –and a lack of large-scale action and support of NGOs because they do not get enough funding. However, at the same time, budgets for AHTUs are under-utilised.³⁹

There are no integrated efforts or platforms that track efforts at source and destination of trafficking. Likewise, there is a lack of coordination between source and destination. Nevertheless, there are some networks that look to create cross-sectoral support for anti-trafficking, including NGOs involved in rescue and trafficking together with lawyers and the police.⁴⁰

³⁵ Haq, 2016.

³⁶ As noted by experts and practitioners interviewed for the study.

³⁷ As noted by experts and practitioners interviewed for the study.

³⁸ Haq, 2016.

³⁹ Haq, 2016.

⁴⁰ Haq, 2016.

3. Trends

This section⁴¹ provides an overview of how trafficking is changing as well as on the work organisations undertake in the sector.

3.1. Trends in trafficking and Child Labour

Below we highlight the changes in the way trafficking is occurring, as noted by experts and practitioners interviewed.

Source Location and Process

Cross-border trafficking is increasing, for example from Nepal to Varanasi or Bengal to Maharashtra via Delhi. At the source location, it continues to be people known to the children that initiate the process. Most girls who are trafficked are very poor without access to smartphones, for example. Children are moved around a lot, changing hands, which makes it much harder to track and to arrest and prosecute traffickers.

Women and Girls Increasingly Perceive Sex Work as “Choice”

Organisations report finding it harder to persuade women to come out of prostitution with many arguing that they make good money or that it is too late for them to find an alternative life and livelihood. Arguing for the financial incentives of staying is becoming more common among girls and women.

While women sex workers across the country become brothel madams as they move up the hierarchy, in West Bengal it is now reported that many pimps are also women. Again, these women argue that it is a ‘choice’ they make (ignoring the horrific break-in period). Mumbai continues to have mostly male pimps.

Decentralisation of Sex Work

While previously, sex work was brothel based, it is now increasingly decentralised into a range of venues, for example to spas, dance bars, massage parlours and private apartments. Technology such as WhatsApp is helping this decentralisation as it is easier for consumers and pimps to interact and move at short notice.

Kamathipura and other red-light districts have a real sense of community and inhabitants look after each other, something that is absent in increasingly decentralised locales, and girls are more on their own. Additionally, some of these decentralised locations with large informal settlements, such as Nallasopara, experience higher criminal activity than red light districts. Kolkata has reported similar reduction of brothels and decentralisation of sex work.

⁴¹ This section is based on responses from interviews from practitioners and experts.

Use of Technology

Enabling the changing nature of trafficking and decentralisation of sex work is the increased use of technology.

Traffickers are using technology to stay invisible as well as to lure victims. For example, social media such as Facebook and Whatsapp is used to connect with, and lure girls under false pretenses.

Online sex trafficking has increased. At the same time, child and sex trafficking has gone increasingly underground and hidden with the use of mobile phones and Whatsapp to communicate between traffickers, and between pimps and customers. Police cyber cells to date are not working much on cybercrime with respect to trafficking.

3.2. Trends in Anti-Trafficking Work

This section discusses recent and emerging changes in the way organisations work in the area of trafficking and forced labour, based on interviews with experts and practitioners.

Collaborative and Partnership Based Models

A major change highlighted by several interviewees is the way the civil society, government and legal profession are collaborating now, something that did not happen a decade ago. A lot more organisations have realised that a partnership based, and collaborative model allows for greater impact.

Systemic Change and Policy Advocacy

A second change is the understanding of trafficking as a systemic and complex issue that needs to be tackled in multiple ways at multiple levels. Tied into this is increasing work and advocacy at the policy level – attempting to affect change by changing the policy and regulatory environment. For example, organisations are engaging with parliamentarians, telling stories and supporting public hearings with National Human Rights Commission.

Prevention

In the last four years or so, there is an emphasis on ‘prevention’ and its pivotal role in addressing vulnerability of communities in source and destination locations. Organisations focus on prevention of trafficking through information and awareness building as well as focussing on preventing re-trafficking, given that many children return to the same source destination. Nevertheless, funding is limited for prevention work, while funder interest and focus veers more towards the rescue and rehabilitation aspect of work.

Focus on Children of Sex Workers

With respect to rehabilitation of girls and women in prostitution, the focus on older girls and women is shifting from getting women out of sex work, to focussing on ensuring children (and especially girls) are not entering the trade. This is especially the case when women are not

interested in leaving prostitution. This is a significant mindset change especially for faith-based organisations, that have traditionally focussed completely on getting women out of the sex trade.

Trauma Informed Skilling Programmes and Viable Livelihoods Opportunities

Many skills training programmes for rescued girls tend to focus on simple and often outdated courses in tailoring or beauty salon services. However, today an increasing number of organisations recognise that girls and women require viable livelihood options as well as basic education and skills. For example, social enterprises I-Sanctuary and Sari Bari offer education and skilling followed by livelihood opportunities in making fashion jewellery and accessories that offer better salaries. Both organisations, ensure programmes are designed to address their livelihood needs while ensuring trauma informed learning and development opportunities.

Trauma-Informed Counselling

A particular challenge in India has been the poor quality of counselling, with very few qualified personnel, resulting in anyone becoming a counsellor or therapist, often having little awareness of good quality methods to counsel traumatised survivors. However, recently more professionals specialised in trauma-based therapy and practices are emerging, for example in Mumbai. It remains rare (and India facing a huge shortage of mental health professionals generally), however it is improving.

Use of Technology

Technology is increasingly used in various ways by organisations. For example, IJM has developed an app to identify missing children (though its reach is currently limited).

Likewise, organisations are increasingly ensuring they have a strong online and social media presence to attract donor funding, share information and learn from others.

Technology is beginning to be used in skilling child survivors. For example, using apps for basic literacy and numeracy. However, most resources are for young children, with few suitable for adolescents.

3.3. Recent Changes in Policy, Regulation and Law Enforcement

This section highlights insights on recent policy and regulatory changes, based on input from the interviews.

Increased Sensitisation, but a Long Way to Go

There is an increased sensitisation in dealing with child victims of trafficking, such as ensuring that children and perpetrators are not put in the same room. There is also increased focus on training police and individuals within the judicial system, as noted above.

Nevertheless, there remains a significant lack of sensitive ways of speaking about issues – for example using the nomenclature ‘child prostitute’ instead of ‘child forced into prostitution.’

Government Proactive and Collaborative

The government is more proactive and there are more opportunities for civil society to work with the government at national, state and local levels. At the national level, the Trafficking Bill has provided improved changes, including clear rights of victims, including compensation, and harsher punishment. Government schemes now provide funding for prosecution and rehabilitation are now more accessible. Likewise, there are now victim support grants allocated by the government.

State level governments are increasingly proactive as well. For example, the West Bengal State Child Rights Commission and the Women and Child Development Department are active and collaborate closely with civil society. Working with civil society, these government entities are able to scale the impact of work individual organisations do.

Overall, there is also more investment going into training government staff (including judges and police officials) to sensitise and inform them on child trafficking. Nevertheless, funds for collaborations remain limited and there are few well-structured long-term plans in place for effective partnerships.

Recent Policy Changes: Anti-Trafficking Bill

Efforts to bring change to the trafficking law and policy are ongoing.

The new Anti-Trafficking Bill includes the following key features:

Made rehabilitation a right

- Provides rehabilitation funds and compensation for victims
- Has a framework that includes inter-state prosecution and task force to ensure that traffickers from source are prosecuted
- Addresses the lack of cooperation between police across states

Additionally, the definition of trafficking has been updated.

Nonetheless, the anti-trafficking bill has come with some controversy as there has been a set of organisations that consider sex work a choice and therefore criticise the government over the bill as too protectionist.

On July 26, the Trafficking of Persons (Prevention, Protection and Rehabilitation) Bill, 2018 was passed in the Lok Sabha amid concerns by the opposition. Elaborating on the positive aspects of the newly passed Bill, Priti Mahara, director of Policy, Research and Advocacy at Child Rights and You (CRY) said, “The Trafficking of Persons (Prevention, Protection and Rehabilitation) Bill of 2018 is indeed a welcome step as it addresses one of the most persistent yet invisible crimes affecting the most vulnerable persons, especially children and women. However, what is worrying is the silence on different forms of child trafficking such as trafficking for and through adoption, or trafficking of children by placement agencies for domestic servitude, which find no mention in the Bill.”⁴²

⁴² <https://thewire.in/women/sex-trafficking-west-bengal-justice-stigma>

According to Priti Mahara, “The current Bill covers three aspects: prevention, protection and rehabilitation, which make it different and absolute (better than before). But it creates confusion as there is no mention in the current Bill replacing or superseding the Immoral Traffic (Prevention) Act (ITPA). Why do we need ITPA after this Act? Unless answered, it will lead to investigating and justice delivery mechanisms laid down under the ITPA to work parallel to those provided in this Bill. This will only increase the re-victimization of children and lack of accountability amongst authorities.” Mahara further said, “A very admirable part of the Bill, though, is setting up of institutional mechanisms at the district, state and national levels. Under the new Bill, the National Anti-Trafficking Bureau has been mentioned to co-ordinate and monitor surveillance and preventive efforts and also to form a National Anti-Trafficking Relief and Rehabilitation Committee.”⁴³

⁴³ <https://thewire.in/women/sex-trafficking-west-bengal-justice-stigma>

4. Key Stakeholders & Insights by Geography

Below we provide a summary of insights and key stakeholders in the sector and what they do by geography

4.1. Mumbai

Overview⁴⁴

Mumbai is considered a major destination hub and destination for trafficking in India – both internal and cross-border. Children are at risk both with respect to the sex trade as well as forced labour.

With respect to sex slavery, there is a move away from brothels to a range of establishments including massage parlours, spas and private flats. There is also a move away from the old red-light district Kamathipura, to other more distant locations such as Nallasopara, Mira Road, and Thane. As operations become more decentralised and diffused, it becomes much harder to undertake rescue missions and to monitor and track activities. Additionally, some of these decentralised locations with large informal settlements, such as Nallasopara, experience higher criminal activity than red light districts.

It was also reported that within Maharashtra, brothels previously based in Kamathipura are now moving to Pune.

The state and local government are increasingly active. The state government banned dance bars several years ago as a way to tackle the sex trade in the city. More recently, there are efforts to combat both prostitution as well as child labour. For example, the Mumbai Police together with the Labour Commission and local NGOs are working with factory owners in and around Dharavi to reduce child labour and spread awareness.⁴⁵

Organisations

Mumbai has a relatively large number of organisations active in combatting trafficking and especially rehabilitation of victims. Some interesting organisations across different areas of work are listed below.

Rescue Foundation and **Prerana** are two of the largest and best-known organisations working against trafficking in Mumbai, undertaking work from rescue to rehabilitation and policy advocacy. Likewise, **Oasis India** works with rehabilitation of trafficked victims, especially from the sex trade.

⁴⁴ This is based on insights from interviews, unless otherwise stated.

⁴⁵ <https://indianexpress.com/article/cities/mumbai/mumbai-armed-with-roses-35-kids-fight-against-child-labour-sensitise-mill-owners-5447001/>

A number of well-regarded organisations work within Mumbai’s red-light district, to offer drop-in centres and care to girls and women working there as well as to engage with their girl children ensuring they go to school and find alternative work, including **Apne Aap Women’s Collective**.

Kranti works with a small group of daughters of sex workers to build their confidence, educate and recover from mental health challenges associated with their upbringing.

Aasha Foundation, while not specialised on daughters of sex workers, provides a shelter for abandoned girls, and offers good quality support, access to private education and ensure that the girls learn life and cultural skills too. Girls from the shelter have gone on to study at college.

Counselling is a particular challenge with respect to rehabilitation – one organisation that works on trauma-informed and specialised mental health care is **Open Your Arms**.

International Sanctuary is one of the few organisations that operates as a social enterprise – offering trauma-informed skilling and livelihood programmes. The organisation offers basic education as well as training and work in making jewellery for rescued girls.

Lastly, **Aastha Parivaar** is an umbrella organisation that works with community organisations formed among sex workers in Mumbai. The organisation runs awareness drives, works to improve the health of their members, and ensures their voices are heard.

4.2. West Bengal

Overview

A total of 8,132 cases of human trafficking were reported in the country with West Bengal reporting the highest number of cases (3,579) based on figures for 2016, released by the National Crime Records Bureau (NCRB) in Delhi. That’s a 44% share of the national total.⁴⁶

The study conducted by NGO International Justice Mission (IJM) and West Bengal Commission for Protection of Child Rights (WBCPCR) in 2017; in Kolkata, Howrah, North and South 24 Parganas and East Midnapore districts, revealed more minors were involved in the sex trade in private establishments - massage parlours, lodges and residential premises than in public ones, like brothels. 4143 sex-workers were documented from 451 public and 131 from 40 private establishments. The prevalence of minors in public establishments is 0.8% while in private ones it was a whopping 18%. The minors observed in private establishments were 15 to 17 years old, all from West Bengal.⁴⁷

⁴⁶ [https:// www.ndtv.com/india-news/west-bengal-records-highest-number-of-human-trafficking-cases-in-2016-1782177](https://www.ndtv.com/india-news/west-bengal-records-highest-number-of-human-trafficking-cases-in-2016-1782177)

⁴⁷ [https:// www.ndtv.com/india-news/west-bengal-records-highest-number-of-human-trafficking-cases-in-2016-1782177](https://www.ndtv.com/india-news/west-bengal-records-highest-number-of-human-trafficking-cases-in-2016-1782177)

In destination locations like Mumbai, Delhi, Haryana and Bengaluru, the police are more inclined to be supportive in the rescue of girls and they are aided by a large network of organisations. Despite the nature of West Bengal being a source, transit and destination location, the mindset and approach of the local authorities is one which views the girls and women as the ‘accused’ and this is largely prevalent in areas like Murshidabad, North 24 and South 24 Parganas. These are areas ridden with issues of illiteracy and lack of access to support services for their development. While this is the case for a few locations, there has been a shift towards building efficiency and effectiveness at a policy level in West Bengal.⁴⁸

According to data provided by the Ministry of Home, out of the 3,579 cases reported from West Bengal, charge sheets had been filed in 1,186 cases. This means that in one-third of the cases, the girls had been rescued and the perpetrators arrested. Many grassroots level organisations have started awareness campaigns for girls in schools along with the state government, but the problem lies in inadequate legal action against culprits.⁴⁹

Another reason for the low rate of convictions in cases of human trafficking in West Bengal is the lack of coordination between the police from the area from where the victims were picked up and sold. Besides such lack of coordination, police are also reluctant to travel to different states to investigate the cases due to a lack of resources. In some cases, police are accused of asking for money from the victim’s family to travel to different states for the investigation.⁵⁰

Agents in Kolkata, claim sources in the city, routinely interact with their counterparts in Bangladesh—mainly Dhaka—for women and girls for supply across India. The Indian syndicate demands young girls and women for brothels in Delhi, Mumbai, Patna, Chennai, Bangalore, Surat, Agra, Raipur, Jaipur, Jodhpur, Hyderabad and Kochi, also in tourist destinations in the hills. Many head to dance bars, massage parlours and special massages at homes, all invariably ending up in sex for charge. Shakti Vahini, a pan-India anti-trafficking NGO, estimates, out of every ten girls rescued from brothels and red-light areas across the country, seven are from Bengal’s North and South 24 Parganas districts.⁵¹

The districts that have the highest number of human trafficking include South and North 24 Parganas, Jalpaiguri, Alipurduar and Murshidabad. Two subdivisions in South 24 Parganas, Canning and Diamond Harbour have emerged as hubs of human trafficking. Under these circumstances, the district administration in South 24 Parganas launched a rehabilitation model – SwayamSiddha – to fight the growing menace of trafficking of girls from local villages.⁵²

⁴⁸ As noted by experts and practitioners interviewed for the study.

⁴⁹ <https://www.thehindu.com/news/national/life-after-rescue/article24596244.ece>

⁵⁰ <https://www.thehindu.com/news/national/life-after-rescue/article24596244.ece>

⁵¹ <https://www.sundayguardianlive.com/news/12400-bengal-new-epicentre-human-trafficking>

⁵² <https://www.thehindu.com/news/national/life-after-rescue/article24596244.ece>

Therefore, work in the prevention and rehabilitation is critical. There is limited cross-border intervention by the government and these initiatives are primarily funded by donors. The biggest need is to approach the trafficking issue holistically.⁵³

Organisations

Kolkata has a concentrated network of large to mid-size organisations working to combat trafficking and especially rehabilitation of victims. In Murshidabad, one does not see the same density of organisations as in Kolkata. Some interesting organisations across different areas of work are listed below.

Goranbose Gram Bikash Kendra (GGBK) is a large non-profit working in Kolkata since 1985 on issues of Human Rights including Anti-Human Trafficking, Sexual Abuse, Early Marriage, Domestic Violence and Child Labour.

Hummingbird Foundation was established in 2014 by the Mathias family to support innovative community action in preventing human trafficking in West Bengal, India. Hummingbird partners with local organisations to build communities that promote gender equality and resilience against the core drivers of human trafficking.

New Light operates deep inside the red-light district of Kalighat, Kolkata and offers comprehensive community development services. The project provides the children of sex workers a safe haven. They also provide a comprehensive service across Rescue & Rehabilitation, Education, Nutrition, Healthcare, amongst others.

Suprava Panchashila Mahila Uddyog Samity (SPMUS) has served the women and children at four red light districts in Murshidabad for over 19 years. Their work encompasses leadership development, education, life skills education among others to curb second generation prostitution.

Sreema Mahila Samity provides services to over two thousand villages, 41 blocks in the districts of Nadia, North 24 Parganas, Birbhum, Murshidabad and Malda. They have a strong collaboration with Childline and SPMUS in West Bengal.

Swapnopuron Welfare society works in North 24 Parganas and runs a child parliament and awareness programs in schools for communities vulnerable to trafficking. In addition, they also focus on Education, Livelihood, Mental Health and Nutrition.

4.3. New Delhi

Overview

Delhi is a destination and transit point for girls being brought from the North East, Nepal, Bangladesh, Jharkhand, West Bengal, Bihar, Uttar Pradesh, Madhya Pradesh, Uttarakhand and

⁵³ <https://www.thehindu.com/news/national/life-after-rescue/article24596244.ece>

Rajasthan. It is also a destination for cross border trafficking rackets from Central Asian countries.⁵⁴

There is large scale trafficking of minor as well as major girls from states like Andhra Pradesh, Bihar, West Bengal, Rajasthan, Karnataka, Maharashtra, Uttar Pradesh, Assam, Tamil Nadu, Arunachal Pradesh, Delhi, Sikkim, Madhya Pradesh, Uttarakhand and Haryana. These trafficked victims are forced into sex trade in the GB Road red light area and in other cities also.⁵⁵

“Trafficking for sex and other purposes has always existed in India, but trafficking children for domestic slavery is a relatively new development,” says HS Phoolka, a senior advocate at India’s supreme court and a human rights lawyer and activist. “This is due to rising demand for domestic maids due to rising income in urban areas and widescale poverty in rural areas. This trafficking shows the rise of massive inequality in India.”⁵⁶

Thousands of trafficked children from the state are either forced to undertake a variety of criminal activities and begging or traded by placement agencies to domestic homes in Delhi.⁵⁷ In Delhi, the traffickers also operate in the supply of domestic labour in homes, child labour to work in factories, young girls for the sex trade not only in GB Road but also as rackets operating from residential colonies, forced marriages for supply to Haryana and Punjab, supply of bonded labour to brick kilns in Haryana, Uttar Pradesh and Punjab etc. Delhi also has a lot of missing children who are being trafficked for the sex trade by organised crime syndicates being operated from Rajasthan and Mumbai. The young victims who are being kidnapped by gangs are kept at remote locations by the Bedia, Nat, and Kanjar tribes and once the girls attain puberty they are sent to Mumbai to work in bars and dance clubs. Many of these victims are sent to Middle Eastern countries for prostitution rackets.⁵⁸

The National Commission post consultation with various stakeholders and after conducting research and survey, submitted to the Court a Delhi Action Plan for Total Abolition of Child Labour. The Action Plan for Total Abolition of Child Labour is based on two strategies. The first strategy is an ‘Area Based Approach’ for elimination of child labour, wherein all children in the age group of 6 to 14 years would be covered whether they are in school or out-of-school. The second strategy is an approach to be adopted in the context of migrant child labour. It involves a process of identification, rescue, repatriation and rehabilitation of child labour.⁵⁹

The Delhi government runs Gender Resource Centres (GRCs) as non-institutional measures to prevent the vulnerability among women and girls for falling prey to sexual abuse, trafficking etc. Through GRCs, the government provides legal awareness to the women and girls and to device

⁵⁴ UNODC, 2013

⁵⁵ UNODC, 2013

⁵⁶ <https://www.theguardian.com/global-development/2015/apr/28/child-trafficking-india-domestic-labour-chhattisgarh>

⁵⁷ <https://www.indiatoday.in/mail-today/story/kids-are-being-trafficked-handed-over-to-crime-rings-in-delhi-1148254-2018-01-18>

⁵⁸ UNODC, 2013

⁵⁹ UNODC, 2013

strategies to address safety issues concerning women and to provide immediate response to the women in distress. To save the girl child, the Delhi Government has a scheme for scholarship to the school going girl child.⁶⁰

In Delhi, the Anti Human Trafficking Units (AHTU) with Anti Kidnapping Section of the Crime Branch is the Nodal Agency for combating human trafficking. The AHTUs are working in close coordination with the NGOs, Department of Women and Child Development, Labour Department, Health Department etc. They conduct rescue operations with the assistance of NGOs whenever there is any information about human/ child trafficking cases. The rescue and post rescue operations are done ensuring the victim centric approach. More focus is being given in functioning of the grass roots unit for collection and development of a database on all aspects of the crime, including information on traffickers and the trafficking gangs.⁶¹

Organisations

Listed below are a mix of organisations from mid-stage to large organisations working across the spectrum from prevention to rehabilitation

Stop Trafficking & Oppression of Children and Women (STOP) - uses a multidisciplinary, participatory and human rights-based approach to addressing the needs of victims of trafficking from prevention, rescue, restoration/repatriation, rehabilitation and capacity building.

Protsahan – focus on adolescent girls in underserved communities of India. Their aim is to break the inter-generational cycle of childhood abuse and poverty with Healing, Education, Art, Recovery & Technology.

Shakti Vahini – provide access to justice for Children and Women by focussing on advocacy campaigns, public action, capacity building and research.

Delhi Council for Child Welfare (DCCW) - has impacted the lives of over 200,000 under-privileged children in and around Delhi, through its programmes and services - providing a home for lost/abandoned children, medical care, nutrition, rehabilitation of special needs children, vocational training and facilitating education.

4.3. Rajasthan

Overview⁶²

Rajasthan is a source and destination for child trafficking. It is a destination for child labourers trafficked from Bihar, West Bengal and some parts of Uttar Pradesh. Child labour is common, for example in the manufacturing of lac bangles.⁶³ These children often live and work in terrible

⁶⁰ UNODC, 2013

⁶¹ UNODC, 2013

⁶² Based on interviews and a 2018 report by Prerna. Unfortunately, there was limited secondary research to go on.

⁶³ <https://www.hindustantimes.com/jaipur/behind-the-glitter-of-lac-bangles-is-the-labour-of-trafficked-children/story-MQGGIEI140WVWshnDrXxTJ.html>

conditions akin to bonded labour, with few rights. Additionally, some trafficked girls come as domestic workers and others are trafficked for sex. Sex trafficking is primarily in the larger cities that are tourism hotspots. Rajasthan being a poor state, there is also considerable trafficking within the state. Lastly, there are certain communities that consider prostitution and sex work as hereditary and traffic the females of the family, specifically the Beda and Kanjar communities.⁶⁴ Women from these communities are trafficked into the sex trade both locally in the state and in cities such as Mumbai.

The State government has become increasingly active in combatting child trafficking, with a system and due process in place. Local Anti-Human Trafficking Units (AHTU) work with police and NGOs to reduce trafficking and save victims.⁶⁵ Presently, there is no process or system in place to undertake a census on children engaged in labour or sex trafficking in or from Rajasthan.

Cases registered see low conviction rates due to alleged linkages between politicians and traffickers. There is limited follow-up of rescued and reintegrated children and young adults in the state. Alternative approaches need to be designed to address the systematic and cultural practices which aid trafficking in Rajasthan.

Organisations

While there are quite a few organisations active in the area of child labour, child trafficking and sexual exploitation, one of the NGO's shared their observation of the organisations working in the anti-trafficking space in Rajasthan. They were of the viewpoint of that many NGOs in the state are funding driven rather than community or cause-driven. Some interesting organisations across different areas of work are listed below.

Partner organisations of Child Line in the state are recognised as undertaking good work in the area of anti-child trafficking, including rehabilitation and advocacy:

- **Indian Institute of Data Interpretation and Analysis (I-INDIA)** - work with street children, offering vocational training, street schools, and shelter.
- **Jan Kala Sahitya Manch Sanstha** - work in rural and urban areas of Rajasthan on social development, rehabilitation, protection and empowerment of children & women.
- Additionally, other organisations that work in Rajasthan not mentioned in interviews but found through secondary research include:
 - **Prarambh Foundation** – Works primarily on education of marginalised, poor and street children and child rights.
 - **Saarthi Trust** – works on rehabilitation and skilling of girl children. They focus especially on eradicating child marriages.
 - **Sambhali Trust** – works with poor and marginalised women and children's skilling and vocational training. They also run a counselling helpline.

⁶⁴ Based on interviews and a 2018 report by Prerna and <https://www.indiatoday.in/magazine/society-the-arts/story/20131028-sex-trade-and-tradition-family-business-bedia-families-768084-1999-11-30>

⁶⁵ <https://www.hindustantimes.com/jaipur/behind-the-glitter-of-lac-bangles-is-the-labour-of-trafficked-children/story-MQGGIEI140VWshnDrXxTJ.html>

5. Gaps and Recommendations

In this chapter, we first summarise views on gaps and needs from the interviews, before highlighting particular areas of work and relevant organisations to engage with.

This section summarises gaps expressed by practitioners and experts in interviews.

Prevention Programmes

Prevention programmes are not supported as well as rehabilitation and post-rescue care. Likewise, a lot of rehabilitation work takes place in destination locations, while few programmes focus on rehabilitation, reintegration and prevention of re-trafficking in source locations. Many organisations working in source locations are understaffed or work with unqualified staff. Additionally, girls need to be provided with more of a voice with respect to repatriation.

Prevention programmes presently do not focus enough on children and adolescent groups, as well as interventions to avoid generational prostitution. Likewise, there is limited focus on efforts to build gender positive attitudes among men and boys. For example, work with boys to change perceptions of girls and women.

Thoughtful Rehabilitation and Trauma-Informed Support and Programming

While there is rehabilitation and care available, it is often of poor quality. There needs to be more focus on adequate facilities and thoughtful rehabilitation.

Along these lines, there is a need for trauma-informed programmes focussed on support, education, mental health and relevant skilling for future livelihoods. Counselling can for example be embedded in work and training situations. Likewise, there is a need for well trained professionals that speak the same language as the survivors.

There needs to be an appropriate plan designed for each girl, one that will adequately support them through the rehabilitation programme, hence setting realistic goals, while also ensuring that they do not get stuck within programmes, as can be the case currently.

Additionally, beyond institutional care, there is a gap in alternative care – such as drop-in centres and other safe spaces for girls to go to.

Access to Quality Mental Health Services

Mental health care in India is a hugely underfunded and understaffed issues, and that is reflected in rehabilitation and aftercare of trafficked victims too. The issues are three-fold: lack of funding for counselling, lack of counselling programmes, and lack of qualified counsellors. There is a lack of training programmes for counsellors, including specialist training for the care of trauma-affected children and adolescents.

Likewise, therapists and counsellors working as part of rehabilitation programmes often have limited specialist training, if any at all. Furthermore, once children and girls are out of rehabilitation programmes, they often do not have any access to mental health support.

One solution is to provide more evidence-based trauma modality training into the hands of the people that are currently doing much of the direct care – whether rescue workers, social workers or nuns. In other hands, equip them with the skills required to improve counselling.

Focus on Education and Skilling for Viable Livelihoods

There needs to be an increased focus on basic education – literacy and numeracy – as well as skilling that leads to viable livelihood options. Many programmes are quite old-fashioned in their focus and provide limited options for rescued girls, so the question is whether there are different ways to skill girls. The problem of course is that many come with very limited skills and education. Going beyond traditional skilling options such as tailoring, skilling programmes could perhaps focus on English, digital literacy and basic administrative skills in order to provide opportunities in office environments.

Technology for Digital Literacy and Learning

It was noted that digital literacy is crucial and something that needs to be increasingly taught in skilling and reintegration programmes. There are two reasons for this: one is to be an informed citizen and manage what are now basic every-day life skills such as opening a bank account or be able to look up information online. Being digitally literate will open up new opportunities in the job market.

Digital technology gaps also exist in education and learning materials. This gap is especially prevalent in basic literacy and numeracy programmes for young children.

Collaborations for Impact

Several interviewees emphasised the need to work together in a network to have greater impact. Funders can play a role here by developing coalitions across similar interventions, through which thought leadership and best practices can be shared. Likewise, how can these organisations collaborate to have greater impact and work more effectively?

Funders can also create connections between grassroots organisations and advocacy level organisations as well as between Indian and international organisations.

Research, Data Collection and Policy

Overall, there is a lack of data, information and best practices. Research is therefore a gap highlighted both by interviewees and available literature. The need is for better data systems, understanding what data to capture, better-informed policy and advocacy.

Focus of Funders and Funding of Organisations

Lastly, a number of practitioners suggested the following ways in which funders can support organisations, this could include ensuring that proper due diligence and evaluation takes place, going beyond fancy presentations and unverified claims of numbers and impact to really



understand on-the ground realities and effectiveness. Likewise, there was a felt need to provide space for trial and error while implementing new interventions, given the difficulty of working with blueprints in this area.

There is a need for non-financial support in the form of hand-holding, as most individuals setting up organisations are not from a management background. Likewise, there should be a dual focus on goals of the intervention but also on building the organisations through capacity building (and leadership training).

Based on the review of issues highlighted by secondary research and the insights from interviews with practitioners and experts, Toast offered a set of recommendations that were incorporated by GFC in its selection of partners and anti-trafficking programming in India. GFC has redacted these recommendations, as they were internal to GFC's India strategy.

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Appendix 1: Guiding Questions for Interviews

Area	Question
Background	Organisation name
	Interviewee name
	Designation within organisation
	Focus Area of interviewee / organisation
	How do you engage with child trafficking?
Issues & Challenges	What are key challenges?
	What are key issues?
Recent changes	In how child trafficking takes places / traffickers operate?
	In what anti-trafficking organisations focus on and how they work
	Government's approach in anti-trafficking
	Impact and use of digital technology
Issues across geographies	How do issues vary across India?
	WB specifically?
	NCR specifically?
	Mumbai specifically?
Gaps and Needs	What are specific gaps in the ecosystem?
	What needs to be done?
	What should funders support?
Organisations of interest	What organisations do good work?
	Who should we speak to?
Comments	Any final comments?

Appendix 2: List of Interviewees

Organisation	Interviewee	Designation
Kolkata Sanved	Sohini Chakraborty	Founder & Director
SPMUS	Soma Bhowmick	Executive Director
South Kolkata Hamari Muskan	Sraboni Neogi	Founder & Executive Director
Rescue Foundation	Gerald Mukeya	Fundraising
Equal Community Foundation	Christina Furtado	CEO
Apne Aap Women's Collective	Manju Vyas	CEO
Prerna	Preeti & Pravin Patkar	Founders
Expert	Alyson Emory Holsclaw	Consultant for International Sanctuary + Oasis India
NIMHANS	Sheila Ramaswamy	Dept Of Child and Adolescent Psychiatry
Justice Ventures International	Sean Sokhi	National Director
MAJLIS	Audrey D'mello	Director
CRY	Puja Marwaha	CEO
Humming Bird Foundation	Aparajita Dhar	Country Head
Global Fund to End Modern Slavery	Helen Taylor	Oversee Grants for the Org & Oversee
Guardians of Dreams	Gloria Benny	CEO
Foundation for Mother & Child Health	Piyashree Mukherjee	CEO



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Educational NGO in Rajasthan	Anonymous	-
Indian Institute of Data Interpretation and Analysis (I-INDIA)	Mr. Prabhakar Goswami	-
Institute of Development Studies	Ms Jyotsna Rajvanshi	-
Jan Kala Sahitya Manch Sanstha	Mr.Kamal Kishore	-