

पीत पत्र के बदले

श्रीमती प्रियेष नंदनी
आई० टी० मैनेजर
श्रम संसाधन विभाग


बाल श्रम उन्मूलन तथा किशोर श्रम निषेध एवं विनियमन हेतु राज्य कार्य योजना, 2017 के संशोधन के प्रयोजनार्थ तैयार किये गये ड्राफ्ट पर आम जनमानस के आपत्ति, सुझाव एवं मंतव्य हेतु ड्राफ्ट को विभागीय वेबसाईट पर 15 दिनों के लिए प्रकाशित कराया जाय।

आम जनमानस द्वारा अपने आपत्ति, सुझाव एवं मंतव्य श्रमायुक्त, बिहार, बी ब्लॉक, तृतीय तल, नियोजन भवन, बेली रोड, पटना को अथवा ईमेल आई०डी०—lrldsection1@gmail.com पर उपलब्ध कराया जा सकता है।

अनुरोध है कि पत्र के साथ सूचना एवं ड्राफ्ट राज्य कार्य योजना को विभागीय वेबसाईट के नोटिस भाग में अपलोड किया जाय।

अनु०—यथोक्त।

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State Strategy and Action Plan for Elimination of Child and Adolescent Labour



Towards creating
a Child Labour
free Bihar

12 June 2017



Department of Labour
Resources
Government of Bihar

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Chapter 1: Introduction

Children are one of the greatest assets a nation possesses. Wordsworth, an English poet, said it best: "A child is the father of the man." So, how well a country takes care of and raises its children is a good indicator of its social and economic growth. Understanding the importance of children for any country in 1974, India adopted a National Policy for children and declared it a supreme national asset. For kids, schools and playgrounds are the natural places to be. For kids to grow intellectually and physically, they need to go to school and do fun physical and leisure activities at the right age. However, there are times when a lot of kids have to be at work instead of at school or on the playground because of their situation. They sometimes do dangerous jobs and processes to make small amounts of money to help their poor parents make ends meet. There is a risk to a child's health and safety when this happens because the child could burn out before they reach adulthood. In addition, it says a lot about how we care for and raise some of our children as a country.

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 workplaces 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 by low levels of labour empowerment. While poverty spawn's 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 the 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 education as a means of liberation from the dehumanized existence, also contribute to the venomous proliferation of child/adolescent labour and working children.

The COVID pandemic's effects on the economy may have led to a rise in both internal and cross-border migration. Millions of children's educations have been interrupted by the pandemic, particularly those who are unable to access online education or who face other obstacles like a lack of electricity, gadgets, or the internet. Closing schools raised the likelihood of early marriages, dropout rates, teenage pregnancies, and child labor.

The problem of child labor continues to present a challenge to the nation. The government has taken several proactive measures to address this issue. However, given the magnitude and scope of the problem, as well as the fact that it is fundamentally a socioeconomic problem inextricably linked to poverty, illiteracy, and an unjust social order, the solution lies in addressing the root cause rather than the effect alone. If we want to make a significant dent in the problem, the government and society must make focused and concerted efforts to address the core issues of poverty, economic deprivation, illiteracy, and social empowerment. However, in addition to prevention, effective steps must be taken to identify, release, and rehabilitate child/adolescent laborers who are breaking the law, as this engagement not only violates the law but is also harmful to the child's health and future development.

Way back in 1979, the Government of India established the Gurupadswamy Committee to investigate the issue of child labour and propose solutions. The Committee thoroughly investigated the problem and made some broad recommendations. It observed that as long as poverty existed, it would be difficult to eliminate child labor, and thus any attempt to abolish it through legal means would be impractical. The Committee concluded that, given the circumstances, the only viable option was to prohibit child labor in hazardous areas while regulating and improving working conditions in other areas. It recommended that a multi-pronged policy approach be taken to address the issues of working children. The Child Labour (Prohibition & Regulation) Act of 1986 was enacted in response to the Gurupadswamy Committee's recommendations.

However, because this Act did not address the entire issue of child labour, it was amended in 2016 and the Child and Adolescent Labour (Prohibition and Regulation) Act, of 1986 was enacted. The amended Act completely prohibits the employment of children under the age of 14 in all occupations and processes, except family and family enterprises, and the employment of adolescents 14 or over the age of 14 but under the age of 18 in certain specified hazardous occupations and processes. The Act also governs the working conditions of adolescents in non-hazardous occupations and processes. The list of hazardous occupations and processes is gradually being expanded based on the recommendations of the Technical Advisory Committee established under the Act.

This State Action Plan is the amended version of the State Action 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 change in SAP was called for, therefore State Action 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 (14 years or above 14 years but less than 18 years) provided in the above Act has been followed. The plan's vision is to create a "Child Labour-Free Bihar" where all children have the opportunity to realize their full potential and contribute to the state's economic and social development.

Chapter 2: Guiding Policies / Conventions/ Legislations

2.1 Constitutional Provisions

The Constitution of India provides several provisions that are crucial in guiding the policies and legislations related to child labour and education. These provisions are:

- **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)**
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".
"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 National Policies and Legal Provisions

The Factories Act, 1948

Prohibits the employment of children below 14 years of age in factories. Children between 14 and 15 years can be employed subject to certain restrictions specified under the Act.

The Plantation Labour Act

Prohibits the employment of children below 14 years of age in plantations.

The Mines Act, 1952

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 mines.

The Motor Transport Act, 1961

Prohibits the employment of children below 14 years in establishments related to transport.

The Beedi and Cigar Workers Act, 1966

Prohibits the employment of children below 14 years of age in Beedi and Cigar industries.

Bihar Shops and Establishment Act, 1953

Prohibits the employment of children below 14 years in shops and establishments.

Bonded Labour (Systems) Abolition Act, 1976

Provides for the abolition of bonded labour and forced labour, applicable to both adults and children.

Right of Children to Free and Compulsory Education Act, 2009

Makes education a fundamental right of every child between the ages of 6 and 14. It requires all private schools to reserve 25% of seats for children from economically weaker sections and provides for special training of school drop-outs like child labour.

The Child and Adolescent Labour (Prohibition and Regulation) Act, 1986

Defines a child as a person below 14 years of age and an adolescent as a person who has completed 14 years or above 14 years but below 18 years. It completely prohibits the employment of children in any occupations and processes except with family or in family enterprises and the entertainment industry. The Act also bans the employment of adolescents in specified hazardous occupations and processes and seeks to regulate the conditions of work of adolescents in other employments along with the creation of rehabilitation fund in which Rs. 15000/- per child along with the recovered fine is to be deposited

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 which means filing of FIRs against the employer is mandatory.

Juvenile Justice (Care and Protection of Children) Act, 2015

Provides for the punishment of individuals responsible for abuse, assault, and neglect of children. It also includes provisions for rehabilitation and social integration of children. The Juvenile Justice (Care and Protection of Children) Act, 2015, is a comprehensive law in India that deals with the care, protection, and rehabilitation of children. The Act provides stricter punishments for those responsible for child labour and emphasizes the rehabilitation and social integration of children rescued from child labour. Here are some key details related to child labour and the amendments made to the Act in 2021 and 2022. In amendments under section 79 of the Juvenile Justice (Care and Protection of Children) Act, if someone "ostensibly engages a child and keeps him in bondage for the purpose of employment or withholds his earnings or uses such earnings for his own purposes," the punishment is rigorous imprisonment for a term that may extend to five years and a fine of one lakh rupees; essentially meaning, exploiting a child employee can lead to a maximum of five years imprisonment and a fine of one lakh rupees.

2021 Amendments:

The Juvenile Justice (Care and Protection of Children) Amendment Act, 2021, made significant changes to the principal Act. Key amendments include:

Streamlined Processes:

The Act aims to streamline processes for the care and protection of children, including those involved in child labour.

Enhanced Rehabilitation:

The amendments focus on enhancing rehabilitation measures and providing a safer environment for children.

The Protection of Children from Sexual Offences Act, 2012

Protection of Children from Sexual Offences Act, 2012 (hereinafter referred to as POCSO Act) was passed by the Government of India in the year 2012 to dispense protection to the children in society from sexual and, physical harassment and exploitation.

If during the course of employment of a child in any establishment, he/she experiences any type of sexual or physical abuse or exploitation, provisions of POCSO Act, 2012 must be invoked against the perpetrator. The Act aims to provide for Special Courts that will effectively deal with such cases by providing a child friendly atmosphere to the child within the limited time period of one year with appropriate compensation to the victim.

Definition of Child:

As per the newly enacted Bharatiya Nyaya Sanhita, which replaces the British-era Indian Penal Code, has made sexual offences "gender neutral" for the victim and the perpetrator, according to official documents. "Both boys and girls could get procured for sexual exploitation.

Definition as per Bharatiya Nyaya Sanhita (BNS)

Section 2(3) of BNS defines 'child' to means any person below the age of 18 years.

Rehabilitation and Social Integration:

The Act emphasizes the rehabilitation and social integration of children rescued from child labour through measures such as restoration, adoption, foster care, sponsorship, and after-care organizations.

Impact on Child labour

The Juvenile Justice (Care and Protection of Children) Act, 2015, and its amendments in 2021 have significant implications for child labour in India. The Act provides stricter punishments for those responsible for child labour and emphasizes the rehabilitation and

social integration of children rescued from child labour. To expedite the cases, under section 86 of the Act, it has also been prescribed that offences against children including engaging children as labour shall be triable by the Children's Court. This aims to ensure that children are protected from exploitation and have access to education, vocational training, and other forms of support to reintegrate into society.

The Juvenile Justice (Care and Protection of Children) Act, 2015, is a crucial legislation in India that addresses child labour and ensures the protection and rehabilitation of children. The Act's provisions and amendments demonstrate the Indian government's commitment to safeguarding children from exploitation and ensuring their well-being.

2.3. State-Specific Laws and Rules

Bihar Child Labour (Prohibition and Regulation) Rules, 2024

Drafting of Bihar Child and Adolescent Labour (Prohibition & Regulation) Rules which have been approved by Cabinet.

Provides detailed guidelines for the prohibition and regulation of child labour in Bihar, including strict supervision of child workers and the prohibition of work at or near machinery in motion.

These legal provisions form the foundation for the protection of children from exploitation and ensure their right to education and a safe environment.

2.4. U.N. Convention on the Rights of the Child (CRC), 1989

The United Nations Convention on the Rights of the Child (CRC) is an international treaty that outlines the rights of children worldwide. India ratified the CRC in 1992, but with certain reservations on Article which defines child labour and urges member countries to safeguard the rights of the child.

“the right of the child to be protected from economic exploitation and from performing 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, mental, moral or social development.”

Article 28 of CRC

“Every child has the right to learn” Hence, they should be in school not in the labour market

Article 32 of CRC

Article 32 of the 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."

The CRC urges member countries to take measures to protect children from child labour and ensure their right to education, health, and overall well-being.

Note- India's Reservation on Article 32

India ratified the CRC with a reservation on Article 32, which means that the country is not fully bound by the provisions of this article. The reservation states that India will take measures to progressively implement the provisions of Article 32, but it does not commit to fully abolishing child labour.

2.5. Impact of CRC on Child labour in India

Despite India's reservation on Article 32, the CRC has had a significant impact on child labour in the country. The CRC has influenced India's national policies and laws related to child labour, including the Child Labour (Prohibition and Regulation) Act, 1986, and the Right of Children to Free and Compulsory Education Act, 2009. These laws aim to protect children from hazardous work and ensure their right to education.

In conclusion, the U.N. Convention on the Rights of the Child has played a crucial role in shaping India's policies and laws related to child labour. While progress has been made, much work remains to be done to eliminate child labour in India.

2.6. Conventions and Recommendations of ILO

The International Labour Organization (ILO) has two fundamental conventions related to child labour : Convention 138, which sets out the framework for the long-term objectives of effective abolition of child labour , and Convention 182, which emphasizes immediate actions to prohibit and eliminate the worst forms of child labour . India ratified both conventions in 2017.

2.7. National Policy on Child Labour

The National Policy on Child Labour, formulated in 1987, aims to adopt a gradual and sequential approach with a focus on the rehabilitation of children working in hazardous occupations and processes. The policy includes a legislative action plan to ensure strict enforcement of legal provisions relating to child labour and a plan to cover these children and their families under various poverty alleviation and employment generation schemes of the Government. The Action Plan outlined in the Policy for tackling this problem is as follows:

2.8. 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.

2.9. Project-Based Plan of Action

The National Child Labour Project (NCLP) Scheme was launched in 1988 in 9 child labour endemic districts of the country. Now this scheme integrated into the Samagra Shiksha Abhiyan, which now primarily focuses on education, leaving out holistic care and development for rescued children.

2.10. Welfare and Rehabilitation of Bonded Labourers

Financial assistance is provided for rehabilitation of a rescued bonded labourer at the rate of rupees one lakh for adult male beneficiary, Rs. 2 lakh for special category beneficiaries such as children including orphans or those rescued from organized & forced begging rings or other forms of forced child labour, and women and Rs. 3 lakh in cases of bonded or forced labour involving extreme cases of deprivation or marginalization such as trans-genders, or women or children rescued from ostensible sexual exploitation such as brothels, massage parlours, placement agencies etc., or trafficking, or in cases of differently abled persons, or in situations where the District Magistrate deems fit. The financial assistance for rehabilitation is 100% funded by the Central Government.

The Scheme also provides for financial assistance of Rs. 4.50 lakh per district to the States for conducting survey of bonded labourers, Rs. 1.00 Lakh for evaluatory studies and Rs. 10 Lakhs per State per annum for awareness generation. Central Government will give 50% of the amount required for conducting Survey, Awareness Generation and Evaluatory Studies in advance. A State may conduct survey once in every three years per sensitive district. A State may conduct five Evaluatory Studies per year. The release of rehabilitation assistance has been linked with conviction of the accused. However, immediate assistance upto Rs. 20,000/- may be provided to the rescued bonded labour by the District Administration irrespective of the status of conviction proceedings.

The Scheme provides for creation of a Bonded Labour Rehabilitation Fund at District level by each State with a permanent corpus of at least Rs. 10 lakh at the disposal of the District Magistrate for extending immediate help to the released bonded labourers.

The benefits prescribed above shall be, in addition to, other cash or non-cash benefits which a beneficiary under this scheme is entitled to, by or under any other scheme or law applicable for the time being in force.

2.11. National Policy for Children 2013

The policy defines children as anyone below 18 years of age and aims to track, rescue, rehabilitate, and provide education to all out-of-school children, including child labourers, migrant children, trafficked children, and street children.

2.12. Bihar State Plan of Action 2017

In 2017 Government of Bihar released State Strategy and Action Plan for Elimination of Child and Adolescent Labour. This document contains the holistic approach having convergent model for the elimination of Child Labour from state of Bihar.

2.13. Directions of Supreme Court in M.C. Mehta vs. State of Tamil Nadu Case

The Supreme Court gave directions on the withdrawal and rehabilitation of child labour employed in hazardous employments and occupations. The court also directed the regulation and improvement of working conditions of child labour employed in non-hazardous 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.

2.14. Current Status of Child labour in India

Despite efforts to address child labour, the problem persists in India. According to the International Labour Organization (ILO), there are still millions of children engaged in child labour in India, with many working in hazardous conditions. The COVID-19 pandemic has exacerbated the issue, with an estimated 9 million additional children at risk of child labour globally.

2.15. Government Efforts to Address Child labour

The Indian government has taken steps to address child labour , including the launch of the National Child Labour Project (NCLP) Scheme and the amendment of the Child Labour (Prohibition & Regulation) Act in 2016. However, challenges remain, including corruption, lack of enforcement, and limited public awareness.

2.16. International Efforts to Address Child labour

International organizations such as UNICEF and the ILO have been working to address child labour globally. UNICEF has reported a decline in child labour in India between 2001 and 2011, but the COVID-19 pandemic has reversed this trend. Development of Child Labour Tracking System (CLTS). The ILO has warned that 9 million additional children are at risk of child labour globally due to the pandemic.

Child labour remains a significant problem in India, with millions of children engaged in hazardous work. The Indian government and international organizations have taken steps to address the issue, but challenges persist. A more holistic approach is needed to address the underlying issues of poverty, exploitation, and lack of opportunities for children in India.

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 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.

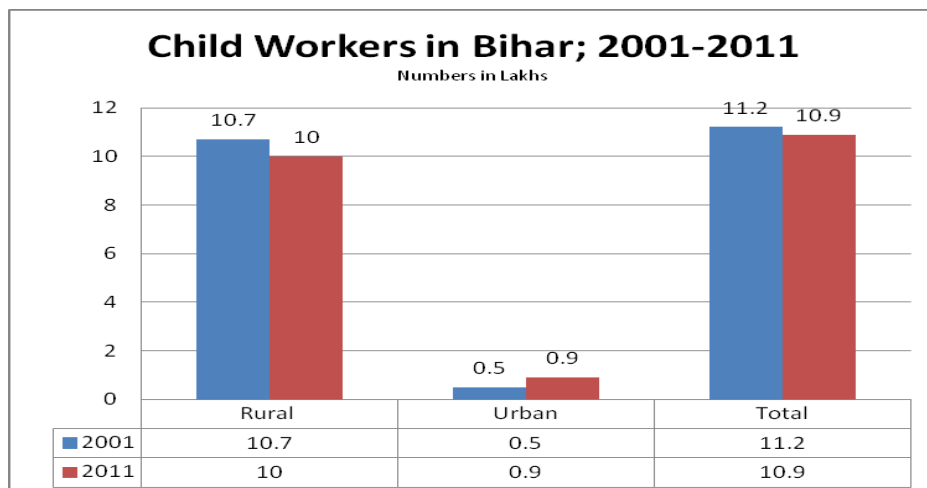


Figure 1: Child Workers in Bihar: 2001-2011

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.

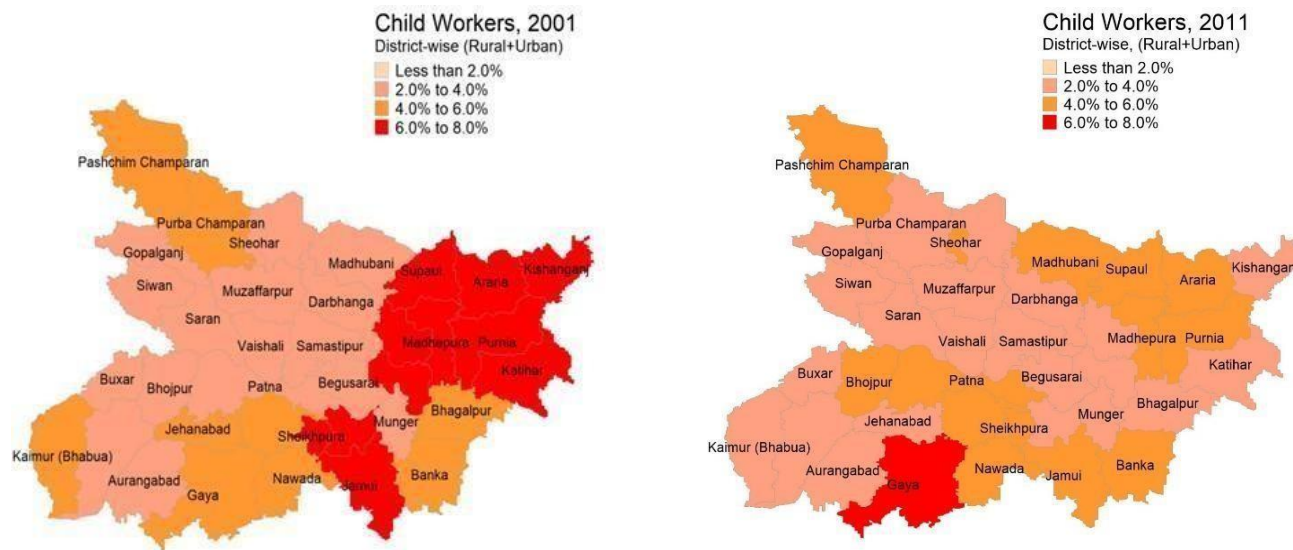


Figure 2: Shift in the incidences of child workers in Bihar

Census 2011 highlights those 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 Regional Pattern of Child Labour Incidence in Bihar 2011

Low Incidence	Medium incidence	High Incidence
	Sheohar	Gaya
	Supaul	Nawada
Begusarai	Aurangabad	Shiekhpora
Saharsa	Sitamarhi	Jamui
Saran	Kagaria	Pashchim Champaran
Arwal	Purba Champaran	Nalanda
Siwan	Kishanganj	Patna
Buxar	Muzaffarpur	Banka
Katihar	Bhagalpur	Madhepura
Jehanabad	Gopalganj	Purnia
Vaishali	Lakhisarai	Madhubani
Darbhanga	Rohtas	Bhojpur
Saran	Kaimur (Bhabua)	Araria
Munger		
Samastipur		

Figure 3: Regional Pattern of Child Labour Incidence in Bihar 2011

Bihar was the urban district of Gaya, which had 6.4 per cent incidence and 8,438 magnitudes 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/adolescent's labour to other states.

Challenges

Despite these efforts, child labour remains a significant challenge in Bihar. The state's poverty and discrimination against certain castes, particularly Dalits, contribute to the persistence of child labour. Additionally, the lack of access to education and employment opportunities for children from marginalized communities further exacerbates the issue.

Child labour is a complex issue in Bihar, with deep-rooted causes and consequences. Addressing child labour requires a multifaceted approach that involves not only government initiatives but also community engagement, education, and economic empowerment. The Bihar government must continue to strengthen its efforts to address child labour, including increasing access to education and employment opportunities for marginalized communities.

Chapter 4: Push and Pull factors of Child Labour

As rightly pointed out by Social and Behaviour 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 Rural Context and Perception of Childhood

In the rural context of Bihar, the notion of childhood often has a different connotation. A twelve-year-old child is often perceived to be ready to start working in many disadvantaged households. Children in their adolescence are 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 due to 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 childbearing.

4.2 Poor Quality of Education and Access to Entitlements

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 are 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 the 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 conditions.

4.3 Attraction of Urban Life Styles and Aspirations

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 clothes, and a free lifestyle are some of the attractions for children that pull them to work, sometimes leading to various forms of exploitation.

4.4 Children as Supportive Hands for Parents

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 Economic Compulsions and Poor Quality of Education

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 communities. It is not seen as something uncalled for in a context where people are living with meager resources. A range of underlying economic factors that compel a child to work includes:

- Economic pressure stemming from the unavailability of houses 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 families or families where children have been abandoned by their parents
- Earning member of the family being alcoholic
- Childre\n 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 are empowered to exercise her/his rights and to make informed decisions to realise their aspirations, without being at 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 as per the JJ Act - Every child, especially those found to be in labour situation shall have the right to be reunited 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 in 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 actionplans and partner with CSOs for campaigns to eliminate child labour based on child labour prevalence
3. Increase and enhance the 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 families of child/adolescent labour victims.

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 the 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 dropouts, 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 workplaces 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 social 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 the Immoral Traffic Prevention Act, 1956 and the Indian Penal Code etc.

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

This SAP does not view the problem of child and adolescent labour and working children from a 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 Governments 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 POA is implemented, 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, underprivileged, 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. The State Action Plan for eliminating Child and Adolescent Labour envisages the roles and responsibilities of various stakeholders as follows.

6.1 Labour Resources Department

The Labour Resources Department would be the nodal department for the implementation of this state plan of action. The department would, inter alia, get periodic surveys of the child and adolescent labour done in close coordination with the 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. 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

- Conduct periodic surveys of children and adolescents engaged in labour to gather data on the prevalence of child labour, identify hotspots, and track progress towards the elimination of child labour.
- Collaborate with the Education Department, Bihar Education Project (BEP), and Department of Social Welfare to ensure a comprehensive approach to surveying and rehabilitating child and adolescent labour.
- Use the collected data to inform policy decisions, develop targeted interventions, and monitor the effectiveness of programs and schemes.

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 teachers and other functionaries

- Teaching/learning skills of the teachers engaged in the 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.

Information Education Communication (IEC) materials-

- IEC Materials related to child labour must be developed and displayed at in railway coaches, at railway stations, major bus stations, ports and port authorities, airports and other public places including shopping centres, markets, cinema halls, hotels, hospitals, panchayat offices, police stations, resident welfare association offices, industrial areas, schools, court complexes, and all offices of all authorities authorized under the Act and other establishments.

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 counsellors 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 Dhawa Dal Application and 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 the 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 the 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 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.
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Enforcement of Minimum Wages and Equal Remuneration Act

- One of the important measures to address the poverty of the workers is strict enforcement of the 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 is one of the sources states for child/adolescent labour to other states, such as Delhi, Maharashtra 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. The following protocol would be followed by the Department for the restoration of these children to their families.
 - ✓ 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.
 - ✓ Arrangements for reception of the children at the Railway Stations.
 - ✓ The Department would coordinate with DSW for safe transit, accommodation and arrangements for food, clothing, etc. immediately after release and/or on return from outside the State.
 - ✓ Children's Homes and Open shelters maintained by Social Welfare Department/NGOs or any other provisions for accommodation made by the Government of Bihar would be used as transit accommodation.
 - ✓ Addressing immediate medical Care of the children/adolescents after rescue. The department would coordinate with government hospitals/ESI dispensaries for proper medical care and medical needs of such children/adolescents, if required.

Documentation and maintenance of records etc:

- Documentation of ongoing operations, maintenance of records, preparation of case studies of the released children/adolescents and systematic communication and coordination with all partners involved in post-rescue operations would be undertaken at state as well as district levels.
- In addition, the establishment of a child labour cell at the state level is among other measures that would be initiated.
- Effective implementation of Dhawa Dal Application and CLTS in the district should be ensured and a monthly review of the implementation status of the application and CLTS should also be ascertained by the department.
- NGOs and other civil society organizations/groups working or having an 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.

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 do not relapse to the work again.
- For this purpose, in close coordination with the Department of Social Welfare, a list of children/adolescents rescued within and outside the state should be shared with district-level Officers of all the departments that 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 with the Judgment of Supreme Court in the 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 about release and rehabilitation of child labour are complied with by all concerned.

Conducting Studies and Research on child labour

- Research studies on child labour issues to enhance policy and program development
- Develop policies and programs to eliminate child labor, based on research findings and evidence

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.
- 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.
- To prevent re-trafficking and facilitate rehabilitation, a systematic tracking and monitoring system will be implemented for every rescued child. All rescued children from child or bonded labour will be entered into the Child Labour Tracking System (CLTS) by Child Welfare Committees (CWCs), Labour Supervisors (LSs), and the State Office. Detailed protocols will be developed, and extensive training will be provided to CWCs, LSs, and state officials to ensure accurate and consistent data entry.
- For age determination process section 94 of the Juvenile Justice Act 2015 must be followed by the concerned authorities.
- To ensure effective coordination and response, a comprehensive directory of important contacts will be compiled within the State Action Plan. This directory will include the Labour Commissioner's Office, Joint Labour Resident Commissioner Office, Bihar Bhavan, New Delhi, Police Departments (especially Anti-Human Trafficking Units), Social Welfare Departments, and relevant NGOs and child protection organizations. The directory will be regularly updated and made accessible to all relevant stakeholders through both online and offline means.
- The Department will consider a tie-up with Industrial Training Institutes (ITIs) to provide vocational training programs for rescued adolescents. This will enable them to acquire skills and upgrade their abilities, leading to better wages and a more secure future.
- The core committee will review the status of rehabilitation of rescued children and adolescents on a monthly basis and take appropriate action as required. This will ensure that the rehabilitation process is effective and that all necessary steps are taken to prevent re-trafficking and facilitate the successful integration of rescued children and adolescents into society.
- Extensive training will be provided to CWCs, LSs, and state officials to ensure accurate and consistent data entry into the CLTS training will also cover the protocols for tracking and monitoring rescued children and adolescents, as well as the procedures for providing vocational training and rehabilitation services.

- The comprehensive directory of contacts will include:
 - ✓ Labour Commissioner’s Office
 - ✓ Joint Labour Resident Commissioner Office, Bihar Bhavan, New Delhi
 - ✓ Police Departments (especially Anti-Human Trafficking Units)
 - ✓ Social Welfare Departments
 - ✓ Relevant NGOs and child protection organizations
- This directory will be regularly updated and made accessible to all relevant stakeholders through both online and offline means.
- Details of Dhawa Dal and the application which they are using must be circulated within the district to create awareness and their importance.

6.2 Department of Social Welfare

This Department is the nodal department for the 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 the Juvenile Justice (Care and Protection of Children) Act, 2015 which concerns, inter alia, the care, protection and rehabilitation of children in need of care and protection.

The Act defines Child Labour as a 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 to the released child/adolescent labour till their restoration to their families.
- Provide vocational training to the children residing in Children's 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 and linking them with After Care Programs as prescribed under JJ Act, 2015 and Mission Vatsalya.
- 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 as prescribed under Mission Vatsalya.
- Focused attention to enrolling the children of at-risk’ families in the ICDS Centers.

- Linking the Child/adolescent labour and their families with 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 the 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/CWCs for safe and comfortable return of the children/adolescents belonging to Bihar to their homes. Expenses incurred for safe restoration/repatriation of children/adolescent belonging to other states/countries will be borne by DSW.
- Integration with Mission Vatsalya i.e. the sponsorship and Foster Care Approval committee of Mission Vatsalya should be made responsible for connecting eligible child labour survivors with this scheme. This scheme provides protection and education support of Rs 4000 per month for up to 18 years of age. There are child labour survivors who do not have parents or have only a mother and are extremely vulnerable to replacing into the same situation.
- Rescued/vulnerable/orphan/ destitute children must be connected with Parwarish Schemes since this scheme is a state specific scheme. State Government launched Bihar Parwarish Yojana to provide financial assistance to the orphan and destitute children of the state. Through this scheme, financial assistance of Rs 1000 per month will be provided by the government for the upbringing of orphan and destitute children of the state.

Specific responsibilities of CWC

- Reception of rescued Child/adolescent labour produced before CWC with care and compassion.
- Order for and ensure medical examination of the produced Child/adolescent in close coordination with the Health Department within twenty-four hours of production.
- Periodical counselling to the released child/adolescent labour till his/her restoration to their families within the period specified in the act which is maximum of 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.
- Before the child is restored, an individual care plan for each rescued child labour must be prepared in consultation with the child/adolescent.

- 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 the child/adolescent rescued outside state in CLTS and in case of children rescued within Bihar by Labour Resource Department, entries in CLTS should be ensured as prescribed including SIR, interim order, final order and any other details.
- 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.
- Entitlement Cards generated through CLTS should be shared with district level officers of the concerned departments with the request to link the rescued child and his families to schemes and services of their respective department and furnish a report of the same during the meeting of District Child Protection Committee or District Task Force on Child Labour. Later on, the same details should be updated in CLTS.
- Provide monthly reports to the District Task Force regarding the 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, strengthening and regular meeting of Block, Gram Panchayat and Ward level Child Protection committee for prevention of child labour, follow up and social reintegration of rescued children/adolescents.
- In close coordination of Labour Resource Department and Education Department, undertake vulnerability mapping as prescribed under Mission Vatsalya.

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 workplace where he is forced to toil hard for making out a pittance for a living.

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, the 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, working children of all hues; it would give high priority to the girls among the working children. It means the 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 joyfully takes place 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 HRD Department in all such endeavors.

With the aforesaid objectives in view, the HRD department would undertake the following:

- Strict enforcement of the Right to Free and Compulsory Education Act, 2009.
- Schooling of the restored children: Immediately upon restoration of the rescued children/adolescents to their families, the District Education officer in close coordination with DCPU 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 the right to education and Article 21A.
- Strengthen the Mid-day meal scheme, scholarship, cycle and Poshaak (uniform) Yojana etc. and constantly endeavour to improve the delivery system.
- Strengthen Mukhya Mantri Samagra Vidyalays Vikas Karyakram; give complete integrated schools to children, not only add classrooms.
- Identify out-of-school children and launch special campaigns involving the 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.
- A quarterly report of enrolment of the rescued child/adolescent labour to the schools should be provided to the Labour Superintendents and Assistant Director of 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.
- Registration of the rescued children at Netaji Subash Chandra Bose Residential School where facility of accommodation with all basic services by education department.
- Updating of CLTS and filling enrollment details of the rescued child labour enrolled in schools.

6.3.1 Bihar Education Project Council

Bihar Education Project Council, commonly known as BEP, is responsible for the 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.
- Extend support to District Child Protection Unit in undertaking Vulnerability mapping in close coordination of Labour Resource Department.
- 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
- The issue of child labour should be made part of the curriculum of teacher training.
- Regulation updation of Child Labour Tracking System vis-à-vis rescued child labour enrolled in schools.

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
- Provide benefits under any other existing welfare schemes to the child/adolescent labour of entitled categories on a 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 Superintendents and Assistant Director, Child Protection.
- The departments should create awareness 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.

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 Minority Welfare Department will ensure that the benefits of the Prime Minister's 15-Point Program for the welfare of minorities reach the poorer sections of minority communities, with a focus on families of child/adolescent labor.
- The department will provide additional support of Rs. 5,000 per annum to families of child/adolescent labour from minority communities, under the 15- Point Program.
- The scholarship amount will be increased to Rs. 12,000 per annum
- , and Rs. 8,000 per annum.
- The department will also provide additional support of Rs. 3,000 per annum for students with disabilities from minority communities.
- The department will also provide free coaching and mentoring services to students from minority communities, to help them prepare for competitive exams and secure government jobs.
- The department should create awareness about the evils of child labour especially in areas where a 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 Superintendents and Assistant Director, Child Protection.
- The department will provide priority benefits under existing welfare schemes to child/adolescent labour from minority communities, including:
 - ✓ Free healthcare services
 - ✓ Free education and educational materials
 - ✓ Free vocational training and skill development programs
 - ✓ Priority access to government jobs and employment opportunities
 - ✓ Subsidy on loans for self-employment and entrepreneurship.

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.
- Under the guidelines of Mission Vatsalya, the department is responsible for formation and strengthening of Child Protection Committees at Panchayat and Ward level. These CPCs will act as Gate Keeping mechanism at community level so as to protect children from falling into the labour force.
- At fixed interval Panchayati Raj Department will do vulnerability mapping to point out such families who are at risk of being trafficked or get involve in bonded labour or child labor.
- 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.
- Regular awareness programs on the issue of child/adolescent labour should be organized to sensitize rural mass.
- The department will collaborate with NGOs and Civil society organization to provide additional support and services to child/adolescent labours and keep trying to develop Child Friendly Panchayat in their respective panchayats.

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 Bhoodan 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.
- Implement the provisions of The Bihar Privileged Person Homestead Tenancy Act, 1947, and the Bihar Tenancy Act (BT Act).
- Settle Gairmajrua land, acquire and distribute surplus ceiling and Bhoodan land amongst eligible rural populations.
- Incorporate the issue of child/adolescent labour into training modules for state, district, and block-level officers of the department including Bonded Labour Vigilance Committee.
- Revenue department must give priority to the families of rescued children in giving land to the homeless and don't have a place to live under the scheme of Abhiyan Basera.
- 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.

6.8 Food and Consumer Protection Department

The Food and Civil Supplies 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.
- Benefit of Annapurna and Antyodaya and other schemes for BPL families would be extended to the families of child/adolescent labour, if they qualify under rules.
- The National Health Authority (NHA) is responsible for issuing Ayushman cards to beneficiaries of the Ayushman Bharat Yojana (PMJAY) and these cards need a Ration Card and Adhar Card so Ration Card is very important for the vulnerable groups.
- 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.

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 (NREGA), Swarnjayanti Grameen Swarozgar Yojana (SGSY), Indira Awas Yojana (IAY)/Pradhan Mantri Awas Yojana (PMAY)-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 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 Indira Awas Yojana (IAY)/Pradhan Mantri Awas Yojana (PMAY)-Rural to the extent possible.
- Assistance under Swarnjayanti Gram Swarozgar Yojana (SGSY) / National Rural Livelihood Mission (NRLM).
- 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.
- Create mass awareness at grassroot level.
- 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.

6.10 Urban Development Department

This department is responsible for implementation of Swarn Jayanti Shahri Rojgar Yojana (SJSRY) and Jawaharlal Urban Renewable Mission (JURM). 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

- The benefit of the SJSRY also reaches to the families of urban child labour, which in any case would be poor and marginalized, so as to ensure the economic rehabilitation of their parents / family.
- Adult members of the families of rescued children are trained and linked with employment opportunities under Deen Dayal Antodaya Yojana- National Urban Livelihood Mission (DAY-NULM). Rescued adolescents are also provided training in trade that do not contravene the child and adolescent labour (Prohibition and regulation) Act, 1986.
- Families of the rescued child labour identified as urban are provided credit on user- friendly terms through Self Help Groups and SHG Federations.
- Benefit of 'Basic Services for Urban Poor' (BSUP) schemes under JURM reaches to the families of child labour and such schemes contribute in the rehabilitation and education of child labour to the extent possible.

- Extend benefit of Affordable Housing Projects being implemented by Bihar Urban Infrastructure Development Corporation Ltd (BUIDCO).
- 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.
- The issue of child/adolescent labour is incorporated into the training modules of state, district, and block-level officers of 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.

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 would 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 a 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 counsellors 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 issue health cards to the child labour and his/her family members.

- The department would also provide free medical checkups to the children studying in the 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 along with the mental health support as per Mental Health Act, 2017.
- Ensure accurate age determination for rescued children to provide appropriate legal and rehabilitative services.
- Standardize the use of ossification tests and other modern medical tests for age determination.
- Train healthcare professionals in the latest techniques for accurate age assessment.
- Ensure prompt availability of age determination services across the state, especially in areas with high incidents of child labour.
- Provide mental health support to the rescued children.
- 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.

6.12 Home Department-CID (Weaker Section)

After the notification of Child and Adolescent Labour (Prohibition & Regulation) Act, 1986, employment of children and adolescents is a cognizable offence, thus it broadens the role of the Home Department in the elimination of Child Labour. The responsibilities of the department are as follows:

- Deputation of police force for Flying Squads for carrying out raids and rescue.
- Coordination with the 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 under (Section 32, 33 & 34 of JJ Act 2015).
- The 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.
- Ensure the use of appropriate sections from relevant acts such as the Child Labour Act, Bonded Labour Act, Juvenile Justice Act, Bharatiya Nagrik Suraksha (BNSS), Bharatiya

Nyaya Sanhita (BNS), POCSO Act, and SC- ST Act (if applicable) to address various aspects of child labour and exploitation.

- Update the data of rescued children on CLTS and keep monitoring over it.
- A quarterly report of progress made by the department should be share during the meeting of the District Task Force.

6.13 The Directorate of Prosecution

- It should ensure early disposal of the cases filed under the 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 the Department of Social Welfare Department and for this purpose, a training calendar should be drawn by the department.
- Update the data of rescued children on CLTS and keep monitoring over it.
- A quarterly report of progress made by the department should be share during the meeting of the District Task Force.

6.14 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 should provide free legal aid to the victims.
- 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.

6.15 Bihar State Legal Service Authority/District Legal Service Authority- Free Legal Aid

To ensure that the Bihar State Legal Service Authority/District Legal Service Authority provides free legal aid to victims in various institutions, the following steps can be taken:

- Ensure that the Bihar State Legal Service Authority (BSLSA) and District Legal Service Authority (DiLSA) provide free legal aid to victims in Child Welfare Committees, Juvenile Justice Boards, Child Care Centers, and Adult Jails for identified juveniles/inmates in Adult Jails.
- Empanelment of Lawyers
Empanel capable lawyers in each district through the BSLSA and DiLSA to provide legal aid to these victims.
- Training and Capacity Building

Organize regular training and capacity-building programs for empanelled lawyers, Judicial Magistrates, Officers of the concerned department, and Para Legal volunteers to enhance their understanding of child labour laws and the juvenile justice system.

- **Standard Operating Procedure (SOP)**
Develop a SOP for the empanelment of lawyers, their training, and remuneration to ensure that quality legal aid is provided to the victims.
- **Periodic Monitoring**
Conduct periodic assessments of the effectiveness of the legal aid services and the quality of legal aid provided to the victims.
- **Technology Integration**
Utilize technology, such as online portals and mobile apps, to facilitate the submission of applications and reports, ensuring timely and efficient communication between agencies.
- **Interagency Collaboration**
Foster strong relationships between the BLSA, DILSA, Child Welfare Committees (CWC), Juvenile Justice Boards (JJB), Child Care Centers (CCIs), and Adult Jails to ensure a cohesive response to providing legal aid to victims.
- **Community Engagement**
Engage with local communities and PLVs to raise awareness about the availability of free legal aid and the importance of reporting suspected cases of child labour and juvenile justice issues.

By implementing these measures, Bihar can ensure that victims in various institutions receive timely and effective legal aid, ultimately contributing to the protection and rehabilitation of children and juveniles.

6.16 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 and about Mission Vatsalya.
- 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 the Nodal department;
- Display to the possible extent the provisions of the Act, the Rules made thereunder and any other information relating thereto in district headquarters and block offices.
- Incorporate the issue of child/adolescent labour into training modules for state, district, and block-level officers of the department, if any.

6.17 Indian railways

To integrate Indian Railways into the child protection framework and address child trafficking via railway networks in Bihar, the following steps can be taken:

- **Designation of Nodal Officers**
Designate nodal officers (GM/AGM) / (DRM/ADRM) at the state level within Indian Railways to coordinate with child protection agencies, ensuring effective communication and collaboration.
- **Child Protection Protocols**
Implement child protection protocols at railway stations, including the establishment of child help desks and shelters to provide temporary care and support to rescued children.
- **Regular Training for Railway Staff**
Conduct regular training programs for railway staff, including the Railway Protection Force (RPF), to enhance their understanding of child trafficking and child protection issues. This training should include sensitization on the importance of reporting suspected cases of child trafficking and the procedures for rescuing and rehabilitating trafficked children.
- **Collaboration with NGOs**
Collaborate with NGOs to provide training and capacity-building programs for RPF and other railway staff on child protection issues. This collaboration can also facilitate the sharing of intelligence information to conduct raids and rescue of the trafficked children.
- **Anti-Human Trafficking Units (AHTUS)**
Establish AHTUs at railway stations to coordinate with AHTUs of the police and other stakeholders to take effective action against traffickers.
- **Operation AAHT**
Implement Operation AAHT, a pan-India drive focused on taking effective action against human trafficking through railways. This operation should include regular raids and rescues of trafficked children.
- **Sensitization and Awareness Campaigns**
Organize sensitization and awareness campaigns to educate passengers and railway staff about the issue of child trafficking and the importance of reporting suspected cases.
- **Standard Operating Procedure (SOP)**
Establish SOP guidelines for child protection mechanisms at railway stations, ensuring that all staff are aware of the procedures for rescuing and rehabilitating trafficked children.
- **Coordination with GRP/District Police**
Ensure that the RPF and other railway staff coordinate with the Government Railway Police (GRP) and district police to prevent human trafficking through trains and railway premises,
- **Review and Monitoring**
Regularly review and monitor the effectiveness of these measures to ensure that they are contributing to the prevention of child trafficking and the protection of children in Bihar.

6:18 Bihar Road Transport Department

To involve the Bihar Road Transport Department in monitoring and preventing child trafficking through state-run transport services, the following steps can be taken:

- **Awareness Programs**
Conduct regular awareness programs for transport department employees on identifying and reporting cases of child trafficking. These programs should include training on recognizing signs of trafficking, understanding the legal framework, and the importance of reporting suspected cases.
- **Training Modules**
Develop training modules specifically designed for transport department employees, focusing on the indicators of child trafficking, the role of transportation in trafficking, and the procedures for reporting suspected cases.
- **Collaboration with Anti-Trafficking Agencies**
Collaborate with anti-trafficking agencies and organizations to provide training and support to transport department employees. This collaboration can facilitate the sharing of intelligence and best practices in combating child trafficking.
- **Reporting Mechanisms**
Establish a clear reporting mechanism for BSRTC employees to report suspected cases of child trafficking. This mechanism should include a dedicated hotline, email, or online portal for reporting.
- **Posters and Signage**
Display posters and signage at bus stations and on buses highlighting the indicators of child trafficking and the importance of reporting suspected cases.
- **Regular Monitoring**
Conduct regular monitoring of bus stations and routes to identify potential trafficking activities and ensure that transport department employees are reporting suspected cases.
- **Regular Monitoring**
Conduct regular monitoring of bus stations and routes to identify potential trafficking activities and ensure that transport department employees are reporting suspected cases.
- **Coordination with Law Enforcement**
Ensure that transport department employees are aware of the procedures for coordinating with law enforcement agencies when reporting suspected cases of child trafficking.
- **Incorporation into Existing Protocols**
Incorporate child trafficking awareness and reporting into existing protocols and procedures for transport department employees, ensuring that it becomes an integral part of their duties,
- **Review and Update**
Regularly review and update the training modules, reporting mechanisms, and awareness programs to ensure they remain effective and relevant in combating child trafficking.

6.19 Sashastra Seema Bal (SSB)

To engage the Sashastra Seema Bal (SSB) in border areas to monitor and prevent cross-border trafficking of children, SSB Patna Frontier is guarding 641 KMs of Nepal border with three S.H.Q. (Sector Headquarters) in Bihar - Purnea, Muzaffarpur, and Bettiah. SSB S.H.Q. with 13 battalions and 194 BOPs (camps), one Training Center in 4 S.H.Q. across Bihar State. SSB is actively involved in the Seema Mitra Co-ordination program and Cyber Sanan awareness programs in the Indo-Nepal border area, with approximately 5000 to 6000 individual participants, the following steps can be taken:

- **Training and Capacity Building**
Collaborate with organizations like Caritas India to provide training and capacity-building programs for SSB personnel on identifying and responding to child trafficking cases. This training should include understanding the dynamics of human trafficking, recognizing signs of trafficking, and developing effective response strategies.
- **Rapid Response Team / Border Response Team**
Establish a rapid response team within SSB to ensure immediate action on reported cases of child trafficking. This team should be equipped with the necessary resources and expertise to respond swiftly and effectively.
- **Border Surveillance**
Enhance border surveillance by deploying SSB personnel at strategic points to monitor and intercept suspected cases of child trafficking. This should include regular patrols and intelligence gathering to identify potential trafficking routes and hotspots.
- **Coordination with Other Agencies**
Ensure that the SSB rapid response team coordinates with other agencies, such as law enforcement, child welfare committees, and NGOs, to ensure a comprehensive response to child trafficking cases. This coordination should include sharing intelligence, best practices, and resources to combat trafficking effectively.
- **Regular Review and Update**
Regularly review and update the training programs, response strategies, and surveillance mechanisms to ensure they remain effective and relevant in combating child trafficking. This should include incorporating new technologies, strategies, and best practices to stay ahead of traffickers.

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 the 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, 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 the implementation of the 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 about 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 of the issue of child labour at the grassroots level and should make efforts to ensure that their members restrict the 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, the 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 media will be encouraged to popularize the good initiatives taken by stakeholders, such as NGOs, Civil Society Organizations, and Government Agencies, to combat child labour.
- Capacity building of media persons must be conducted to make them learn be followed by the media persons.
- 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 newspapers/magazines, small films, radio jingles, talk shows, slide shows etc.

Chapter 8: Constituting Task Forces

To guide, monitor, review the implementation of the State Action Plan and Child and Adolescent Labour (Prohibition & Regulation) Act, 1986 following task forces would constitute.

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 Civil Supplies, Urban Development, Health Panchayati Raj and IPRD as members. Other members of the Committee would be Labour Commissioner, the State Project Director of Bihar Education Project, Director of Social Welfare, Director, Directorate of Prosecution, representative of UNICEF, and two members drawn from reputed NGOs working in the area of child labour and one representative from Trade Union.
- The 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 and BSRTC (Bihar State Road Transport Corporation) shall be special invitees.

Function

- The function of the task force shall be to monitor the implementation of the plan of action, and 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 the 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, District Prosecution Officer a representative of the Child Welfare Committee, representatives of District Legal Services Authority to be nominated by the, 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.

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.
- 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. If there are other district level Task Force/Committee on the issue of child protection, a joint meeting of these structures should be organized.

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 Member- Secretary. The chairpersons of Nagar Panchayats falling within the jurisdiction of that block would 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 Mirta, 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. If there are other Block and Panchayat level Task Force/Committee on the issue of child protection, a joint meeting of these structures should be organized.

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 Mukh Bihar” and Mobilize community through the medium of folk songs, radio jingles, banners, skits, wall art etc
4. 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.
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 Shram Mukh 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 school’s 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 evidence from primary and secondary databases collected from integrated sources on the status & incidences of child/adolescent labour trends in specific locations
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 the concerned department/s responsible for implementing within a predefined timeframe. The timeframe mentioned below in the activity log frame 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) and Long Term (LT i.e. the mentioned activity is expected to be completed within 5 years and continued beyond).

Chapter 10: Activity Logical Framework to Approach the Issue of Child Labour in Bihar

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

Sl no	Strategic Focus Areas	Activities	Time Frame	Department	Means of Verification
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.	Organise workshops on development of advocacy & communication plans for the state	ST	LRD & DSW with support of Unicef	Designed & printed materials, workshop reports
		Informing parents through home visits & 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	MT	DSW, PRI & Health workers through ASHA, <i>Anganwadi</i> etc	Parents know about the, negative impact of child/adolescent labour
		Provide program implementers an advocacy and action tool to assess how each district is performing on indicators linked to addressing child/adolescent labour issue.	MT	LRD	Report on performance indicators
		Hold consultative meetings with community level stakeholders (local CBOs, opinion & 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.	MT	LRD, DSW & Minority Welfare in coordination with Unicef	Outcome Report on Joint Action

2.	Leverage & strengthen trade associations to influence the mindset of to act against child/adolescent labour	Develop communication briefs specific to various trade associations on the issue of child/adolescent labour.	ST	DSW & LRD with support of Unicef	Printed Communication briefs.
		Hold sensitization workshop and issue guidelines to various trade organizations /associations concerned with labour arrangements on prevention of child/adolescent labour	MT	LRD	Report on workshops conducted

3	Launch a State-wide joint campaign “Bal Shram Mukti Bihar” and Mobilize community through the medium of social media folk songs, radio jingles, banners, skits, wall art etc.	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 parenthood’, aligned with schemes like <i>Mukhyamantri Kanya Vivah Yojna</i> and benefits of educational schemes and programmes.	MT	LRD, SWD, Education & IPRD with support of Unicef	Action Report on joint campaign
		Integrate the campaign components in all the outreach activities of the government programmes and utilize existing platforms (VHSND, <i>Kishori Samooh</i> , <i>Meena Manch</i> , <i>Bal Sansad</i> , <i>Nehru Yuva Kendra</i> , FLWs, <i>Vikas Mitra</i> , <i>Tola Sewak/Sevika</i> , ASHA, <i>Anganwadi Centers</i> , <i>Rojgar Sewak</i> , <i>Kisan Mitra</i> , & Community workers, sub health centres, SMC, schools, networks associated with <i>Jeevika</i> , WDC, community leaders & <i>Panchayat bhawan</i> , PDS shops,	ST	All departments	Orders issued by concerned department.

		Post Office, Banks etc) to anchor the campaign to engage with the community.			
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.	Develop training resources on the issue of child/adolescent labour and legal provisions. Develop simplified versions of the legislations concerning child /adolescent in local language.	ST	LRD & DSW in collaboration of Unicef	Training materials and training reports.
		Integrate resource materials on child labour in the existing capacity building programmes/trainings for grass-root level committees including issue of vital entitlements deliveries especially under MNREGA, NFSA, NRLM, easy credit, on reasonable terms	ST	DSW, Health PRD & RDD	Campaigns executed on key entitlements across select clusters of villages in child labour endemic areas
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.	Disseminate issue briefs & contextualize data on child labour and its numerous pull & push factors	MT	LRD, DSW & IPRD in Collaboration of UNICEF	Printing of issue briefs, data
		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.			Newspaper clipping, television news bytes and reports.
6	Engage elected representatives at state, district and gram panchayat level to be strong advocates against child labour.	Orient elected representatives at the state, district and gram panchayat level & development of communication briefs.	MT	LRD, DSW, PRD, IPRD	Report, Communication briefs.
		Undertake advocacy with PRI members on all social security schemes, facilities and entitlements including education & 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		RDD (Mukhiya/Sarpanch & PRI members)	Report of the Gram Panchayat Task Force

		<ol style="list-style-type: none"> 2. Verify BPL list to ensure most disadvantaged households are included in the BPL list 3. Ensure accessibility of 100 days of employment under MNREGA for families of Childlabourers, 4. Every child in the ward goes to School 5. Discuss the issue of child/adolescent labour in ward or <i>gram sabha</i>. 6. Develop guidelines for Model Child Labour -free <i>Gram Panchayats</i>. 			
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10.2 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

S l n	Strategic Focus Areas	Activities	Ti me Fra me	Department	Means of Verificati o n
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 /adolescent labour (high, medium and low).	Map & record high intensity of child labour prevalence in the district (SC/ ST/ Minorities families) Also Identify households having child/ adolescent labourers in those pockets and conduct regular Child Survey	ST	District Task Force with specific responsibility of DM , Labour Superintendent & Assistant Director Child Protection (ADCP)	Updated data on intensity of child/adolescent labour prevalence. Action Plan developed
		Use Block & Gram Panchayat level existing platforms in improving & monitoring accessibility of free and fare critical welfare schemes, services, facilities and entitlements with particular thrust on education & livelihood to those families.	MT	Block Task Force & Gram Panchayat Task Force	Reports of Block & Gram Panchayat level Task Force
		Review progress on reports. implementation of action plans	MT	District Task Force	Monthly progress reports

2.	District specific campaigns and execute the joint campaign of “Bal Sharam Mukh Bihar”.	As part of joint campaign hold media sensitization workshops with local reporters (print & electronic) in district & blocks on different Acts relevant to children/adolescent labour, social security schemes, facilities & entitlements including education and health and how to report child /adolescent labour cases etc	ST	District Task Force	Joint campaign action plans shared with State Task Force
		Build capacities of grassroot level committees at gram panchayat to spread awareness on child/adolescent labour by disseminate information briefs & edutainment materials on implications & consequences of child labour	MT	District Task Force with support from LRD & DSW	Action undertaken reports.
		Organize campaign activities in medium and low-prevalence districts with special focus on blocks with high prevalence. and also track & report incidents of child/adolescent labour	MT	Block Task Force & Gram Panchayat Task Force	Reports with photographs
3.	Synergize and coordinate efforts of various civil society organizations in the district	Identify various civil society organizations in the district for synergizing and coordinating Developing a mechanism at the district level to synergize and coordinate the efforts with civil society organizations.	ST MT	DTF with support from DSW & LRD	Reports , meetig minutes

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

Sl no	Strategic Focus Areas	Activities	Time Frame	Department	Means of Verification
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	Mapping availability of schools in areas with higher concentration of vulnerable communities and hard-to-reach communities Establish new schools as per stipulated norms	ST LT	Education Department & BEP	Updated data of schools in high & medium intensity of child/adolescent labour prevalence
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.	Review existing program & schemes related to retention of students and prepare an actionable document on the areas that need Improvement	MT & LT	Education Department	Report on the actionable points
		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 weaker sections specially in urban pockets	LT LT	Education Department	Monthly progress report to District

		Pursue innovative strategies to increase the availing of benefit of schemes like bicycles, uniforms, scholarships, text books, MDM etc	LT		Reports on innovative strategies
		Increase investment in residential schools for children from the marginalized society and rescued child/adolescent labours.	LT		Department' s yearwise investment plan
		Capacity building of teachers engaged in special schools.	MT	BEP in support of (LRD Role)	Reportson training
		Assist in mainstreaming child/adolescent labour studying in special schools.	LT	BEP in support of LRD	Quarterly report of mainstreaming of rescued child/adolescent labour
3	Enhance awareness among students on key Acts related to children/ adolescent along with importance of investing in education and preventing dropouts.	Develop user friendly pictorial IEC materials for children on the issue and provisions under Acts namely – RTE, JJ Act, 2015, CALPR Act, 1986, Factories Act, 1948, Minimum Wages (MW) Act 1948, etc	ST	Education Department, DSW, BSLS A & LRD with support of Unicef	Printed materials developed and report on awareness sessions conducted in schools
		Inspiring stories of turnaround aided by education	LT	Education Department & LRD with support of Unicef	Inspiring Stories

		Display the IEC materials and initiate discussions on the issue of child labour in assembly, classroom session.	MT	Education Department	IEC materials and report on activities
		Improve & promote school level processes focusing on innovative & joyful learning, and engage students regularly on extra-curricular as per talents of students	LT	Education Department	Progress report school wise
4	Strengthen teacher-parent/guardian and teacher-student interface through multiple platforms	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.	LT	Education Department	Report on activity
		Monitor quality education imparted by teachers in schools	MT	Education Department	Update on complaints registered
		Under independent agency to carry out learning assessment surveys across state on a regular basis.	MT	Education Department in support from CSO	Survey/Study reports

		Conduct monthly meetings of teachers & SMC/key community members to identify barriers and actions taken to mitigate school drop outs and improve quality education	MT	Education Department	Monthly progress report on actions taken
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.	Develop resource materials for integration of gender, child rights education in existing training of teachers	ST	Education Department with support from Unicef	Resource material developed
		Train all school teachers & 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.	MT	Education Department, LRD & DSW involving CSOs	Report on training on total number of teachers

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

Sl no	Strategic Focus Areas	Activities	Time Frame	Department	Means of Verification
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 LRD/DSW.	On intimation by CWC/ Superintendent of the Children's Home/Open shelter - provide immediate medical examination to all rescued child/ adolescent labour	LT	Health Department, DWD & LRD	Medical report of rescued Child /adolescent laborers
		Conduct health checkups, medical care to rescued children/adolescents and their siblings if required at their rehabilitation	LT	Health Department, LRD	Monthly progress report by Health department to District Task Force
		Counseling services under the guidance and surveillance of Psychiatrists wherever available to all child/ adolescent labour rescued or exposed to harsh work environment	LT		Details of health services provided to rescued child
		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			Details of health services provided to rescued child
2.	Equip health service providers on ill effects on health due to child / adolescent labour and health rehabilitation care & services	Develop training modules and conduct regular trainings to build capacities of health service providers on the ill health effects on child/adolescent labour	ST	Health Department	Printed training materials and trainings conducted with photographs
		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.	MT	LRD, Health & DSW	Monthly action plan progress report shared

		Focus to Integrate adolescent issues under the 1098 helplinefor counseling services.	ST	DSW	Report from CHILDLINE
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10.5 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.

Sl n o	Strategic Focus Areas	Activities	Time Frame	Department	Means of Verification
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 allocations adequate budgetary resources to saturate all eligible claimants of schemes and services	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.	LT	All concerned Departments	Progress report on inclusion of families
		Create awareness campaign in those pockets on all the existing schemes, services & facilities.	MT		Progress report & photographs on awareness activity
		Ensure most disadvantaged and marginalized households are included in the BPL list particularly of child/adolescent labours	MT	RDD with support of LRD & DSW	Progress Report

2	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.	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 IAY, assistance under SGSY etc	MT	RDD, PRD, LRD & SWD	Monthly report on linkages of the child/adolescent labour families to existing schemes to DTF
		Identify extremely poor & marginalized families from the data having child/ adolescent labourers in urban pockets and cover them under 'Basic Services for Urban Poor' (BSUP), Swarn Jayanti Shahri Rojgar Yojana (SJSRY), Jawaharlal Urban Renewable Mission (JURM), Bihar Urban Infrastructure Development Corporation Ltd (BUIDCO) etc	MT	Urban Development Department (UDD), LRD & DSW	Monthly report on linkages of the child/adolescent labour families to DTF
3	Implement National Food Security Act, 2013 and reach out the benefit of PDS and all food security schemes to the entitled categories particularly to families of released child/adolescent labour.	Issue of Ration cards/coupons, if not issued earlier and extend benefit of <i>Annapurna</i> and/or <i>Antyodaya</i> and other schemes to the families of child/adolescent labour as per the data provided	MT	Food and Consumer Protection Department (FCPD), PRD, LRD & DSW	Monthly report on linkages of the child/adolescent labour families to DTF

4	Distribution of land to landless families of child/adolescent labour found eligible	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 <i>Gairmajrua</i> land	MT	Revenue and Land Reforms Department (RLRD), PRD, LRD & DSW	Monthly report on linkages of the child/adolescent labour families to DTF
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	Link those families with <i>Jeevika</i> to provide credit needs on user-friendly terms through self-help groups and federations. Leverage community workers and networks created under <i>Jeevika</i> & WDC to inform those poor families on uptake and accessibility of welfare schemes and entitlements	MT	RDD, LRD & DSW	Monthly report on linkages of the child/adolescent labour families to DTF

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

Sl no	Strategic Focus Areas	Activities	Time Frame	Department	Means of Verification
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	Develop different forms of secondary vocational courses and career guidance.	MT	LRD & Education Department	Report on engagements/ MoUs with vocational training institutions and vocational manuals developed
		Register and impart career counseling, vocational guidance & training, to adolescent's labourers under Directorate General of Employment and Training (DGET) and Employment Exchange for informal sectors	MT	LRD	Report on vocational training manuals developed and number of adolescent trained
2.	Engage with training institutes on livelihood and entrepreneurship development to integrate mainstream financial literacy as part of the school curriculum	Develop materials on entrepreneurship development and financial literacy. Build capacity of teachers on the revised curriculum and facilitation of session by teachers.	ST MT	Education Department, LRD with support of Unicef	Report on ToT Resource Materials developed, teachers trained and curriculum followed in schools

2.	Engage with training institutes on livelihood and entrepreneurship development to integrate mainstream financial literacy as part of the school curriculum	Develop materials on entrepreneurship development and financial literacy. Build capacity of teachers on the revised curriculum and facilitation of session by teachers.	ST MT	Education Department, LRD with support of Unicef	Report on ToT Resource Materials developed, teachers trained and curriculum followed in schools
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	Reports on different social security schemes, facilities and entitlements for adolescents as	MT	All concerned Departments	List of adolescent reporters &
	forums like <i>Meena Manch Kishori Manch, Bal Sansads, Nehru Yuva Kendra</i> etc to report on initiatives, case studies,	well as rescued adolescent labourers with focus on education, health & livelihood			Monthly progress report by GPTF to BTF

success schemes, entitlements etc	stories, laws,			
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10.7 Strategic Focus Area 7: Strengthen data management system to track, rescued and rehabilitated child/adolescent laborers

Sl n o	Strategic Focus Areas	Activities	Time Fr a me	Departm e nt	Means of Verificatio n
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	Develop a community based monitoring mechanism to capture & track 'out-of-school' children, quality education/ entitlements in schools, & key social security interventions related to address child/ adolescent labours at Village & Gram Panchayat level	LT	LRD, DSW & PRD	Registered maintained at Panchayat level and monthly progress report by GPTF
		Set-up a vigilant group and a mechanism linked with SJPU's in high-intensity child/adolescent labour prevalence villages & wards	MT	PRD, DSW, Home - CID (Weaker Section)	Community led units formed in high intensity child adolescent labour villages & wards (SC/ST Minorities families)
2	Actions based on evidences from primary and secondary database collected from integrated sources on the status & incidences of child labour trends in specific location	Conducting raids and rescue by Flying Squads	ST & LT	LRD & Home	Rescue report of Flying Squads/Child Labour Tracking System

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.	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 academic institutions.	Reports, policy briefs/ Publications
4	Effective implementation	1. Conducting raids and rescue operations	LT	LRD,	Review of
	of CLTS to track rehabilitation of rescued child/adolescent labour, time taken for disposal of cases with status of cases prosecution and conviction	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		DSW & Home CID (Weaker Section)	monthly progress submitted by LS/ADCP to District Task Force
		Develop simple reference manual and conduct intensive training and orientation on CLTS of all concerned stakeholders		LRD, DSW with the support of Unicef	Materials developed and report on trainings conducted

Chapter11: 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.

Roles and Responsibilities:

Overall Coordination:

LRD shall be responsible for the overall coordination and implementation of the action plan.

Guidance and Support:

LRD shall provide necessary guidance and support to the nodal officers, District Magistrates, and other Departments/agencies involved in the implementation of the action plan.

Facilitating Task Forces:

LRD shall facilitate the functioning of all task forces, including the District Task Force, Block Task Force, and Gram Panchayat Task Force.

Monitoring and Evaluation:

LRD shall monitor and evaluate the progress of the action plan and provide feedback to the nodal officers and other stakeholders.

Resource Mobilization:

LRD shall mobilize resources, including financial, human, and technical resources, to support the implementation of the action plan.

Capacity Building:

LRD shall provide capacity-building programs for the nodal officers. District Magistrates, and other stakeholders involved in the implementation of the action plan.

Data Management:

LRD shall be responsible for the management of data related to child/adolescent labor, including the tracking of rescued children, rehabilitation, and reintegration.

Collaboration and Partnerships:

LRD shall collaborate with other Departments, agencies, and stakeholders, including NGOs, CSOs, and international organizations, to support the implementation of the action plan.

Nodal Officers:

District Nodal Officer: The District Labour Officer shall be the nodal officer at the district level, responsible for the implementation of the action plan in the district.

Block Nodal Officer:

The Block Labour Officer shall be the nodal officer at the block level, responsible for the implementation of the action plan in the block.

Gram Panchayat Nodal Officer:

The Gram Panchayat Secretary shall be the nodal officer at the gram panchayat level, responsible for the implementation of the action plan in the gram panchayat.

Task Forces:

District Task Force: The District Task Force shall be responsible for the implementation of the action plan at the district level, comprising of the District Magistrate, District Labour Officer, and other stakeholders.

Block Task Force:

The Block Task Force shall be responsible for the implementation of the action plan at the block level, comprising of the Block Development Officer, Block Labour Officer, and other stakeholders.

Gram Panchayat Task Force:

The Gram Panchayat Task Force shall be responsible for the implementation of the action plan at the gram panchayat level, comprising of the Gram Panchayat Secretary, Gram Panchayat members, and other stakeholders.

Meeting and Review:

Quarterly Meetings: The LRD shall convene quarterly meetings with the nodal officers, District Magistrates, and other stakeholders to review the progress of the action plan.

Half-Yearly Review:

The LRD shall conduct a half-yearly review of the action plan, including the progress, challenges, and lessons learned.

Annual Review:

The LRD shall conduct an annual review of the action plan, including the progress, challenges, and lessons learned, and submit a report to the Government.

Chapter 12: Nodal Officers

State Level 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.

As nodal officers, they would have the authority and accountability for the successful implementation of this POA in their respective jurisdictions.

District Level Nodal Officers:

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

Roles and Responsibilities:

Implementation:

The Nodal Officers shall be responsible for the implementation of the action plan in their respective jurisdictions.

Coordination:

The Nodal Officers shall coordinate with various departments, agencies, and stakeholders involved in the implementation of the action plan.

Monitoring and Evaluation:

The Nodal Officers shall monitor and evaluate the progress of the action plan in their respective jurisdictions and provide feedback to the Labour Commissioner, Bihar.

Resource Mobilization:

The Nodal Officers shall mobilize resources, including financial, human, and technical resources, to support the implementation of the action plan in their respective jurisdictions.

Capacity Building:

The Nodal Officers shall provide capacity-building programs for the officials and stakeholders involved in the implementation of the action plan 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:

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

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
FPCPD :	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
LRD :	Labour Resources Department
LS :	Labour Superintendent
MNREGA:	Mahatma Gandhi National Rural Employment Guarantee Act

MDM :	Mid Day Meal
NGO :	Non Government Organization
NIOS :	National Institute of Open Schooling
NCLP :	National Child Labour Project
NPCL :	National Policy on Child Labour
NRHM:	National Rural Health Mission
NUHM:	National Urban Health Mission
PDS :	Public Distribution System
POA :	Plan of Action
PRD :	Panchayati Raj Department
PRI :	Panchayati Raj Institute
RDD :	Rural Development Department
RLRD :	Revenue and Land Reforms Department
RTE :	Right of Children to Free and Compulsory Education Act, 2009
RMSA:	Rashtriya Madhyamik Shiksha Abhiyan
SAP :	State Action Plan
SAPP :	Special Assistant Public Prosecutor
SC :	Scheduled Caste
SBC :	Social and Behaviour Change
SCERT:	State Council of Education Research and Training
SFA :	Strategic Focus Area
SGSY :	Swarnjayanti Grameen Swarojgar Yojana
SHG :	Self Help Group
SJSRY:	Swarn Jayanti Shahri Rojgar Yojana
SMC :	School Management committee
SSA :	Sarva Shiksha Abhiyan
ST :	Scheduled Tribe
STF :	State Task Force
UNICEF:	United Nations
UDD :	Urban Development Department
VHSND:	Village Health, Sanitation and Nutrition Day
WDC :	Women Development Corporation