State Action Plan for Elimination of Child Labour and Prohibition and Regulation of Adolescent Labour, 2017

Towards creating a Child Labour free Bihar

12 June 2017

Labour Resources Department
Government of Bihar
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Chapter 1: Introduction

Children, undoubtedly, are one of the greatest assets a nation possesses. As aptly described by an English poet Wordsworth; “a child is the father of the man”. It is, therefore, an important index of a nations’ social and economic development, as to how its children are taken care and nurtured. Schools and playgrounds are the natural places where a child should find himself or herself. Schooling, joyful physical and recreational activities at the right age are what children require for growth of their intellectual and physical capacities. However, situations exist where large numbers of children are forced by circumstances to find themselves at work places instead of being at schools and playgrounds. At times they are engaged in hazardous occupations and processes, to make meager earnings to supplement the incomes of their poverty stricken parents. This phenomenon leads to burning out of the capabilities of a child before s/he attains adulthood which is detrimental to the health and safety of the child. It also speaks volumes as to how we, as a nation care for and nurture some, if not all, of our children.

The working children include child labour that constitutes a sizeable number of the out-of-school children found in the country. There are reasons to explain as to why this phenomenon of children landing into work places rather than schools occurs. Though it also calls for continuous improvement of the school environment and the teaching-learning activities, the reason however is much deeper. It is a socio economic milieu defining the circumstances governing the very existence of a working child which lies at the root of this problem. The most dreaded form of working children is the event of child/adolescent labour when required to work beyond their physical capacities and when hours of employment interfere with their education, recreation and rest. Also when their wages are not commensurate with the quantum of work done, and when the occupations they are engaged in endangers their health and safety, i.e., when they face all forms of exploitation.

Child/adolescent Labour, quintessentially, is an outcome of poverty, economic deprivation and illiteracy. It is also said to be a consequence of segmented labour markets accompanied with low levels of labour empowerment. While poverty spawns child/adolescent labour, as poor families struggle to make living in any possible way, it is equally true that child/adolescent labour perpetuates poverty; children become victims of the destructive/degenerative inter-generational system of exploitation and vicious cycle of poverty. Discrimination, weak and inefficient system of social security and protection, and lack of quality education do not leave any better option before the children than to do work. The attitudes of parents and community towards the working children, combined with a lack of proper appreciation of the education as a means of liberation from the dehumanized existence, also contribute to the venomous proliferation of child/adolescent labour and working children.
The problem of child labour continues to pose a challenge before the nation. Government has been taking various pro-active measures to tackle this problem. However, considering the magnitude and extent of the problem and the fact that it is essentially a socio-economic problem inextricably linked to poverty, illiteracy and unjust social order, the solution lies in remediying the root cause rather than tackling the effect thereof alone. It is imperative, therefore, that focused and concerted efforts are taken by the Government and the society to address the core issues of poverty, economic deprivation, illiteracy and social empowerment if we desire to make a real dent in the problem. However, along with prevention, effective steps are also needed for identification, release and rehabilitation of child/adolescent labour who are engaged in contravention of existing laws as this engagement not only violates the law, it is also detrimental to the child’s health and future growth.

Way back in 1979, Government of India formed the first committee called Gurupadswamy Committee to study the issue of child labour and to suggest measures to tackle it. The Committee examined the problem in detail and made some far-reaching recommendations. It observed that as long as poverty continued, it would be difficult to totally eliminate child labour and hence, any attempt to abolish it through legal recourse would not be a practical proposition. The Committee felt that in the circumstances, the only alternative left was to ban child labour in hazardous areas and to regulate and ameliorate the conditions of work in other areas. It recommended that a multiple policy approach was required in dealing with the problems of working children. Based on the recommendations of the Gurupadswamy Committee, the Child Labour (Prohibition & Regulation) Act was enacted in 1986. However this Act was not addressing the issue of child labour in totality and hence was subsequently amended in 2016 and Child and Adolescent Labour (Prohibition and Regulation) Act, 1986 came into existence. The amended Act completely prohibits employment of children below 14 years in all occupations and processes except in family enterprises and can work as artist in an audio-visual entertainment industry, including advertisement, films, television serials or any such other entertainment or sports activities except the circus, subject to such conditions and safety measures. The act further bans employment of adolescent above 14 years and less than 18 years in certain specified hazardous occupations and processes. The Act also regulates the working conditions of adolescent in other occupations and processes. The list of hazardous occupations and processes is progressively being expanded on the recommendation of Technical Advisory Committee constituted under the Act.

This State Action Plan is the amended version of the State Action Plan for Elimination, Release and Rehabilitation of Child Labour which was notified in 2009. Due to the various legislative and policy changes after 2009, need to make changes in SAP was
called for, therefore State Action Plan for Elimination of Child Labour and Prohibition and Regulation of Adolescent Labour has been formulated. It takes a holistic approach to achieve its vision of “child labour free Bihar” and thus invokes the provisions of various existing legislations and policies but adheres itself to the provisions of Child and Adolescent Labour (Prohibition & Regulation) Act, 1986 which means definition of child (below 14 years) and adolescent (above 14 years but less than 18 years) provided in the above Act has been followed.

Chapter: Guiding Policies / Conventions/ Legislations

2.1 Constitutional Provisions

- **Article 21 A- Right to Education**: The State shall provide free and compulsory education to all children of the age of 6 to 14 years in such manner as the State, by law, may determine.
- **Article 23**: Trafficking of human beings and forced labour (Beggar) is prohibited.
- **Article 24: Prohibition of employment of children in factories, etc**: No child below the age of fourteen years shall be employed to work in any factory or mine or engaged in any other hazardous employment.
- **Article 39 (e & f)**: The State shall, in particular, direct its policy towards securing “that the health and strength of workers, men and women, and 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”, and “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 moral and material abandonment.

2.2 Legal Provisions

- **The Factories Act, 1948**: This Act prohibits employment of children below 15 years of age in the factories. However, children in the age group of 14-15 can be employed subject to certain restrictions specified under the Act.
- **The Plantation Labour Act**: The Act prohibits the employment of children below 14 years of age in the plantations.
- **The Mines Act, 1952**: The Act prohibits the employment of children below 18 years of age in excavations where work for the purposes of searching and obtaining minerals is carried out. It also prohibits employment of children in underground or open cast mine.
- **The Motor Transport Act, 1961**: The Act prohibits the employment of children below 15 years in establishments related to transport.
• **The Beedi and Cigar Workers Act, 1966**: The Act prohibits the employment of children below 14 years of age in Beedi and Cigar industries.

• **Bihar Shops and Establishment Act, 1953**: The Act, as amended in the year 2007, prohibits the employment of children below 14 years in the shops and establishments.

• **Bonded Labour (Systems) Abolition Act, 1976**: The Act provides for the abolition of bonded labour and forced labour. This is universally applicable to the bonded labour be it adult or a child.

• **Right of Children to Free and Compulsory Education Act, 2009**: The Right of Children to Free and Compulsory Education Act or Right to Education Act (RTE) came into force on 1 April 2010 which describes the modalities of the importance of free and compulsory education for children between 6 and 14 in India. The Act makes education a fundamental right of every child between the ages of 6 and 14. RTE Act requires all private schools to reserve 25% of seats to children belonging to economically weaker section of the society. There is also a provision for special training of school drop-outs like child labour to bring them up to par with students of the same age. The Act prohibits all unrecognized schools from practice, and makes provisions for no donation or capitation fees and no interview of the child or parent for admission so that economy does not become deterrent in attaining education.

• **The Child and Adolescent Labour (Prohibition and Regulation) Act, 1986**: This Act defines child as a person below 14 years of age and a person above 14 years but below 18 years have been defined as Adolescent. It completely prohibits the employment of children in any occupations and processes except in family enterprises and entertainment industry (as per CALPRA). The Act also bans employment of adolescent in specified hazardous occupations and processes, and seeks to regulate the conditions of work of adolescents in other employments. Section 3 of the Act provides that no child will be employed or permitted to work in any occupation barring family enterprises. Currently there are 2 occupations and 29 processes defined hazardous processes under the Factories Act, 1948 where engagement of adolescent has been prohibited. After the amendment of the act, offences under section 3 (employment of children) and 3A (employment of adolescent in hazardous occupations and processes) are cognizable offences. This is the most potent piece of legislation aiming to make a serious dent in the problem of child and adolescent labour.

• **Juvenile Justice (Care and Protection of Children) Act, 2015**: Under various sections of this Act, any person responsible for abuse, assault and neglect or causing physical or mental suffering to a child (upto 18 years) can be punished up to 7 years and/ or fined upto Rs. five lakh. Also, any person who employs a child for, keeps him in bondage and withholds the child's earnings or uses them for his purpose is liable for rigorous imprisonment up to 5 years and also a fine of Rs. One lakh. Under the Act,
there are provisions for rehabilitation and social integration of children by restoration, adoption, foster care, sponsorship and sending the child to an after care organization. Child Welfare Committee constituted at district level is the authority to deal with the matter related with Child Labour and take appropriate measures to rehabilitate them.

2.3 U.N. Convention on the Rights of the Child (CRC), 1989
Article 32 of CRC defines child labour as "...any work that is likely to be hazardous or to interfere with the child's education, or to be harmful to the child's health or physical, spiritual, moral or social development", and urges the member countries to safeguard the rights of the child.

Note: - Though India has ratified UNCRC but with certain reservation on article 32 of the convention. In the declaration, the Government of India undertakes to take measures to progressively implement the provisions of article 32 of UNCRC.

2.4 Conventions and Recommendations of ILO
Convention 182 of ILO emphasizes immediate actions to prohibit and eliminate the worst forms of child labour. Convention 138 sets out the framework for the long term objectives of effective abolition of child labour. On 31st March, 2017 Government of India given its approval for ratification of the two fundamental conventions of the International Labour Organization namely, Minimum Age Convention (No 138) concerning minimum age for admission to employment and the Worst Forms of Child Labour Convention (No 182) concerning the prohibition and immediate action for elimination of the worst forms of Child Labour¹.

2.5 National Policy on Child Labour
Government of India formulated the National Policy on child labour in 1987. The Policy seeks to adopt a gradual and sequential approach with a focus on rehabilitation of children working in hazardous occupations and processes in the first instance. The Action Plan outlined in the Policy for tackling this problem is as follows:

- **Legislative Action Plan:** This plan calls for strict enforcement of legal provisions relating to child labour under various labour laws such as Child Labour (Prohibition and Regulation) Act, 1986, Factories Act, 1948 etc to ensure that children are not employed in hazardous employments, and that the working conditions of children working in non-hazardous areas are regulated in accordance with the provisions of the Child Labour Act. It also entails further identification of additional occupations and processes, which are detrimental to the health and safety of the children.

• **Focusing of General Developmental Programmes for Benefiting Child Labour:** As poverty is the root cause of child labour, the action plan emphasizes the need to cover these children and their families under various poverty alleviation and employment generation schemes of the Government.

### 2.6 Project Based Plan of Action
The plan envisages starting of projects in areas of high concentration of child labour. Pursuant to this, the National Child Labour Project (NCLP) Scheme was launched in the year 1988 in 9 child labour endemic districts of the country. Previously the NCLP Scheme envisages running of special schools for child labour withdrawn from work. The NCLP guideline has been revised in 2016 and been synchronized with the provisions of the Right of children to Free and Compulsory Education Act, 2009. In place of the special schools provisions for opening special Training centres has been made and the children studying in these centres would be provided formal/non-formal education along with vocational training, certain amount as stipend; supplementary nutrition and regular health checkups so as to prepare them to join regular mainstream schools.

### 2.7 National Policy for Children 2013
The policy defines children as anyone below 18 years of age and envisages the Plan of Action:

- That all out of school children such as child labourers, migrant children, trafficked children, children of migrant labour and street children etc. are tracked, rescued, rehabilitated and have access to their right to education.
- Facilitate concerted efforts by local governments, non-governmental organizations/community based organizations to map gaps in availability of educational services, especially in backward, child labour intensive areas etc. and efforts for addressing them

### 2.8 Directions of Supreme Court in M.C. Mehta vs. State of Tamil Nadu case
The Supreme Court in its’ judgment dated 10 December, 1996 delivered in M.C. Mehta vs. State of Tamil Nadu gave directions on withdrawal and rehabilitation of Child Labour employed in hazardous employments and occupations. It also gave directions for regulation and improvement of working conditions of a child labour employed in non-hazardous occupations. The main features of the judgment are here as under:

- Survey for identification of working children
- Withdrawal of children working in hazardous occupations and processes and ensuring their education in appropriate institutions;
- Contribution @ Rs.20,000/- per child to be paid by the offending employers of children to a welfare fund to be established for this purpose;
• Employment to one adult member of the family of the child so withdrawn from work and if that is not possible a contribution of Rs.5,000/- to the welfare fund to be made by the State Government;
• Financial assistance to the families of the children so withdrawn to be paid out of the income on the corpus of Rs. 25,000 deposited in the welfare fund.
• Regulating hours of work for children working in non-hazardous occupations so that their working hours do not exceed six hours per day and education for at least two hours is ensured. The entire expenditure on education is to be borne by the concerned employer.

Chapter 3: Addressing Child labour in Bihar: Figures and Trends

As per Census 2011, Bihar has the highest proportion of child population (46%) among all states of India but it is also true that it ranks 3rd in the number of children in the age group of 5-14 years engaged as workers”. Despite the introduction of significant legislations, policies and judicial pronouncements in India, the problem of child labour persists as a challenge to the country. According to the report published by UNICEF and V.V Giri National Labour Institute in the ‘State of Child Worker in India-Mapping Trend”, Uttar Pradesh and Bihar account for the largest number of child workers. Both these states, which have 30.8 per cent of the child population in the country, account for 32.2 per cent of child workers. Six states of the country, namely, Uttar Pradesh, Bihar, Rajasthan, Maharashtra, West Bengal, and Gujarat, with 62.8 per cent of child population, account for 64.7 per cent of total child workers. The 2011 Census of India enumerates 10.1 million child workers, a decline of about 1 per cent from the 2001 Census, which estimated 12.7 million child workers. According to the Census 2011, Bihar reported 10,88,509 child workers, a decrease from 11,17,500 child workers in 2001.

According to the Census of 2011, Bihar accounts for 10.7% of the child workers in India in the age group of 5 to 14 years. There are 4.5 lakh children in the 5-14 yrs age group.

![Figure 1: Child Workers in Bihar: 2001-2011](image-url)
falling in the category of main workers and about 6.3 lakh children in the category of marginal workers; main workers are those who work for 6 months or more in a year, and marginal workers are those who work for less than 6 months in a year.

The picture below shows the comparative incidence of child labour as per 2001 and 2011 across districts of Bihar. The hotspot of Bihar was the urban district of Gaya.

Census 2011 highlights that thirteen districts of Bihar namely: Gaya, Darbhanga, Bhojpur, Araria, Muzaffarpur, East Champaran, Madhubani, Nalanda, Nawada, West Champaran, Patna, Purnia and Sitamarhi account for 55 percent of child workers in the state. The hotspot of Bihar was the

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<th>Regional Pattern of Child Labour Incidence in Bihar 2011 :Districts</th>
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*Figure 2: Shift in the incidences of child workers in Bihar*

*Figure 3: Regional Pattern of Child Labour Incidence in Bihar 2011*
urban district of Gaya, which had 6.4 per cent incidence and 8,438 magnitude of child labour.

Although hard figures are extremely difficult to collect and analyze, it is generally acknowledged that thousands of children/adolescents in Bihar are routinely engaged in homes as domestic servants, dhabas, hotels, eateries and factories etc. It is widely believed that Bihar leads in supply of child/adolescents labour to other states.

**Chapter 4: Push and Pull factors of Child Labour**

As rightly pointed out by Social and Behavior Change communication strategy developed by Labour Resources Department, GoB in collaboration of UNICEF, Child labour is caused by a diverse range of compulsions, deprivations, systemic deficiencies or vested interests, which are often exacerbated by shortfalls in rehabilitation measures or bottlenecks in access to vital public policies.

4.1 The notion of childhood often has a different connotation in the rural context of Bihar. A twelve-year old child is often perceived to be ready to start working in many disadvantaged households. It is common for children in their adolescence to be seen as mature enough to take care of themselves, which often puts the burden on boys to fend for themselves so that they can become responsible enough to take care of their family after marriage. Girls are affected differently because of their subjugation to traditional gender roles, which burdens them with household works from as early as six years of age. They also contribute financially to the family and have to grapple with early marriage and pressures of child bearing.

4.2 A wide range of issues seems responsible for shaping one’s perception towards education. Poor quality of teaching, indifference of teachers, difficulties in accessing entitlements, distance to school and inability to bear the additional costs of tuitions or stationeries were recounted as some of the factors that often make parents look at their decision of sending children to work as a judicious choice. Working is often seen as a life skill with immediate and tangible benefits; while the benefits of education are felt to be too distant in future. At best, children are allowed to acquire as much education as necessary to take care of daily necessities. Therefore, after a child achieves functional literacy, the school ceases to be of interest to a lot of people who live in hand to mouth condition.

4.3 The attraction of urban life styles and the desire to meet one’s aspirations or fancies, which cannot be fulfilled by parents, also encourage children to take up jobs to provide for themselves. The desire to get good food, better living conditions, fancy
mobile phones, good cloths, free life style, etc. are some of the attractions for children which pull them to work, sometimes leading to various forms of exploitation.

4.4 Children are often seen as supportive hands for their parents; their contributions to household activities start from early childhood and increase as one reaches adolescence. Both boys and girls are engaged in household chores based on typical gender roles. Girls are usually more disadvantaged as they are burdened with household chores from as early as six years of age, which, coupled with safety concerns, often make them give up on important opportunities to learn, grow and enjoy their childhood as they grow up.

4.5 Parents send their children to work mostly out of compulsion and poor quality of education coupled with economic constraints has made child labour a well entrenched practice among community and it’s not seen as something uncalled for in a context where people are living with meagre resources. A range of underlying economic factors that compel a child to work, including the following:
  • Economic pressure stemming from unavailability of house or land
  • Low wage rates result in increased involvement of every member in economic activities
  • Unavailability/ death of earning member in the family
  • Needs being greater than resources as a result of large family size
  • Broken family or families where children have been abandoned by their parents.
  • Earning member of the family being alcoholic
  • Children being orphan
  • Economic distress stemming from illness of family members
  • Burden of loan repayment
  • Damages caused by disasters
Chapter 5: Vision, Goal, Objectives, Guiding Principles and Strategy

5.1 Vision
A state where every girl and boy is empowered to exercise her/his rights and to take informed decisions to realise their aspirations, without being under the risk of child labour, having equal access to opportunities for education, health, skills and livelihood.

5.2 Goal
To make Bihar child labour free by preventing the incidents of child labour, empowering girls and boys and to provide socio-economic, legal, education and health services to those affected by it.

5.3 Objectives
- Strengthen the policies and systems to deliver programmes and services.
- Empower children and adolescents with information, knowledge and skills to exercise their rights and choices for protection against harmful practices.
- Mobilize communities and community-based networks for change in existing norms, attitudes, beliefs and practices that promotes child labour and other harmful practices.
- Strengthen implementation of JJ (Care and Protection) Act, 2015 and Child and Adolescent Labour (Prohibition & Regulation) Act, and other related legislations and child protection systems to prevent child labour and to uphold rights of the child.
- To develop a robust data system and intermediary indicators that would help track the progress of elimination of child labour related programmes and interventions in the State.

5.4 Guiding Principles of State Action Plan
1. The best interest of the child - All decisions regarding the child shall be based on the primary consideration that they are in the best interest of the child and to help the child to develop full potential.
2. The principle of non-discrimination - There shall be no discrimination against a child on any grounds including sex, caste, ethnicity, place of birth, disability and equality of access, opportunity and treatment shall be provided to every child.
3. Principle of worth and dignity - All human beings shall be treated with equal dignity and rights to realize his true worth.
4. Principle of equal opportunities - Opportunities in education, advancement, benefits and resource distribution, and other areas should be freely available to
all citizens irrespective of their age, race, sex, religion, political association, ethnic origin, or any other individual or group

5. **Principle of family responsibility** - The primary responsibility of care, nurture and protection of the child shall be that of the biological family or adoptive or foster parents, as the case may be. To ensure the same, strengthening the families is of pivotal importance.

6. **Principle of right to play, recreation and leisure** - Shall respect and promote the rights of the child to participate fully in cultural and artistic life and shall encourage the provision of appropriate and equal opportunities for cultural, artistic, recreational and leisure activity. Upholding the same, it will be of utmost importance to provide childhood to every child.

7. **Principle of right to education** - Free and compulsory education for children between 6 and 14 in India under Article 21A of the Indian Constitution. Shall ensure that no child is out of the purview of his fundamental right enshrined by the Constitution. It should also be ensured that Children of migrant labour are provided opportunities for education at the place of migration in case they migrate with their families to other places.

8. **Principle of safety** - No child is subjected to any form of harm, abuse and exploitation, work that deprives children of their childhood; that is harmful to physical and mental development. This includes work that is mentally, physically, socially or morally dangerous and harmful to children.

9. **Principle of participation** - Every child shall have a right to be heard and to participate in all processes and decisions affecting his interest and the child’s views shall be taken into consideration with due regard to the age and maturity of the child.

10. **Principle of repatriation and restoration** - Every child, especially those found to be in labour situation shall have the right to be re-united with his family at the earliest and to be restored to the same socio-economic and cultural status that he was in, before coming under the purview of this Act, unless such restoration and repatriation is not in his best interest.

**5.5 Strategy**

Differential strategies should be adhered to, for High, Medium and Low Prevalence districts in Bihar within short, medium and long term for elimination of Child Labour and prohibition & regulation of adolescent labour. This effort will help enable an intensified effort in high prevalence districts and accelerate the pace of change in medium prevalence districts while sustaining the good efforts in low prevalence districts.
5.6 Strategic Focus Areas to Prevent & Eliminate Child Labour in Bihar

1. Change community especially guardians, children and society at large on rational choices and the social norms that drive child labour
2. Implement district specific action plans and partner with CSOs for campaigns to eliminate child labour on the basis of child labour prevalence’s
3. Increase and enhance vibrancy of school level processes for safe and quality education for all children
4. Provide access to quality health, nutrition and safe sanitation services
5. Build avenues for economic development and livelihoods by improving access to credit on borrower-friendly terms and ensure inclusion of critical schemes of employment and food security for the family of child/adolescent labour victim.
6. Empower adolescents with comprehensive and appropriate information, life skills and increased access to services
7. Strengthen data management system to track, rescued and rehabilitated child/adolescent laborers

These SFAs have been categorized under seven crucial domains of action which are key determinants of child/adolescent labour and most critical areas that need to be impacted. The proposed focus areas bring together a set of essential steps to tackle the determinants with measurable actions to achieve desired changes towards elimination of child labour in Bihar. The set of activities have been mentioned below in the Activity logical frame approach under State Action Plan to eliminate child/adolescent labour. These actions are expected to operate at all levels; state, district, Block, Gram Panchayats (GP), parents, school drop outs, school functionaries, Front Line Workers (FLW), Panchayati Raj Institutions (PRI), government functionaries for convergence, effective implementation of the laws and regulations related to child/ labour, rescued child/adolescent labourers and community leaders etc.

Chapter 6: Convergence for Elimination of Child Labour

The central task envisaged under this Plan of Action (POA) is to tackle the problem of child and adolescent labour and working children at the origin, during transit of children from their homes to work places and at the destination where the children are engaged to work.

Tackling the problem at the origin means addressing head on the issues of poverty, economic deprivation and illiteracy of the families of working children, building an enabling environment with active participation of all stakeholders, taking concerted
action for the education of all out of school children and pursuing ‘rights’ issues through enforcement of legislations such as, Minimum Wages Act, Equal Remuneration Act, Bonded Labour Act etc and other laws and rules which guarantee decent living conditions and social security to the toiling masses.

Tackling the problem during transit implies preventing child trafficking using provisions of Immoral Traffic Prevention Act, 1956 and Indian Penal Code etc.

Tackling the problem at destination means the rescue and rehabilitation of the child and adolescent labour engaged in contravention of Child and Adolescent Labour (Prohibition and Regulation) Act, 1986 and any other laws being in force for time being.

This SAP does not view the problem of child and adolescent labour and working children from legal perspective alone; it views this problem as a ‘rights and entitlement’ issue and contemplates active involvement of all stakeholders including the Government, community, civil society organizations and of course, the children and their families in this endeavour.

For tackling the problem at the origin and rehabilitation of the released child and adolescent labour, the SAP envisages convergence of all social sector schemes and programs of the Central and State Government designed for the alleviation of poverty, economic deprivation and illiteracy; the successful implementation of such schemes and programs would hugely contribute in building an enabling environment for the children and adolescent getting opportunities of good nurturing and care. It is also envisaged that once the implementation of the POA is rolled out, newer schemes and programs to eliminate the pernicious practice of child labour and working child may be initiated by the State Government to meet the unfolding real life situations.

The POA is the expression of the Government’s resolve to address the core issues responsible for the pernicious practice of child labour (including working children), and to make the system work for the poor, under privileged, deprived and those devoid of access to schooling and education; opportunity cost would have to be met, children’s parents and family would need to be given gainful employment and economic assistance so that perceived benefit from child on work is adequately compensated. For the purpose the State Action Plan for elimination of Child Labour and Prohibition and Regulation of Adolescent Labour envisages roles and responsibilities of various stakeholders as follows.
6.1 Labour Resources Department
Labour Resources Department would be the nodal department for the implementation of this state plan of action. The department would, inter alia, get periodic survey of the child and adolescent labour done in close coordination with Education Department/Bihar Education Project. It will also coordinate with all departments of the State Government for effective convergence of various programs and schemes for the rehabilitation of the child and adolescent labour. In order to eliminate the practice of engaging children/adolescent for work, the department would partner with UNICEF, NGOs and other civil society organizations etc. The specific tasks to be carried out by this Department would be as follows:

- **Periodic Survey of Child and Adolescent labour**
  The Department would undertake periodic survey of the children and adolescents engaged in labour and use the data so obtained for the purpose of elimination, release and rehabilitation of the child and adolescent labour. In doing so, the department would coordinate with the Education department, BEP and Department of Social Welfare.

- **Community mobilization, awareness building and capacity building**
  - The Department would undertake community mobilization by engaging with members of *Jeevika* (Bihar Rural Livelihood Program) *Vikas Mirta, Tola Sevak, Sevika*, ASHA, *Panchayat Rojgar Sewak, Kisan Mitra, Shiksha Mitra* etc. and awareness building activities using various means of communication like posters, banners, jingles, TV spots etc. to create a ‘coalition of willing’ against child and adolescent labour. A calendar for awareness campaign envisaged by the department would also be developed.
  - **Capacity Building of the NCLP functionaries and strict monitoring of the projects.** Continuous training programs would be organized to build the capacity of the NCLP functionaries through BIPARD/ANSISS and other State/National institutions of repute, and the NCLP schools be monitored to better perform their role of ‘rehabilitation through education’.
  - **Capacity building of the teachers and other functionaries of National Child Labour Project Schools** -Teaching/learning skills of the teachers engaged in the NCLP Schools would be continuously honed/upgraded with support from BEP.
  - **Sensitization and capacity building of all other stakeholders** -There would be a need to make the stake holders aware to avoid further victimization of those exploited. This will call for sensitization and awareness training to the police personnel, district officials and functionaries of all other departments entrusted with tasks under this plan of action. BIPARD/National institutions of
repute would be engaged to do so. Sensitization of Police / Railway Police/ NGOs/ Railway authorities etc. for providing assistance and taking due care during raids and rescue, deportation and restoration of the children back home.

- **A yearly calendar for all the training and capacity building programs** for all the stakeholders to be undertaken by the department would be developed.

- **Develop Information Education Communication (IEC) materials on child labour** and use in railway coaches, at railway stations, major bus stations, ports and port authorities, airports and other public places including shopping centers, markets, cinema halls, hotels, hospitals, *panchayat* offices, police stations, resident welfare association offices, industrial areas, schools, court complexes, and offices of all authorities authorized under the Act.

- **Enforcement of laws to check child/adolescent labour and their rescue/release**
  The Department would launch intensive campaigns and drives to enforce various legislations, such as, Child and Adolescent Labour (Prohibition and Regulation) Act, 1986 (amended) to prohibit employment of children below the age of 14 years in all occupations and process and prohibit employment of Adolescents (above 14 but less than 18) in specified occupations and processes and regulate in other occupations and processes.

  For this purpose, Flying Squads (*Dhawa Dals*) would be constituted in every district and at the state level. The respective District Magistrates/Superintendents of Police would depute police force and Executive Magistrates with these Flying Squads. Efforts would be made to include members of NGOs and trained counselors in the Flying Squads. Once a Child/Adolescent is rescued/released by these squads, the Child/Adolescent should be produced before Child Welfare Committee (CWC) of the respective district and details of the rescued Child/Adolescent should be entered into Child Labour Tracking System (CLTS) within twenty four hours of rescue.

  Immediately after the production of the child before CWC, it should be ensured that the interim rehabilitation package of Rs. 3000/- (Rs. Three thousand only) (may be amended by government from time to time) is given to the child before restoration. The follow up action would include prosecution against the erring employers under relevant laws. In case of children released from hazardous occupations and processes realization of Rs 20,000/ from erring employers as directed by Hon’ble Supreme Court in the M.C. Mehta case, taking legal action under Minimum Wages Act, 1948 including prosecution in cases where the children/adolescent were deprived of statutory minimum wages, and
coordinating with other line departments for their rehabilitation under this Plan of Action and judicial pronouncements made in the matter from time to time. On rescue of children employed in contravention of the CALPR, Act, 1986, they would be provided Rs. 25000/- (may be amended from time to time) aid announced by Honorable Chief Minister of Bihar, after the details entered in CLTS and in the manner prescribed under the scheme document. It should be ensured that all the rehabilitation measures taken by officials of the department are entered and updated into CLTS.

- **Enforcement of Minimum Wages and Equal Remuneration Act**
  One of the important measures to address the poverty of the workers is strict enforcement of Minimum Wages Act, 1948 and Equal Remuneration Acts, 1976. Hence, the Department would, inter alia, ensure timely revision/fixation of the minimum wages, empower the workers about their rights and privileges, and launch rigorous drives to enforce these Acts with urgency in the entire State.

- **Enforcement of other labour laws**
  In addition to the aforesaid legislations, the Department would rigorously enforce The Factories Act 1948, *Beedi* and Cigar Workers Act, 1967 Bonded Labour (Systems) Abolition Act, 1976 Motor Transport Workers Act, 1961, Bihar Shops and Establishment Act, 1953 etc. to tackle the problem at its origin and destination.

- **Implementation of labour welfare measures and Skilling Schemes**
  The Department would implement effectively the welfare schemes for *Beedi*, Construction Workers and for the rural landless households. The department would also ensure linking of adolescents and their families to the skilling schemes being implemented.

- **Restoration of child labour released from other States**
  Bihar being one of the source state for child/adolescent labour to other states, such as, Delhi, Maharashtra and Gujarat etc. Of late, these States have launched drive to rescue these child/adolescent labour and they send them to Bihar for restoration to their families. These States have been requested to keep the State Government informed about the travel plan of such children back home. The Government has opened an office of Joint Labour Commissioner in Delhi which has the responsibility to coordinate with Delhi and other adjoining States in the matter of sending these children to Bihar. Though it is the responsibility of the Department of the social welfare to bring back children and restore them
appropriately but for effective restoration restoration and repatriation of rescued children following protocol would be followed by the Department.

- Coordination with Department of Social Welfare and Home department (Crime Investigation Department, Weaker Section)
- Coordination with the respective State Governments/District Magistrates/CWC for safe and comfortable return of the children to their homes
- Arrangements for transportation back home, if required.
- Arrangements for reception of the children at the Railway Stations.
- Department would coordinate with DSW for safe transit, accommodation and arrangements for food, cloth, etc. immediately after release and/or on return from outside State. Children Homes and Open shelters maintained by Social Welfare Department/NGOs or any other provisions for accommodation made by Government of Bihar would be used as transit accommodation.
- Addressing immediate medical Care of the children/adolescents after rescue. Department would coordinate with government hospitals/ESI dispensaries for proper medical care and medical needs of such children/adolescent, if required.

- **Documentation and maintenance of records etc:**
  Documentation of ongoing operations, maintenance of records, preparation of case studies of the released children/adolescent and systematic communication and coordination with all partners involved in post rescue operations would be undertaken at state as well as district level. In addition, establishment of a child labour cell at the state level are among other measures that would be initiated.
  - Effective implementation of CLTS at district should be ensured and monthly review of the implementation status of CLTS should also be ascertained by the department.
  - NGOs and other civil society organizations/groups working or having interest in the area of child/adolescent labour including the employers organizations and social and cultural activists/groups, would be mapped and their capacity would be built/upgraded, as the case may be.
  - The best practices in elimination of child labour in the state would be documented and circulated for appropriate replication.

- **Support to the released children at district and village level**
  The objective of this will be to go beyond the mere rescue and restoration phase, and support the released children after they are brought back to their respective
districts/villages. For this purpose, cooperation of the Panchayats and N.G.Os would be sought and a regular tracking and monitoring system would be put in place at the district and village level to ensure that the educational and economic rehabilitation of the child labour is completed and they do not relapse to the work again. For the purpose, in close coordination with Department of Social Welfare, list of children/adolescents rescued within and outside the state should be shared with District level Officers of all the departments which have explicit roles and responsibilities in this state action plan. This would ensure educational and economic rehabilitation of rescued child/adolescent labour and their families. The department would also constitute block and Gram Panchayat level task Force.

- **Compliance of the Judgment of Supreme Court in M.C.Mehta vs. State of Tamil Nadu case**
  The Department would monitor and ensure that the directions of the Supreme Court given in the aforesaid case with regard to release and rehabilitation of the child labour are complied with by all concerned.

- **Conducting Studies and Research on child labour issues and make appropriate policies for elimination of child labour**

- **Identify and arrange appropriate vocational training programs for adolescent labour**
  There may be some children/adolescent approaching school pass out age who may not prefer to attend schools after release. The best course for such children/adolescents would be to identify appropriate vocational training programs and train them to hone up and upgrade their skills to enable them to earn better wages once they enter into the job market. A tie up with the Industrial Training Institutes (ITIs) would be considered in such cases.
  o The department should constitute a core committee comprising of Principal Secretaries of Labour Resource Department, Department of Social Welfare and Education Department. The committee will be convened by Labour Commissioner and must meet at least once in a month to review status of rehabilitation of rescued children/adolescent and take appropriate action if required. As a special invitee, representatives of national and international organizations can also be invited.

6.2 **Department of Social Welfare**
This Department is the nodal department for protection of child rights and implementation of many social security schemes; hence a major player in the
prevention, rehabilitation and social reintegration of children in general and child/adolescent labour in specific. The department is also responsible for the implementation of Juvenile Justice (Care and Protection of Children) Act, 2015 which concerns, inter alia, care, protection and rehabilitation of the children in need of care and protection. The Act defines Child Labour as Child in need of care and protection under section 2 (14) (ii) thus role of the department becomes significant in elimination of child labour. The department shall take following action under this plan:

- Strengthen and operationalize Child Welfare Committees (CWCs) in all districts and their capacity building on the issue of child labour as well.
- Establishment of institutions and non-institutional family based services, as per the provisions of the Juvenile Justice (Care and Protection of Children) Act, 2015 and the Rule framed there under as amended from time to time.
- Providing temporary shelters the released child/adolescent labour till their restoration to their families.
- Provide vocational training to the children residing in Children homes and Open shelters.
- Implementation of “Astitva”, a state plan of action to combat human trafficking.
- Care of released child/adolescent labour with no families.
- Awareness campaigns about child rights and capacity building and training programs for various stakeholders like PRI, CPC members, CWC, DCPU, Police etc.
- Mapping of vulnerable families and children who are at risk of being engaged as child/adolescent labour.
- Focused attention to enroll the children of ‘at risk’ families in the ICDS Centers.
- Linking the Child/adolescent labour and their families with the government sponsored social protection schemes and services like Old age pension, disability pension, widow pension, Parvarish etc. wherever applicable.
- Monitoring and reviewing the effective implementation of Child Labour Tracking System.
- Monthly review of the DCPU for rehabilitation of the Children/adolescents and their families.
- Coordination with Labour Resources Department and Home Department (Crime Investigation Department, Weaker Section) for rehabilitation of rescued child/adolescent labour.
- Coordination with the respective State Governments/District Magistrates/CWC for safe and comfortable return of the children/adolescent belonging to Bihar to their homes.
• Expenses incurred for safe restoration/repatriation of children/adolescent belonging to other states/country will be borne by DSW.
• The issue of child/adolescent labour should be incorporated in the training modules of the state, district and block level officers (if any) of the department.

Specific responsibilities of CWC
• Reception of rescued Child/adolescent labour produced before CWC with care and compassion.
• Order for medical examination of the produced Child/adolescent in close coordination with Health Department within twenty four hours of production.
• Periodical counseling to the released child/adolescent labour to their families within the time period specified in the act which is maximum 4 months Completion of Social Investigation report (SIR) should be ensured within the 15 days of the production.
• CWC should ensure 164 CrPC statement of the rescued child/adolescent labour at earliest preferably within 15 days after production.
• Wherever applicable, FIR under section 75, 76, 78, 79, 81 and 88 should also be filled against the employer found to engage children/adolescent as per the process prescribed under the JJ Act, 2015.
• Before the child is restored, an individual care plan for each rescued child labour must be prepared in consultation with the child/adolescent. Before handing over the rescued children to their respective parents/guardians, even counseling of the parents/guardians must be undertaken.
• Care of released child/adolescent labour with no families and ensuring their education till the alternate arrangements for child/adolescent is made.
• Enter the details of child/adolescent in CLTS as prescribed including Social Investigation Report(SIR), interim order(Order after production), final order and any other details if required.
• Provide monthly report to DCPU regarding disposal, progress and follow up in case of rescued child/adolescent labour.

Specific responsibilities of DCPU
• Ensuring educational and economic rehabilitation of the rescued Child/adolescent labour and their families with government sponsored social protection schemes and services at district level.
• Monitor and review implementation of CLTS by CWC on monthly basis.
• Provide monthly report to District Task Force regarding rehabilitation of rescued child/adolescent labour and their families.
• In close coordination with Labour Resources Department list of children/adolescents rescued within and outside the state should be shared with District level Officers of all the departments which have explicit roles and responsibilities in this state action plan. This would ensure educational and economic rehabilitation of rescued child/adolescent labour and their families.

• Formation of Block, Gram Panchayat and Ward level Child Protection committee for prevention of child labour, follow up and social reintegration of rescued children/adolescents.

6.3 Education Department
A child getting into labour cannot be viewed merely a personal problem or ‘individual tragedy’ of the child; rather it is a matter of right, a ‘public concern’ and challenge to the civilized world. In a civilized world, the real place of a child, boy or girl, is the school and playground but not a work place where he is forced to toil hard for making out a pittance for living. In fact, it is the right of the child to be in school and a duty cast on all stakeholders to make it happen. Hence, the public concern and challenge is universalizing elementary education, which is, achieving the goal of quality education for all the children, boy or girl, of 6-14 age groups. This challenge, to a great extent, requires addressing the systemic issues confronting school system and facilitating the child to access the school without any difficulty.

Since, free and compulsory education is now a fundamental right of every child, Education Department would take necessary steps to universalize the elementary education for all out-of-school children in the age group of 6-14 years, included in which, by corollary, are the working children of all hues; it would give high priority to the girls among the working children. It means achievement of universal access, universal retention and attainment of substantial learning achievements by the pupils. It also means to rectify and address systemic issues to strengthen supply-side interventions to ensure that more schools are opened, more teachers are appointed, they are properly trained, they are not engaged in non-teaching work, teacher absenteeism is checked, teaching-learning takes place in a joyful manner in the schools etc. It also means that the delivery system is strengthened to reach the ongoing programs to real beneficiaries without undue wastage.

The ultimate purpose would be to check the phenomenon of child labour from happening and achieve ‘rehabilitation of child labour through education’. The Labour Resources Department would be a constant companion of the Education Department in all such endeavors. With the aforesaid objectives in view, the Education department would undertake the following:

• Strict enforcement of Right to Free and Compulsory Education Act, 2009.
• Schooling of the restored children: Immediately upon restoration of the rescued children/adolescents to their families, District Education officer in close coordination with DCPU/Labour Superintendent should ensure that the children/adolescents are enrolled into schools.

• Minimize the engagement of teachers in non-academic activities.

• Energies Cluster Resource Centers (CRCs), Block Resource Centers (BRCs), District Institutes of Education and Training (DIETS) and State Council of Education Research and Training (SCERT) for in- and pre-service teacher training, regular academic support to schools, and monitoring of the schooling of out-of-school children.

• Sensitize the stakeholders including educational administrators, teacher associations and people’s representatives on the issues of right to education and article 21A.

• Strengthen Mid-day meal scheme, scholarship, cycle and Poshak (uniform) Yojana etc. and constantly endeavor to improve the delivery system.

• Identify out of school children and launch special campaigns involving community and other stakeholders to mainstream such children into the formal school.

• Free textbooks, to the child/adolescent labour under Sarva Shiksha Abhiyan /State Schemes.

• Accord high priority to the education of girls among the child/adolescent labour.

• Assist in mainstreaming the child/adolescent labour studying in the NCLP Schools into formal school system.

• A quarterly report of enrolment of the rescued child/adolescent labour to the schools should be provided to the Labour Superintendents and Assistant Director, Child Protection.

• The issue of child/adolescent labour should be incorporated in the training modules of the state, district and block level officers (if any) of the department.

6.3.1 Bihar Education Project Council

Bihar Education Project Council, commonly known as BEP, is responsible for implementation of Sarva Shiksha Abhiyan (SSA) in the entire state. This programme aims to universalize elementary education for the entire child population falling in the age group of 6-14 years by community – ownership of the school system. Hence, the child labour elimination programme would be converged with the larger scheme of SSA. The purpose is to ensure that all children including the working children get
linked to the schooling system through SSA. BEP would be responsible, inter alia, for
the following tasks under this plan of action:

- Survey of ‘out of school’ children including child/adolescent in close
  coordination with Labour Resources Department and Department of Social
  Welfare labour enrolment of all out of school children into schools.
- Community mobilization for enrolment of all ‘out-of school’ children into the
  schools; developing a movement for quality education in the state
- Sensitizing the teachers and community for the education of the ‘out-of
  school’ children
- Constitution and strengthening of School Management committee (SMC) in all
  the schools.
- Sensitization and Capacity building of the teachers on the issue of child labour
- Issue of child labour should be made part of the curriculum of teacher’s
  training.

With regard to NCLP Schools, BEP would undertake the following responsibilities:

- Distribution of free Text Books and Teaching Learning Material among the
  children/adolescent enrolled in the NCLP Schools.
- In close coordination with LRD and DSW, curriculum and innovative method of
  teaching must be developed for rescued children to bring these children at par
  with other children.
- The NCLP Schools would also admit the Child/adolescent labour identified by
  BEP.
- Capacity-building of the teachers of NCLP Schools through DIETs, BRCs, CRCs
  and providing them regular on-site academic support.
- Mainstreaming the children of the NCLP Schools into formal education system

6.4 S.C & S.T Welfare and Backward & Extremely Backward Classes
Welfare Departments

These departments would:

- Provide scholarships to the child/adolescent labour of entitled categories
  enrolled in the schools. BC and EBC students studying in class-I to XII may be
  covered under the scholarship program run by Backward & Extremely
  Backward Classes Welfare Department.
- Rescued Girls belonging to BC and EBC category may be admitted into the
  residential schools (class 06 to 12) run my Extremely Backward Classes
  Welfare Department on priority bases.
- Provide benefits under any other existing welfare schemes to the
  child/adolescent labour of entitled categories on priority basis.
• A quarterly report of linkages of the child/adolescent labour and their families to the existing programs/schemes/services of the department should be provided to the Labour Superintendants and Assistant Director, Child Protection.

• The departments should create awareness with the help of ‘Vikas Mitra’ about the evils of child labour especially in areas where population of ST&SC and Backward & Extremely Backward Classes is more.

• Create awareness about the various schemes and services being implemented by the departments.

• The issue of child/adolescent labour should be incorporated in the training modules of the state, district and block level officers (if any) of the department

6.5 Minority Welfare Department
This Department would ensure that the benefit of schemes in existence for the welfare of the members of minority communities reaches to the poorer sections of those communities in general and the families of child/adolescent labour belonging to those communities in particular. The department would ensure the following specific benefits to the families of released child labour of minority communities:

• The benefits under Prime Ministers’ new 15-point program for welfare of minorities

• Provide scholarships to the child/adolescent labour of entitled categories enrolled in the schools

• Provide benefits under any other existing welfare schemes to the child/adolescent labour of entitled categories on priority basis.

• The department should create awareness about the evils of child labour especially in areas where population of minorities is more.

• Create awareness about the various schemes and services being implemented by the department.

• A quarterly report of linkages of the child/adolescent labour and their families to the existing programs/schemes/services of the department should be provided to the Labour Superintendants and Assistant Director, Child Protection.

• The issue of child/adolescent labour should be incorporated in the training modules of the state, district and block level officers, of the department if any.
6.6 Panchayati Raj Department

- A register of children and adolescents who are migrating alone or along with their families or any other person from the Gram Panchayat shall be maintained in the Panchayat Office and would be regularly updated.
- The register would have the pages earmarked for the children and adolescents labour released from work and restored to their families and/or enrolled in the schools.
- The Gram Panchayat would track the educational and economic rehabilitation of all such released children/adolescents and take measures to ensure that the released children do not relapse to labour.
- The Panchayat Secretary shall be the custodian of this register.
- All the child protection structures like Gram Panchayat Child Protection committee etc. at Gram Panchayat level envisioned under various schemes/legislations/programs should be strengthened.
- The issue of child/adolescent labour should be incorporated in the training modules of the elected representatives of Panchayats along with the training of state district and block level officers of the department.
- Regular awareness programs on the issue of child/adolescent labour should be organized to sensitize rural mass.

6.7 Revenue and Land Reforms Department

This Department is responsible, inter alia, for implementation of the provisions of The Bihar Privileged Person Homestead Tenancy Act, 1947, Bihar Tenancy Act (BT Act), settlement of Gairmajrua land, acquisition and distribution of surplus ceiling and Bhoo'dan land amongst the eligible categories of rural population; most of which belong to the poorer and marginalized sections of the society. While ensuring that the provisions as aforesaid get implemented in a manner so as to reach the benefits thereof to target groups successfully, the department would give priority in the land settlement/distribution to the families of child/adolescent labour found eligible under the existing provisions. For this purpose, the department would work in close cooperation with the Labour Resources Department to achieve synergy on child/adolescent labour issues.

- The district level officers of the department should also review the progress of the rehabilitation of rescued Child/adolescent labour and their families in the light of the list provided by Labour Resources department/Department of social Welfare.
- A quarterly report of linkages of the child/adolescent labour and their families to the existing programs/schemes/services of the department should be
provided to the Labour Superintendents and Assistant Director, Child Protection.

- The issue of child/adolescent labour should be incorporated in the training modules of the state, district and block level officers, of the department, if any.

### 6.8 Food and Consumer Protection Department

The Food and Consumer Protection Department would ensure that the benefit of public distribution system and other schemes of food security reach to the entitled categories in general and the families of released child/adolescent labour in particular. The department would also ensure implementation of The National Food Security Act, 2013 and the rules made there under. The department would ensure the following specific benefits to the families of released child/adolescent labour

- Ration cards, if not issued earlier, will be issued
- The district level officers of the department should also review the progress of the rehabilitation of rescued Child/adolescent labour and their families in the light of the list provided by Labour Resources Department/Department of social Welfare.
- A quarterly report of linkages of the child/adolescent labour and their families to the existing programs/schemes/services of the department should be provided to the Labour Superintendents and Assistant Director, Child Protection.
- The issue of child/adolescent labour should be incorporated in the training modules of the state, district and block level officers, of the department, if any.

### 6.9 Rural Development Department

This department is responsible for the implementation of poverty alleviation programmes in the rural area, such as, schemes under Mahatma Gandhi National Rural Employment Guarantee Act (MNREGA), Prandanmantri Awas Yojana (PAY)-Rural etc. While ensuring that all such schemes are being implemented in a manner to reach the benefits thereof to target groups successfully, which are poor and marginalized, focused attention would be paid by the department to ensure that the benefits of the schemes also reach to the families of child/adolescent labour so as to ensure the economic rehabilitation of parents / family. The following specific benefits would be extended to the parents/families of the child labour:

- Job Cards under MNREGA and Prandanmantri Awas Yojana (PAY)-Rural if the families fulfill the eligibility criterion.
- The district level officers of the department should also review the progress of the rehabilitation of rescued Child/adolescent labour and their families in the
light of the list provided by Labour Resources Department/Department of social Welfare.

- A quarterly report of linkages of the child/adolescent labour and their families to the existing programs/schemes/services of the department should be provided to the Labour Superintendants and Assistant Director, Child Protection.

The issue of child/adolescent labour should be incorporated in the training modules of the state, district and block level officers (if any) of the department.

6.10 Urban Development and Housing Department

This department is responsible for implementation of welfare schemes and policy like DAY-NULM and Affordable Housing Policy for urban poor. While ensuring that the scheme under these programs get implemented in a manner so as to reach the benefits thereof to target groups residing in the urban areas successfully, focused attention would be paid by the department to ensure that

- Adult members of the families of the rescued children may be trained and efforts should be made to link them with employment under Deen Dayal Antodaya Yojana-National Urban Livelihood Mission (DAY-NULM). Rescued Adolescents may also be provided training under DAY-NULM in the trades not in contravention of Child and Adolescent Labour (Prohibition & Regulation) Act, 1986.
- If families of the rescued child labour are identified as urban, they may be provided credit need on user friendly terms through Self Help Groups and SHG Federations.
- The urban street vendors whose children are potential child/adolescent labour may be facilitated to access the institutional credit, social security and skill for accessing market opportunities.
- Extend benefit of Affordable Housing Projects being implemented by Bihar Urban Infrastructure Development Corporation Ltd (BUIDCO) and vulnerable segments of the urban homeless like the dependent children, disabled, mentally ill and recovering patients etc. may be catered within homeless shelter.
- The urban local body should also review the progress of the rehabilitation of rescued Child/adolescent labour and their families in the light of the list provided by Labour Resources department/Department of Social Welfare.
- A quarterly report of linkages of the child/adolescent labour and their families to the existing programs/schemes/services of the department should be
provided to the Labour Superintendents and Assistant Director, Child Protection.

- The issue of child/adolescent labour should be incorporated in the training modules of the state, district and block level officers (if any) of the department.

### 6.11 Health Department

Children/adolescents labours are exposed to serious health risks. As most of them work in the unorganized sector, their health status is not properly monitored. The children working in the agriculture sector form a large proportion of working children/adolescent and they are equally exposed to various forms of health hazards. The parent of such children, essentially being poor and ignorant of health hazards, cannot afford to take their children/adolescents to avail the health facilities. The Health Department will shoulder the following specific responsibilities:

- Immediate medical examination of the all the rescued child/adolescent labour produced before CWC should be ensured by the department after the intimation by CWC/Superintendent of the Children’s Home/Open Shelter
- Rescued children/adolescents and their parents would be issued child health cards to prioritize the accessibility of free health facilities to them. Regular health checkups for such children/adolescents and their siblings would be undertaken at their rehabilitation centers/temporary shelter and/or close to their place of residence after they have been rescued.
- Being exposed to work environment at a young age leads to poor psychological development of the children. Thus, it is important to have these children being put under surveillance of Psychiatrists and stress counselors wherever available. Health Department would provide the required services.
- The children are liable to acquire multiple infectious and micronutrient deficiencies. Therefore, such children would be given adequate medical care and nutritional rehabilitation under the guidance of a Medical Officer/ Pediatrician.
- During the examination of the rescued child/adolescent, if it is considered appropriate by the medical authorities, the child/adolescent should be immunized as per the age.
- The department would ensure immunization of younger siblings of rescued child/adolescent labour.
- The department through its various schemes and initiatives would play a key role in addressing health issues of working children/adolescents.
- The department would also provide free medical checkup the children studying in the NCLP Schools.
- The district level officers of the department should also review the progress of the rehabilitation of rescued child/adolescent labour and their families in the
light of the list provided by Labour Resources Department/Department of Social Welfare.

- A quarterly report of linkages of the child/adolescent labour and their families to the existing programs/schemes/services of the department should be provided to the Labour Superintendents and Assistant Director, Child Protection. A quarterly report of progress made by the department should also be shared during the meeting of District Task Force.
- The issue of child/adolescent labour should be incorporated in the training modules of the state, district and block level officers, of the department, if any.

6.12 Home Department-
After the notification of Child and Adolescent Labour (Prohibition & Regulation) Act, 1986, employment of children and adolescent is a cognizable offense, thus it broadens the role of Home Department in elimination of Child Labour. Responsibilities of the department are as follows:

- Deputation of police force for Flying Squads for carrying out raids and rescue.
- Coordination with Department of Social Welfare and Labour Resources Department for safe and comfortable return of the children/adolescents rescued outside the state to their native place.
- The Police Station In-charge/Child Welfare Police Officer (CWPO) shall also be responsible for ensuring non violation of any provisions of the Child and Adolescent Labour (Prohibition & Regulation) Act, 1986 within their territorial jurisdiction and in case of any violation should suo motto take cognizance.
- Any child/adolescent labour rescued by police officers/ (CWPO) should be produced before CWC within twenty four hours of rescue.
- Directorate of Prosecution should ensure early disposal of the cases filed under Child and Adolescent Labour (Prohibition & Regulation) Act, 1986 and related acts.
- Regular training and capacity building programs of the officers of the department should undertaken in close coordination with Labour Resources Department and Department of Social Welfare Department and for the purpose a training calendar should drawn by the department.
- Superintendent of Police should review the progress of the implementation of the Child and Adolescent Labour (Prohibition & Regulation) Act, 1986 and it should be incorporated into their monthly meeting agenda.
- A quarterly report of progress made by the department should be share during the meeting of District Task Force.
• The issue of child/adolescent labour should be incorporated in the training modules of the state, district and block level officers, of the department, if any.

6.13 Law Department
Responsibilities of the department envisioned under the Station Action Plan are as follows:
• Appointment of Special Assistant Public Prosecutor (SAPP) to conduct the case filed under the Child and Adolescent Labour (Prohibition & Regulation) Act, 1986 in concerned court.
• Bihar state legal service authority/District Legal Service Authority should provide free legal aid to the victims in case wherever required.
• Bihar state legal service authority should organize regular training and capacity building programs for stakeholders like SAPP, Judicial Magistrates, Officers of department concerned and Para Legal volunteers etc.
• A calendar for training and capacity building should be developed by the department in close coordination with Labour Resources Department and Department of Social Welfare.
• The issue of child/adolescent labour should be incorporated in the training modules of the state and district level officers of the department.

6.14 Information and Public Relation Department
Responsibilities of the department envisioned under the Station Action Plan are as follows:
• Arrange public awareness campaigns in media including television, radio, internet, social media and the print media to make the general public, including the employers, children and adolescents who may be employed in contravention to the provisions of the Child and Adolescent Labour (Prohibition & Regulation) Act, 1986 and aware about the provisions of the Act.
• Promote reporting of enterprises or instances of employment of children or adolescents in contravention to the provisions of the Act, by developing and advertising easily accessible means of communication specified by Nodal department;
• Display to the possible extent the provisions of the Act, the Rules made thereunder and any other information relating thereto in district head quarters and block offices.
• The issue of child/adolescent labour should be incorporated in the training modules of the state, district and block level officers, of the department, if any.
Chapter 7: Role of other Stakeholders

7.1 Bihar State Commission for Protection of Child Rights and Bihar Child Labour Commission

These Commissions are statutory bodies with defined mandate under the respective Acts under which they have been constituted. The Commissions have very important role to perform in the elimination and rehabilitation of the child/adolescent labour. However, elimination of child/adolescent labour would need a strong social movement involving all stakeholders. It is expected that the Commissions while performing their defined mandate would also start and lead such a movement. In doing so, they would undertake all such programs and activities which may lead to building of an enabling environment and awareness in the society against the pernicious practice of child/adolescent labour; the Commissions would build a broad coalition of social stakeholders including Government departments, child rights organizations, Panchayats, intelligentsia, civil society organizations, employers and even parents against the engagement of children/adolescent into work. The Commissions would also play a significant role in holding public hearings on child/adolescent labour issues, monitoring and reviewing the implementation of legislations and measures for welfare of child/adolescent labour, and advise the Government on matters related to child/adolescent labour.

7.2 UNICEF, Bihar

UNICEF, Bihar has always been at the forefront of all programs and activities championing the cause of children; it proactively partners with Governmental and non-Governmental endeavors concerning child issues. The tasks which UNICEF, Bihar has agreed to perform under this plan of action are given below:

- Communication and Multi-dimensional strategy for Awareness Generation

UNICEF in consultation with Labour Resources Department would launch a multi-pronged communication and multi-dimensional strategy to address diverse stakeholders such as, institutional stakeholders, parents, teachers, employers, trade unions, social and political activists, public representatives including Panchayati Raj bodies, Government officials, civil society organizations, concerned citizens, professional groups, Resident Welfare Associations and children/adolescents themselves, with a view to create an enabling environment for elimination of child/adolescent labour and mobilize a broader social alliance against the practice of child/adolescent labour. Under this Social and Behavior Change Communication
strategy, inter alia, will be launched by the UNICEF in collaboration with the State Government and civil society organizations/activist groups for community mobilization and awareness. The following communication strategies would be adopted; however, the list is illustrative and not exhaustive:

- Develop IEC materials on child labour.
- Activities in the schools (involving children as the agents of change): competitions, plays, slogans, human chains, pledges, discussions, child cabinets etc.
- Intensive work in blocks/wards with door to door coverage with help of PRI members and stakeholders.
- Encouraging households, factories, shops and establishments, other work places where children/adolescent are engaged, not to engage children/adolescents and display stickers declaring they are child labour free.
- Display of banners/hoardings/posters at appropriate places
- Mobilizing members of panchayats in raising awareness at the panchayat level
- Undertake activities for mobilizing social stakeholders, such as, District Magistrates, Education department officials, schools, teachers, civil society organizations, Vidyalaya Shiksha Samitees, employers, households, especially women of the house, to ensure enrollment and retention of all "out of school" children into schools.
- Dissemination of important guidelines/protocols of the Government and directions issued by Courts from time to time for release and rehabilitation of child/adolescent labour.
- Extend technical support in implementation of Child Labour Tracking System.
- Support in developing training modules for various stakeholders having role in elimination of Child/adolescent labour.
- Training and capacity building of officials of departments mentioned in this State Action plan.
- Supporting and strengthening the child labour cell functioning in the office of the Labour Commissioner, Bihar.

7.3 Trade Unions
Trade unions are integral to any process of workers empowerment and emancipation. The Labour Resources Department works very closely with the trade unions in relation to the issues connected with working class: workers may be from the organized or unorganized sector. The trade unions would be encouraged to use their resources and organizational strength in the eradication of the child labour and the department would actively partner with them in all such endeavors. Trade unions should create awareness on the issue of child labour at the grass root level.
and should make efforts to ensure that their members restrict engagement of their children/adolescents as labour.

7.4 NGOs/Civil Society Organizations/Social and Cultural Activists
Civil Society organizations, NGOs, Social & cultural activist have following tasks envisaged under State Action Plan:

- Cooperation of civil society organizations would be taken for the identification, release and rehabilitation of child/adolescent labour.
- Such groups would be encouraged to undertake activities for creating awareness on child/adolescent labour issues, and conduct research, studies and documentation also.
- The employer organizations would be encouraged to exert peer group pressure on the erring employers engaging child/adolescent labour and contravening legal provisions. Since child labour has been banned in all occupations and processes, the resident welfare organizations operational in the urban areas would also be mobilized to put peer group pressure on the residents engaging child labour in their homes.
- Such organizations may be encouraged to exercise oversight to check engagement of child/adolescent labour in the concerned colony/apartment

7.5 Media
Print and electronic media have immense potential for opinion making on various issues. Hence, media would be mobilized and encouraged to publish articles and news stories relating to the efforts undertaken to eradicate child/adolescent labour in the State, popularize the good initiatives taken by stakeholders and create awareness on child/adolescent labour issues. The Government would launch special media campaigns from time to time; efforts would be made to make use of all possible and replicable modes of media campaigns, such as, placing special articles in the news papers/magazines, small films, radio jingles, talk shows, slide shows etc.
Chapter 8: Task Force
To guide, monitor, review the implementation of the State Action Plan and Child and Adolescent Labour (Prohibition & Regulation) Act, 1986 following task force would constituted.

8.1 State Task Force

Composition
A task force under the Chairmanship of Chief Secretary would be constituted at the State level with Development Commissioner and Secretaries/Principal Secretaries of the Departments of Finance, Planning, Home, Law, Labour Resources, Rural Development, Education Department, Revenue and Land Reforms, Social Welfare, SC and ST Welfare, Backward and Extremely Backward Classes Welfare, Minority Welfare, Food and Consumer Protection, Urban Development, Health Panchayati Raj and IPRD as members. Other members of the Committee would be Labour Commissioner, State Project Director of Bihar Education Project, Director of Social welfare, State representative of UNICEF, and two members drawn from reputed NGOs working in the area of child labour and one representative from Trade Union. Labour Commissioner shall be the Member-Secretary of the task force. The Chairperson of the Bihar State commission for Protection of Child Rights, Bihar State Child Labour Commission and member secretary of Bihar state legal service authority shall be special invitees.

Function
The function of the task force shall be to monitor the implementation of the plan of action, suggest measures for effective economic and educational rehabilitation of rescued child/adolescent labour and their families. Apart from this, the task force would also see whether that departments are working in convergence for attaining the goal of this state action plan which is total elimination of Child and Adolescent labour in the state. Subsequently, if required the task force would issue necessary directions to ensure effective convergence at all levels.

Meeting
The task force shall meet at least thrice in a year and at the place, venue and time decided by the Chairperson.

8.2 District Task Force

Composition
A task force shall be constituted in every district under the chairmanship of the respective District Magistrate/Collector with Superintendent of Police, Deputy
Development Commissioner, Chief Medical Officer, Municipal Commissioner/Executive officer of *Nagar Parishad*, all Sub Divisional Officers, District Superintendent of Education, District Program Coordinator of BEP, District Welfare Officer, District Panchayati Raj Officer, Assistant Director, Child Protection, a representative of the Child Welfare Committee, representatives of District Legal Services Authority to be nominated by the District Judge, district representatives of CHILDLINE (1098), representatives of District Anti-trafficking Unit, representatives of trade unions operating in the district and one representative of a reputed NGO working in the area of Child Labour in the district as the members; the representative of the NGO would be nominated by the Chairman. The Labour Superintendent/ of the district shall function as the Member- Secretary of the Committee. The chairpersons of *Zila Parishad* and Municipal Corporation/ *Nagar Parishad* would be the co-chairperson of this task force.

**Function**

This task force shall review the reports submitted by various departments and measures taken in the district for identification, release and rehabilitation Child/adolescent Labour. It would monitor the implementation of the State Action Plan at the district level, plan, implement and review measures to address the poverty issues of the families of the child labour. The task force will ensure convergence of various Governmental and non-Governmental programs at the district level for the rehabilitation of the released children/adolescent, ensure that directions contained in the judgment of Supreme Court dated 10 December, 1996 are implemented in letter and spirit. It will take effective steps to bring all out of school children in the schools, and review the functioning of NCLP Schools.

The task force would also monitor and track progress of rehabilitation of released children/adolescent with a view to ensure that none of them revert to the conditions of labour again. It would take measures for awareness generation and community mobilization about child labour issues, and coordinate with PRIs and other social stakeholders for withdrawal of children and adolescent employed in contravention of the provisions of the Child and Adolescent Labour Act, 1986. The task force would enroll such children/adolescent into schools. The District task force should also review the working of the Block level task force falling under its jurisdiction.

**Meeting**

The task force shall meet at least once in a month and at the place, venue and time decided by the Chairperson. The minutes of the meetings should be shared by the chairperson of the task force with Labour Commissioner.
8.3 Block and Gram Panchayat Task Forces
A task force shall be constituted at every block headed by Pramukh of the Panchayat Samitee and the Block Development Officer being the co-chairpersons. The chairpersons of Nagar Panchayats falling within the jurisdiction of that block would also be co-chairpersons. The block level officers of all related line departments and the executive officers of Nagar Panchayats would be its members. The Labour Enforcement Officer of the respective block shall function as the Member-Secretary of the Committee and should be responsible for convening the meeting every month and report to the respective district task force/Labour superintendent.

Function of the Block Task Force
This task force, under general control and supervision of the district task force, would plan, implement, coordinate and track the identification, release and rehabilitation of child/adolescent labour and education of all working children within their jurisdiction. They would also monitor the delivery of the poverty alleviation programs to ensure that the benefit of all such schemes and programs reach the poor.

A similar task force would be constituted at every Gram Panchayat with Mukhiya as the chairman and Panchayat Secretary as the Member-Secretary. The other members of this task force would be all ward members, Head Masters of the elementary/primary schools and middle schools falling within the jurisdiction of the Panchayat, Anganwadi worker, Vikas Mitra, Tola Sevak, ASHA, Panchayat Rojgar Sewak, Kisan Mitra, Shiksha Mitra, and the member of School Management Committee.

Function of Gram Panchayat Task Force
This task force, under general control and supervision of the Block task force, would plan, implement, coordinate and track the identification and rehabilitation of child/adolescent labour and education of all working children within their jurisdiction. They would also ensure the delivery of the poverty alleviation programs. The task force would act as the primary unit for community mobilization for elimination of child/adolescent labour and work closely with the School Management Committee and parents to ensure that all children attend the school and do not get engaged in work in contravention of provision of CALPRA, 1986.

Meeting
These task forces shall meet at least once in a month at the place, venue and time decided by the Chairperson.
Chapter 9: Focus Areas and proposed Strategic Interventions

9.1 Strategic Focus Area 1
Change community especially guardians, children and society at large on rational choices and the social norms that drive child labour
1. Develop and disseminate information briefs and edutainment materials about implications & consequences of child/adolescent labour at community level.
2. Leverage & strengthen trade associations to influence the mindset of to act against child labour
3. Launch a State wide joint campaign “Bal Shram Mukt Bihar” and Mobilize community through the medium of folk songs, radio jingles, banners, skits, wall art etc
4. Build capacities of grassroots level committees at gram panchayat to spread awareness on child/adolescent labour and to increase reporting on the incidents of child/adolescent labour.
5. Engage with media on issues of child labour and various pull & push factors causing child labour in order to promote sensitive reporting and upholding the rights of the child.
6. Engage elected representatives at state, district and gram panchayat level to be strong advocates against child/adolescent labour.

9.2 Strategic Focus Area 2
Implement district specific action plans and partner with CSOs for campaigns to eliminate child labour on the basis of child labour prevalence’s
1. Develop district specific action plans based on the intensity of the prevalence of child labour (high, medium and low).
2. District specific campaigns and execute the joint campaign of “Bal Sharam Mukt Bihar”.
3. Synergize and coordinate efforts of various civil society organizations in the district

9.3 Strategic Focus Area 3
Increase and enhance vibrancy of schools level processes for safe and quality education for all children
1. Develop data on availability of schools (block & village specific) based on the intensity of the prevalence of child/adolescent labour
2. Strengthen implementation of existing programmes and schemes to increase reach of all children to quality education, retention and reducing of absenteeism, especially those from marginal and vulnerable backgrounds.
3. Enhance awareness among students on key Acts related to children/adolescent along with importance of investing in education and preventing dropouts.
4. Strengthen teacher-parent/guardian and teacher-student interface through multiple platforms
5. Integrate Gender, Rights education, Life Skills and CALPR Act, with a focus on rights of children and implications of the harmful practices of child/adolescent labour in primary and secondary school curriculum.

9.4 Strategic Focus Area 4
Provide access to quality health, nutrition and safe sanitation services
1. Provide quality rehabilitation, health & nutrition care of rescued Child/adolescent labour and their families as per the list provided by Labour Resource Department & Department of Social Welfare.
2. Equip health service providers on ill effects on health due to child/adolescent labour and health rehabilitation care & services

9.5 Strategic Focus Area 5
Build avenues for economic development and livelihoods by improving access to credit on borrower-friendly terms and ensure inclusion of critical schemes of employment and food security for the family of child/adolescent labour victim.
1. Entitlement-based planning approach to generate reports on exclusions and allocating adequate budgetary resources to saturate all eligible claimants of schemes and services
2. Strengthen delivery of existing schemes related to credit on borrower-friendly terms, skills, and livelihood and food security so that family of child/adolescent labour victim can easily access.
3. Implement National Food Security Act, 2013 and reach out the benefit of Public Distribution System and all food security schemes to the entitled categories particularly to families of released child/adolescent labour.
4. Distribution of land to landless families of child/adolescent labour found eligible
5. Provide easy financial assistance in case of any need to families of the rescued child/adolescent labour and enforce strictly Bihar Money lenders (Regulation of Transactions) Act 1938

9.6 Strategic Focus Area 6
Empower adolescents with comprehensive and appropriate information, life skills and increased access to services
1. Engage with private partners, corporates and training institutes to design and upgrade demand driven certified vocational skill development courses for child/adolescents labourers
2. Engage with training institutes on livelihood and entrepreneurship development to integrate mainstream financial literacy as part of the school curriculum
3. Develop range of resource materials, updated manuals, user friendly standard booklets etc for training, information dissemination and campaign to target adolescents on range of child/adolescent labour issues.

4. Engage adolescent reporters from available adolescent collective forums like *Meena Manch Kishori Manch, Bal Sansads, Nehru Yuva Kendra* etc to report on initiatives, case studies, success stories, schemes, laws, entitlements etc

9.7 Strategic Focus Area 7

**Strengthen data management system to track, rescued and rehabilitated child/adolescent laborers**

1. Set-up and strengthen decentralized mechanism through community monitoring and tracking systems at every village, ward, *gram panchayat* to capture interventions and indicators for preventing child/adolescent labour

2. Actions based on evidences from primary and secondary database collected from integrated sources on the status & incidences of child/adolescent labour trends in specific location

3. Investment in qualitative and quantitative research to understand changes taking place in the lives of children & adolescents specially in high prevailing Schedule Caste/Schedule Tribe/Extremely Backward Community/Minority pockets to gain insights on the effectiveness of the components of state action plan.

4. Effective implementation of Child Labour Tracking System (CLTS) to track rehabilitation of rescued child/adolescent labour, time taken for disposal of cases with status of cases prosecution and conviction

**Activity Logical Framework to Approach the Issue of Child Labour in Bihar**

The logical framework under the state action plan articulates a list of key activities to be undertaken under each of the seven strategic focus areas by concerned department/s responsible to implement within a predefined timeframe. The timeframe mentioned below in the activity logframe have been categorized under three timeline zones; Short Term (ST i.e. an activity to be completed within 1 Year), Medium Term (MT i.e. in 3 Years time) and Long Term (LT i.e. the mentioned activity is expected to be completed within 5 years and continued beyond).
## Section 10: Activity Logical Framework to Approach the Issue of Child and Adolescent Labour in Bihar

### Strategic Focus Area 1: Change community especially guardians, children and society at large on rational choices and the social norms that drive child labour

<table>
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<tr>
<th>S.no</th>
<th>Strategic Focus Areas</th>
<th>Activities</th>
<th>Time Frame</th>
<th>Department</th>
<th>Means of Verification</th>
</tr>
</thead>
<tbody>
<tr>
<td>1.</td>
<td>Develop and disseminate information briefs and edutainment materials about implications &amp; consequences of child/adolescent labour at community level.</td>
<td>Organise workshops on development of advocacy &amp; communication plan. Informing parents through home visits &amp; Village Health Sanitation, Nutrition Day (VHSNDs) about the legal mandates related to prohibition of child/adolescent labour if parents are too rigid on sending their children to work. Provide program implementers an advocacy and action tool to assess how each district is performing on indicators linked to addressing child/adolescent labour issue. Hold consultative meetings with community level stakeholders (local CBOs, opinion &amp; religious leaders, gate keepers, development partners, ground level Civil Society/NGOs to integrate community based programmes to adopt a stand against child/adolescent labour and provide rehabilitative support for those affected by it.</td>
<td>ST</td>
<td>LRD &amp; DSW with support of Unicef</td>
<td>Designed &amp; printed materials, workshop reports</td>
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<td></td>
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<td></td>
<td>MT</td>
<td>DSW &amp; Health workers through ASHA, Anganwadi etc</td>
<td>Minute of the Meetings and Reports</td>
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<tr>
<td></td>
<td></td>
<td></td>
<td>MT</td>
<td>LRD</td>
<td>Report</td>
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<td></td>
<td></td>
<td></td>
<td>MT</td>
<td>LRD, DSW &amp; Minority Welfare in coordination with Unicef</td>
<td>Outcome Report on Joint Action</td>
</tr>
<tr>
<td>2.</td>
<td>Leverage &amp; strengthen trade associations to influence the mindset of to act against child/adolescent labour</td>
<td>Develop communication briefs specific to various trade associations on the issue of child/adolescent labour. Hold sensitization workshop and issue guidelines to various trade organizations /associations concerned with labour arrangements on prevention of child/adolescent labour</td>
<td>ST</td>
<td>DSW &amp; LRD with support of Unicef</td>
<td>Printed Communication briefs.</td>
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<td></td>
<td></td>
<td></td>
<td>MT</td>
<td>LRD</td>
<td>Report on workshops conducted and Guidelines developed.</td>
</tr>
<tr>
<td>3</td>
<td>Launch a State wide joint campaign “Bal Shram Mukt Bihar” and Launch a state-wide joint campaign targeting children, adolescents and their parents – to generate inspiring stories of turnaround supported by education, ‘Safe and responsible marriage and</td>
<td></td>
<td>MT</td>
<td>LRD, SWD, Education &amp; IPRD with support of Unicef</td>
<td>Action Report on joint campaign</td>
</tr>
<tr>
<td>Mobilize community through the medium of social Media (folk songs, Radio jingles, banners, skits, wall art etc)</td>
<td>Parenthood’, aligned with schemes like Mukhyamantri Kanya Vivah Yojna and benefits of educational schemes and programmes.</td>
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<tr>
<td>Integrate the campaign components in all the outreach activities of the government programmes and utilize existing platforms (VHSND, Kishori Samooh, Meena Manch, Bal Sansad, Nehru Yuva Kendra, FLWs, Vikas Mitra, Tola Sewak/Sevika, ASHA, Anganwadi Centers, Rojgar Sewak, Kisan Mitra, &amp; Community workers, sub health centres, SMC, schools, networks associated with Jeevika, WDC, community leaders &amp; Panchayat bhawan, PDS shops, Post Office, Banks etc) to anchor the campaign to engage with the community.</td>
<td>ST</td>
<td>All departments</td>
<td>Orders issued by concerned department.</td>
<td></td>
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</tr>
<tr>
<td>4</td>
<td>Build capacities of grassroot level committees at gram panchayat to spread awareness on child/adolescent labour and to increase reporting on the incidents of child/adolescent labour.</td>
<td>Develop training Manual/Module on the issue of child/adolescent labour and legal provisions. Develop simplified versions of the legislations concerning child/adolescent in local language.</td>
<td>ST</td>
<td>LRD &amp; DSW in collaboration of Unicef</td>
<td>Training Manual/Module and training reports.</td>
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<td></td>
<td>Integrate resource materials on child labour in the existing capacity building programmes/trainings for grass-root level committees including issue of of vital entitlements deliveries especially under MNREGA, NFSM, NRLM, easy credit, on reasonable terms</td>
<td>DSW, Health PRD &amp; RDD</td>
<td>Campaigns executed on key entitlements across select clusters of villages in child labour endemic areas</td>
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<td>5</td>
<td>Engage with media on issues of child labour and various pull &amp; push factors causing child labour in order to promote sensitive reporting and upholding the rights of the child.</td>
<td>Disseminate issue briefs &amp; contextualize data on child labour and its numerous pull &amp; push factors</td>
<td>MT</td>
<td>LRD, DSW &amp; IPRD</td>
<td>Printing of issue briefs, data</td>
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<tr>
<td></td>
<td>Hold a sensitization workshop as part of Media campaign for various forms of media – print, electronic, on how to report child labour cases, upholding the rights of the child.</td>
<td></td>
<td></td>
<td>Newspaper clipping, television news bytes and reports.</td>
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</tr>
<tr>
<td>6</td>
<td>Engage elected representatives at state, district and gram panchayat level to be strong advocates against child labour.</td>
<td>Orient elected representatives at the state, district and gram panchayat level &amp; development of communication briefs.</td>
<td>MT</td>
<td>LRD, DSW, PRD, IPRD, RDD (Mukhiya/Sarpanch &amp; PRI members)</td>
<td>Report, Communication briefs.</td>
</tr>
<tr>
<td></td>
<td>Undertake advocacy with PRI members on all social security schemes, facilities and entitlements including education &amp; health for children and as well for rescued child/adolescent labourers and their family. 1. Maintain record of migrants at Panchayat level - where children are/or have migrated 2. Verify BPL list to ensure most disadvantaged households are included in the BPL list</td>
<td>ST</td>
<td>Report of the Gram Panchayat Task Force</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>
3. Ensure accessibility of 100 days of employment under MNREGA for families of Child labourers,
4. Every child in the ward goes to School
5. Discuss the issue of child/adolescent labour in ward or gram sabha.

### Strategic Focus Area 2: Implement district specific action plans and partner with CSOs for campaigns to eliminate child labour on the basis of child labour prevalence’s

<table>
<thead>
<tr>
<th>Sn</th>
<th>Strategic Focus Areas</th>
<th>Activities</th>
<th>Time Frame</th>
<th>Department</th>
<th>Means of Verification</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>Develop district specific action plans based on the intensity of the prevalence of child/adolescent labour (high, medium and low).</td>
<td>Map &amp; record high prevalence of child labour in the district (SC/ST/Minorities families) Also Identify households having child/adolescent labourers in those pockets and conduct regular Child Survey</td>
<td>ST</td>
<td>District Task Force with specific responsibility of Labour Superintendent &amp; Assistant Director Child Protection (ADCP)</td>
<td>Updated data on intensity of child/adolescent labour prevalence. Action Plan developed</td>
</tr>
<tr>
<td></td>
<td></td>
<td>Use Block &amp; Gram Panchayat level existing platforms in improving &amp; monitoring accessibility of free and fare critical welfare schemes, services, facilities and entitlements with particular thrust on education, Health &amp; livelihood to those families.</td>
<td>MT</td>
<td>Block Task Force &amp; Gram Panchayat Task Force</td>
<td>Reports of Block &amp; Gram Panchayat level Task Force</td>
</tr>
<tr>
<td></td>
<td></td>
<td>Review progress on reports. implementation of action plans</td>
<td>MT</td>
<td>District Task Force</td>
<td>Monthly progress reports</td>
</tr>
<tr>
<td>2</td>
<td>District specific campaigns and execute the joint campaign of “Bal Sharam Mukt Bihar”.</td>
<td>As part of joint campaign hold media sensitization workshops with local reporters (print &amp; electronic) in district &amp; blocks on different Acts relevant to children/adolescent labour, social security schemes, facilities &amp; entitlements including education and health and how to report child/adolescent labour cases etc</td>
<td>ST</td>
<td>District Task Force</td>
<td>Joint campaign action plans shared with State Task Force</td>
</tr>
<tr>
<td></td>
<td></td>
<td>Build capacities of grassroot level committees at gram panchayat to spread awareness on child/adolescent labour by disseminate information briefs &amp; edutainment materials on implications &amp; consequences of child labour</td>
<td>MT</td>
<td>District Task Force with support from LRD &amp; DSW</td>
<td>Action undertaken reports.</td>
</tr>
<tr>
<td></td>
<td></td>
<td>Organize campaign activities in medium</td>
<td>MT</td>
<td>Block Task Force &amp;</td>
<td>Reports with</td>
</tr>
</tbody>
</table>
and low prevalence districts with special focus on blocks with high prevalence. and also track & report incidents of child/adolescent labour

| 3. | Synergize and coordinate efforts of various civil society organizations in the district | Identify various civil society organizations in the district working on the issue of child labour for synergizing and coordinating | Developing a mechanism at the district level to synergize and coordinate the efforts with civil society organizations. | Gram Panchayat Task Force | ST | ST with support from DSW & LRD | Photographs, meeting minutes. |

### Strategic Focus Area 3: Increase and enhance vibrancy of schools level processes for safe and quality education for all children

<table>
<thead>
<tr>
<th>Sl no</th>
<th>Strategic Focus Areas</th>
<th>Activities</th>
<th>Time Frame</th>
<th>Department</th>
<th>Means of Verification</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>Develop data on availability of schools (block &amp; village specific) based on the intensity of the prevalence of child/adolescent labour</td>
<td>Mapping availability of schools in areas with higher concentration of vulnerable communities and hard-to-reach communities. Establish new schools as per stipulated norms.</td>
<td>ST</td>
<td>Education Department &amp; BEP</td>
<td>Updated data of schools in high &amp; medium intensity of child/adolescent labour prevalence.</td>
</tr>
<tr>
<td>2</td>
<td>Strengthen implementation of existing programmes and schemes to increase reach of all children to quality education, retention and reducing of absenteeism, especially those from marginal and vulnerable backgrounds.</td>
<td>Review existing program &amp; schemes related to retention of students and prepare an actionable document on the areas that need improvement. Enforce strict Right of Children to Free and Compulsory Education Act, 2009 (RTE) norms for continuous enrolment of children. Enforcing quota of 25% seats in private schools for children from Economically weaker sections specially in urban pockets. Pursue innovative strategies to increase the availing of benefit of schemes like bicycles, uniforms, scholarships, text books, MDM etc. Increase investment in residential schools for children from the marginalized society and rescued child/adolescent labours.</td>
<td>MT &amp; LT</td>
<td>Education Department</td>
<td>Report on the actionable points. Monthly progress report to District Task Force. Reports on innovative strategies. Department’s year wise investment plan.</td>
</tr>
<tr>
<td>Activity</td>
<td>Lead Agency</td>
<td>Support Agency</td>
<td>Remarks</td>
<td></td>
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<td>------------------------------------------------------------------------</td>
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</tr>
<tr>
<td>Capacity building of teachers engaged in special Training Centres under National Child Labour Project (NCLP)</td>
<td>MT</td>
<td>BEP in support of LRD Role)</td>
<td>Reports on training</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Assist in mainstreaming child/adolescent labour studying in special schools under NCLP</td>
<td>LT</td>
<td>BEP in support of LRD</td>
<td>Quarterly report of mainstreaming of rescued child/adolescent labour</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Enhance awareness among students on key Acts related to children/adolescent along with importance of investing in education and preventing dropouts.</td>
<td>ST</td>
<td>Education Department, DSW &amp; LRD with support of Unicef</td>
<td>Printed materials developed and report on awareness sessions conducted in schools</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Inspiring stories of turnaround aided by education</td>
<td>LT</td>
<td>Education Department &amp; LRD</td>
<td>Inspiring Stories</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Display the IEC materials and initiate discussions on the issue of child labour in assembly, classroom session.</td>
<td>MT</td>
<td>Education Department</td>
<td>IEC materials and report on activities</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Improve &amp; promote school level processes focusing on innovative &amp; joyful learning, and engage students regularly on extra-curricular as per talents of students</td>
<td>LT</td>
<td>Education Department</td>
<td>Progress report school wise</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Strengthen teacher-parent/guardian and teacher-student interface through multiple platforms</td>
<td>LT</td>
<td>Education Department</td>
<td>Report on activity</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Initiate regular dialogue among teacher-parent/guardian, and teacher-student through platforms of SMCs, parent-teacher meetings, Bal Sansads, Meena Manch to generate awareness on the importance of investing in education and ways to prevent dropouts.</td>
<td>LT</td>
<td>Education Department</td>
<td>Report on activity</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Monitor quality education imparted by teachers in schools</td>
<td>MT</td>
<td>Education Department</td>
<td>Update on complaints registered</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Under independent agency to carry out learning assessment surveys across state on a regular basis.</td>
<td>MT</td>
<td>Education Department in support from CSO</td>
<td>Survey/Study reports</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Conduct monthly meetings of teachers &amp; SMC/key community members to identify barriers and actions taken to mitigate school drop outs and improve quality education</td>
<td>MT</td>
<td>Education Department</td>
<td>Monthly progress report on actions taken</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>
5. Integrate Gender, Rights education, Life Skills and CALPR Act, with a focus on rights of children and implications of the harmful practices of child/adolescent labour in primary and secondary school curriculum.

<table>
<thead>
<tr>
<th>Activities</th>
<th>Time Frame</th>
<th>Department</th>
<th>Means of Verification</th>
</tr>
</thead>
<tbody>
<tr>
<td>Develop resource materials for integration of gender, child rights education in existing training of teachers</td>
<td>ST</td>
<td>Education Department with support from Unicef</td>
<td>Resource material developed</td>
</tr>
<tr>
<td>Train all school teachers &amp; SMC members on emphasis on their role in preventing child labour by Integrating components of Gender, Child Rights, Education, Life Skills education and CALPR Act.</td>
<td>MT</td>
<td>Education Department, LRD &amp; DSW</td>
<td>Report on training on total number of teachers</td>
</tr>
</tbody>
</table>

Strategic Focus Area 4: Provide access to quality health, nutrition and safe sanitation services

<table>
<thead>
<tr>
<th>Sl no</th>
<th>Strategic Focus Areas</th>
<th>Activities</th>
<th>Time Frame</th>
<th>Department</th>
<th>Means of Verification</th>
</tr>
</thead>
<tbody>
<tr>
<td>1.</td>
<td>Provide quality rehabilitation, health &amp; nutrition care of rescued Child/adolescent labour and their families as per the list provided by LRD/DSW.</td>
<td>On intimation by CWC/ Superintendent of the Children’s Home/Open shelter - provide immediate medical examination to all rescued child/adolescent labour</td>
<td>LT</td>
<td>Health Department, DWD &amp; LRD</td>
<td>Medical report of rescued Child/adolescent laborers</td>
</tr>
<tr>
<td></td>
<td>Conduct health checkups, medical care to rescued children/adolescents and their siblings if required at their rehabilitation</td>
<td>LT</td>
<td>Health Department, LRD</td>
<td>Monthly progress report by Health department to District Task Force</td>
<td></td>
</tr>
<tr>
<td></td>
<td>Counseling services under the guidance and surveillance of Psychiatrists wherever available to all child/adolescent labour rescued or exposed to harsh work environment</td>
<td>LT</td>
<td>Health Department, LRD</td>
<td>Details of health services provided to rescued child</td>
<td></td>
</tr>
<tr>
<td></td>
<td>If required, the rescued children/adolescent labour should be immunized as per the age and younger siblings of rescued Child/adolescent labour should be immunized</td>
<td>LT</td>
<td>Health Department, LRD</td>
<td>Details of health services provided to rescued child</td>
<td></td>
</tr>
<tr>
<td>2.</td>
<td>Equip health service providers on ill effects on health due to child/adolescent labour and health rehabilitation care &amp; services</td>
<td>Develop training modules and conduct regular trainings to build capacities of health service providers on the ill health effects on child/adolescent labour</td>
<td>ST</td>
<td>Health Department</td>
<td>Printed training materials and trainings conducted with photographs</td>
</tr>
<tr>
<td></td>
<td>Disseminate information on important laws related to child labour and early marriage, having negative impact on health of child/adolescent due to early marriage and child bearing at village level.</td>
<td>MT</td>
<td>LRD, Health &amp; DSW</td>
<td>Monthly action plan progress report shared</td>
<td></td>
</tr>
<tr>
<td></td>
<td>Focus to integrate adolescent issues under the 1098 helpline for counseling services.</td>
<td>ST</td>
<td>DSW</td>
<td>Report from CHILDLINE</td>
<td></td>
</tr>
</tbody>
</table>
Strategic Focus Area 5: Build avenues for economic development and livelihoods by improving access to credit on borrower-friendly terms and ensure inclusion of critical schemes of employment and food security for the family of child/adolescent labour victim.

<table>
<thead>
<tr>
<th>Sl no</th>
<th>Strategic Focus Areas</th>
<th>Activities</th>
<th>Time Frame</th>
<th>Department</th>
<th>Means of Verification</th>
</tr>
</thead>
<tbody>
<tr>
<td>1.</td>
<td>Entitlement-based planning approach to generate reports on exclusions and allocating adequate budgetary resources to saturate all eligible claimants of schemes and services</td>
<td>From the data provided after mapping of high intensity of child labour prevalence in the district (SC/ST, Minorities families), identify households having child/adolescent labourers in those pockets and remove all barriers in accessing existing schemes related to credit, livelihood, skills and food security. Create awareness campaign in those pockets on all the existing schemes, services &amp; facilities. Ensure most disadvantaged and marginalized households are included in the BPL list particularly households of child/adolescent labours</td>
<td>LT</td>
<td>All concerned Departments</td>
<td>Progress report on inclusion of families</td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td>Progress report &amp; photographs on awareness activity</td>
</tr>
<tr>
<td>2</td>
<td>Strengthen delivery of existing schemes related to credit on borrower-friendly terms, skills, livelihood and food security so that family of child labour victim can easily access.</td>
<td>Based on the data of high intensity child/adolescent labour families provide Job Cards with accessibility of 100 days of employment under MNREGA, provision of hassle free houses under PMAY, etc Identify extremely poor &amp; marginalized families from the data having child/adolescent labourers in urban pockets and cover them under ‘DAY-NULM, Bihar Urban Infrastructure Development Corporation Ltd (BUIDCO) etc</td>
<td>MT</td>
<td>RDD, PRD, LRD &amp; SWD</td>
<td>Monthly report on linkages of the child/adolescent labour families to existing schemes to DTF</td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td>Monthly report on linkages of the child/adolescent labour families to DTF</td>
</tr>
<tr>
<td>3</td>
<td>Implement National Food Security Act, 2013 and reach out the benefit of PDS and all food security schemes to the entitled categories particularly to</td>
<td>Issue of Ration cards/coupons, if not issued earlier and extend benefit of other schemes to the families of child/adolescent labour as per the data provided</td>
<td>MT</td>
<td>Food and Consumer Protection Department (FCPD), PRD, LRD &amp; DSW</td>
<td>Monthly report on linkages of the child/adolescent labour families to DTF</td>
</tr>
<tr>
<td>No</td>
<td>Strategic Focus Area</td>
<td>Activities</td>
<td>Time Frame</td>
<td>Department</td>
<td>Means of Verification</td>
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<tr>
<td>4</td>
<td>Distribution of land to landless families of child/adolescent labour found eligible</td>
<td>As per data of high intensity of child labour/adolescent families, identify landless households to provide them homestead land under existing provisions of Bihar Privileged Person Homestead Tenancy Act, 1947, Bihar Tenancy Act (BT Act) and settlement of Gairmajrau land</td>
<td>MT</td>
<td>Revenue and Land Reforms Department (RLRD), PRD, LRD &amp; DSW</td>
<td>Monthly report on linkages of the child/adolescent labour families to DTF</td>
</tr>
<tr>
<td>5</td>
<td>Provide easy financial assistance in case of any need to families of the rescued child/adolescent labour and enforce strictly Bihar Money lenders (Regulation of Transactions) Act 1938</td>
<td>Link those families with Jeevika to provide credit needs on user-friendly terms through self-help groups and federations. Leverage community workers and networks created under Jeevika &amp; WDC to inform those poor families on uptake and accessibility of welfare schemes and entitlements</td>
<td>MT</td>
<td>RDD, LRD &amp; DSW</td>
<td>Monthly report on linkages of the child/adolescent labour families to DTF</td>
</tr>
</tbody>
</table>

### Strategic Focus Area 6: Empower adolescents with comprehensive and appropriate information, life skills and increased access to services

<table>
<thead>
<tr>
<th>Sl No</th>
<th>Strategic Focus Areas</th>
<th>Activities</th>
<th>Time Frame</th>
<th>Department</th>
<th>Means of Verification</th>
</tr>
</thead>
<tbody>
<tr>
<td>1.</td>
<td>Engage with private partners, corporates and training institutes to design and upgrade demand driven certified vocational skill development courses for child/adolescents labourers</td>
<td>Develop different forms of secondary vocational courses and career guidance. Register and impart career counseling, vocational guidance &amp; training, to adolescent’s labourers under Directorate General of Employment and Training (DGET) and Employment Exchange for informal sectors</td>
<td>MT</td>
<td>LRD &amp; Education Department</td>
<td>Report on engagements/MoUs with vocational training institutions and vocational manuals developed</td>
</tr>
<tr>
<td>2.</td>
<td>Engage with training institutes on livelihood and entrepreneurship development to integrate mainstream financial literacy as part of the school curriculum</td>
<td>Develop materials on entrepreneurship development and financial literacy. Build capacity of teachers on the revised curriculum and facilitation of session by teachers.</td>
<td>ST</td>
<td>Education Department, LRD with support of Unicef</td>
<td>Report on ToT Resource Materials developed, teachers trained and curriculum followed in schools</td>
</tr>
</tbody>
</table>
3. Develop range of resource materials, updated manuals, user friendly standard booklets etc for training, information dissemination and campaign to target adolescents on range of child/adolescent labour issues.  

| Materials developed to communicate to all adolescents on harms of unsafe migration at an unripe age and the importance of investing in self-development before turning an adult. |
| MT | LRD, Education Department with support of Unicef | Report on materials developed and process of regular information dissemination |

| Identify local role models & champions and organize interaction of role models with adolescent boys & girls to showcase their achievements despite challenges. |
| ST | Gram Panchayat Task Force GPTF & Block Task Force (BTF) | Monthly reports |

4. Engage adolescent reporters from available adolescent collective forums like Meena Manch Kishori Manch, Bal Sansads, Nehru Yuva Kendra etc to report on initiatives, case studies, success stories, schemes, laws, entitlements etc  

| Reports on different social security schemes, facilities and entitlements for adolescents as well as rescued adolescent labourers with focus on education, health & livelihood |
| MT | All concerned Departments | List of adolescent reporters & Monthly progress report by GPTF to BTF |

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**Strategic Focus Area 7: Strengthen data management system to track, rescued and rehabilitated child/adolescent laborers**

<table>
<thead>
<tr>
<th>S/No</th>
<th>Strategic Focus Areas</th>
<th>Activities</th>
<th>Time Frame</th>
<th>Department</th>
<th>Means of Verification</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>Set-up and strengthen decentralized mechanism through community monitoring and tracking systems at every village, ward, gram panchayat to capture interventions and indicators for preventing child/ adolescent labour</td>
<td></td>
<td></td>
<td></td>
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</tr>
<tr>
<td></td>
<td>Develop a community based monitoring mechanism to capture &amp; track ‘out-of-school’ children, quality education/ entitlements in schools, &amp; key social security interventions related to address child/ adolescent labours at Village &amp; Gram Panchayat level</td>
<td></td>
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</tr>
<tr>
<td></td>
<td>Set-up a vigilant group and a mechanism linked with SJPUs in high intensity child/adolescent labour prevalence villages &amp; wards</td>
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<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>PT</td>
<td>LRD, DSW &amp; PRD</td>
<td>Register maintained at Panchayat level and monthly progress report by GPTF</td>
<td></td>
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</tbody>
</table>

| Conducting raids and rescue by Flying Squads |
| ST & LT | LRD & Home | Rescue report of Flying Squads/Child Labour Tracking System |

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**Draft State Action Plan for Elimination of Child Labour and Prohibition and Regulation of Adolescent Labour**
3. Investment in qualitative and quantitative research to understand changes taking place in the lives of children & adolescents specially in high prevailing SC/ST/EBC/Minority pockets to gain insights on the effectiveness of the components of state action plan.

| Trends in specific location | Engage independent agency/CSOs to carry out the learning assessment surveys & studies and other tracking systems across the state on yearly basis. | LT | LRD, DSW, UN agencies and other identified Institutions. | Reports, policy briefs/Publications. |

4. Effective implementation of CLTS to track rehabilitation of rescued child/adolescent labour, time taken for disposal of cases with status of cases prosecution and conviction

| 1. Conducting raids and rescue operations | LT | LRD, DSW & Home CID (Weaker Section) | Review of monthly progress submitted by LS/ADCP to District Task Force |
| 2. Safe and comfortable restoration of child adolescents rescued within and outside the state | | | |
| 3. Tracking production of rescued child/adolescent labour before CWC within twenty four hours | | | |
| 4. Tracking the timeframe for disposal of the cases | | | |

| Develop simple reference manual and conduct intensive training and orientation on CLTS of all concerned stakeholders | LRD, DSW with support of Unicef | Materials developed and report on trainings conducted |
Chapter 11: Nodal Department

Labour Resources Department shall be the Nodal Department for implementation of this action plan and providing necessary support and guidance to the nodal officers. The Department would work closely with all District Magistrates and Departments/agencies responsible to make release, rehabilitation and elimination of child/adolescent labour a reality. It would facilitate the functioning of all task forces.

Chapter 12: Nodal Officers

Labour Commissioner, Bihar, would be the Nodal Officer at the state level and District Magistrates/Collectors or the officers nominated by District Magistrates/Collectors under Child and Adolescent Labour (Prohibition and Regulation) Act, 1986 would be the Nodal Officers for respective districts. As nodal officers, they would have the authority and accountability for the successful implementation of this POA in their respective jurisdictions.

Chapter 13: Special Prizes for Child Labour Free Areas

Special prizes would be instituted by Labour Resources Department to recognize the efforts made to free Gram panchayats, Blocks and Districts from the pernicious practice of child/adolescent labour. Such prizes would be given annually in a special function. The name of the prizes and recipients are given below:

<table>
<thead>
<tr>
<th>S.No.</th>
<th>Name</th>
<th>Recipient</th>
</tr>
</thead>
<tbody>
<tr>
<td>1.</td>
<td>Chief Ministers’ special prize for Child</td>
<td>Mukhiya and ward members jointly.</td>
</tr>
<tr>
<td></td>
<td>labour free Gram Panchayat</td>
<td></td>
</tr>
<tr>
<td>2.</td>
<td>Chief Ministers’ special prize for Child</td>
<td>Pramukh, Chairperson(s) of Nagar Panchayat and Block Development Officer</td>
</tr>
<tr>
<td></td>
<td>labour free Block</td>
<td>jointly.</td>
</tr>
<tr>
<td>3.</td>
<td>Chief Ministers’ special prize for Child</td>
<td>District Magistrate, Chairperson(s) Zila Parishad/Municipal Corporation/</td>
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<tr>
<td></td>
<td>labour free District</td>
<td>Nagar Parishad jointly.</td>
</tr>
</tbody>
</table>

Chapter 14: Funding

The additional budget required by various departments of the State Government to meet their obligations under this plan of action would be inbuilt in the budget of that department. However, most of the obligations can be met by the existing budgetary allocation of the department concerned. In case a department needs additional resources, it would take timely action to do so.
Chapter 15: Monitoring Mechanism of State Action Plan
The State Action Plan will be monitored by the State Task Force headed by Chief Secretary, with continuous support from Nodal Department. To ensure a convergent mechanism and coordinated effort among all the line departments for improved implementation of their respective schemes and programmes related to children and adolescents, task force will also be formed at district, block and GP level. Apart from this, Bihar State Commission for Protection of Child Rights and Bihar Child Labour Commission will also hold regular public meetings, hearings, monitor & review all welfare measures for children. It will advise initiation of proceedings to the State Task Force on matters related to effective implementation of SAP. Key indicators for monitoring the performance of District Task Force (DTF) and District Child Protection Units (DCPU) will be developed based on their functional areas and intensity of child/adolescent labour. DCPUs and DTF are based on provisions within the JJ and CALPR Act respectively, thus creation of such mechanism would help to evolve district specific action, implementation and monitoring plans based on the intensity of the prevalence of child/adolescent labour. The value of this intervention lies in the fact that it provides lessons for district, block and *gram panchayat* based mechanism for addressing issue of child protection with synergized and coordinated efforts of community, various civil society organizations and all stakeholders in the district - which is much desired objective of the State Action Plan.

Chapter 16: Removal of Difficulties
If any difficulty or clarification arises during course of implementation of this plan of action, the Labour Resources Department would be the authority to remove the difficulty and/or clarify the doubts.
List of Abbreviation

ADCP : Assistant Director Child Protection
ASHA : Accredited Social Health Activists
ANSISS : Anugrah Narayan Sinha Institute of Social Studies
BEP : Bihar Education Project Council
BIPARD : Bihar Institute of Public Administration and Rural Development
BRC : Block Resource Centers
BRLP : Bihar rural livelihood project
BSUP : Basic Services for Urban Poor
BT Act : Bihar Tenancy Act
BUIDCO : Bihar Urban Infrastructure Development Corporation Ltd
CBO : Community Based Organization
CPC : Child Protection Committee
CALPRA : Child and Labour (Prohibition & Regulation) Act was enacted in 1986
CLTS : Child Labour Tracking System
CRC : Convention on the Rights of the Child
CSO : Civil Society Organisation
CWC : Child Welfare Committee
CWPO : Child Welfare Police Officer
DCPU : District Child Protection Units
DIETS : District Institutes of Education and Training
DGET : Directorate General of Employment and Training
DoE : Department for Education
DSW : Department of Social Welfare
DTF : District Task Force
EBC : Extremely Backward Caste
EE : Employment Exchange
FCPD : Food and Consumer Protection Department
FLW : Front Line Workers
GP : Gram Panchayat
GPTF : Gram Panchayat Task Force
HRD : Human Resource Department
IAY : Indira Awas Yojana
IEC : Information Education & Communication
ILO : International Labour Organization
ICDS : Integrate Child Development Scheme
IPRD : Information and Public Relation Department
ITI : Industrial Training Institutes
JURM : Jawaharlal Urban Renewable Mission
JJ Act : Juvenile Justice (Care and Protection of Children) Act, 2015
<table>
<thead>
<tr>
<th>Abbreviation</th>
<th>Full Form</th>
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<tbody>
<tr>
<td>LRD</td>
<td>Labour Resources Department</td>
</tr>
<tr>
<td>LS</td>
<td>Labour Superintendent</td>
</tr>
<tr>
<td>MNREGA</td>
<td>Mahatma Gandhi National Rural Employment Guarantee Act</td>
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<tr>
<td>MDM</td>
<td>Mid Day Meal</td>
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<tr>
<td>NGO</td>
<td>Non Government Organization</td>
</tr>
<tr>
<td>NIOS</td>
<td>National Institute of Open Schooling</td>
</tr>
<tr>
<td>NCLP</td>
<td>National Child Labour Project</td>
</tr>
<tr>
<td>NPCL</td>
<td>National Policy on Child Labour</td>
</tr>
<tr>
<td>NRHM</td>
<td>National Rural Health Mission</td>
</tr>
<tr>
<td>NUHM</td>
<td>National Urban Health Mission</td>
</tr>
<tr>
<td>PDS</td>
<td>Public Distribution System</td>
</tr>
<tr>
<td>POA</td>
<td>Plan of Action</td>
</tr>
<tr>
<td>POCOSO</td>
<td>Prevention of Children from Sexual Offences</td>
</tr>
<tr>
<td>PRD</td>
<td>Panchayati Raj Department</td>
</tr>
<tr>
<td>PRI</td>
<td>Panchayati Raj Institute</td>
</tr>
<tr>
<td>RDD</td>
<td>Rural Development Department</td>
</tr>
<tr>
<td>RLRD</td>
<td>Revenue and Land Reforms Department</td>
</tr>
<tr>
<td>RTE</td>
<td>Right of Children to Free and Compulsory Education Act, 2009</td>
</tr>
<tr>
<td>RMSA</td>
<td>Rashtriya Madhyamik Shiksha Abhiyan</td>
</tr>
<tr>
<td>SAP</td>
<td>State Action Plan</td>
</tr>
<tr>
<td>SAPP</td>
<td>Special Assistant Public Prosecutor</td>
</tr>
<tr>
<td>SC</td>
<td>Scheduled Caste</td>
</tr>
<tr>
<td>SBC</td>
<td>Social and Behaviour Change</td>
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