

STATE CONVERGENT PLAN OF ACTION ON CHILD LABOUR IN ASSAM

CHAPTER-I

BACKGROUND AND METHODOLOGY

1. Background:

In Assam, 'Chief Minister's Vision for Women and Children: 2016' mandates curbing child labour and to bring all child labourers into the educational mainstream (GOAL 11). Since child labour is a complex socio- economic and political problem that cannot be dealt by one particular department or set of stakeholders, and demands a holistic approach, the Department of Labour and Employment (DoLE), Government of Assam with support from UNICEF came up with the notification of a State Level Committee to draft a "Convergent State Plan of Action on Child Labour (SPoA)" in 2012 Vide Notification no. GLR (RC) 82/98/205, dated 7 August 2012 **(Annexure-I)**. Post notification, this committee held two meetings on 05/12/12 and 11/01/13. Since then, DoLE and UNICEF officials worked on the framework of the convergent state plan of action on child labour both bi-laterally as well as with specific departments and stakeholders who were part of this Committee. The core committees formed vide resolution of the meeting on 11.01.2013 held bi-lateral meetings with some departments viz, Dept of Social Welfare, Sarva Siksha Abhiyan (SSA), Transport Department and Panchayat and Rural Development and developed the board framework of the Convergent State Plan of Action on Child Labour in Assam and notified vide letter no. LR/SLC/27/2012/1060-71, dated 5th Feb, 2013 **(Annexure-II)**. In the annual review of child related matters in Assam chaired by the Chief Secretary, Government of Assam on 7 November 2013, it was reiterated that the drafting of the State Plan of Action needs to be expedited so that it is completed and operationalised at the earliest. Following this, DoLE, Government of Assam extended the tenure of the State Level Committee up to 31 March 2014 Vide Notification No. GLR(RC)82/98/303, dated 8 November 2013.**(Annexure- I A)**

1.1 Mandate:

The mandate of the State Level Committee was to devise a Convergent State Action Plan on child labour as a policy framework to respond to the Chief Minister's vision statement to bring child labourers into the educational mainstream. It is a statement of intent which indicates the commitment of the State on the issue and provides a roadmap for achieving the vision by 2016. It defines the roles of different departments and key stakeholders including Civil Society partners and the Media in eliminating child labour. It is a guiding tool for the key stakeholders whose involvement and ownership of responsibilities is critical to attaining the goal. It also delineates the institutional underpinning at the State, District and Block level which will support the work towards achievement of the objective.

1.2 Specific Objectives:

The specific objectives of the SCPoA are as follows:

1. To prevent children from being engaged in any activity that impedes the growth and development of the child.
2. To track, detect and identify children engaged in various occupations and processes;
3. To rescue the children from exploitative situations
4. To ensure quality post- rescue care and protection services to children.
5. To ensure justice to children through timely prosecution and convictions.
6. To ensure timely and appropriate social reintegration of the child
7. To prevent re- entry into child labour through social protection and rehabilitation mechanisms
8. To establish a MIS mechanism to ensure effective implementation of the State Convergent PoA on child labour.

1.3 Scope of SCPoA on child labour:

Child Labour is a socio legal problem. There is a need for strict enforcement of laws against employment of child labour. However, equally important is the need to rehabilitate the rescued child labour. For complete economic and educational rehabilitation of child labour, coordination among various departments of the Government is required. The role of each department has to be clearly defined, so that there is no overlapping and there is complete clarity about role of each stake holder. There is need to sensitize all the stake holders against the menace of child labour. The migrant child labour, after being rescued, has to be repatriated and united with his/her family and it is to be ensured that the rescued child labour does not relapse into the same again. For this purpose educational rehabilitation of the child and economic rehabilitation of family of child labour is very important.

In his comprehensive review on the situation of child labour in Assam, Dr L.D. Mishra, Special Advisor, NCPCR also reiterated the formation of a broad based committee with representatives from all concerned departments to frame a convergent plan of action. He further recommended that *“the role of each of these Departments (some employing departments, some regulatory and few others promotional and developmental) needs to be clearly and precisely delineated in the ‘Convergent Action Plan’.* This will make the task of the committee much easier if all these Departments are involved in the work of the Committee and if they provide inputs on their precise role/contribution/involvement in the work of elimination of child labour”. As about methodology, the report suggests that instead of conducting routine meeting of the Committee, it is better to administer a matrix based questionnaire to all concerned Departments to capture their comments/feedback/future plan to ensure elimination of

child labour and also to arrange for wholesome rehabilitation of the children rescued from laboring conditions.

Keeping in view the above objectives, the inputs from various departments of the Government, Police, Judiciary, and the CSOs were collected through bi-lateral meetings based on matrix based tool, collated, analysed and incorporated in the plan document.

1.4 Methodology:

1.4.1 Committee Formation:

The Governor of Assam vide Notification no. GLR(RC)82/98/205, dated 7 August 2012 constituted a State Level Committee to draft the State Convergent Plan of Action to address the issue of child labour in Assam more holistically with increased effectiveness and efficiency by the concerned stakeholders and duty bearers with effect from the date of notification. The structure of the committee is given in the Annexure – I.

1.4.2 Meetings of the Committee to finalize the broad framework of SPoA:

Post notification, this committee held two meetings on 05/12/12 and 11/01/13. Since then, DoLE and UNICEF officials started working on developing the framework of the convergent state plan of action on child labour both bi-laterally as well as with specific departments and stakeholders who were part of this Committee. The core committees formed vide resolution of the meeting held on 11.01.2013 prepared draft tools for bi-lateral meeting and piloted the same with some of the stakeholders viz, Dept of Social Welfare, SarvaSikshaAbhiyan (SSA), Transport Department and Panchayat and Rural Development Department. Based on the inputs from the two meetings of the state level committee as well as from the pilot bi-lateral meetings with a sample of the stakeholders, the Core Committee drafted the broad framework of the Convergent State Plan of Action on Child Labour to collect information from various other Departments and Stakeholders.

1.4.3 Desk Review:

Desk research of various child labour related policies, legislations, national and international covenants, schemes, experiments, good practices etc to understand the role and scope of each line departments and various stakeholders with regard to addressing child labour in respective sectors and to develop the parameters for consultation with the Govt Departments and Civil Society Organizations (CSOs).

1.4.4 Bi-Lateral Meetings with the Govt. Departments:

For the purpose of framing the State Convergent Plan of Action on Child Labour, it was decided in the joint meeting of the DoLE and UNICEF on 17.02.2014 in the office of the Labour Commissioner, Govt of Assam that a series of bi-lateral meetings will be conducted with the line Departments/stakeholders with the following broad objectives:

- To learn about the specific mandate of each of the departments and the opportunity of leveraging the same to address child labour in Assam;
- To learn about various schemes and projects that each of the departments are mandated to implement which could be leveraged for addressing child labour issue in the state (in terms of various axis of a holistic convergent state plan of action on child labour);
- To understand the key push and pull factors for child labour in relation to the mandate and schemes that the Department implements;
- To examine existing inter-departmental coordination mechanisms that the department accesses which could be of importance and use to the child labour plan of action;
- To consult each of the concerned departments about its mandate for developing the State Convergent Plan of Action on child labour.

The following Departments/Offices were primarily identified for the bi-lateral meetings:

1. The Commissioner, Panchayat and Rural Development, Punjabari, Guwahati
2. The Mission Director, Sarba Siksha Avhiyan, Assam Kahilipara, Guwahati-19, Assam
3. The Director, Social Welfare Department, Uzanbazaar, Guwahati-1
4. The Mission Director, NHM, G.S. Road, Guwahati-5
5. The Director, Health Services, Hengrabari, Guwahati-
6. The Additional Director General of Police (CID), Assam, Ulubari, Guwahati-7
7. The Commissioner of Transport, Assam, Housefed Complex, Dispur, Guwahati-6
8. The Director, Municipal Administration,
9. The Director, Agriculture, Khanapara, Guwahati
10. The Deputy Commissioner -cum- the Chairman, Child Labour Task Force Committee, Kamrup (Metro), Guwahati-1
11. The Director of Welfare of Tea and Ex-tea Tribes, Shrimantapur, Guwahati
12. The Director of Scheduled Caste Development, Sarumataria, Guwahati
13. The Director of Scheduled Tribes Development, Rukmini Nagar, Guwahati
14. The Chief Engineer, PWD (Roads), Chandmari, Guwahati-3
15. The Chief Engineer, PWD (Buildings), Chandmari, Guwahati-3
16. The Chief Inspector of Factories, DoLE, Bhangagarh, Guwahati-5
17. The Chief Engineer, PHED, Hengrabari, Guwahati
18. The Chairperson, CWC, Kamrup (Metro)

The above mentioned Departments were informed about the bi-lateral meetings by the Labour Commissioner vide his letter no. LR/SLC/27/2012/1876- 84 and 1887-94 both

dated 20th February 2014(**Annexure – IIIA & IIIB respectively**) and the Deputy Commissioner, DoLE contacted each of the Department and fixed up the date and time of conducting the bi-lateral meetings. In order to expedite the drafting of State Convergent Plan of Action on Child Labour, a short term Consultant was appointed by the DoLE, Govt. of Assam with support from UNICEF, Assam. A template was developed to collect information about the mandate and existing mechanism of each of the department / organization on the issue around Child Labour and the same was used while interacting with the representatives of the concerned departments (**Annexure-IV**). The Consultant along with the officials of the DoLE met the representatives of each of the above mentioned Depts between 26th February and 7th March, 2014. List of the Interviewees is given in the Annexure (**Annexure-V**)

1.4.5 Consultation with the CSOs

Given the rich experience of the CSOs in working with child protection issues in general and child labour issues in particular, it was decided to have consultations with the concerned Civil Society Organizations (CSOs) for their inputs in the SCPoA. The consultation was organized in Guwahati on 20th March, 2014. List of participants of CSO consultation is given in the Annexure (**Annexure-VI**).

1.4.6 Dissemination Workshop:

The draft SCPoA was disseminated in the State Level Committee Meeting held on 28th March, 2014 at Guwahati along with representations from all line Departments who were consulted during the bi-lateral meetings. After a great deal of deliberations on the draft report, it was decided that the Committee's tenure shall be extended by a month and feedback on SCPoA will be sought from all partners including all of these and then the final draft will be submitted to the Government for notification and further action. On incorporation of the suggestions/comments given by the participants of the dissemination workshop, the final draft was prepared and submitted to the DoLE and UNICEF, Assam on 30th April, 2014. List of participants of dissemination workshop is given in the Annexure (**Annexure-VII**).

CHAPTER-II

CHILD LABOUR AND SOCIAL EXCLUSION

2. Child Labour: Phenomenon of Social Exclusion

Child labour is a visible manifestation of violations of a range of rights of children and is recognized as a serious and enormously complex social problem in India. Working children are denied their right to survival and development, education, leisure and play, and adequate standard of living, opportunity for developing personality, talents, mental and physical abilities, and protection from abuse and neglect. Under extreme economic distress, children are forced to forego educational opportunities and take up

jobs which are mostly exploitative as they are usually underpaid and engaged in hazardous conditions. Parents decide to send their child for engaging in a job as a desperate measure due to poor economic conditions. It is therefore no wonder that the poor households predominantly send their children to work in early ages of their life. One of the disconcerting aspects of child labour is that children are sent to work at the expense of education. There is a strong effect of child labour on school attendance rates and the length of a child's work day is negatively associated with his or her capacity to attend school (Report of the Working Group on Child Labour in the 12th Five Year Plan). Child labour restricts the right of children to access and benefit from education and denies the fundamental opportunity to attend school. Child labour, thus, prejudices children's education and adversely affects their health and safety.

Child labour is a significant social and economic problem that constitutes a grave violation of children's rights and exposes children to many risks. In India, children are engaged in various forms of hazardous and nonhazardous work in sectors like construction, brick kilns, fireworks, glass factories, mining & quarry, restaurant, transport, manufacturing, tea gardens, domestic services etc. It is believed that child labour is the consequence of social inequality, attitude of the privileged class, lack of employment opportunities, poverty and most important lack of parental motivation. Families of child workers in dangerous occupations are not aware of its dangers and its effects on their growth, education and development. Nowadays there are growing incidences of trafficking for labour from poor states to the developed ones.

Another disturbing development is a considerable weakening of school attendance of children from agricultural labour households (Praveen Jha, 2007). It may not be unwarranted to suggest that growing economic vulnerability of agricultural labour households is part of the explanation for the observed deceleration in the expansion of school attendance. This is explained by the fact that there is a deceleration in the growth of employment in India, an analysis of NSSO data with regard to changes in rural casual labourers, wages and poverty between 1983 to 2000 (Sheila Bhalla et al 2005) shows that in Rural India, casual labourers have been identified as the largest occupational group characterized by chronic poverty. Moreover, the Child Labour (Prohibition and Regulation) Act, 1986 addresses hazardous industrial child labour in a limited way as the purview of the Act covers only the organized sectors of production. As it is inbuilt in the law, this Act has excluded a vast section of toiling children in the unorganized sectors, as over 90 percent of the labour force in India is accounted for by the un-organized sectors of production.

2.1 Definition of Child Labour: Contradictions and Ambiguity

The decennial Census and the National Sample Survey are the two major official sources of data on child employment. However these two sources have no specific definition on child labour. It is very difficult to define child labour, even not defined by the Child Labour (Prohibition and Regulation) Act, 1986. According to Prof. Amartya

Sen, Child Labour is intimately connected with non-schooling of children. The same definition is also adopted by many state governments. International Labour Organization (ILO) defines that, “child labour refers to the work that deprive children of their childhood, their potential, and their dignity and that is harmful to their physical and mental development.”

Precisely, it refers to work that is mentally, physically, socially, or morally dangerous and harmful to children, and interfere with their schooling (i) by depriving them of the opportunity to attend school, (ii) by obligating them to leave school permanently, or (iii) by requiring them to attempt to combine school attendance with exclusively long or heavy work.

The definition of child is different under various enactments as mentioned hereunder, which defies the mandate regarding age of a child in CRC.

Law	Age of a child
The Factories Act, 1948	The Act prohibits the employment of a child who has not completed 14 years.
The Apprentices Act, 1951	A person shall not be qualified for being engaged as an Apprentice ,unless he is not less than 14 years of age.
The Plantation Labour Act, 1951	"Child means a person who has not completed his 14th year." (There is no prohibition of children. A certificate of fitness is necessary for employing a child.)
The Mines Act, 1952	The Act prohibits the employment of a child below 18 years of age for work below ground.
The Merchant Shipping Act, 1958	The Act prohibits Children less than 14 years of age to be engaged or carried to sea work in any capacity in any ship, subject to certain exceptions.
The Motor Transport Workers Act, 1961	The Act prohibits the employment of Children less than 14 years of age in any motor transport undertaking.
The Beedi and Cigar Workers (Conditions of Employment) Act, 1966	The Act prohibits the employment of children less than 14 years of age in any industrial premises manufacturing beedi or cigar
The Child Labour (Prohibition & Regulation) Act, 1986	The Act prohibits the employment of a child who has not completed his 14th year of age in any of the occupations set forth in part A of the schedule or in any workshop wherein any of the processes set forth in Part B of the Schedule are carried on.
The Juvenile Justice (Care & Protection of Children) Act, 2000	The Act prohibits the employment of children in hazardous occupations vide sec 26 of the law

Apart from the variations in age, the definition of child labour used in CLPRA itself is flawed. The law vide section 3 and clause (3) of section 9 states that, if, any child works to assist his or her family in any occupation, will not be counted as child labour,

even there is no need for regulation given the fact that 90% of child labour work in their own rural family setting and out of them nearly 85% are engaged in traditional agricultural activities.

2.2 Constitutional Safeguards:

Despite several proactive legislations, policies and judicial pronouncements, the problem of child labour persists as a challenge to the country.

Articles	Contents
Article 15 (3)	The State is empowered to make the special provisions relating to child, which will not be violative of right to equality.
Article 21	No person shall be deprived of his life or personal liberty, except according to procedure established by law. The Supreme Court held that 'life' includes free from exploitation and to live a dignified life.
Article 21A	The State shall provide free and compulsory education to all children of the age of six to fourteen years, in such manner as the State may, by law, determine, where children are allowed to work, in such establishment, it is the duty of employer to make provisions for the education of child labourer.
Article 23	Traffic in human beings and beggar and other similar forms of forced labour are prohibited and any contravention of this prohibition shall be an offence punishable in accordance with law.
Article 24	No child below the age of 14 years shall be employed to work in any factory or mine or engaged in any other hazardous employment. The Supreme Court held that "hazardous employment" includes construction work ¹ , match boxes and fireworks therefore; no child below the age of 14 years can be employed. Positive steps should be taken for the welfare of such children as well as for improving the quality of their life.
Article 39 (e)	The State shall, in particular, direct its policy towards securing the health and strength of the tender age of children are not abused and that citizens are not forced by economic necessity to enter avocations unsuited to their age or strength.
Article 39 (f)	The State shall, in particular, direct its policy towards securing that children are given opportunities and facilities to develop in a healthy manner and in conditions of freedom and dignity; and that childhood and youth are protected against exploitation and against moral and material abandonment.
Article 45	The State shall endeavour to provide early childhood care and education for all children until they complete the age of six years.
Article 51A (e)	It shall be the duty of every citizen of India, who is a parent or guardian to provide opportunities for education to his child or ward as the case may be, between the age of six and fourteen years.

2.2.1 Statutory provisions to eliminate child labour

In relation with the above mentioned Conventions and Constitutional provisions, the legal provisions prohibiting child labour are as follows:

Name of the Act	Prohibition of child labour	Penalties
The Children (Pledging of Labour) Act, 1933	An agreement to pledge the labour of a child shall be void. [section 3]	Parent or guardian, contractor, and employer of a child shall be punished with fine up to Rs. 200. [sections 4, 5 & 6]
The Factories Act, 1948	No child who has not completed his fourteenth year shall be required or allowed to work in any factory. [section 67]	The occupier and manager of the factory shall each be guilty of an offence and punishable with imprisonment up to two years or with fine up to one lakh rupees or with both. [section 92]
The Mines Act, 1952	No person below 18 years of age shall be allowed to work in any mine or part thereof. [section 40]	The owner, agent or manager of such mine shall be punishable with fine up to Rs. 500. [section 68]
The Merchant Shipping Act, 1958	No person under 14 years of age shall be engaged or carried to sea to work in any capacity in any ship [section 109]	The person may be fined with Rs. 50. [Section 436]
The Motor Transport Workers Act, 1961	No child shall be required or allowed to work in any capacity in any motor transport under-taking. [section 21]	He shall be punished with imprisonment up to three months, or with fine up to Rs. 500, or with both. [section 31]
The Apprentices Act, 1961	A person shall not be qualified for being engaged as an apprentice to undergo apprenticeship training in any designated trade, unless he is not less than 14 years of age. [section 3]	He shall be punished with imprisonment up to six months or with fine or with both. [section 30 (1)]
The Beedi and Cigar Workers (Conditions of Employment) Act, 1966	No child shall be required or allowed to work in any industrial premises. [section 24]	He shall be punished with fine up to Rs. 250. [section 33]
The Bonded Labour System (Abolition) Act, 1976	According to the definition given in section 2(g) of the Act, bonded labour means service arising out of loan/debt/advance. It represents the relationship between a creditor and a debtor wherein the debtor undertakes to mortgage his	Every offence under the Act is cognizable and bailable. Offences for contravention of provisions of the Act are punishable with imprisonment for a term, which may extend to three years and also with fine, which may extend to two thousand rupees.

Name of the Act	Prohibition of child labour	Penalties
	services or the services of any of his family members to the creditor for a specified or unspecified period with or without wages accompanied by denial of choice of alternative avenues of employment, or to deny him freedom of movements, then the person would normally be covered under the definition of a bonded labour.	
The Child Labour (Prohibition and Regulation) Act, 1986.	No child shall be employed or permitted to work in any of the occupations set forth in Part A of the Schedule or in any workshop wherein any of the processes set forth in Part B of the Schedule is carried on. [section 3]	He shall be punished with imprisonment for three months to one year or with fine Rs. 10,000 to Rs. 20,000 or with both. [section 14 (1)]

2.2.2 Judicial Efforts to address the Problem of Child Labour:

On 10th December 1996 in Writ Petition (Civil) No.465/1986 on M.C. Mehta verses State of Tamil Nadu, the Supreme Court of India, gave certain directions on the issue of elimination of child labour. The court had directed the government to

- Survey for identification of working children; withdrawal of children working in hazardous industries and ensuring their education in appropriate instructions; contribution at the rate of Rs. 20,000 per child to be paid by the offenders to a welfare fund to be established for this.
- Employment to one adult member of the withdrawn child's family and if that is not possible, a contribution of Rs. 5,000 to the welfare funds to be made by the State Government.
- Financial assistance to the families of the children so withdrawn to be paid out of the interest earnings on the corpus of Rs. 20,000 / 25,000 deposited in the welfare fund as long as the child is actually sent to school.
- Regulating working hours for children in non-hazardous occupations, the court held that they should not exceed six hours per day with one paid holiday in a week and education expenditure to be borne by the employer.

The Hon'ble Supreme Court held that though the Employment of Children Act, 1938 did not include the construction work because the construction industry was not a process specified in the Schedule to the Act, yet, such construction was a hazardous occupation and under Article 24 children under 14 cannot be employed in a hazardous

occupation. Article 24 was enforceable even, in the absence of implementing legislation, in a 'public interest' proceeding.

The Hon'ble Supreme Court directed that children should not be employed in hazardous jobs in factories for manufacture of match boxes and fireworks, and positive steps should be taken for the welfare of such children as well as for improving the quality of their life. Again, Supreme Court directed that the employers of children below 14 years must comply with the provisions of the Child Labour (Prohibition and Regulation) Act, providing for compensation, employment of their parents/guardians and their education.

2.2.3 Proposed Amendments in CLPRA:

- Child Labour (Prohibition and Regulation) Act, 1986 permitted children under the age of 14 to work in "non-hazardous industries" including some agricultural work, in contravention of the Right to Free and Compulsory Education Act, 2009 which says that all children between 6 and 14 must be in school. Hence, the amendment of CLPRA, 1986 becomes imperative to comply with the mandate of RTE Act, 2009 through banning all work for those under 14.
- Children between the age of 14 and 18 have now been termed in the amendment as "Adolescents" and can only be employed in non-hazardous industries.
- This Act extends the whole of India and defines child as a person who has not completed his "fourteenth year" of age.
- Section 3 of this act has imposed prohibition on employment of children in the Hazardous occupations mentioned in its schedule and makes such employment an offence punishable with imprisonment for a term of 3 months to 1 year and a fine with ` 10000-20000.
- The act also has provision of constitution of a Child Labour Technical Advisory Committee.
- These Hazardous occupations have been listed in Schedule of the act and list out the Hazardous occupations and processes separately. Interestingly hazardous occupations comprise the domestic workers or servants and Dhabas (roadside eateries), restaurants, hotels, motels, tea shops, resorts, spas or other recreational centers. These are the some places where we find most child labourers are working. The ban imposed under the Child Labour (Prohibition & Regulation) Act, 1986 was effective from **10th October 2006**. The Ministry warned that anyone employing children in these categories would be liable to prosecution and other panel action under the Act.

The Child Labour (Prohibition and Regulation Amendment Bill, 2012 was introduced in Rajya Sabha on 4 December, 2012 further to amend the Child Labour (Prohibition and Regulation) Act, 1986. The amendment also seeks a blanket ban on employing children below 18 years in hazardous industries like mining. The Bill has been referred

to Standing Committee on Labour and Employment (The Assam Tribune, Guwahati dated 2.1.2013).

2.3 Government Policies and Programmes:

In pursuance of India's development goals and strategies, a **National Child Labour Policy** was adopted in 1987. The national policy reiterates the directive principle of state policy in India's Constitution. It resolves to focus general development programmes to benefit children wherever possible and have project based action plans in areas of high concentration of child labour engaged in wage/quasi-wage employment. The policy addresses the complex issue of child labour in a comprehensive, holistic and integrated manner. The action plan under this policy is multi-pronged and mainly consists of:

- A legislative action plan;
- Focuses on general development programmes for the benefit of the families of children; and
- Project-based action plan in areas of high concentration of child labour.

The Ministry of Labour and Employment has been implementing the NCLP through the establishment of National Child Labour Projects (NCLPs) for the rehabilitation of child workers since 1988. Initially, these projects were industry specific and aimed at rehabilitating children working in traditional child labour endemic industries. A renewed commitment to fulfill the constitutional mandate resulted in enlarging the ambit of the NCLPs in 1994 to rehabilitate children working in hazardous occupations in child labour endemic districts. The strategy for the NCLPs includes the establishment of special schools to provide non-formal education and pre-vocational skills training; promoting additional income and employment generation opportunities; raising public awareness, and conducting surveys and evaluations of child labour.

The NCLP scheme is a Central Sector scheme. Under the scheme, project societies are set up at the district level under the Chairpersonship of the Collector/ District Magistrate for overseeing the implementation of the project. Civil society and NGOs are also involved in the implementation of the scheme. Under the NCLP Scheme, children are withdrawn from work and put into special schools, where they are provided with bridging education, vocational training, mid-day meal, stipend, health-care facilities etc. and finally mainstreamed to the formal education system. At present, there are around 7,000 NCLP schools being run in the country with an enrolment of three lakh children. Till date more than 9 lakh working children have already been mainstreamed to regular education under the NCLP Scheme.

Children mainstreamed under NCLP scheme since inception i.e. 1988

State	No of children mainstreamed
Assam	4186

Source: Ministry of Labour and Employment, Govt of India

Children mainstreamed under NCLP scheme during 2009-10, 2010-11 and 2011-12

State	No of Children mainstreamed		
	2009-10	2010-11	2011-12
Assam	3685	274	227

Source: Ministry of Labour and Employment, Govt of India

Whatever trend in the magnitude of child labour is shown in the official data, it is a common sight in India to see children engaged in various forms of work, whether paid or unpaid. Despite having legislation against child labour particularly in hazardous industries, children are continued to be engaged in significant numbers in hazardous and non-hazardous sectors. Reflecting the overall trend in the workforce participation, most of the child employment is concentrated in agriculture and allied activities in India. As revealed by the NSSO data 2004-05, this sector alone account for over two thirds of the child employment. This sector is followed by manufacturing sector which account for 16.55 percent of child employment. Trade, hotels and restaurant accounts for a significant share of child workers with 8.45 per cent of the total child labour force (Unit Level Records of NSSO, 2004-05). Most of these children are employed in the informal sectors of the economy on a casual basis with low wages and long hours of work as revealed by many empirical studies on child labour in India.

The National Charter for Children, 2003 adopted on 9th February 2004, underlined the intent to secure for every child its inherent right to be a child and enjoy a healthy and happy childhood, to address the root causes that negate the healthy growth and development of children, and to awaken the conscience of the community in the wider societal context to protect children from all forms of abuse, while strengthening the family, society and the Nation.

The National Policy for Children, 2013 mandates that all out of school children such as child labourers, migrant children, trafficked children, children of migrant labour, street children, child victims of alcohol and substance abuse, children in areas of civil unrest, orphans, children with disability (mental and physical), children with chronic ailments, married children, children of manual scavengers, children of sex workers, children of prisoners, etc. are tracked, rescued, rehabilitated and have access to their right to education. The National Policy directs the State to facilitate concerted efforts by local governments, non-governmental organizations/community based organizations to identify gaps in availability of educational services, especially in backward, child labour intensive areas, areas of civil unrest, and in situations of emergency, and efforts for addressing them.

2.4. India's stand on ratification of ILO Convention No. 138 and 182

India has not ratified ILO Convention No. 138 fixing minimum age of employment as 18 years. Presently, as per Child Labour (Prohibition & Regulation) Act, 1986, children below the age of 14 years are prohibited for employment in hazardous

occupations/processes specified in the Act. As of now, keeping the socio-economic conditions in the country in view a sequential approach is being followed in India for elimination of Child Labour in a comprehensive, holistic and integrated manner with the initial focus on hazardous occupations and processes which is secured through legislation. Government of India follows the policy of ratifying the ILO Convention only when the existing laws and practices are in full conformity with the provision of said convention. However, to review the proposal for ratification of C-138 in view of enactment of RTE, 2009, an Inter- Ministerial Group on Examination of ILO Convention 138 with specific regard to its application for India has been formed under Secretary, Ministry of Labour, Govt of India.

On ratification of the Convention Number 182, the Government would have to amend all these Acts wherein child is defined as someone who is less than 14 years of age within 12 months of its ratification. The Government of India has not ratified the Convention No.182, due to constraint of fixing of minimum age of 18 years for employment of children. India supported the Convention at the time of its adoption as it agrees with the principles of the Convention; however, its ratification would be possible only after the legislative framework and mechanism for its effective implementation are put in place. In that direction Ministry of labour and Employment is in a process of amendment of Child labour act 1986, with a view to ratify the ILO Convention No.182.

2.5 Magnitude of child labour in India:

India is one of the few countries having the largest number of child labour. According to Census of India, 2011, there are 11.72 million working children in the age group of 5-14 years, with 6.53 million boys and 5.19 million girls engaged in some form of main or marginal work or who are seeking/ available for work. Thus, 4.5% of all children who are between 5- 14 years of age are engaged as child labour in India. However, if we consider adolescent workers who are above 14 years and those who are below 19 years, as per Census 2011, 36.72 million of these adolescents are engaged in some form of main or marginal work or who are seeking/ available for work. Out of this, 23.86 are boys whereas 12.85 are girls. This means a significant 30.5% of Indian adolescents between 15 to 19 years are engaged in some form of work or are seeking/ available for work. The table below reflects the comparative Census data for 2001 and 2011 for the age group: 15- 19 years.

Adolescent Worker (15-19 yrs) Population* (in Million): Census 2011							
Area	Location	2001			2011		
		Person	Male	Female	Person	Male	Female
India	Rural	30.62	19.03	11.58	29.91	18.81	11.10
	Urban	5.64	4.50	1.15	6.81	5.06	1.75
	Total	36.26	23.53	12.73	36.72	23.86	12.85

State-wise Distribution of Child Labour (age group 5-14)

Sr. No.	State	1971	1981	1991	2001	2011*
1	Uttar Pradesh	1326726	1434675	1410086	1927997	2540375
2	Bihar	1059359	1101764	942245	1117500	1288321
3	Rajasthan	387389	819605	774199	1262570	960549
4	Madhya Pradesh	1112319	1698597	1352561	1065259	806546
5	Maharashtra	988357	1557756	1068418	764075	774815
6	Andhra Pradesh	1627492	1951312	1661940	1363339	753004
7	West Bengal	511443	605263	711691	857087	716576
8	Gujarat	518061	616913	523585	485530	506496
9	Jharkhand	-	-	-	407200	472831
10	Karnataka	808719	1131530	976247	822615	453215
11	Odisha	492477	702293	452394	377594	425546
12	Assam	239349	**	127598	351416	347353
13	Tamil Nadu	713305	975055	578889	418801	321002
14	Chhattisgarh	-	-	-	364572	297535
15	Punjab	232774	216939	142868	177268	205847
16	Jammu and Kashmir	70489	258437	**	175630	143460
17	Haryana	137826	194189	109691	253491	138983
18	Himachal Pradesh	71384	99624	56438	107774	136052
19	Uttarakhand	-	-	-	70183	91436
20	Nagaland	13726	16235	16467	**	70268
21	Kerala	111801	92854	14800	26156	57602
22	Meghalaya	30440	44916	34633	53940	51205
23	Manipur	16380	20717	16493	**	41770
24	Delhi	17120	25717	27351	41899	38939
25	Arunachal Pradesh	17925	17950	12395	18482	20082
26	Tripura	17490	24204	16478	21576	17808
27	Other UTs	15973	19950	11206	12630	12399
28	Goa	-	-	4656	4138	11323
29	Sikkim	15661	8561	5508	16457	11020
30	Mizoram	***	6314	16411	26265	8366
Total		10753985	13640870	11285349	12666377	1,17,20,724

Source: Census

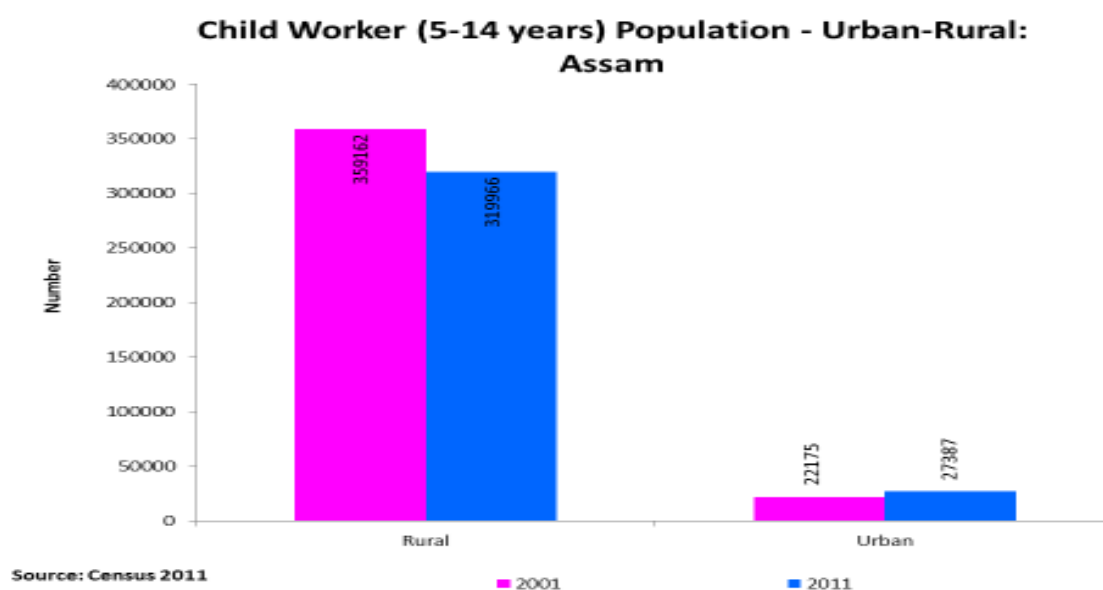
*The data includes Main, Marginal and those children who are seeking/ available for work, as per Census 2011.

As highlighted in the table above, as per Census 2011, Assam with **347353** children between 5- 14 years is **12th highest** in the list of states and Union Territories on child labour.

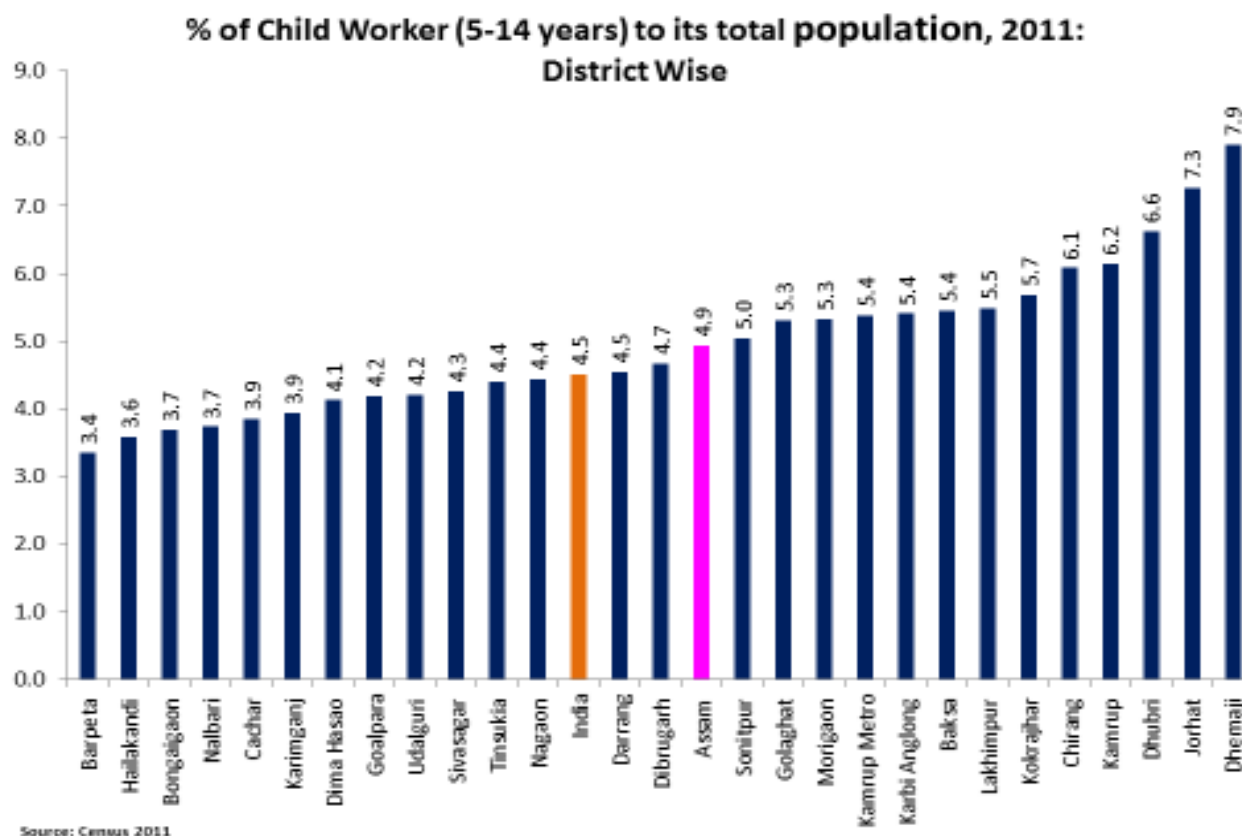
2.6 Situation of Child Labour in Assam:

As per the Census 2011, Assam has 3,47,353 children of 5-14 years age group engaged in some form of main or marginal work or who are seeking/ available for work. This is a marginal decrease of 33, 984 children from Census 2001 figures which recorded 3,81,337 children of 5- 14 years who are engaged in work. Out of 3,47,353 children, 2,11,548 are boys and 1,35,805 are girls.

The bar diagram below provides the Urban- Rural disaggregation of the above data:



In comparison to 2001, in Assam, Child Labour in rural areas has decreased whereas Child Labour in Urban areas has increased marginally. The district disaggregation of child labour data as per Census 2011 provides the much needed trends about the situation of Assam's districts:



Overall, 4.9% of children of 5- 14 years age group are engaged in some form of child labour, which is higher than the India average of 4.5%. It is important to note that 13 districts of Assam are above the state average, with Dhemaji topping the list with 7.9%, Jorhat with 7.3% and Dhubri with 6.6%.

Data on Child Labour based on Survey during NSSO 66th Round (2009-10)

State	Age Group(5-14) years			
	Rural		Urban	
Assam	Male	Female	Male	Female
	88156	110191	20767	15548

Source: Lok Sabha Secretariat reference Note No 10/RN/Ref./2013

Number of child Labourers rescued, rehabilitated and mainstreamed through National Child Labour Project scheme during the last three years and current year in Assam

State	No of children mainstreamed			
	2009-10	2010-11	2011-12	2012-13 Up to Dec. 2012
Assam	3685	274	227	10848

Source: Lok Sabha Secretariat reference Note No 10/RN/Ref./2013

Child Work force participation Rates in Assam (in percent)

Age Group	No of Children
5-9	0.19
10-14	3.44
5-14	1.82

Source: Estimated from Unit Level Records of NSSO, 2004-05

NSSO data 2004-05 reveals that work participation rates for children in the age group of 5-9 is less than one percent. However the WPR for children in the age group of 10-14 remains higher than the age group 5-14. Most of these children are employed in the informal sectors of the economy on a casual basis with low wages and long hours of work.

Sectorial distribution of child labour in Assam, 2004-05

Sectors	No of children engaged (in percent)
Agriculture	69.26
Mining	1.78
Manufacturing	8.42
Construction	1.78
Hotel & trades	7.76
Transport	0.05
Commercial	10.96

Source: Estimated from Unit Level Records of NSSO, 2004-05

Although a large majority of the children in Assam work in the agriculture sector, a sizeable section of children employed in different non-farm occupations in the state.

The Committee on Welfare of Women and Children of the Assam Legislative Assembly observed that engagement of child labour is still going on in the State and recommended that the Child Labour (Prohibition and Regulation) Act, 1986 should be enforced strictly and strict action should be taken against the owners of the factories, restaurants and other establishments that engages child labour.

The committee, in its report mentioned that the Labour Department of the State Government, conducted a survey and it was found that more than 15,000 child labourers were engaged in hazardous and non-hazardous establishments. However, subsequently the employers withdrew the child labourers from the hazardous works and during the second survey it was found that more than 4800 child labourers were engaged in non-hazardous establishments. The Commissioner and Secretary of the

Department intimated the committee that generally a fine of Rs 2000 is imposed on the owners of the factories which employ child labourers. (Source: Sentinel Assam, 13th August, 2005)

The labour force in Assam tea gardens comprise tribal people who migrated between 1840 and 1961 from Chotanagpur Plateau and belong to tribal groups e.g. Mundas, Oraons, Kharias, Hos and Santhals. A small percentage of them belong to SC community. In the tea gardens of Assam, it has been common for children to work alongside their parents to augment their income. Children with their nimble fingers are preferred to pluck the tea leaves (being a delicate job) and also undertake weeding, hoeing and nursery activities during off-season. The mothers working in the gardens normally bring their children to the work-place as there is no one back home to look after the children and the crèche facility as stipulated under the Plantation Labour Act is mostly non-existent. As a result a child grows up observing his/her mother plucking the leaves and gradually assists her. After reaching the age of 12 years, they work five hours instead of eight for wages at half the adult rate until 16. It is a common practice in almost all gardens to allow children to work as substitute for their mothers for short period when their mothers fall sick. Loss of parents at an early age, retirement of parents, sick and fragile health of parents, peer influences are factors responsible for the incidence of child labour in tea gardens.

The Child Labour Prohibition and Regulation Act of 1986 amended certain portions of the Plantation Labour Act of 1951 by raising minimum age for employment from 12 to 14 years of age. Yet these guidelines are summarily ignored in the tea gardens as indicated in Government report as well as ILO studies. A 1992 report on child labour in tea plantations in Northeast says: "Most of the child workers are employed as casuals. Children are found to do such strenuous work as plucking under very severe climatic conditions; they are assigned to nursery work, fertilization, carrying of heavy loads and household work. They are also made to work in the factories, against established law." (Vasanthi Raman, Child Labour in the Tea Plantations of North East India, UNICEF & Ministry of Labour and Social Welfare, Govt of India, 1992). While legislative measures through the Plantation Labour Act of 1951 to improve the working and living conditions of tea garden workers are more than 50 years old, enforcement of these measures much to be desired, even though the contribution made by these workers to the economy of the NE region and country's foreign trade is considered to considerable (Mishra, NCPCR, 2012).

Incidentally a large number of children work in the brick kilns of Assam along with their parents where a similar situation is observed i.e. a child being deprived of his/her fundamental right to education. Recent evidences show that an inter-state ring is operative in Assam, Manipur and other north-eastern states who traffic children for labour to faraway states like Tamil Nadu. The trafficked children for labour who hail from extremely poor background had been lured to unrecognized homes run by NGOs in Chennai and Kanyakumari some years back with the promise of free education. But

the homes did not have the facility to handle so many of them. The children were kept in small rooms, allegedly abused and left malnourished. But the homes did not have the facility to handle so many of them. From the Police sources, it was learnt that some “agents” took them to Tamil Nadu by fraudulently obtaining the consent of their parents. 76 trafficked children hailing from Manipur and Assam, used as child labour, were recently rescued from a home at Kulitorai in Tamil Nadu's Kanyakumari district (Source: PTI, 29th January, 2010).

At present, the child labour issues are mostly dealt by the DoLE, but there is a strong need to link its existing efforts with that of the line departments especially, the Department of Social Welfare, Department of Panchayat and Rural Development, Sarva Sikshya Avijyan (SAA), Health Dept, National Urban Livelihood Mission (NULM), Police, Judiciary, District Administration etc mainly in terms of providing education, health care, rescue and post-rescue care, social reintegration and rehabilitation and service delivery mechanisms under various child protection components under ICPS. The rationale for developing SCPoA can be better understood on a rational analysis of the situation of children focusing on various types of vulnerabilities they are exposed to.

2.7 Status regarding activities of the DoLE to address the problem of child labour:

As regards the implementation of CLPRA, 1986, the DoLE has shown considerable improvement in the enforcement activities in the state. The data on enforcement is as under:

Year	No of Inspections carried out	No of children rescued	No of violations detected	No of prosecution	No of Conviction	Realization of Civil Liability (Rs)	No of convicted person sent to jail
2008	3323	34	29	3	1	20,000	nil
2009	2309	11	21	6	nil	nil	nil
2010	2825	38	45	12	nil	nil	nil
2011	3690	36	69	30	2	40,000	nil
2012	7780	251	306	129	11	2,10,000	nil
2013	9677	168	322	119	nil	nil	nil
Total	29,604	538	792	299	14	2,70,000	nil

Source: Office of the Labour Commissioner, Govt of Assam, 5th Feb, 2014

Enforcement in respect of Domestic Child Labour

Year	No of Inspections carried out	No of children rescued	No of violations detected	No of prosecution	No of Conviction	Realization of Civil	No of convicted
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						Liability (Rs)	person sent to jail
2008	561	-	-	-	-	-	-
2009	372	-	-	-	-	-	-
2010	186	-	-	-	-	-	-
2011	127	-	-	-	-	-	-
2012	150	3	4	4	1	20,000	-
2013	256	3	9	3	-	-	-
Total	1652	6	13	7	1	20,000	-

Source: Office of the Labour Commissioner, Govt of Assam, 5th Feb, 2014

Implementation of NCLP:

The NCLP, a Central Govt scheme is being implemented in four districts viz, Nagaon, Kamrup(Metro), Lakhimpur and Bongaigaon. Although official confirmation is yet to be received, the NCLP in Bongaigaon is practically non-functional. The report in respect of NCLP in three districts shows the following:

No of schools sanctioned	281
No of schools in operation	281
No of children enrolled	12,264
No of children mainstreamed	11,119

Source: Office of the Labour Commissioner, Govt of Assam, June16, 2013

DoLE, Govt of Assam has taken active initiative to form District Level Task Force in 21 districts and also sent reminders to other districts from the Commissioner of Labour for constituting the Task Force for rescuing child labour and arrange for care and protection of children in collaboration with the DSW, Govt of Assam. During the year 2012-13, the Govt made a budgetary provision of Rs70lakhs for taking up survey of child labour and mass awareness programme in the state. But the programme could not be implemented for non-release of the fund. The proposal has been moved again in 2013-14 for an additional fund under plan budget for Rs. 450 lacs so as to implement the scheme rehabilitation of child labour with a new vigor (Source: Office of the Labour Commissioner, Assam). DoLE is making sincere efforts to synchronize its action plans with other concerned Depts to ensure protection of children from abuse and exploitation.

2.8 Child Domestic Work:

Child Domestic Work can be treated as a form of child labour that catches little public attention being confined in the safe precincts of a home. Child Domestic Work is widespread in the urban pockets of Assam especially in Guwahati and adjacent pockets. The 1991 census data reports that 6.8 lakhs boys and 4.1 lakhs girls are engaged in domestic help in the state of Assam. According to CHILDLINE Guwahati,

out of every four families in the city of Guwahati there are at least three domestic-helper children and out of every four such children, three of them are girls. Also noteworthy in this connection is that these children belong to the age group of 5-15 years. In a recent study conducted by NESPYM in 15 wards of Guwahati, it was found that 35 per cent of households employed at least one child as full-time residential helper and 59 per cent on part-time basis. The study also found that 69 per cent of boy-child labourers and 37 per cent of girl-child labourers had low Body Mass Index. Study of secondary data further revealed that most of the children are grossly underpaid or even unpaid, have to work under difficult conditions and are subjected to periodic physical and mental torture. A girl child is preferred over an adult because of her supposedly docile nature as well as less pay. The overall situation is similar in other towns of Assam like Dibrugarh, Tinsukia, Nagaon where employment of CDW is rampant. According to NGO sources, the law for prohibition of child domestic worker is rampantly violated and there complete lack of awareness about it amongst the employers.

Earlier, a UNICEF sponsored study on CDW in Guwahati conducted by CDI revealed the following facts:

- The percentage of girls being engaged as domestic help is higher than boys
- Most respondents belong to the age group of 11-14 years
- Only 7.14% of respondents are still continuing school.
- 13.65% of the respondents complained emotional depression and loneliness while 11.76% of them complained about physical abuse.
- Dhubri, Barpeta, Goalpara, rural Kamrup are the places from where the CDW come to work to Guwahati.

2.9 Trafficking on children:

North East in particular Assam has emerged as one of the biggest source area, transit route and destination for trafficking of children for forced labour in modern times. Assam is the choicest place for the child traffickers to thrive on account of frequent natural calamities, surmounting insurgency by extremists, acute poverty, illiteracy & ignorance of the masses, and adverse geographical structure. Children from North Eastern states especially girls are trafficked for forced labour as domestic helps in metropolitan cities only to run a high risk of being physically abused and sexually exploited. Girls trafficked from North East particularly Assam are sold at brothels in the cities for child prostitution. Boys as young as 8 or 9 from the region are trafficked to work in the garment manufacturing sectors of Karnataka and Tamil Nadu in conditions that are abominable. These bonded child labourers are paid pittance, beaten up for meeting the ever swelling export targets and some of them are even made to starve for days together. Additionally a large number of adolescent girls are duped in the garb of decent employment, only to land into prostitution or sold as brides in states like Haryana, Punjab and Himachal Pradesh.

Trafficking of children for forced labour continues to remain a serious issue. An estimated 70,000 child labourers from Nepal and Bangladesh work in slavery like conditions in the coal mines of Jaintia Hills district of Meghalaya, Ledo, Makum, Margherita and Karbi Anglong Hills of Assam. Such children are eventually forced into bonded labour. Many children working in brick kilns & tea gardens spread across entire north eastern region are trafficked from Jharkhand, Bihar and even Bangladesh.

There are numbers of incidences wherein Assamese girls have been victims of trafficking and modern day slavery. In fact Assam and other North-eastern states have become a major source of child trafficking to Delhi, Tamil Nadu, Mumbai and many other parts of India. Most of these children are trafficked from Lakhimpur and Kokrajhar districts. Tea gardens of Udalguri, Sonitpur, Bongaigaon among other poor areas of lower Assam also happen to be source areas infested with a well- organized nexus of criminals.

The trafficking networks working in Assam have now got well organized and now they are targeting the victims from even other states or even across the border. There is also considerable irregular migration from Bangladesh into Assam, mostly illegal, and undertaken with the help of middlemen in collusion with law enforcement agencies on both sides. Thus, Bangladeshi touts have been able to build up powerful bases in the border districts of Assam. These women were repeatedly threatened by their bosses that they would be handed over to the Assam police on charges of being illegal immigrants if they failed to cooperate. (Anindita Dasgupta, Bangladesh: Dreams - and Hunger - Drive Trafficking into India, Inter Press Service - December 9, 2003).

Assam is one among the four states that records the highest percentage of sexual abuse among both boys and girls. (Study on Child Abuse: India 2007”by Ministry of Women and Child Development – Govt. of India). As per the reports of a survey by National Commission for Protection of Child Rights, as many as 62.55% boys and 51.19% girls from Assam reported facing one or more forms of sexual abuse, which was highest among all the 13 sample states.

Summing up, the following table illustrates, the push factors, pull factors and perpetuating factors of trafficking for sexual exploitation and labour:

Push Factors	Pull Factors
<ul style="list-style-type: none">• Poverty• Gender discrimination• Dysfunctional families• Social exclusion• Illiteracy• Natural disaster• Internal strife	<ul style="list-style-type: none">• Employment opportunities• Allurement of city life• Prospect of getting settled with husbands

These facts pertinently point out the need to set up a network of infrastructure in the source areas for the rescue and shelter of the victims. Guwahati and the other urban areas are growing at a fast pace, hence it may be safely assumed that the phenomenon of CDW would further spread for which children's homes in the destination areas with not just good physical infrastructure but also trained counselling facilities need to be set up under ICPS for their proper rehabilitation and also to rebuild their shattered psyche.

The above socio-economic context in Assam provides the backdrop for critically looking at the problems and magnitude of child labour in the state and consolidating the efforts of various stakeholders to ensure social, economic and legal safeguards for all such vulnerable children. The development of the State Convergent Action Plan is spurred by Government's concern for the harmful consequences of child labour expressed in the National Constitution and the National Child Labour Policy and the ways in which child labour limits both human potential and national development. Child labour deprives children of schooling, which has implications for their future. Child labour perpetuates cycles of poverty. The Assam Chief Minister stressed that the state to achieve its developmental goals, child labour must be addressed as a top priority with comprehensive interventions. This State Action Plan therefore seeks to address the gaps in the past child labour eradication efforts and consolidate new developments and other emerging concerns on child labour in a comprehensive action framework.

The State Action Plan on child labour is, therefore a strategic framework that will set the stage for mobilizing policy makers and the public to act and to intensify awareness raising activities at all levels in order to promote understanding of the risks, consequences and strategies/actions/interventions of addressing child labour.

2.10 Major Challenges/Gaps identified in the CSO Consultation:

Low coverage

- Large percentage of children in need of care and protection are outside the safety net and get no support services;
- Children are mostly engaged in unorganised sector and agriculture sector and are not addressed by the CLPRA
- Existing Schemes are inadequate in outreach and funding leading to marginal coverage of destitute children;
- Poverty and opportunities for livelihoods lead to a large scale migration of rural populations to urban and semi urban centres, thus create demands for integrated strategies and interventions;
- Inadequate interventions for rehabilitation of child labour;
- Lack of detoxification and counselling support for the drug addicts;
- Children engaged in tea gardens and brick kilns are a major concern in the state.

Poor Infrastructure

- Poor implementation of laws in terms of structures prescribed by those legislations not being in place;
- Lack of institutional infrastructure to deal with rescued child labour;
- The CWCs and JJBs not provided with requisite facilities for their efficient functioning, resulting in delayed enquiries and disposal of cases.

Inadequate Human Resources

- DoLE has no offices in three districts and the posts of labour officers are also lying vacant in some districts;
- Training of personnel working on child protection programmes is inadequate and inequitable.

Serious Service Gaps

- Lack of support services to families at risk leads to increased vulnerability among children;
- Lack of awareness among the parents about the consequences of child labour;
- Non-institutional services like sponsorship to children has not been in place;
- Lack of open shelters in most of the urban pockets;
- Services related to drug abuse, HIV/AIDS etc are lacking;
- The SJPU's till date are mostly dormant;
- Poor visibility of the CWCs;
- Absence of community based care and support mechanism;
- CHILDLINE has a very limited coverage and restricted to five districts only;
- Poor flow of fund for social protection services like ICDS, Mid Day Meal etc;
- DoLE has no direct control on the implementation of NCLP projects;

Poor planning and coordination

- Lack of linkages with essential lateral services for children for example education, health, police, judiciary, services for the special children etc.
- District Child Labour Task Force is yet to be formed in many districts;
- Linking vulnerable families to anti-poverty programmes is a major concern;
- Lack of coordination and convergence of programmes/services;
- Owing to lack of a centralised MIS, information about the children rescued from labour and children trafficked for labour are not readily available;
- Inspection, Supervision and Monitoring of the programmes are lacking owing to shortage of manpower;

CHAPTER-III

MATRIX ON STATE CONVERGENT PLAN OF ACTION ON CHILD LABOUR IN ASSAM

3. State Convergent Plan of Action on Child Labour

The State Action Plan is a policy framework and a statement of intent which indicates the commitment of the State on the issue of child labour and to provide a roadmap for their social protection. It defines the roles of various departments and key stakeholders including Trade Union and Employer Organizations, the Assam State Commission for Protection of Child Rights, UN agencies; NGO and Civil Society partners and the Media in eliminating child labour. It is a guiding tool for the key stakeholders whose involvement is critical to attaining the goal. It also delineates the institutional underpinning at the State, District and Block level which will support the work towards achievement of the objective.

The State Convergent PoA on Child Labour, Assam is presented below in result based framework:

FRAMEWORK

STATE CONVERGENT PLAN OF ACTION ON CHILD LABOUR IN ASSAM

Goal/Vision: To make Assam Child Labour free state by 2021.

Activities		Intervention Strategies/ Methodology	Nodal Department	Supporting Department/ Agency	Objectively Verifiable Indicators (OVIs)
Specific Objectives	1. To prevent children from being engaged in any activity that impedes the growth and development of the child.				
1.1. Set up and strengthen Block level and Village level child protection committees (BLCPC and VLCPC) as mandated under Integrated Child Protection Scheme (ICPS)	<ul style="list-style-type: none"> ▪ Training; ▪ Monitoring and reporting; ▪ Exposure visits; 	DSW, Government of Assam (through SCPS and DCPU)	DoLE, DCPC, DCLTF, Concerned GP, tea garden management, Assam Mahila Samakhya Samiti (AMSS)	Number of VLCPC and BLCPC established and functional per GP and District respectively	
1.2. Implementation of the scheme on Support to Training and Employment Programme for Women (STEP) under MWCD, Govt. of India in the areas characterized by out-migration for creating increased employment opportunities of the families of the potential child labour. To enhance skill development under STEP and Assam State Rural Livelihood Mission Society (ASRLMS).	<ul style="list-style-type: none"> ▪ Training ▪ Awareness building, ▪ Survey 	DSW ASRLMS	MWCD, Govt of India, NGOs, Cooperatives, Banks, PnRD	No of women beneficiaries covered	

Activities	Intervention Strategies/ Methodology	Nodal Department	Supporting Department/ Agency	Objectively Verifiable Indicators (OVIs)
1.3. Notify guidelines and start providing sponsorship support under ICPS to the vulnerable families to prevent children from being engaged in work and also to ensure that the child continues his/her education within their own families.	<ul style="list-style-type: none"> ▪ Notification ▪ Appointment of staff in DCPU ▪ Formation of SFCAC 	DSW	DCPU, PRI, V/WLCPC	No of children given sponsorship support
1.4. Set up AWCs, Crèches in brick kiln areas to address the growth and development needs of children of families engaged in brick kiln activities who are mostly migrants.	<ul style="list-style-type: none"> ▪ Survey ▪ Monitoring and reporting; 	DSW	CSWB	No of children enrolled in AWCs and Crèches established
1.5. Conduct periodic survey by AWWs to identify children who were not accessing services under ICDS and link all such children to supplementary nutrition and pre-school programme under Integrated Child Development Scheme (ICDS).	<ul style="list-style-type: none"> ▪ Survey ▪ Home visit ▪ Mothers meeting 	DSW	PRI, NGOs, DCPU	No of children attending AWC
1.6. Mapping of 'hot spots' and vulnerable pockets/ communities of the district through the District Needs Assessment (DNA) under ICPS and through surveys. Conduct phase- wise Child Labour survey by Office of Labour Commissioner, Assam. Various related database such as Child Tracking system for out of school children by SSA and DNA/ DCPD developed for each districts by	<ul style="list-style-type: none"> ▪ Data Collection ▪ Community meeting ▪ Prepare DCPD 	DSW DoLE SSA	PRI, NGOs, Research Agency	DNA report

Activities	Intervention Strategies/ Methodology	Nodal Department	Supporting Department/ Agency	Objectively Verifiable Indicators (OVIs)
SCPS Assam need to be integrated in mapping child labour in the state.				
1.7. Develop IEC materials and conducting campaign focusing on increased awareness and sensitization on issues pertaining to various forms of Child Labour, both at the state, district and, block and GP/ ward levels.	<ul style="list-style-type: none"> ▪ Preparation of IEC materials ▪ Campaign ▪ Use of local media 	DSW	I&PR, DCPU, SIRD- PnRD	Decreased incidences of child labour; display of IEC materials in public spaces
1.8. Issue accreditation certificates to all such Residential/Commercial Establishments/ Apartments/Units as Child Labour Free Zone after due scrutiny and monitoring.	<ul style="list-style-type: none"> ▪ Notification ▪ Inspection ▪ Accreditation 	DSW	DoLE, RWA	No of complexes free of child labour
1.9. Establish and strengthen children's and adolescent groups/ clubs and equip them with life skills (as mandated under SABLA/ SAKSHAM/other programmes under Sports and Youth welfare/ DSW/etc)	<ul style="list-style-type: none"> ▪ Life skill training ▪ Group formation 	DSW	Sports and Youth Welfare Dept	No of children imparted life skills
1.10. Identification and registration of poor and disadvantaged families under the MGNREGA and help them to obtain job cards. The local GP will generate awareness on the procedure for registration. An advisory may be issued by the P&RD Dept that people having job cards cannot get their children employed, or else job cards would be cancelled.	<ul style="list-style-type: none"> ▪ Survey, ▪ Awareness building 	P&RD	DSW (ICDS), Health, SHGs, NGOs	Man days of work generated at the GP level for vulnerable families

Activities	Intervention Strategies/ Methodology	Nodal Department	Supporting Department/ Agency	Objectively Verifiable Indicators (OVIs)
1.11. Linking the Self Help Groups (SHGs) to government subsidy and credit from banks under the Swarna Jayanti Swarozgar Yojna (SGSY) now renamed as National Rural Livelihood Mission (NRLM) to generate self-employment potentialities.	<ul style="list-style-type: none"> ▪ SHG Formation, ▪ Market survey, ▪ Bank linkages 	P&RD	DRDA, Banks, NGOs	No of SHGs formed, No of Swarojkaris
1.12. Construction/upgradation of dwelling units under Indra AwasYojna (IAY) with priorities assigned to the families of potential child labour through the Zilla Panchayat/District Rural Development Agencies (DRDAs).	<ul style="list-style-type: none"> ▪ Survey, ▪ Awareness building 	P&RD	Zilla Parishad, DRDA	No of families covered under IAY
1.13. Maintain a Community Vigilance Register at the GP office to track family migration including the missing and trafficked children from the village. Information about children removed from work and restored to their families and/or enrolled in the schools from the locality will also be included in the register.	<ul style="list-style-type: none"> ▪ Awareness building, ▪ Training ▪ Notification of Nodal Officer from PnRD 	P&RD	DSW, SSM, Schools, NGOs, VLCPC	Number of unsafe migration of children reported and prevented at village level
1.14. Issue notification that no child below 14 years of age is allowed to work in their jurisdiction of Gram Panchayats and review the status as a standing agenda in all monthly meetings of the Gram Sabha.	<ul style="list-style-type: none"> ▪ Notification ▪ Sensitization ▪ Monitoring 	PRI	VLCPC, Women and Children Standing Committees	Meeting minutes of Gram Sabha

Activities	Intervention Strategies/ Methodology	Nodal Department	Supporting Department/ Agency	Objectively Verifiable Indicators (OVIs)
<p>1.15 Stringent enforcement of the following acts through establishment of offices of DoLE across the state:</p> <ul style="list-style-type: none"> ▪ Assam Shops and Establishment Act 1971; ▪ The Plantation Labour Act, 1951; ▪ The Motor Transport Workers Act, ; ▪ The Factories Act 1948; ▪ Child Labour (Prohibition and Regulation) Act, 1986, Amendment Act, 2006); ▪ The Building and Other Construction Workers' (Regulation of employment and conditions of Service) Act, 1996; ▪ The Building and Other Construction Workers' Welfare Cess Act, 1996; ▪ The Un organized Workers Social Security Act, 2008; ▪ The Bonded Labour (Abolition) Act, 1976; 	<ul style="list-style-type: none"> ▪ Training and capacity building ▪ Establishment of offices ▪ Recruitment of staff ▪ Campaign and Advocacy 	DoLE	Police, DCLTF, Tea Garden Management, Factory Owners, Contractors etc	No of children removed from work; No of cases lodged against erring employers
<p>1.16 Notification and Amendment of the following state rules to include provisions for prohibiting employment of child labour across various sectors:</p> <ul style="list-style-type: none"> ▪ The Contract Labour (R & A) Assam Rules, 1972; ▪ Interstate Migrant Workmen (RE and CS) Assam Rules, 1980; ▪ Assam Discipline and Appeal Rules; 	<ul style="list-style-type: none"> ▪ Notification for framing of State Rules ▪ Consultation with the stakeholders 	DoLE	NIPCCD. National Law University, State Judicial Dept, experts	State Rules of the concerned laws are in place

Activities	Intervention Strategies/ Methodology	Nodal Department	Supporting Department/ Agency	Objectively Verifiable Indicators (OVIs)
<ul style="list-style-type: none"> ▪ The Commissions for Protection of Child Rights Act 2005. 				
1.17 Establishment of Worker’s Facilitation Centres (WFCs) under the Un-organized Workers Social Security Act, 2008 in all Blocks and Municipality/ Corporations/ Town Committee to register un-organized workers and link them to various social protection schemes.	<ul style="list-style-type: none"> ▪ Consultation with Trade Unions, BLCPC, Ward Councilors 	DoLE	DCPU, DCLTF	No WFCs functional
1.18 Registration/ Licensing of migration facilitators/ agents at the GP level under Interstate Migrant Workmen (Regulation of Employment and Conditions of Service) Act, 1979.	<ul style="list-style-type: none"> ▪ Notification ▪ Registration 	DoLE	PRI, VLCPC	No of Agents registered
1.19 Involve influential CSOs like Assam Cha Mazdoor Sangha (ACMS), ATTSA to prevent children from being engaged in tea gardens including the children engaged in place of any adult member of the family for any reasons whatsoever. Differentiation between and special focus need to be paid to single migrant children working as child Labour and those who are working as proxy in place of their parents.	<ul style="list-style-type: none"> ▪ Meetings at regular intervals ▪ Joint monitoring ▪ Reporting 	DoLE	CSOs	No of children engaged in tea gardens

Activities	Intervention Strategies/ Methodology	Nodal Department	Supporting Department/ Agency	Objectively Verifiable Indicators (OVIs)
1.20 Periodic mapping to track and identify never enrolled and drop-out children in all districts.	<ul style="list-style-type: none"> ▪ Survey ▪ Reporting ▪ Monitoring & follow up 	SSA	DoLE, DSW, SMC, AWWs, PRI, NGOs RMSA	No of never enrolled/drop out children
1.21 Organize special training for non-enrolled and drop-out children in both rural and urban areas through Non-Residential Special Training Centers (NRSTC) and Residential Special Training Centre (RSTC)	<ul style="list-style-type: none"> ▪ Open Bridge course ▪ Mainstreaming to formal education 	SSA	DoLE, State Open School/ National Institute of Open School, RMSA	No of children enrolled in RSTC and NRSTC
1.22. Expand the programme for Seasonal Hostel for children of migrated labourers to ensure continuation of school education.	<ul style="list-style-type: none"> ▪ Baseline survey ▪ Open seasonal hostel 	SSA	PRI, VLCPC	No of children staying in seasonal hostel
1.23. Prioritize enrollment of girls from families of potential child labour in the age group of 10 to 14 years belonging to SC, ST, OBC and Minority Communities under Kasturba Gandhi Balika Vidyalaya (KGBV) in Educationally Backward Blocks (EBBs).	<ul style="list-style-type: none"> ▪ Awareness ▪ Survey 	SSA	PRI, VLCPC	No of children enrolled in KGBV
1.24. Strictly enforce the clause on non-employment of child labour in the Agreement signed with the contractors/ sub-	<ul style="list-style-type: none"> ▪ Site visits 	PWD(Roads)	DoLE, DSW, NGOs	No of children withdrawn

Activities	Intervention Strategies/ Methodology	Nodal Department	Supporting Department/ Agency	Objectively Verifiable Indicators (OVIs)
contractors through frequent site visits and through coordination with the local level organizations e.g. BLCPC, NGOs, Community Mobilizers under NULM, DoLE offices etc.	<ul style="list-style-type: none"> ▪ Sensitization of the contractors ▪ Reporting to DCLTF 	PWD (Buildings) PHED		from work by the contractors
1.25. Cover all schools under Total Sanitation Campaign (TSC) now renamed as Nirmal Bharat Avijyan (NBA) for safe hygiene; provide safe drinking water and also sensitizing the teachers allowing free access of children to toilets. Generate awareness about Swach Bharat Abhiyan and implement the norms for Swach Vidyalaya, particularly with regard to girls' toilets.	<ul style="list-style-type: none"> ▪ Sensitizations ▪ Campaign ▪ Develop IEC 	SSA (school toilets) PHED (for drinking water)	SMC, PRI	No of schools covered under NBA
1.26. Frequent Inspections to be conducted to detect the child labour in Brick Kilns / Stone Quarries, which are covered under the Factories Act, 1948. This would also include children of brick kiln workers/ labourers.	<ul style="list-style-type: none"> ▪ Raids ▪ Inspections 	Chief Inspector of Factories	DoLE	No of children engaged in Brick Kilns / Stone Quarries
1.27. Regulate and control the entry of child labour in the Fish and Vegetable Markets, in shops and establishments in Municipal Markets and make it as a condition for issuance of license to these enterprises.	<ul style="list-style-type: none"> ▪ Joint inspection with DoLE; ▪ Notification; ▪ Meeting with Market committees 	Municipal Affairs Dept	DoLE	No of licenses issued with stipulation on banning of child labour

Activities	Intervention Strategies/ Methodology	Nodal Department	Supporting Department/ Agency	Objectively Verifiable Indicators (OVIs)
1.28. Formation of Self-Help Groups (SHGs) and their federations/collectives under Swarna Jayanti Shahri Rozgar Yojana (SJSRY) now restructured and renamed as National Urban Livelihoods Mission (NULM) to access gainful self-employment and skilled wage employment opportunities for families of child labour.	<ul style="list-style-type: none"> ▪ Group Formation; ▪ Skill Training; ▪ Market Survey 	Municipal Affairs Dept	SHGs, NSDC	No of thrift and credit-based Self-Help Groups (SHGs) formed
1.29. Provide school health cards and organize regular free of cost health check-ups for children in Joyti Kendras and NCLP schools.	<ul style="list-style-type: none"> ▪ Regular Health Check up ▪ Monitoring & Follow up 	Health Dept	NCLP schools, SSA, SMC, NGOs	No of children issued Health Cards
1.30. Cover children of poor SC/ST families who are at risk to be engaged as child labour under centrally assisted scheme of scholarship programmes.	<ul style="list-style-type: none"> ▪ Disseminate information about the scheme 	SCD, WPT & BC	SSA, PRI, AWWs, ASHA, CSOs, SHGs	No of children availed scholarship
1.31. Collect information about the disabled children studying in private unaided recognized schools and cover them under the Centrally-sponsored Scheme of 'Inclusive Education of the Disabled at Secondary Stage' (IEDSS) implemented by the M/o HRD.	<ul style="list-style-type: none"> ▪ Survey ▪ Information dissemination 	RMSA	SSA, Commissioner of Disability/ DSW, Health dept.	No of SC students with disabilities enrolled and availed such assistance.

Activities	Intervention Strategies/ Methodology	Nodal Department	Supporting Department/ Agency	Objectively Verifiable Indicators (OVIs)
1.32. Establish more hostels under the centrally sponsored revised scheme of "Babu Jagjivan Ram Chhatravas Yojna" in every block headquarters/of low literacy Districts especially for SC Girls and identified Educationally Backward Blocks.	<ul style="list-style-type: none"> ▪ Survey ▪ Sensitization 	SCD SSA/ DoSE/ RMSA	NGOs, District Administration .	No of children staying in hostels
1.33. Involve NGOs, academic and professional institutions for implementation of the Central Sector Scheme of Free Coaching to economically disadvantaged Scheduled Castes (SCs), Plain Tribes and Other Backward Classes (OBCs) candidates to mentor them to appear in competitive examination. Invite application through open advertisement from PT and BC students for stipend for training in the various ITIs in Assam.	<ul style="list-style-type: none"> ▪ Information dissemination ▪ Advertisement 	SCD, WPT&BC	NGOs, District Administration	No children availed coaching facilities; No of children admitted in ITIs.
1.34. Provide financial assistance under state plan to tea and ex-tea garden tribes in the form of 100% subsidy under Family Oriented Income Generating Scheme (FOIG) for taking up various income generating schemes.	<ul style="list-style-type: none"> ▪ Sensitization ▪ Meeting with SHGs ▪ Market Survey 	Welfare of Tea and Ex-tea Tribes	PRI, NGOs	No. of beneficiaries, no of SHGs formed.
1.35. Extend paddy procurement activities to GP level, establish small scale industry on trades based on local demands and develop schemes for minimizing farmer's risk by extending crop insurance facility for livelihood security in rural areas.	<ul style="list-style-type: none"> ▪ Market survey ▪ Linking with Insurance Companies ▪ Awareness building 	Dept of Agriculture	PRI, NGOs, Dept of Small Scale Industries	No of insurance policies; No of people getting remunerative prices.

Activities	Intervention Strategies/ Methodology	Nodal Department	Supporting Department/ Agency	Objectively Verifiable Indicators (OVIs)
1.36. Community Awareness through "ASHA Radio Programme" on child labour.	<ul style="list-style-type: none"> ▪ Awareness building 	NHM	NGO, ICDS, PRI	Frequency of Radio programmes.
1.37. Notification for formation of District Child Labour Task Force (DCLTF) in all districts and monitor implementation of livelihood security programmes under different departments.	<ul style="list-style-type: none"> ▪ Notification ▪ Inter Departmental Meetings 	DC	All Line Dept, NGOs	Notification regarding DCLTF; No of meeting conducted by the DCLTF
1.38 State Rules for Plantation Labour Act 1951 to be amended to make it compliant with various Social Legislations, Case Laws/ Precedence and Government Guidelines pertaining to children.	<ul style="list-style-type: none"> ▪ Organize consultations with all relevant stakeholders ▪ Draft modifications to amend the state Rules ▪ Notify the revised State Rule of PLA Act 	DoLE	Judicial dept, Tea Management Associations of Assam; ACMS, District Administrations, NGOs	State Rules for PLA 1951 revised and notified by the Government.
1.39 All Tea Garden managed schools catering to children between 6- 14 years are following statutory norms as mandated under the Right to Free and Compulsory	<ul style="list-style-type: none"> ▪ Organize consultations 	SSA/ DoEE	Tea Management Associations;	Number of Schools identified as

Activities	Intervention Strategies/ Methodology	Nodal Department	Supporting Department/ Agency	Objectively Verifiable Indicators (OVIs)
Education Act, 2009 and Assam Right to Free and Compulsory Education Rules, 2011.	with all relevant stakeholders <ul style="list-style-type: none"> ▪ Issue necessary guidelines and government orders to duty bearers. ▪ Certify schools as RTE compliant. 		District Administrations; ACMS; Student Associations; NGOs; Teacher's Associations.	non- RTE compliant being converted into RTE compliant.
Specific Objective	2 .To track, detect and identify children engaged in various occupations and processes			
2.1 Develop software to maintain a centralized data base on child labour, capture information on erring employers and track habitual offenders with facilities for uploading by all concerned departments. This will make good the limitations of Track Child portal which tracks children who are presented before the CWC and not those who are in the streets or in exploitative work. Include the following: a) Child Track of SSA b) Survey to be done by DoLE	<ul style="list-style-type: none"> ▪ Consultation with the concerned dept. ▪ Examine other such soft wares 	IT Dept	All Line Dept, CWC, CHILDLINE, NGOs, NIC	A software with facilities for uploading data by the concerned stakeholders

Activities	Intervention Strategies/ Methodology	Nodal Department	Supporting Department/ Agency	Objectively Verifiable Indicators (OVIs)
c) DNAs to be done by SCPS/ DSW Assam under ICPS				
2.2 Establish District Level Help lines at District Head Quarters to collect and receive information from various community groups and organizations and report all such cases to Member Secretary of the District Level Child Labour Task Force for necessary action. Districts having CHILDLINE will also act as the District Level Child Labour Help Line.	<ul style="list-style-type: none"> ▪ Telephone networking ▪ Awareness about the Help Line 	DOLE	DSW, DCLTF, CHILDLINE, Dept of Telecom, District Police	No of cases reported to District Level Help Line
2.3 Constitution, Re-organization, Activation of all District Level Child Labour Task Force committees to track, identify and rescue child labour.	<ul style="list-style-type: none"> ▪ Notification ▪ Meeting ▪ Rescue plan 	DC	Task Force, Labour dept., Police	No of child labour rescued by DCLTF
2.4 Create and activate Child Labour Welfare and Rehabilitation Fund as per Supreme Court directions in all the districts under the Office of the Labour Commissioner for collection and disbursement of fund to the rescued children.	<ul style="list-style-type: none"> ▪ Notification ▪ Opening of Bank A/C 	DoLE	DC, DSW, Finance Dept	No of children availed benefits from Child Labour Welfare Fund
2.5 Collect information on children engaged in brick kilns, tea gardens, transportation, hotel, dhaba and domestic fronts and report such incidences to Police and CWC.	<ul style="list-style-type: none"> ▪ Campaign ▪ Sensitization ▪ Inspections 	PRI, Municipalities	NGOs, CHILDLINE	No of cases referred to Police and CWC
2.6 Establish Reception Desks in all major railway stations e.g. Badarpur, Lumding, Tinsukia, Rangia, Bongaigaon and Guwahati by the Railway Police in collaboration with	<ul style="list-style-type: none"> ▪ Meeting with RPF ▪ Publicity 	Office of ADGP (Railways),	NGOs, CHILDLINE SCPS,	No of children intercepted in the Reception

Activities	Intervention Strategies/ Methodology	Nodal Department	Supporting Department/ Agency	Objectively Verifiable Indicators (OVIs)
NGOs/CHILDLINE to track and intercept run away children. Ensure the proper implementation of Standard Operating Procedure for Railways at the Guwahati Railway Station.		Railway Childline-Guwahati	Office of GM, NF Railways, Office of CSC, RPF, NF Railways	Desk, No of railway stations having such Desks
2.7 Child Welfare Committees (CWCs) shall be properly functional in all districts and shall maintain a system of proper recording and documentation of all child labour cases produced before them.	<ul style="list-style-type: none"> ▪ Develop a uniform reporting system 	DSW	PRI, NGOs, DoLE	Case register of CWC
2.8 Conduct periodic survey of child labour engaged in both hazardous and non-hazardous occupations and processes and share the information with the District Level Task Force for removal.	<ul style="list-style-type: none"> ▪ Survey ▪ Monitoring & follow up 	DoLE	PRI, DCPU, NGOs	No of children engaged in hazardous and non-hazardous occupations and processes
2.9 Collect information from the Panchayats, SMCs, NGOs, SHGs, AWWs etc regarding engagement of child labour by the contractors.	<ul style="list-style-type: none"> ▪ Survey ▪ Data input in District level Help Line 	PHED	Education Dept., NRLM, DSW, NGOs	No of children engaged by the contractors

Activities		Intervention Strategies/ Methodology	Nodal Department	Supporting Department/ Agency	Objectively Verifiable Indicators (OVIs)
2.10 Conduct periodic survey to track and identify never enrolled and drop-out children in all districts in collaboration with DoLE, DCPU, VLCPC and NGOs		<ul style="list-style-type: none"> ▪ Survey ▪ Form and Sensitize SMCs 	SSA	DoLE, DCPU, VLCPC and NGOs	No of never enrolled and drop-out children
2.11 Provide information about the Child Labour/ Out of School Children / Trafficked Children by Community mobilizers / community mobilization groups under NULM to other concerned departments e.g. SSA, DoLE, DSW etc.		<ul style="list-style-type: none"> ▪ Reporting ▪ Inter departmental coordination 	Municipal Administration Dept	SSM, DoLE, DSW	No of children reported for MIS on child labour
Specific Objective	3.To remove children from various kinds of exploitative situations in order to bring them back under the safety net				
3.1 Conduct the meeting of the District level Task Force on Child Labour on monthly basis and forward a copy of the proceedings of the monthly meetings to the Government of Assam through Labour Commissioner, Assam.		<ul style="list-style-type: none"> ▪ Monthly meetings ▪ Analysis of information from various sources 	DC	DoLE, DSW, Police	Meeting minutes
3.2 Remove the child labour from the clutches of unscrupulous employers and hand him/her over to the police and bring these children into the mainstream of formal education through frequent raids.		<ul style="list-style-type: none"> ▪ Joint raids ▪ Lodge FIR ▪ Mainstreaming 	DoLE	Police, DCLTF	No of children removed through raids

Activities	Intervention Strategies/ Methodology	Nodal Department	Supporting Department/ Agency	Objectively Verifiable Indicators (OVIs)
3.3 Children above 14 years shall also be removed from the hazardous occupations under Sec 26 of the Juvenile Justice (Care & Protection of Children) Act, 2000 and take legal action against the employers.	<ul style="list-style-type: none"> ▪ Raids ▪ Age determination 	DoLE	Police, DCLTF, DCPU	No of children rescued following JJ Act
3.4 Proper planning for each and every rescue operation shall be done by the DCLTF with emphasis on details of location, entry and exit points, ways and means of removing victims securely, preventing the disappearance of traffickers, identifying a safe place to keep the rescued child labourers till completion of the rescue operation, etc.	<ul style="list-style-type: none"> ▪ Rescue Plan ▪ Involve relevant stakeholder in rescue 	DC	Labour Dept, DCLTF, NGOs, Police	Rescue plan document
3.5 Develop a district-wise plan for logistic facilities during rescue operation. The District Level Task Force shall have at its disposal the list of all CCIs run by the Govt and NGOs, Residential Bridge Courses and other public spaces that have been identified for giving care and protection of the children.	<ul style="list-style-type: none"> ▪ Resource Directory ▪ Training 	DC	DSW, Education dept, NGOs,	Resource Directory on child protection services
3.6 Promulgation of the Bonded Labour System (Abolition) Act and Rules, 1976 as well as the 'Centrally Sponsored Plan Scheme for Rehabilitation of Bonded Labour', if the child labour are found to be forced labourers/bonded labourers.	<ul style="list-style-type: none"> ▪ Rescue ▪ Training on BLSAA, 1976 	DC	Labour Dept, DCLTF	No of Bonded labour produced

Activities	Intervention Strategies/ Methodology	Nodal Department	Supporting Department/ Agency	Objectively Verifiable Indicators (OVIs)
				before the Magistrate
3.7 Place adequate manpower by DoLE in all districts to ensure timely inspection and frequent raids. Field offices need to be established in Baksa, Chirang and Udalguri districts. Labour Officers need to be placed in Golaghat, Dhubri and Nagaon. The DoLE needs to organize monthly meeting with CHILDLINE, NGOs, Panchayats, VLCPC, SHGs to get information about child labour especially those engaged as domestic labour at the district level.	<ul style="list-style-type: none"> ▪ Coordination with allied departments ▪ Recruitment of Staff 	DoLE	CHILDLINE, NGOs, Panchayats, VLCPC, SHGs	All positions at the state and district level are filled.
3.8 Prohibit disclosing the identity of the removed children to the media to comply the provisions under Section 21 of the Juvenile Justice (Care and Protection of Children) Act, 2000.	<ul style="list-style-type: none"> ▪ Training ▪ Sensitization workshop 	DCLTF	Police, Media	Media reports
3.9 Include the DCPU and CHILDLINE (wherein exists) in the rescue operation. DSW shall negotiate with Childline India Foundation to start CHILDLINE (1098 Helpline) in all districts in Assam and shall also negotiate with BSNL and other private service providers for Help Line connectivity.	<ul style="list-style-type: none"> ▪ Negotiate with the CIF and BSNL ▪ Strategic involvement of stakeholders in rescue operation 	DCLTF, DSW	DC, Dept of Telecommunications, Private service providers	No of districts covered under CHILDLINE services

Activities	Intervention Strategies/ Methodology	Nodal Department	Supporting Department/ Agency	Objectively Verifiable Indicators (OVIs)
3.10 Collect all forms of evidence that shall be used in the legal proceedings, which shall include documents of employment, attendance registers, photographs of the workplace, statements of children and other people.	<ul style="list-style-type: none"> ▪ Training on collecting evidence 	Police	DCLTF	No of prosecution and conviction
3.11 Conduct Joint Inspection with the Labour Department at regular interval to withdraw children engaged in Motor Vehicles and their licenses are impounded and produced before the Magistrate.	<ul style="list-style-type: none"> ▪ Joint Inspection reporting of cases 	Transport	Labour Dept., Police, DSW	No of offences reported to the Magistrate
3.12 Municipality shall notify that no children shall work even for a temporary period as replacement of ' <i>Safai Karmacharies</i> ' who are appointed by the ULBs.	<ul style="list-style-type: none"> ▪ Notification ▪ Inspection 	Municipal Corporation	DSW, Labour dept.	No of children withdrawn from work
3.13 Develop a Rescue Protocol through consultation process with various stakeholders at different levels.	<ul style="list-style-type: none"> ▪ Consultation with allied departments and child protection experts 	DoLE	DCLTF, DSW, Police, Magistrate, CHILDLINE, NGOs	Rescue protocol is in place by six months
Specific Objective	4. To ensure quality post- rescue care and protection services to children.			

Activities	Intervention Strategies/ Methodology	Nodal Department	Supporting Department/ Agency	Objectively Verifiable Indicators (OVIs)
4.1. Produce the rescued child labour by the Police or DoLE, as the case may be, before the Child Welfare Committee vide section 32 of JJ Act within 24 hours. If the CWC is not sitting, the child will be produced in the Children Home/Fit Institution run by the Govt. or NGOs.	<ul style="list-style-type: none"> ▪ Training on JJ Act ▪ Strengthen CWCs 	Police/ DoLE	DSW, CHILDLINE, NGOs	No of cases produced before the CWC
4.2 Provide psychological counseling to the children immediately after the rescue and to reassure them by the CWC members to start a fresh lease of life through education.	<ul style="list-style-type: none"> ▪ Provide Counseling support 	CWC/DSW	SSA	No of children given counseling support
4.3 Restore the child with the biological or immediate family, if found conducive.	<ul style="list-style-type: none"> ▪ Conduct HSR and SIR ▪ Home visit and Follow-up 	DSW	CHILDLINE, NGOs	Reports of Home Study
4.4 Enroll all restored children in formal education in an age appropriate class. If the child is never enrolled or has very elementary education prior to their rescue, child should be admitted to bridge course as per the Right to Free and Compulsory Education Act, 2009 (RTE Act)	<ul style="list-style-type: none"> ▪ Enrollment in schools ▪ Open bridge course centers 	DSW	SSA	No of children mainstreamed to formal education and bridge course
4.5 Prepare individual care plan for every child by the CCI staff to plan for immediate restoration and rehabilitation as well as the long-term educational rehabilitation of the child.	<ul style="list-style-type: none"> ▪ Interviewing and case management 	DSW	SSA,CWC, NGOs	No of children de-institutionalized

Activities	Intervention Strategies/ Methodology	Nodal Department	Supporting Department/ Agency	Objectively Verifiable Indicators (OVIs)
4.6 Strengthen the Probation System to develop and implement rehabilitation plan for each child.	<ul style="list-style-type: none"> ▪ Training and capacity building 	DSW	SSA	No of children rehabilitated
4.7 All children rescued from work shall be medically examined within 24 hours of completion of a major rescue operation. However, admission to any Children's Home shall not be conditional to the requirement of a medical certificate.	<ul style="list-style-type: none"> ▪ Availability of the services of a doctor 	Health Dept	DSW	No of children medically examined
4.8 The medical officer shall issue certificate of age of the removed child labour immediately to the investigating police officer or as per the demand of Assistant Labour Commissioners / Labour officer/Labour Inspectors.	<ul style="list-style-type: none"> ▪ Age determination ▪ Issue age certificate ▪ Constitute District level Medical Boards in all hospitals/ health centres 	Health Dept	Labour Dept	No of children received MC
4.9 Issue notice to the defaulting employers to deposit Rs.20,000 per child in the District Child Labour Rehabilitation cum Welfare Fund, account for which shall be opened with Bank.	<ul style="list-style-type: none"> ▪ Notification ▪ Opening of Bank A/C 	Office of Deputy Commissioner	Finance Dept; DoLE	No of children benefitted from the Child Labour Rehabilitation

Activities	Intervention Strategies/ Methodology	Nodal Department	Supporting Department/ Agency	Objectively Verifiable Indicators (OVIs)
				cum Welfare Fund.
4.10 Negotiate with the state Govt. for a deposit of Rs. 5,000 to the Child Labour Welfare & Rehabilitation Fund for every rescued child.	<ul style="list-style-type: none"> ▪ Negotiate with state government ▪ Follow up 	DoLE	Finance Dept, DC	No of children benefitted from the Child Labour Rehabilitation cum Welfare Fund.
4.11 CWC shall refer rescued child labour belonging to tea tribes and ex-tea tribes and those suffering from TB, Cancer etc to the Dept of Tea and Ex-tea Tribes for financial assistance up to Rs 5,000.00 for treatment.	<ul style="list-style-type: none"> ▪ Referral 	Dept of Tea and Ex-tea Tribes	Health dept, DSW	No of children availing such benefits
4.12 Issue an order for submission of a written undertaking by Resident Welfare Associations (RWA) to the effect that none would engage domestic child labour.	<ul style="list-style-type: none"> ▪ Notification ▪ Meeting with the RWA 	Municipal Affairs	Real Estate Companies, Developers, Builders, Flat owners'	Notification on banning of CDWs.
Specific Objective	5. To ensure justice to children through timely prosecution and convictions			
5.1. File complaints of the commission of offences under CLPRA in any court of competent jurisdiction vide Sec 16 of CLPRA	<ul style="list-style-type: none"> ▪ Register FIR ▪ Report to Magistrate 	DoLE	Police	No of GDE and FIR registered

Activities	Intervention Strategies/ Methodology	Nodal Department	Supporting Department/ Agency	Objectively Verifiable Indicators (OVIs)
5.2 Arrest the owners/employers/traffickers of the child labourers as per provision of Sections 23, 24 and 26 of the Juvenile Justice Act of 2000, Sections 365,367, 369, 370, 370(A), 373 and 374 of the Indian Penal Code, Sections 16 to 19 of the Bonded Labour Act and Sections 3/14 and 7/14 of the Child Labour (Prohibition and Regulation) Act of 1986.	<ul style="list-style-type: none"> ▪ Register FIR ▪ Lodge cases under various penal provisions 	Police	Labour dept., DCPU	No of arrests and convictions in a year
5.3 Establish and strengthen SJPU, designate police officials as CWOs and organize training for them.	<ul style="list-style-type: none"> ▪ Establish SJPU ▪ Designate CWOs ▪ Training and capacity building 	Police	SCPS, DCPU, Police Training School	No of CWOs designated and trained
5.4 Take <i>suo moto</i> cognizance of the complaints on sexual offences/sexual assault/sexual harassment against the employer or his representative and register FIR against them under sec 3,5,7,9,11 of POCSO,2012 and section 370 and 370A of the Criminal Law Amendment Act, 2013. If cases are booked under Criminal Law Amendment Act for trafficking, then the victims would also be covered under Victim Compensation Scheme in Assam.	<ul style="list-style-type: none"> ▪ Investigation and filing of charge sheet ▪ Victim compensation Fund 	Police	CWC, NGO	No of cases lodged with police

Activities	Intervention Strategies/ Methodology	Nodal Department	Supporting Department/ Agency	Objectively Verifiable Indicators (OVIs)
5.5 CWCs can <i>suo moto</i> lodge complain to the Magistrate against the erring employers u/s 16 of CLPRA and u/s 23 and 26 of JJ Act.	<ul style="list-style-type: none"> ▪ Register FIR ▪ Report to Magistrate 	CWC	Labour Dept	No of complaints lodged
5.6 Arrest the erring employers for compelling or enticing a member of SC or a ST to do 'begging' or similar form of forced labour or bonded labour under The Schedule Castes and the Schedule Tribes (Prevention of Atrocities) Act, 1989.	<ul style="list-style-type: none"> ▪ Register FIR ▪ Report to Magistrate 	Police	SCD	No of cases registered
5.7. Issue notification to regulate the activities of the Recruitment/Placement Agencies to stop recruitment and placement of children in hazardous employments and also for trafficking. The State Governments need to issue strict guidelines for registration and to enact suitable legislation for registration, regulation and control of the activities of these agencies.	<ul style="list-style-type: none"> ▪ Notification ▪ Issue guidelines for registration ▪ Enact new law 	DoLE	Dept of Law	No of placement agencies registered
5.8 DoLE shall take necessary legal action against the employers of child labourers under the following legislations and corresponding Rules(wherever applicable): <ul style="list-style-type: none"> ✓ Shops and Establishment Act, 1954 ✓ Minimum Wages Act, 1948 ✓ Motor Transport Workers Act, 1961 ✓ Factory Act, 1948 	<ul style="list-style-type: none"> ▪ Register GDE and FIR 	DoLE	Police	No of GDE, FIR lodged against employers

Activities	Intervention Strategies/ Methodology	Nodal Department	Supporting Department/ Agency	Objectively Verifiable Indicators (OVIs)
<ul style="list-style-type: none"> ✓ Interstate Migrant Workmen (Regulation of Employment and Condition of Services) Act, 1979 ✓ Contract Labour (Regulation & Abolition) Act, 1970 				
5.9 Prevent engagement of children in Motor Vehicles and include penal provisions in the Motor Vehicles Act 1988, by including a clause for punishment through amendment.	<ul style="list-style-type: none"> ▪ Amendment of Law 	Transport	Dept of Law	Amendment in Rules of the Motor Vehicles Act 1988
5.10 Police shall report vehicular offences for using children in contravention to the Motor Vehicles Act and Rules 1988 to Motor Vehicle Inspector for necessary action.	<ul style="list-style-type: none"> ▪ Reporting to DCLTF ▪ Impound the license 	Transport	Traffic Police	No of cases registered
5.11 Establish the Children's Court under CPCr, 2005 and Special Court under POCSO, 2012, notification for both has been made, and make it fully functional for the purpose of speedy trial of cases for violation of child rights and offences against children.	<ul style="list-style-type: none"> ▪ Training of police and judiciary ▪ Public awareness on Child Rights 	DSW	Gauhati High Court, DSW, ASCPCR	No of cases registered under both laws.
5.12 For every Children's Court and Special Court, the State Government shall, by notification, specify a Public Prosecutor (PP) or appoint an advocate who has been in practice as an advocate for not less than seven years, as	<ul style="list-style-type: none"> ▪ Advertisement ▪ Appointment of prosecutors 	Judicial Dept	Gauhati High Court, SCPCR	Notification for appointment of public prosecutor

Activities		Intervention Strategies/ Methodology	Nodal Department	Supporting Department/ Agency	Objectively Verifiable Indicators (OVIs)
a Special Public Prosecutor for the purpose of prosecution of cases in the Children's Court.					
5.13 Issue order to provide certain facilities to the prosecutors, as the state may decide, to make their job attractive. The honorarium paid to the public prosecutors appearing in the Sessions Courts needs to be enhanced suitably.		<ul style="list-style-type: none"> ▪ Govt. Order ▪ Training of PPs/APPs 	Judicial Dept	DC	Order of the state Govt. for better service conditions of PPs
Specific Objective	6.To ensure timely and appropriate social reintegration of the child				
6.1 Post production of the rescued child labour before the CWC u/s 32 of the JJA, a detailed assessment to verify the family conditions of the child shall be done with assistance from the PO (IC)/Social Worker of DCPU, CHILDLINE and order for restoration of the child to his/her family or sent to the children's home.		<ul style="list-style-type: none"> ▪ Intra-district restoration ▪ Speedy disposal of cases 	CWC, DSW	DoLE, Police, DCLTF	No of children restored to family
6.2 If the child belongs to any other districts in the State of Assam, the Child Welfare Committee in the place where the child is rescued shall coordinate with the Child Welfare Committee in the home district to repatriate the child.		<ul style="list-style-type: none"> ▪ Inter-district restoration ▪ Establish linkages between all CWCs in the state 	CWC, DSW		No of children restored to family

Activities	Intervention Strategies/ Methodology	Nodal Department	Supporting Department/ Agency	Objectively Verifiable Indicators (OVIs)
6.3 In the case of inter-State Repatriation, the CWC in the place where the child is rescued shall coordinate with the Child Welfare Committee in the home district for family tracing for subsequent restoration of the child to his family,	<ul style="list-style-type: none"> ▪ Coordination between CWCs. ▪ Family tracing 	CWC, DSW	DC	No of children restored to family
6.4 Extend Sponsorship support under ICPS to the families of the reintegrated children for continuation of education. Notification for appointment of PO (IC) and PO (NIC) needs to be made for expeditious implementation of social reintegration.	<ul style="list-style-type: none"> ▪ Notification for appointment of PO(IC) and PO (NIC) under ICPS. 	SCPS, DSW	DCPU, PRI, VLCPC	No of children availed sponsorship support
6.5. Formation of a state level Task Force for Rescue, Rehabilitation and safe Return and Integration (RRRI) of traffic victim children of foreign origin following the National SoP.	<ul style="list-style-type: none"> ▪ Formation of a Task Force ▪ Develop MIS 	Home Dept	DSW, BSF, NGOs	No of children repatriated
6.6 CWC to ensure that all children rescued/ removed from exploitative circumstances are placed in age- appropriate formal education both while in CCIs as well as after restoration.	<ul style="list-style-type: none"> ▪ Individual care plan ▪ Case Management 	CWC	Care givers of CCIs, DCPU CHILDLINE, NGOs, families	No of children enrolled in formal education/Bridge course
Specific Objective	7. To prevent re- entry into child labour through social protection and rehabilitation mechanisms			
7.1 Enroll the rescued children into non-formal education at AWCs, NCLP special schools, SSA bridge course or	<ul style="list-style-type: none"> ▪ Enrollment in schools 	DoLE	SSA, AWC, NCLP	Student enrollment register

Activities	Intervention Strategies/ Methodology	Nodal Department	Supporting Department/ Agency	Objectively Verifiable Indicators (OVIs)
formal education under SSA depending on the age and educational level of the child.	<ul style="list-style-type: none"> ▪ Monitoring attendance 			
7.2 Link the children above 14 years of age and whose possibilities for continuing education is remote to vocational training centers for skill training in partnership with Govt. enterprises like RVTI, JSS and private enterprises.	<ul style="list-style-type: none"> ▪ Arrange VT ▪ Training and Capacity Building 	DoLE	CSOs,	No of children imparted VT
7.3 Regularly convene meeting of the State level Advisory Board on Child Labour to ensure the mandate of the Advisory Board is duly implemented.	<ul style="list-style-type: none"> ▪ Convergence of services ▪ Monitoring 	DoLE	All departments and organizations who are members of the Board	Number of meetings held in a year.
7.4 Cover families of rescued child labour/potential child labour under various components of National Social Assistance Programme (NSAP) e.g. Indira Gandhi National Old age Pension Scheme (IGNOAPS), National Family Benefit Scheme (NFBS), Indira Gandhi National Widow Pension Scheme (IGNWPS), Indira Gandhi National Disability Pension Scheme (IGNDPS) and Annapurna with DoLE, DSW; and various social protection schemes, such as, Pradhan Mantri Jan Dhan Yojana, etc.	<ul style="list-style-type: none"> ▪ Publicity about the schemes ▪ Hoardings at strategic locations. 	P&RD, District Administration	DoLE	No of families availed benefits under various social protection schemes

Activities	Intervention Strategies/ Methodology	Nodal Department	Supporting Department/ Agency	Objectively Verifiable Indicators (OVIs)
Prepare a compendium of social protection schemes/ scholarships/ cash transfer schemes, etc of all state and national funded programmes and widely disseminate the same (This should include all programmes under various departments/ missions)		DIPRO		
7.5 Issue specific guidelines for the School Management Committee/ SMDCs to record both students and teachers attendance, enrolment and drop-out rates, mid-day meals, provision of water supply and sanitation facilities in schools etc.	<ul style="list-style-type: none"> ▪ Notify the guidelines ▪ Supervision and Monitoring 	SSA RMSA	SMC/ SMDC ASCPCR PHED	Reports of SMC/ SMDC; No children covered under MDM scheme
7.6 Take administrative actions to promote infrastructural facilities e.g. Pupil-Teacher Ratio (PTR) as per RTE norms (1:30 for primary schools and 1:35 for upper primary schools), student classroom ratio, percentage of schools having drinking water facility, girl's toilets, barrier free access, kitchen shed, playground, library, boundary wall/fencing etc in collaboration with NHM and PHED to ensure quality education.	<ul style="list-style-type: none"> ▪ Convergence of services ▪ Increased budgetary allocation 	SSA and DoEE	NHM, PHED RMSA (for secondary schools as per Govt. norms)	PTR, No of schools complying RTE guidelines
7.7 Organize Disability Identification camps in collaboration with Artificial Limbs Manufacturing Corporation of India (ALIMCO), NHM, and NGOs for medical assessment and	<ul style="list-style-type: none"> ▪ Organize Disability camps 	DSW/ Commissioner ate of Disability.	Health Dept, NHM, DCPU,	No of disability

Activities	Intervention Strategies/ Methodology	Nodal Department	Supporting Department/ Agency	Objectively Verifiable Indicators (OVIs)
distribution of assistive devices to challenged children who are rescued from work under ADIP scheme of the MSJ&E, Govt of India. SSA shall develop individual child profile and prepare Individualized Education Plan (IEP) for all rescued CWSN. Organize Home-based education for rescued children with severe-profound disabilities to develop a sustainable school-community linkage.	<ul style="list-style-type: none"> ▪ Issue Disability certificates ▪ Provide assistive devices 		ALIMCO, NGOs, SSA, RMSA.	certificates issued. No of CWSN availed assistive devices
7.8 Provide institutional care facilities, if needed, to Children With Special Needs (CWSN) who are rescued from work and support them through sponsorship under ICPS (as mentioned in specific objective-1). All CWSN must be provided Identity Card and Disability Certificates by the DSW.	<ul style="list-style-type: none"> ▪ Home visits ▪ Survey report 	DSW	Health Dept/ SSA	No of I-cards issued to children With Special Needs (CWSN)
7.9 Establish Drug counseling and Detoxification centers through credible NGOs in the urban centers e.g. Dibrugarh, Tinsukia, Sonitpur, Nagaon, Jorhat and Kamrup (M) under the grant-in-aid scheme of Ministry of Social Justice & Empowerment (MS&JE), Govt. of India to address the addiction behavior of a sizeable section of the rescued child laborer.	<ul style="list-style-type: none"> ▪ Implement the concerned scheme under MSJ&E, Govt of India. 	DSW	MSJ&E, NGOs	No of children given detoxification and counseling services.

Activities	Intervention Strategies/ Methodology	Nodal Department	Supporting Department/ Agency	Objectively Verifiable Indicators (OVIs)
7.10 Establish Open Shelters under ICPS in urban and semi-urban places like Guwahati, Tinsukia, Silchar, Bongaigaon, Dibrugarh, Lumding, etc where working children can drop in at any time during the day and seek non-formal education, vocational training, mid-day meals and other facilities for recreation under ICPS. Such centers can also act as identification points of children.	<ul style="list-style-type: none"> ▪ Survey ▪ Publicity ▪ Identify contact points 	DSW	Municipal Affairs Dept, NGOs	No of children enrolled in Open Shelters
7.11 Develop a campaign strategy in collaboration with DSW and the Education Department on child rights, anti-begging, 'Saying no to child labour' etc. The notification banning child labour in shops and establishments shall be properly displayed.	<ul style="list-style-type: none"> ▪ Prepare a campaign strategy ▪ Develop IEC materials 	DoLE	DCPU, NGOs	Notifications for banning child labour are properly displayed.
7.12 Send notification to all Residents' Welfare Associations (RWAs) to stop recruiting child domestic worker and display the notification on the notice boards of the RWAs by declaring "Child Labour Free Residential Area".	<ul style="list-style-type: none"> ▪ Issue notification ▪ Meeting with the RWAs 	DoLE	DCPU	Notifications for banning child labour are properly displayed.
7.13 Printing of anti-child labour message on Electricity Bills / Tax Bills / Telephone bills / State Transport Buses.	<ul style="list-style-type: none"> ▪ Negotiation with the concerned Department ▪ Preparation of the message 	DoLE	Electricity Board, Transport Dept, Telephone Dept	Display of IEC materials

Activities	Intervention Strategies/ Methodology	Nodal Department	Supporting Department/ Agency	Objectively Verifiable Indicators (OVIs)
7.14 Hoardings against child labour should also be put up in markets and public parks, as well as within housing societies.	<ul style="list-style-type: none"> ▪ Preparation of IEC with proper message 	I&PR	DoLE, DSW	Display of IEC materials
7.15 Use of popular mediums like FM channels and Doordarshan (DD) to create awareness on right to education and abolition of child labour, especially the notification dated 10 th October,2006 banning children working in homes, shops and establishments	<ul style="list-style-type: none"> ▪ Media ▪ Sensitization ▪ Audience research 	I&PR	Media, DoLE, DSW	Percentage of programmes covered in the media
7.16 Organize awareness programmes on health insurance under Rashtriya Swasthya Bima Yojana (RSBY) and various other social protection schemes.	<ul style="list-style-type: none"> ▪ Intensive IEC campaign ▪ Disseminate information about RSBY. 	NHM District Administration	DoLE, ASHA, AWW, NGOs, SHGs	No of families covered under RSBY
7.17 Organize modular training and sensitization programmes on issues relating to child labour, child protection laws, children's right to education, rescue protocol, dealing with rescued children, reporting and documentation, develop mechanism for database, etc along with tasks and roles of each of the specific stakeholders as mentioned below: ✓ All private and government school teachers, with focus on their role of reaching out to out-of-school children	<ul style="list-style-type: none"> ▪ Training Need Assessment ▪ Development of Training Module ▪ Organize ToT and capacity building programmes 	DoLE	DSW, SSA, Police, P&RD	No of stakeholders imparted training

Activities	Intervention Strategies/ Methodology	Nodal Department	Supporting Department/ Agency	Objectively Verifiable Indicators (OVIs)
<p>and addressing the issue of right to education for all those who have been left out;</p> <ul style="list-style-type: none"> ✓ Officials of departments of police, labour, DSW, DCPU, PRI, SSA, Youth Groups, Women’s Groups, Members of SMC, Volunteers in NRBCs and RBCs, Municipal Councilors, Members of DCLTF,, Public Prosecutors, Members of CWCs, Member of SJPU etc. ✓ A state and District level Resource Trainers shall be developed for organizing the training in all districts’ 	<p>for each of the target group</p>			
<p>7.18 Conducting research studies on child labour issues.</p>	<ul style="list-style-type: none"> ▪ Exploration of the various facets of the problem of child labour 	<p>DoLE</p>	<p>Universities, Academic organizations</p>	<p>Research findings; Change in the policies of the govt.</p>
<p>Specific Objective</p>	<p>8. To establish a MIS mechanism to ensure effective implementation of the State Convergent plan of Action on child labour</p>			
<p>8.1. Develop software with facilities for uploading of data by the concerned Departments with information on particulars about child labourer who were rescued. destinations from where they were rescued, sectors attached with, status of health and education at the time rescue and native place of residence etc (linked with 2.1)</p>	<ul style="list-style-type: none"> ▪ Develop software with facilities for uploading of data by the 	<p>IT Dept</p>	<p>All Line Dept, NGOs, CHILDLINE</p>	<p>Development of a software</p>

Activities	Intervention Strategies/ Methodology	Nodal Department	Supporting Department/ Agency	Objectively Verifiable Indicators (OVIs)
	concerned Department			
8.2 Establish convergence between the proposed MIS system with other state and national portals and system like Track child, Child Net, ADHAR etc. Such a convergence may be issue based and be developed at the state level.	<ul style="list-style-type: none"> ▪ Convergence and sensitization 	IT Dept	All Line Dept, NGOs, CHILDLINE	Technology based convergence with other similar portals
8.3 The Child Welfare Committee (CWC) shall share the data of all children produced before them with the DoLE, DC of the concerned districts and SSA every month with information about the status regarding restoration/rehabilitation of child labour for educational mainstreaming and vocational training.	<ul style="list-style-type: none"> ▪ Develop reporting formats ▪ Uploading data in Track child 	CWC	DC, DoLE. SSA, NIC	No of children referred
8.4 Police shall upload data on all child labour including trafficked and migrant children, produced before the CWC in the Track child portal.	<ul style="list-style-type: none"> ▪ Uploading data in Track child ▪ Follow-up for reintegration and rehabilitation 	Police	DoLE, DSW, CWC, NIC	Information uploaded in Track child

Activities	Intervention Strategies/ Methodology	Nodal Department	Supporting Department/ Agency	Objectively Verifiable Indicators (OVIs)
8.5 Upload data regarding children accessing NCLP schools in the ongoing CTS (Child Tracking System) initiative of SSA. Provide required number of formats to the NCLP centres to identify actual figure of out of school children in NCLP centres.	<ul style="list-style-type: none"> ▪ Training of NCLP staff ▪ Analysis of data 	SSA	DoLE, NGOs, NCLP Projects	Records of referrals from NCLP schools
8.6 Compile and upload data in SSA MIS on school locations along with un-served habitations for lower primary, upper primary and secondary schools across the state.	<ul style="list-style-type: none"> ▪ Involve community based organizations for tracking 	SSA	DC, DCPU, VLCPC, NGOs	Information from CTS
8.7 Strengthen Assam State Commission for Protection of Child Rights (ASCPCR) by: a) Notification of State Rules for CPCR Act 2005; b) Appointments of regular secretarial staff; c) Fill up vacant positions of Chairperson and Members	Notification of State Rules of CPCR Act 2005.	DSW	Judicial Dept, Finance Dept.	State Rules of CPCR Act 2005 notified and ASCPCR functioning with full capacity
8.8 Constitute State Level Monitoring Committee on State Convergent Plan of Action on Child Labour in Assam, under the Chairpersonship of the Chief Secretary to Government of Assam & Officer on Special Duty (OSD) to the Chief Minister	<ul style="list-style-type: none"> • Review meetings atleast twice in a calendar year; 	Notification to be done by Department of Social Welfare, Govt. of Assam	Office of OSD to CM (Women and Child Welfare Cell); other	Review Meeting of the State Level Monitoring

Activities	Intervention Strategies/ Methodology	Nodal Department	Supporting Department/ Agency	Objectively Verifiable Indicators (OVIs)
<p>(Women & Child Welfare Cell) Member Secretary of the State level Monitoring Committee.</p> <p>(composition of the Monitoring Committee is attached as Annexure 1)</p>	<ul style="list-style-type: none"> Secretaries/ Commissioner s of each of the implementing Department / Organization will be Member of the Monitoring Committee and various sub-committee under it. 		implementing departments.	Committee is being held regularly & the Action Plan is roll out in the State of Assam.

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