

RESPOND > SOLVE > EVOLVE

A LANDSCAPE AND SOLUTIONS STUDY FOR A STRONGER
ANTI-HUMAN TRAFFICKING ECOSYSTEM IN INDIA



CREDITS AND ACKNOWLEDGEMENTS

Published by Sattva in January 2021, supported by Kamonohashi Project

Email	knowledge@sattva.co.in
Website	www.sattva.co.in
Project Lead	Shambhavi Srivastava (Sattva Consulting)
Authors	Geetika Dang, Preity Khandelwal, Palagati Lekhya Reddy (Sattva Consulting)
Existential Universe Mapper (EUM©) Analysis	Ashok Malhotra (Reflexive Lenses Consulting Private Limited)
Project Advisors	Change Mantras Aarti Mohan (Sattva Consulting)
Research, Analysis and Production	Samridhi Puri, Anindita Kar (Sattva Consulting) Ashok Malhotra (Reflexive Lenses Consulting Private Limited)
Design	Bhakthi Dakshinamurthy www.holydesign.co.in create@holysdesign.co.in

We are grateful to 500+ individuals across 59 organisations, survivors and ecosystem players in the Anti-Human Trafficking solution ecosystem who generously shared their expertise and insights for this report.



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TAXONOMY

HUMAN TRAFFICKING: According to The United Nations Protocol to Prevent, Suppress and Punish Trafficking in Persons (UN TIP Protocol), Human Trafficking is defined as- The recruitment, transportation, transfer, harbouring or receipt of persons, by means of the threat or use of force or other forms of coercion, of abduction, of fraud, of deception, of the abuse of power or of a position of vulnerability or of the giving or receiving of payments or benefits to achieve the consent of a person having control over another person, for the purpose of exploitation. Exploitation shall include, at a minimum, the exploitation of the prostitution of others or other forms of sexual exploitation, forced labour or services, slavery, or practices similar to slavery, servitude or the removal of organs.

SEX TRAFFICKING: The recruitment, harbouring, transportation, provision, obtaining, patronizing, or soliciting of a person for the purpose of a commercial sex act²

LABOUR TRAFFICKING: Labour Trafficking is a form of modern-day slavery in which individuals perform labour or services through the use of force, fraud, or coercion. Labour Trafficking includes situations of debt bondage, forced labour, and involuntary child labour.

OECD-DAC FRAMEWORK: The framework to evaluate programmes and projects based on DAC criteria: Relevance, Effectiveness, Efficiency, Impact, Sustainability as laid out in the DAC Principles for Evaluation of Development Assistance.

IMPLEMENTING ORGANISATIONS: An organisation dedicated to furthering a particular social cause or advocating for a shared point of view at a local, national, or international level.

MODERN SLAVERY: The situations of exploitation that a person cannot refuse or leave because of threats, violence, coercion, abuse of power or deception, can be referred to as slavery, for example, debt bondage, where a person is forced to work for free to pay off a debt, child slavery, forced marriage, domestic servitude and forced labour, where victims are made to work through violence and intimidation.

GROOMING: Grooming is the process traffickers use to control and manipulate someone into human trafficking. Although the specific actions are different, traffickers usually follow the same steps: gain the victim's trust, provide for the victim's needs, isolate the victim, force the victim into trafficking.

PREVENTION: Prevention seeks to reduce the vulnerability of individuals to being trafficked. It includes programmes that mobilise communities and create awareness of trafficking and women's rights, proactively reduces all crimes against women, works with the children of sex workers to prevent second generation prostitution and decreases the demand for paid sex through school-based gender sensitisation and/or community engagement.

RESCUE: Rescue operations are the removing of a trafficked individual from under the control of the trafficker or brothel owner, to prohibit any future exploitation.

REHABILITATION: Rehabilitation includes interventions providing safe shelter for victims with basic inputs of food, clothing, counselling, medical care, legal aid, vocational training and income generation activities etc.

PROSECUTION: Prosecution activities refer to assistance with strengthening criminal-justice systems, effective law enforcement and criminal-justice institutions and achieving greater conviction rates.

REINTEGRATION: Reintegration programmes are specific to restoring the victim into the family/ community (if she so desires).

REPATRIATION: Effort for safe repatriation of cross-border survivors of Human Trafficking to their country of origin.

RESEARCH AND ADVOCACY: Programmes including creation of commons, influencing policy ecosystem and advocacy efforts, developing 'big data' about trafficking flows etc.

SERVICE DELIVERY APPROACH: The key dimensions of service delivery includes the utilisation of resources for the results-orientation of service delivery processes, these results are measured by accessibility, utilisation and quality of services; and effectiveness or impact, in terms of tangible outcomes of service delivery.

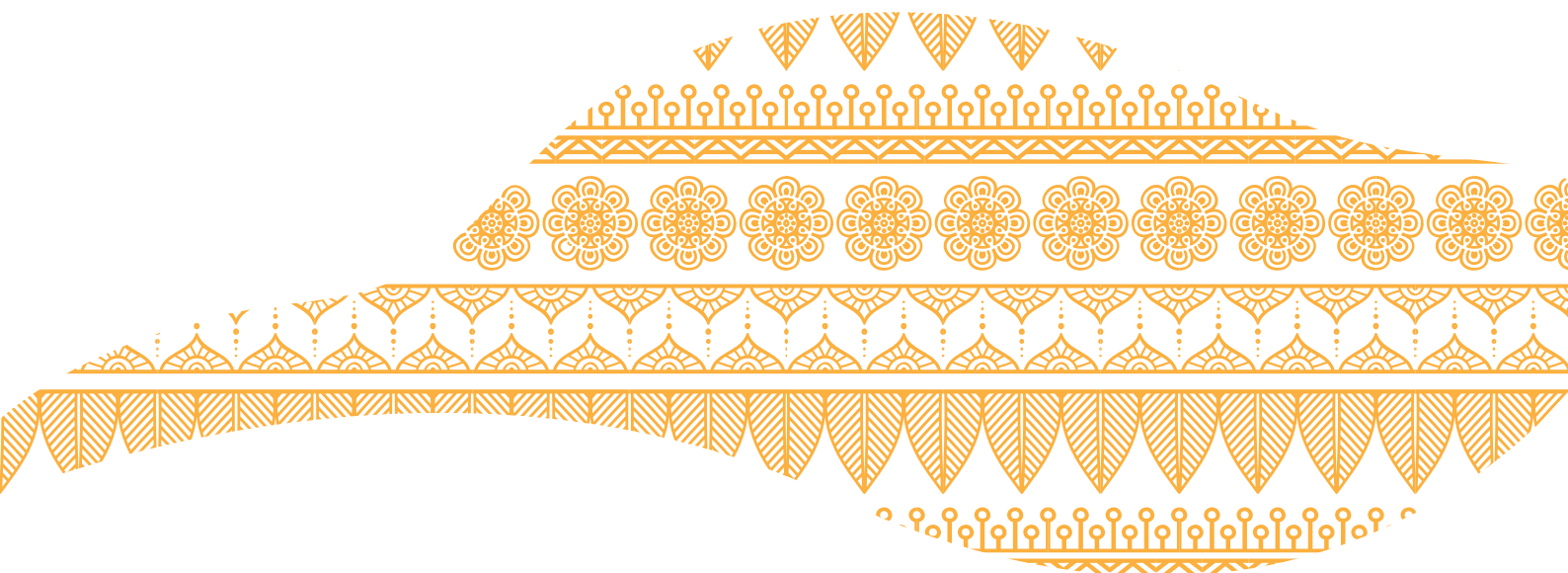
SYSTEMIC CHANGE APPROACH: Change that is fundamental and affects how the whole system functions is referred to as system change.

THEORY OF CHANGE: A comprehensive description and illustration of how and why a desired change is expected to happen in a context.

EUM(I): A tool that looks at the evolution of an individual during their journey as an organisation leader.

EUM(O): A tool that looks at the evolution of an organisation working on AHT.

HART'S LADDER OF PARTICIPATION: Hart's Ladder of Participation is an instrumental framework in the Youth Engagement discourse globally and forms crux of numerous interventions devised in the international sphere of youth engagement. By deploying a socioeconomic freedoms lens, Hart distinguishes 'decorative' tokenism from the holistic and empowering modalities of meaningful participation.



EXECUTIVE SUMMARY

Human Trafficking (HT) manifests itself in various forms such as forced labour, bonded labour, sex trafficking, child trafficking, involuntary servitude and debt bondage. In India, the highest incidences of HT are concentrated among the marginalised and vulnerable communities—it is estimated that about 10% of the 200 million Dalits in India are trafficked. HT also enables modern slavery—according to the Global Slavery Index (2018), India ranks 53rd amongst the analysed 167 countries with an estimated 6.1 people living in modern slavery for every 1000 people, when extrapolated this translates to approximately 8 million people experiencing modern slavery in the country.

10%

of the 200 million Dalits in India are trafficked

53rd

rank amongst the analysed 167 countries

6.1

people for every 1000, live in modern slavery

The problem of HT is multidimensional—to be effectively addressed, it requires coordination between key stakeholders like government, industry, social enterprises, civil society, NGOs, local community, and media. Over the past few decades, organisations in India have increasingly focused on combatting trafficking by tackling the multiple forms of trafficking among various community groups especially those who are the most vulnerable, through means such as engaging with government bodies, focusing on rehabilitation of survivors, providing them with livelihood opportunities, sensitising community stakeholders. These efforts, however, are isolated in nature highlighting the need to create an enabling environment for solution providers to collaborate, scale and sustain their efforts.

With the vision of eliminating HT and supporting the Anti-Human Trafficking (AHT) solution landscape, Sattva undertook a research study commissioned by Kamonohashi Project (Kamo) to develop a report on the AHT solution ecosystem in India. During early 2019, 84 organisations across 19 states of India applied an Expression of Interest (EOI) to Kamo for potential partnership. Of these 84 organisations, Sattva shortlisted 59 organisations across 16 states based on a shortlisting framework (refer annexure) and conducted in-depth primary interviews with the 59 shortlisted organisations, 120 institutional stakeholders and, further, conducted Focus Group Discussions (FGDs) with 52 HT survivor groups.

The key objective of the study is:

1. To identify various forms of HT in India, solution models and trends in the ecosystem
2. To understand the landscape of AHT solutions in India
3. To profile the surveyed AHT organisations in India to assess their competence with regard to their core expertise, their engagement with rights-holders and communities, and their propensity for systems thinking

The study was ongoing when the COVID-19 global pandemic outbreak in India. Given the strong possibility of serious implications of a pandemic of this nature and the associated lockdown on both the survivors of HT and the at-risk population, in general, Sattva also undertook a Rapid Assessment with participating organisations and their survivor networks to understand and highlight the immediate impact of the pandemic on them.



KEY INSIGHTS

1. Human Trafficking in India manifests itself in many forms, is continuously evolving and requires a multi-stakeholder approach to combat it.

- Sattva's secondary research estimates suggest that, at any given time, there are more than 25 million trafficked people in India. The country is a source, destination, and transit base for HT, with the most predominant forms of HT in the country being Forced Labour, Bonded Labour, Sexual Slavery, Commercial Sexual Exploitation of Children (CSEC).
- Extreme poverty, low levels of education and lack of viable livelihood opportunities makes underprivileged groups like women, children, tribal and religious minorities, the most vulnerable to trafficking.
- The Indian AHT solution system is plagued with a disorganised response system, it lacks viable livelihood opportunities, and imposes social stigma and shame that often leads to re-trafficking of a survivor.
- India ranks significantly low on "government's response to trafficking" sub-index of the Global Slavery Index (2018). The policy ecosystem on AHT has been weak and unclear. The laws have not been successful in securing convictions or increasing rehabilitation for survivors of trafficking.
- The judicial and legislative arms of the government are increasingly collaborating with implementing organisations across intervention archetypes such as awareness generation, rescue operations, implementation of government schemes, and running shelter homes to address for HT. Majority in the ecosystem operates in silos with only a few implementation organisations collaborating with other organisations and state government bodies, within states and across state boundaries, to ensure uninterrupted support to survivors from rescue to reintegration.
- Due to the lack of collaboration, implementation organisations also have a high dependence on funders. The culture of working in silos further manifests in the funders concurrently funding similar programmes and projects across geographies. Overall, the ecosystem is stunted as funders in AHT ecosystem focus more on the outputs from programme interventions over their outcomes and impact.

2. Organisations predominantly focus on delivery of services to survivors, over building, strengthening and actively addressing gaps in the existing AHT solution systems.

- Of the surveyed organisations, 91% focus on delivering the immediate rescue, care, and support services to the survivors. This study finds that a keen focus on service delivery often results in critical trade-offs with respect to building, strengthening and actively addressing gaps in the existing AHT solutions ecosystem. There is a strong need for a balanced approach between these two functions to AHT programmes—such an approach will enable the AHT ecosystem to overcome its deeply entrenched structural and systematic gaps and challenges.
- While 77% of the surveyed organisations undertaking Prevention, interventions focused on awareness generation activities, only 28% report noticeable success in terms of reduction in number of missing complaints and incidences of HT in the target areas.
- 22% of the surveyed organisations work on prosecution interventions, however a sizeable share of these organisations had limited understanding of the laws and legal processes applicable and relevant in the AHT space in India.
- Designing interventions contextualised to survivor's needs, embedded with strong market-led solutions, has helped organisations in successful reintegration of survivors. While 96% of the surveyed organisations involved in reintegration interventions reported focusing on economic reintegration, only 38% were

found focussing on safe reintegration into the community.

- Programmes of implementation organisations are funder-driven—funders often influence processes of an organisations right from intervention design to hiring staff to measuring impact.

- Evaluations of the AHT programmes primarily focus on assessing the progress of project implementation and the achievement of short-term outputs.

- Due to the absence of sufficient support from ecosystem stakeholders, some organisations have started actively working towards solutions that can address the systemic issues in the AHT ecosystem simply to ensure their successful programme delivery, for instance:

- ▶ 12% of the organisations working on rescue focus on forming and/or strengthening existing rescue systems. Predominantly this is done by establishing rescue helplines, building capacity

of key response officials such as Anti-Human Trafficking Unit (AHTUs) and police officers apart from forming crisis response teams at community levels.

- ▶ 54% of the surveyed organisations working in the Prosecution space are working towards establishing and strengthening legal and judiciary systems since the percentage of survivors receiving legal support is less than FIRs filed.
- ▶ 77% proposed partnerships with government for managing rehabilitation homes as an exit plan in the absence of funding or staffing capacity.
- ▶ 22% of the surveyed organisations working in the rehabilitation space focus on community-based rehabilitation interventions. These organisations adopting community-based rehabilitation models highlighted the unavailability of rehabilitation homes as key factor for uptake of this solution at rehabilitation stage in the AHT solutions continuum.

3. The study identifies a need for a multidisciplinary approach that can influence larger ecosystem, social policy and legislation change along with strengthening the capacity of grassroots organisations.

- On analysing the gaps across 2P4R, the study finds that the solution space of AHT is crippled with weak and poorly implemented legal and judiciary system, high degree of corruption, and deeply entrenched inertia in moving away from traditional intervention design in favour of needs-based contemporary designs for better rescue and rehabilitation of survivor.

- Implementing organisations have limited understanding of legal systems and processes and are often confused and stuck in the paperwork. Their interaction with other player in the ecosystem in minimal, often limited to local stakeholders, and as the EUM (I/O) analysis highlights, are often vigilant when forming new partnerships.

- Given these existing challenges, solutions are required at two levels –



1. ORGANISATIONAL LEVEL:

- ▶ INTERNAL: Capacity development of the organisations
- ▶ EXTERNAL: Developing partnerships and networks



2. ECOSYSTEM LEVEL:

- ▶ INSTITUTIONAL: Strengthening legal action and processes
- ▶ COMMUNITY: Creating community-led and community-centric AHT interventions
- ▶ SURVIVOR: Ensuring holistic reintegration of survivors and enabling them as changemakers

RECOMMENDATIONS

The study makes following recommendations to strengthen the capacity and engagement network of implementing organisations and strengthen the overall AHT ecosystem:



1. Capacity development of the organisations

- Capacity building of the organisations leaders and programme managers by making them revisit their theory of change on AHT, and design contextualised interventions for prevention of HT that efficiently meet the need for both outcome and impact.
- Conduct more external audit and evaluations of organisation-specific programmes and interventions such that the learning from these evaluations can lead to improvement in programme design, transparency, and overall higher accountability in implementation.
- Create common platforms for capacity development of staff with a focus on promoting critical thinking and negotiation skills.
- To create a more sustainable ecosystem of AHT organisations which is not leader dependent, there is a critical need to invest in staff development, this will also help address the issue of high attrition in the sector. A critical step in this direction could be rethinking funding mandates that tie up hiring to programme period—this adds to the sense of job insecurity in the ecosystem. This is especially crucial for the AHT ecosystem where the surveyed organisations have reported challenges in hiring and retaining quality staff.



2. Developing partnerships and networks

- Create networks of organisations working across states - source, transit, and destination regions to collaborate better on AHT solutions and enable improved tracking and rescuing of survivors.
- Create funder-led networks between grantee organisations across states and areas of work to allow organisations to leverage cross-learning and encourage knowledge sharing.
- ▶ However, based on the EUM analysis, before such networks are forged, discussion forums of these organisations should be put in place to enable the leaders to voice their key aspirations for the organisations, and the critical hindrances thereof. This may prove to be a standard good practice as the EUM analysis indicates that this will aid in the leaders developing trust in such systems and, hence, contribute to the dynamicity of the co-created solutions.
- The shared network will be able to influence policy more effectively on critical topics such as passing stringent laws for prosecution of traffickers, design policy tools to trace traffickers, and disbursement of victim compensation.
- The network as a collective will also be able to collaborate with government bodies like local police, AHTU, CWC, skill development departments as a norm rather than the current scenario, where it is deemed more of an exception. Such collaborations should start at the level of implementation to ensure success of all nodes to be able to solve for HT and prevent re-trafficking of survivors.





3. Strengthen legal action and processes

- Focussed funding for prosecution and witness protection would motivate more implementing organisations to provide legal recourse to survivors.
- Enabling the legal training course on AHT for the wider spectrum of stakeholders such as implementing organisations, lawyers, and police officials will enhance their capacity to operate in the field. Such trainings can be curated by International NGOs (INGOs) who have experience and capacity to guide grassroots implementing organisations and can be funded by donors invested in capacity building of AHT in India.
- ▶ Based on primary data analysis, grassroots implementing organisations continue to take an incremental approach to support the ecosystem rather than a holistic system-strengthening approach due to funder mandates.
- ▶ Based on the EUM analysis, it can be hypothesised that this is because implementation organisations are unable to anchor such conversations with donors as they see themselves as recipients of funding rather than partners for co-creating solutions.
- Provide financial support to NGOs for registering protest petition that forces police to reopen the case, take survivor's statements, file revised and correct set of sections and brings revised police statement to court thus ensuring victim compensation and conviction of traffickers.
- Create know-how tools for guiding police and lawyers when undertaking trafficking cases. The tools should include step-by-step guidelines for different stages of trafficking cases, from filing the FIR to the prosecution and appeals process.



4. Create community-led and community-centric AHT solutions

- Focus on transit-based and community-based rehabilitation over long-term shelter-based rehabilitation. The implementing organisations should collaborate with local government departments such as CWC, AHTU, and police departments to place survivors in short-term rehabilitation homes that are equipped with counselling support. The survivors should be moved to a community-based rehabilitation model only once the family is deemed fit to accept the survivor.
- Move beyond hiring survivors as field staff and create survivor leadership models wherein the survivors can grow within the ecosystem. Enable them to:
 - ▶ Support each other, report trafficking cases, spread awareness about trafficking in their areas
 - ▶ Lead/ participate in advocacy activities such as advocating for AHT bill on both state and national forums under the umbrella of Indian Leadership Forum Against Trafficking (ILFAT)
 - ▶ Move up to management and leadership positions and over limiting their engagement as community mobilisers
- Deploy a behavioural change approach to improve engagement with community members and raise awareness on AHT.





5. Ensure holistic reintegration of survivors

- Deploy a community-based approach to understand the skill development needs of community members and conduct market-research to understand viable livelihood opportunities at local level. Based on this supply-demand synthesis organisations should design skill development modules that are relevant to the community and can provide sustained livelihood opportunities.
- Ensure holistic care during the rehabilitation stage. The care and attention of the rescued persons should include:
 - ▶ Basic needs such as clothing and healthy food.
 - ▶ Medical attention with certified full-time/ part-time doctors
 - ▶ Mental health diagnosis, counselling, de-traumatisation through certified experienced psychologists
- Centralised tracking/ monitoring system for tracing post-reintegration progress of children/adult survivors to prevent re-trafficking. It should entail:
 - ▶ Continuous update of progress of survivors mentally, socially, and economically by field staff post home visits/ telephonic interviews.
 - ▶ Self-monitoring questionnaires, wherein the survivors monitor their own progress.
- Incorporate feedback mechanisms, wherein survivors provide feedback to the implementing organisations on support received from government officers and access to government schemes.

CONCLUSION

This study has organised an overall holistic view of the AHT ecosystem in India by not only presenting the context of HT in India – which includes landscape of factors such as size of HT in the county, the predominant forms of HT and their associated trends, existing solution ecosystem landscape and institutional and structural gaps in the response systems – but also presents a deeper analysis of AHT interventions by systematically examining the implemented interventions of the 59 surveyed organisations.

The study also delves into gauging the propensities of these implementation organisations leadership to gain a perspective on how it has moulded their theory of change, organisation structure and internal dynamics, and their overall engagement with the AHT macro-systems, such as government and funders.


Leveraging this depth of analysis, the study puts forth solutions under broad solution archetypes for key stakeholders such that they are enabled to scale and further fuel their efforts for solving HT in India.




ABOUT



Kamonohashi Project is a Japanese philanthropic organisation founded in 2002 with an aim to put an end to the issue of human trafficking for commercial sexual exploitation and slavery. In India, it has been supporting organisations and survivors of human trafficking since 2012 with a focus on leadership growth and help strengthening systemic accountability for survivors to access justice. Kamo relies on shared strategies based on the evidence backed up by data from the ground, and works in collaboration with other stakeholders in the ecosystem to tackle the issue of human trafficking.

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Sattva is a social impact strategy consulting and implementation firm. Sattva works closely at the intersection of business and impact, with multiple stakeholders including non-profits, social enterprises, corporations and the social investing ecosystem.

Sattva works on the ground in India, Africa and South Asia and engages with leading organisations across the globe through services in strategic advisory, realising operational outcomes, CSR, knowledge, assessments, and co-creation of sustainable models. Sattva works to realise inclusive development goals across themes in emerging markets including education, skill development and livelihoods, healthcare and sanitation, digital and financial inclusion, energy access and environment, among others. Sattva has offices in Bangalore, Mumbai and Delhi.


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The Existential Universe Mapper (EUM©) framework authored by Ashok Malhotra traces its origin to a research conducted in the early '70s on 'Work Values of Indian Managers'. This research was conducted through a questionnaire designed by Scott and Susan Myers, based on Clare Graves' work on 'Levels of Existence'. While the research threw up significant insights into patterns of the Indian managers' psyche, it also exposed the limitations of the instrument and the underlying framework. In the late 1990s, Ashok Malhotra picked up the threads of his work on Graves and articulated the Existential Universe Mapper framework, which has similarities with Graves's theory but with significant departures. Soon after, he designed the EUM-I and EUM-O to map the individual and the organisation respectively. These tools have been in use for close to two decades now and address a variety of needs at the individual and collective levels.

 www.eumlens.in

 sarbari@eumlens.in

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