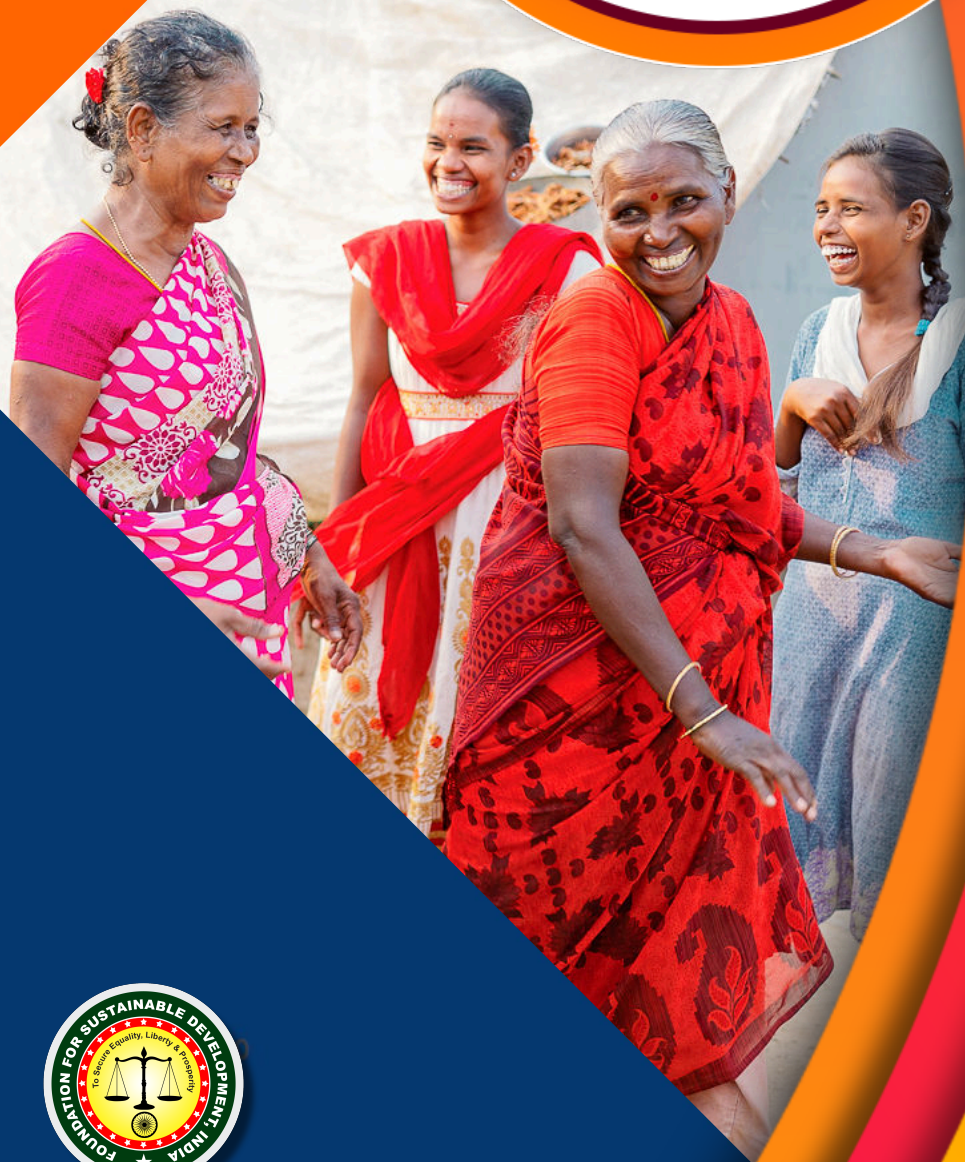


Experience of FSD in
Ending Child Labour,
Bonded Labour and
Human Trafficking

*Annual Report for
2021-2022*



**FOUNDATION FOR
SUSTAINABLE DEVELOPMENT**

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The **Foundation for Sustainable Development (FSD)** is a non-profit organisation, registered under the Government of India and adopting legal procedures by practicing finance policy, staff welfare policy, gender policy, child welfare policy, women's rights policy and endorsing equal employment system along-with unique values and ethics. The FSD organisation is working for the vulnerable groups in fighting poverty, ending violence, eliminating discriminations and combating modern slavery system by involving the multiple stakeholders with increased accountability. FSD is playing a significant role in protecting and promoting rights of the scheduled tribe groups (Adivasi communities) through participation of peoples' leaders towards sustainable development. The FSD projects are executed effectively towards achieving inclusive growth with responsible commitment and accountability.

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“Envisioning a Peaceful Society with Prosperity, Liberty, Equality, and Dignity”

Annual Report
for 2021-22

**Experience of FSD
in ending child labour,
bonded labour and
human trafficking**





The society is created for everyone. In reality, unjust actions are done in the society. Social injustice occurs in a situation where the equals are treated unequally and the unequal is treated equally. The rich are exploiting the poor systematically for which they manipulate systems with political and economic power. Hence, violence, discrimination, oppression, marginalisation, displacement, poverty, illiteracy, inequality and injustice are encouraged to make the society into slavery system with dominations. The FSD is originated to promote social justice and economic equality in the society. One of the goal is eliminating bonded labour system. The Bonded Labour System is a crime which is existing in different forms in the modern society. We need to eliminate this problem to enhance social justice and economic equality for everyone to live with dignity.

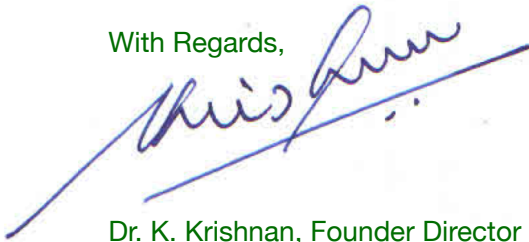
Foreword

The Foundation for Sustainable Development (FSD) is excited to produce this annual report for the period of April 2021 to March 2022. FSD team including volunteers, community leaders has done commendable work during the challenging time of COVID-19 pandemic and implemented amazing activities in these emergency situations to safeguard marginalised people, number of wage workers, vulnerable communities and migrant workers along with regular identification, rescue and rehabilitation. All our activities are coordinated with active participation of staff, volunteers and constant communication with government departments for developments.

This Annual Report is a consolidated some information of various interventions of the FSD organisation in different districts—with special focus in eliminating the bonded labour system and promoting assured public justice system. This report includes outcomes of the project implementation work among the target beneficiaries. Through this report, we are disseminating activities details, strategies and achievements made in different stages. We strongly feel that we have responsibility to highlight the current issues and provide solutions to address such issues. These strategies are pointed out in this annual report. This is part of sharing the good practices as well as our organisation is trying to be a good learning institution and we expect ideas and comments for the progress of the community empowerment process.

On behalf of the vulnerable community members, staff and management, we express our sincere thanks to all those are supporting to the projects of the FSD organisation and its results.

With Regards,



Dr. K. Krishnan, Founder Director
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Purpose:

Functioning for socio-economic, educational empowerment of the most vulnerable communities with grassroots interventions by—safeguarding labour rights, promoting women’s rights, protecting children, empowering rural poor to overcome violence and differences of their social, economic, educational, cultural, legal and human rights through establishing assured public justice system for dignified life.



Vision:

Foundation for Sustainable Development, recognises that eradicating poverty in all its forms and causes, combatting discrimination and violence, preserving the environment and forest resources, stimulating sustainable and inclusive growth, advocating for constitutional rights and envisioning a peaceful society with equality, liberty, prosperity and dignity for all.



Mission:

To empower the vulnerable communities to tackle the root causes of poverty and inequality to achieve prosperity. To protect the underprivileged from violence and injustice thru enforcing the public justice system by upholding accountability of authorities. To activate systems to function systematically for the wellbeing of all citizens towards sustainable social change with professional ethics and values.



Activities:

Empowerment of Adivasi Communities with special focus on educational and economic improvement in southern states — particularly for the vulnerable tribal communities.

Enforcement of the Bonded Labour System (Abolition) Act and eradicating bonded labour, child labour through effective implementation of legislations with government involvement.

Ensuring sustainable development of the weaker sections inline with constitutional provisions by upholding accountability of responsible authorities.

- 1 FSD is working with various district administrations for protecting labour rights and rescued more than 12,968 victims from labour trafficking by eliminating bonded labour system through implementing Bonded Labour System (Abolition) Act 1976 and obtained rehabilitation cash for the amount of Rs. 6,48,58,990 for the welfare of freed bonded labourers.
- 2 FSD is playing vital role in implementing the Forest Rights Act 2006 and promoting land rights for the tribal communities in South India. Our intervention with legal aid support, we were able to obtain 15,720 acres of land by getting title deeds for using the cultivation of forest land. This is value of Rs.7860,000,000 as immovable assets for the tribal communities during last the 9 years.
- 3 Awareness activities of FSD is protected over 12,65,500 workers from the bonded labour system through sensitisation programs and ensured minimum wages through various strategies by implementing labour welfare legislations with the support of various district administration and people's organisations.
- 4 Organised tribal women into self-help groups for promoting sustainable livelihoods through community-based employment activities and introduced alternative livelihoods for 7,500 tribal families in the states of Tamil Nadu, Telangana, Andhra Pradesh, Kerala, Karnataka and Puducherry.
- 5 FSD collected information from 36,371 migrant workers during the COVID-19 pandemic and assisted for their repatriation through networking and support services. FSD implemented COVID Relief Work as Hunger Campaign and reached to over 86,700 beneficiaries during 6-months in various locations.
- 6 FSD conducted survey on outcome of the online class for the school going children during COVID-19 lockdown period. We have covered 370 villages and reached to more-than 30156 children and the recommendations are presented to the state and central government for their response in reducing literacy gap.
- 7 Undertaken various research and survey work for the advancement of tribal communities including socio-economic conditions of tribal communities and other weaker sections of the society for inclusive growth and presented findings to the Government of India as well as to the States of Telangana, Tamil Nadu, Andhra Pradesh, Kerala and other States for bringing appropriate polices and budget allocation to reduce inequality in the society.
- 8 Created Helpline for Labourers who face issues related to payment of wages, freedom of employment, freedom of movement, wage disputes and labourers in need of social security measures with helpline number 8 926 726 726.
- 9 Community-based crisis intervention strategies increased participation of the survivors in the local-self government and formed released bonded labourers associations in the States of Tamil Nadu and Telangana with improved leadership capacities to meet their basic needs towards sustainable rehabilitation methods.



The Foundation for Sustainable Development is a secular organisation, which was established in September 2004 by the young professional social workers for exploring socio-economic, educational development opportunities for the vulnerable communities by implementing pro-tribal legislations and promoting labour welfare with constitutional provisions. Since its inception, the projects and activities are executed towards people-centred, ecologically sustainable and protects dignity, equality, justice of all with prime focus on women and children with participatory approach.

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Introduction

Ending Bonded Labour System in India is our dream. We strongly believe that, if “government systems starts functioning systematically as per the Constitution of India” we can eliminate all types of injustice and discrimination in the society. We have marvellous Constitution in our country that guarantees justice, liberty, equality, dignity and indicates principles of unity in our society. It promotes equal opportunities and prevents inequalities.

Human trafficking, forced labour and debt bondage are common practice across the primary, secondary and tertiary economic sectors in number of industries, which includes brick kilns, mining, farming, plantations, textiles, constructions, hotels and are subjected to modern slavery system through fraud recruitment for labour trafficking. Rural and tribal labourers are more vulnerable to these types of exploitation and discrimination as many of them are poor, underprivileged, distress, ignorant and live in vulnerable situation. The workers face issues such as contract violations, mistreatment, low wages, labour exploitation, unsafe dangerous working conditions and mishandling of women labourers. Further, post-COVID-19 is creating chances for the Labour-Contractors to renew all forms of the modern slavery system. The most vulnerable groups and the migrant workers are targeted for these types of exploitation in the current situation.

Article 23 explicitly prohibits and criminalises human trafficking and forced labour. Article 38 requires that the State shall strive to promote the welfare of the people by securing and protecting as effectively as it may a social order in which justice and equality is fundamental. Article 39(A) says that the State shall secure that the operation of the legal system promotes justice, on a basis of equal opportunity, and shall, in particular provide free legal aid for securing justice for all. Article 46 emphasises the importance of the promotion of educational and economic interests of schedule castes, schedule tribes and other weaker sections. However, a large number of citizens are forced to work under the bonded labour system due to several reasons in the country. Hence, effective implementation of legislations becomes essential to ensure constitutional rights for every citizen in the country.

In, this perspective, the **Foundation for Sustainable Development (FSD)** is working in South India for the advancement of adivasi communities and implementing pro-labour legislations to eliminate bonded labour system and eradicate human trafficking. Year 2021-2022 created unpredictable challenges due to many reasons including unemployments, economic, funding and other disasters. The FSD organisation responded with different strategies as well as identified and rescued large number of bonded labourers from labour exploitation and violence. The outcomes of activities and performance of the FSD team was inspired that motivated us to document all initiatives that was undertaken at the grassroots level for the dignity of the most vulnerable communities. The document is highlighting some of the interventions and achievements of the FSD organisation.

The FSD Organisation

The Foundation for Sustainable Development (FSD) is a leading dedicated non-profit progressive organisation for the advancement of adivasi communities in promoting social justice and economic equality. Special focus of the organisation is abolishing the bonded labour system, preventing human trafficking, promoting economic development, improvement of rural villages, investment on young children and conservation of natural resources. The work of organisation is noticeable in the States of Telangana, Tamilnadu, Kerala, Andhra Pradesh, Karnataka and Puducherry.

FSD Organisation's projects are executed towards sustainable development with responsible commitment by community leadership. FSD is reaching directly to 2,94,300 people in 1080 villages covering 42 districts towards establishing the assured public justice system for the poor to live with freedom and dignity. FSD is fulfilling all legal obligations in the country and obeying regulations and rules. FSD is accountable for its actions and decisions, not only to the supporting agencies and the government, but also to the community to whom it serves, and to the beneficiaries of the projects and its partners. The FSD is a constantly learning organisation and therefore it is working with various non-profit organisations as well as with government agencies for cross learning to do collective efforts for inclusive and sustainable development.

Objectives of FSD Organisation

1. Empowerment of Indigenous Communities – who are socially, educationally, economically, politically, culturally and physiologically vulnerable groups.
2. Eradicating bonded labour system by conducting survey, working with districts governments for rescue, rehabilitation, prevention and assisting for legal action.
3. Establishment of educational movement for increasing literacy rate, activating schools, preventing dropouts and promoting school-going attitude with the participation and coordination between community and government.
4. Enforcing Rights-Based Legislations - such as the Bonded Labour System (Abolition) Act 1976, the Protection of Human Rights Act 1993, Recognition of Forest Rights Act 2006, Right to Education Act 2009, National Rural Employment Guarantee Act 2005, Protection of Children from Sexual Offences (POCSO) Act 2012, the Scheduled Castes and the Scheduled Tribes (Prevention of Atrocities) Amendment Act 2016, Child Labour (Prohibition and Regulation) Act, 2016 and Early Childhood Care and Education Policy for adivasi communities.
5. Enhancing sustainable livelihoods for ending poverty, migration, displacement, prohibiting moneylenders' exploitation, preventing bonded labour, organising women to overcome difficulties such as violence, gender disparities, building skills with leadership qualities and helping to sustain development equalities.
6. Ensuring public participation in conservation of natural resources, promotion of afforestation and biodiversity protection for the best of present and future.

Activities the FSD Organisation

FSD institution is committed to protect vulnerable tribal communities, to eliminate bonded labour system and to ensure social justice and economic equality with the involvement of multiple stakeholders by implementing innovative strategies in our interventions.

1. Creating data-base, facts and documentation of the issues and problems and finding solutions with participatory process;
2. Engaging government agencies to promote public justice systems for the welfare of weaker sections inline with constitutional provisions;
3. Implementing pro-labour legislations to assure Article 21 and Article 23 of the Indian Constitution for ensuring public justice system;
4. Eradicating labour trafficking by conducting rescue work, legal action and prosecution and eradicating bonded labour system;
5. Empowering the vulnerable communities and protecting migrant workers to sustain economic equality, social liberty and dignity;
6. Utilising labour welfare legislations and promotion of sustainable rehabilitation of the freed bonded labourers / survivors;
7. Promoting alternative livelihoods and initiating income generation activities to prevent unwanted migration and displacements;
8. Communicating and involving the national monitoring agencies for eradicating bonded labour system and eliminating child labour;
9. Encouraging contractors to adopt ethics and values in their business management for inclusive development;
10. Activating functional vigilance committees in all districts with increased responsibilities as per the legislation;
11. Organising trainings programs and knowledge building exercises;
12. Involving multiple stakeholders through communication and networking;
13. Advocating for social justice to activate “rule of law” to become routine practice and bringing system reforms;
14. Increasing accountability of the authorities and advocating for effective implementation of good governance with propels’ empowering process.

Approach of the FSD Organisation

- **Professional Approach:** We implement our objectives and activities with high professional proficiency for great results through application of democratic principles.
- **Priority to People:** We believe that people have an ultimate right to what they need and it is most important that we give high priority to the needs and desires of our target people.
- **Collaborative Efforts:** We believe that collaborative efforts will bring partners together for change. Collective networking will improve efficiency in achieving the target.
- **Dignity and Respect:** We value each person as an individual, each one has special skills, respect their aspirations, talents, and act honourably in our interactions with self-esteem.
- **Accountability:** We believe that maintaining accountability is important responsibility of every person in the organisation and it includes on functions and finance matters.
- **Transparency:** We build culture of transparency that improves values, trust, integrity, relationship, mutual cooperation, faith on organisation and it is enabling healthy environment for successful results with positive outcomes.

Organisational Capacity

The FSD organisation is adopting strong values in accountability, transparency and conducting periodical review, monitoring as well as self-evaluation process in assessments on the projects and its performance. We do fulfil rules such as the equal employment opportunities and action against discriminations. We have adopted policies such as finance management, procurement, staff welfare, gender equality, child rights protection and principles of ethics in management. FSD believes in integrity and honesty in its functions, professional approach to peoples' needs, collaborative efforts for greater impacts, accountability, and transparency as constant ethics and values in the development sectors. The FSD implements high standard in accounting systems, which includes separate bank accounts, maintenance of all books of accounts with 100% transparency, documentation of beneficiaries, dissemination of information and effective program management systems with the involvement of management, staff, volunteers, and community leaders. The organisation is created to serve for the poor for promoting liberty, equality, integrity, and it continues with the same spirit and commitment. In this object, the FSD created considerable impacts during the period of April 2021 to March 2022. This was great learning experience for the organisation and therefore it decided to sharpen its focus and plan for future with vision building exercise for the next-phase interventions.

Labour India Helpline

Labour is the amount of physical, mental, and social effort used to produce goods and services in an economy for the best of society. In return, labourers receive a wage for their work. All the hard-work that have been involved in doing a particular labour activity is done by labour. LABOUR INDIA is a platform that enables rights of labour with dignified life for every worker as partners for progressive India with mutual cooperation. We create opportunities for equipping skills of the workers against exploitation, ensuring fair pay and good working conditions. Labour India creates opportunities for constructive dialogue between job seekers and job providers and it aims to strengthen healthy relationship between employer and employee. Labour India finds ways to eliminate bonded labour system, forced labour and prevents labour trafficking by enforcement of labour welfare legislations. Education, Employment, Entrepreneurship must be broadcasted on the Foundation of Social Justice and Economic Equality.

Objectives of Labour India:

- Protect labour from all forms of exploitation and injustice,
- Uphold equitable fair and living wages with social security,
- Ensure labour equality, dignity and promote quality of life of the workers,
- Enforce labour laws for enhancing rights and decent working conditions,
- Increase healthy relationship between employer and employee as partners,
- Eliminate labour trafficking, forced labour and bonded labour, and
- Enrich skills, capacities and enhance participation for sustainable development.

Labour India extending helpline support mainly to the unorganised workers through communication with 8 926 726 726 and it has coordination unit at Hyderabad.

Identification Activities of the FSD during 2021-2022



Rehabilitation Activities of the FSD during 2021-2022



Immediate employments through MGNREGA jobs



Formation of released bonded labour associations & SHGs



Developing alternative livelihoods through skill training



Accessing government supported free housing schemes



Supporting for land-based livelihoods



Accessing animal husbandry for income



Promoting vegetable gardens



Marketing minor-forest products.



Improving education and literacy rate



Empowering with employable skills



Promoting skill-based livelihoods for the survivors



Utilising local resources for income generation activities

Prevention Activities of the FSD during 2021-2022



Functional Vigilance Committee Meetings



Periodical inspection and monitoring visit to worksites



Promoting school education and preventing dropouts



Awareness on legal rights of the unorganised workers



Implementing constitutional provisions for justice



Enforcing pro-poor legislations to end bonded labour



Role of multiple stakeholders to prevent forced labour



Leadership development training camps for Survivors

Capacity-building Activities of the FSD during 2021-2022



HIGHLIGHTS OF FSD ACTIVITIES

Reporting Year 2021-2022

TAMIL NADU STATE

Ways to end Bonded Labour and Human Trafficking:

Human trafficking and bonded labour practice are a systematic violence on the poor which is a modern form of slavery system that is reinforcing discrimination and marginalisation in a brutal mode. There are many ways to end bonded labour and prevent human trafficking, but it can be sustainable only by bringing reforms in the government systems. Therefore, our strategies are, protecting victims with law enforcement, promoting prosecution through legislations, increasing responsibility of several stakeholders for prevention, and developing sustainable monitoring mechanisms by bringing reforms in the government systems. The FSD organisation is experimenting the 4-P's strategies that is Protection, Prevention, Prosecution and Partnership to end bonded labour and combat human trafficking by increasing accountability.

Strategies of FSD in Tamil Nadu State:

- Protecting trafficking victims through proactive identification, rescue, rehabilitation, and repatriation with community participation.
- Prosecuting traffickers through victim-centred law enforcement by increasing government responsibilities to establish public justice system.
- Preventing trafficking in persons by activating vigilance committees at district level, monitoring at state level, and involving national level monitoring agencies.
- Partnership with multiple stakeholders to transform social justice and economic equality by implementing Article 21, 23, 24 of the Constitution with democratic principles.

Survey and Identification:

Conducted survey in 23 districts and visited 48 types of industries which helped us to identify more than 332 bonded labourers in different locations who are mostly from intra-district and inter-state migrant workers. The survey districts include Thiruvannamalai, Villupuram, Cuddalore, Kallakurichi, Nilgiris, Dharmapuri, Krishnagiri, Tirupathur, Vellore, Ranipet, Chengalpattu, Tiruvallur, Kancheepuram, Thoothukudi, Tirunelveli, Thenkasi, Kanyakumari, Erode, Karur, Namakkal, Pudukottai, Virudhunagar and Chennai. Enumerators gathered information from the respondents during the survey work in the above target districts. To support the enumerators, printed survey format (questionnaire) was provided and trained them how to use the mobile app as well as how to upload data through online. 46 enumerators involved in conducting survey and collected details from 11265 respondents (forms) by using go-survey mobile app and this was excessive learning experiences in eliminating bonded labour system.

Rescue and Rehabilitation:

With the support of district administration, we have rescued 130 bonded labourers during the period of 2021-2022. More than 129 freed bonded labourers received cash-benefit of Rs.20,000 each under the Central Sector Scheme for the Rehabilitation of Bonded Labour. 37 workers received back-wages from the employers/establishments with the support of Labour Department which is economic relief for these 37 families. Community based economic development awareness programs helped more than 10640 individuals to have their own income generation activities which prevented labour exploitation and supported to reduce poverty among the vulnerable community. This helped to protect large number of vulnerable people from injustice.

Accessing welfare schemes and Land Rights:

About 710 unorganised workers became members in the State Workers' Welfare Board and received benefits. Similarly, 471 tribal workers became members in the Tribal Welfare Board and obtained benefits. More than 1259 tribal families received land rights under the Forest Rights Act 2006 which is helping these tribal farmers to do agricultural activities after many generations which is now made legally through coordination of tribal department, forest department and revenue department.

Entitlement Rights:

Over 6836 families received entitlements that includes house patta, ration cards, employment cards, land rights under the Forest Rights Act, Aadhaar cards, bank accounts, health insurance, students' scholarships, old-age pensions, support for girl child education, bank loans for livelihoods and community certificate to access reservation benefits under the government system. 72 Tribal families received free housing with the support of Tamil Nadu Government under the green-house schemes and 28 tribal boys obtained government jobs under the Forest Department to safeguard environment and forest conservation work.

Livelihoods and Poverty Reduction:

2434 poor families obtained livelihood support during the year 2021-22. Details includes such as 83 families obtained support for milch animals, 12 families involved in herbal products preparation, 85 families in animal husbandry work, 460 families in honey collection work, 120 families in tailoring, 47 families in embroiding skills, 1460 families in collection of minor forest products, 7 families in running provisions shops, 40 families in mushroom cultivation, 35 families in lantana wood furniture making, 64 families in salt collection activities, 3 families in handcrafts making and 18 families in coconut leaves making unit. So more than 2434 families are improved in livelihoods.

COVID-19 Relief work Activities:

Health care awareness created during COVID-19 pandemic and provided essential commodities including provisions, face-mask, sanitiser, and nail cutters for the benefit of poor migrants, tribal children, and daily-wage labourers. About 11,416 individuals benefitted through COVID-19 relief work which was undertaken by the FSD staff and volunteers in different locations.

Functions of Vigilance Committees:

According to the section 13(1-2) of the Bonded Labour System (Abolition) Act, 1976, every State Government shall, constitute such number of Vigilance Committees in each district and each Sub-Division as it may think fit. Each Vigilance Committee, constituted for a district, shall consist of the members, namely (a) the District Magistrate, who shall be the Chairman; (b) three persons belonging to the Scheduled Castes or Scheduled Tribes and residing in the district, to be nominated by the District Magistrate; (c) two social workers, resident in the district, to be nominated by the District Magistrate; (d) not more than three persons to represent the official or non-official agencies in the district connected with rural development, to be nominated by the State Government; (e) one person to represent the financial and credit institutions in the district, to be nominated by the District Magistrate. The functions of the Vigilance Committees are provided under Section 14(1) of the Act. Accordingly, various district governments organised meetings for the members of the vigilance committees. Our members participated and discussed at the meetings of vigilance committees in the districts of Villupuram, Vellore, Erode, Kancheepuram, Thiruvannamalai, Coimbatore, and Tiruvallur Districts. In these meetings, we circulated guidelines, posters and notifications to end bonded labour system with latest advisory issued by the NHRC and MoLE as part of knowledge sharing process.

Legal Awareness Education with District Legal Service Authority:

As part of legal education, we have successfully completed public awareness program on the importance of bonded labour abolition day in various locations covering in the districts of Chengalpattu, Kancheepuram, Tiruvallur, Villupuram, Vellore, Erode and it was organised from 9th February to 19th March 2022. Judges, lawyers, political leaders, community leaders, survivors, tribal community members, public and members of NGOs are actively participated and more than 1,10,000 people were part of this awareness process including people at the Masimagam – tribal convention that was held at Mamallapuram. We used cultural program to highlight the helpline number 18004252650 to end bonded labour system. This activity is created public accountability to end bonded labour system and the level of awareness is reducing gap between rich and poor.

Survivors' Convention in December 2021:

Survivors' convention was organised on 11th December 2021 at Marakkanam for demanding effective implementation of the Bonded Labour System Abolition Act, Child Labour Prohibition Act, Human Rights Protection Act, Prevention of Atrocities Act, Right to Education Act, Inter-State Migrants Workmen Act, Minimum Wages Act, Panchayat Raj Act, and Forest Rights Act. About 477 survivors participated from the districts of Villupuram, Cuddalore, Kancheepuram, Chengalpattu in Tamilnadu State. The meeting was focused to end bonded labour system, protect people from violence, promote better rehabilitation, ensure social justice for all, and activate system to function for the poorest of the poor. Dollkattai cultural team raised awareness as solutions to end bonded labour system. At the end of the meeting, the participants have taken pledge to promote economic and social equality.

Activities in Andhra Pradesh State:

With the support of members of the National Adivasi Solidarity Council (NASC) and the Yenadis' Tribal Welfare Association (YTWA), we are facilitating socio-economic development of the scheduled tribes in Andhra Pradesh State. Literacy promotion, livelihoods development, forest conservation, preventing forced migration, eliminating early-child marriages, eradicating child labour, abolishing bonded labour system, activating integrated tribal development agency (ITDA) are key activities of the NASC Andhra Pradesh Team. With the convenorship of Praja Pragathi Trust (PPT), we are addressing bonded labour system and eliminating child labour through formal education and community-based awareness programme. During the reporting period we have covered Chittoor, Cuddapah, Nellore and Kurnool and helped in rehabilitation of the freed bonded labourers and steps taken in prevention of bonded labour system. We also provided COVID-19 relief work for the benefit of over 3600 tribal children in these areas covering largely at Chittoor District.

Human Trafficking is a complicated crime which needs to be addressed with multidimensional mechanism. The FSD organisation is trying to make history by eliminating bonded labour crime in Telangana State. We have a dream that by 2030 we should declare that nil-bonded labour system in our State. However, we are prioritising in addressing this crime with our activities and capacities.

Activities of FSD in Telangana State:

- Conducting survey, collecting data on the vulnerable situation of the workers and reporting to the district administration by reducing the gap in identification, rescue, rehabilitation, prosecution and prevention process by involving appropriate stakeholders.
- Documenting primary and secondary data on the issue of bonded labour, child labour and labour trafficking and working with government departments to end bonded labour system through dissemination and communication with good coordination.
- Networking with Ministry of Labour & Employment, National Human Rights Commission, Ministry of Tribal Affairs, National Commission for Protection of Child Rights, State Human Rights Commission, State Commission for Protection of Child Rights, State Commission for Women, Directorate of Prosecution, and State Legal Service Authority and other relevant departments and ministries.
- Strengthening linkages with Labour Department, Women Safety Wing, Anti-Human Trafficking Unit, Revenue Department, Police Department, Rural & Panchayati Raj Department and Tribal Development Department for achieving our objectives.
- Working with district level agencies including the vigilance committees, child welfare committees, district legal service authorities and with other civil society organisations.
- Promoting livelihoods and skill development programs for the sustainable rehabilitation of the survivors with active participation of the vulnerable communities.
- Enhancing capacities of the survivors and building their leadership talents to deal with various departments for creating employment opportunities at the local areas, activating role of the Panchayati raj institutions, promoting peoples' monitoring against labour exploitation and engaging grassroot community for their rights and needs.
- Organising advocacy programs for effective implementation of the Bonded Labour System (Abolition) Act, Child Labour Prohibition & Regulation Act, Right to Education Act, Inter-State Migrants Workmen's Act, Prevention of Atrocities Act, Right to Forest Rights Act, National Employment Guarantee Act and other schemes.
- Guiding the unorganised workers to utilise state and central government welfare schemes including the e-Sharm portals, benefits from the Central Sector Scheme for Rehabilitation of Bonded Labourer, Rashtriya Swasthya Bima Yojana, Garib Kalyan Rozgar Yojana, Deen Dayal Updhyaya Antyodaya Yojana, Revised Integrated Housing Scheme, Unorganised Workers Social Security schemes and other applicable schemes
- Intensifying education among the marginalised communities with special focus for the Development of Particularly Vulnerable Tribal Groups (PVTGs) through the coordination of peoples welfare committees with the support of tribal development
- Encouraging grassroot communities to form self-help groups and involve in income generation activities to overcome poverty, prevent violence against women, promote protection activities and enhance social justice in the society.
- Documenting best practices, sharing as well as learning for the sustainable development.

Coverage Areas:

We are working in 20 districts in the State of Telangana, which includes Mahbubnagar, Nagarkurnool, Gadwal, Wanaparthy, Narayanpet, Vikarabad, Nalgonda, Rangareddy, Hyderabad, Yadadri Bhoangiri, Medak, Medchal, Warangal, Khammam, Kothagudam Badhrachalam, Karimnagar, Peddapalle, Nizambad, Adilabad and Bhoopalapalle Districts of Telangana State.

Release of Bonded Labour:

With the support of various district administrations, we have rescued 189 bonded labourers during the period of 2021-2022 in Telangana State. More than 84 freed bonded labourers received cash-benefit of Rs. 20,000 each under the Central Sector Scheme for the Rehabilitation of Bonded Labour. 16 migrant workers received back-wages from the employers/establishments with the support of Labour Department and provided cash-benefits of total Rs.75,50,000 to survivors' families through government rehabilitation support.

Survivors' Convention:

Survivors' convention was organised on 9th February 2022 at Lingala, Padmanapalle, Chinnayapallee, Dharamapur for demanding effective implementation of the Bonded Labour System Abolition Act, Child Labour Prohibition Act, Human Rights Protection Act, Prevention of Atrocities Act, Right to Education Act, Inter-State Migrants Workmen Act, Minimum Wages Act, Panchayat Raj Act, and Forest Rights Act. In this program more than 280 survivors participated from the districts of Nagarkurnool and Mahbubnagar in Telangana State. The meeting was focused to end bonded labour system, protect people from violence, promote better rehabilitation, ensure social justice for all, and activate system to function for the poorest of the poor and highlighted the Labour India helpline. During these meetings, our team members used e-Shram portal for registration of the unorganised workers to access social security through Ministry of Labour and Employment.

Promotion of livelihoods and reducing poverty:

623 Chenchu Tribal families obtained livelihood support during the year of 2021-22. About 383 families involved in minor-forest production by using right to forest resources, 74 families involved in fish-catching in Krishna River, 15 families are trained to do honey collection, 82 families in herbal products preparation, 45 families in animal husbandry work, 5 families in land cultivation, 10 families in tailoring, 4 families in running provisions shops, and 5 persons got jobs through four-wheeler driving and many are involved in vegetable cultivation.

Survivors being recruited in government organisations:

FSD is trying to coordinate with Government organisations like Road Transport Corporation to recruit our survivors for the posts of "conductor" and "drivers". Around 15 persons (6 male and 9 female) applied for the "conductor" posts and due to COVID-19, it's been delayed. This is facilitated by Tribal Development Department with FSD team and almost everyone who got training will be appointed at the Telangana State Road Transport Corporation (TSRTC). This is giving confidence for others.

Vigilance Committee meeting:

Vigilance Committee meeting was organised at Hyderabad District under the Bonded Labour System (Abolition) Act. Mr Vasudevarao is a member of the Vigilance Committee and talked about the functions of the vigilance committee as per section 14 of the BLSA Act. The meeting was attended by all the members included in the committee and it was presided by the Additional Collector and Labour Department officials provided details and role of the Vigilance Committee members. FSD team wrote letters to all the District Collectors to conduct Vigilance Committee meetings and requested to organise training to the members on BLSA 1976, CLPRA 1986, ISWMA 1979.

Family Development Plans:

FSD developed a new format of Family Development Plans (FDP) and being revisiting all the survivors and the objective of the activity is to be intact with the survivors, where every domain such as the livelihoods, education, entitlements, women empowerment, housing and all other developmental activities are captured. This document is promoting sustainable rehabilitation methods in the State.

Cash-based Rehabilitation:

FSD team created good linkages with Labour Department for cash-based rehabilitation and amount of Rs.13,95,000 is reached to the survivors. Details are Rs. 6,40,000 was disbursed to 32 survivors in Ramadugu case, Rs. 4,20,000 was disbursed to 21 survivors in Sagara case, Rs. 1,40,00 was disbursed to 7 survivors in Mulbaghal case, Rs. 60,000 was disbursed to 3 survivors in Ramnagara case, Rs. 1,35,000 was disbursed to 27 survivors in Jadcherla case and other cases are under follow-up action.

Working with Legal Service Authority:

FSD is successful in involving the Chairperson of the District Legal Service Authority (DLSA), Mahbubnagar District for the benefit of survivors and for their training support. With the support of DLSA, we have conducted 2 meetings with the participation of survivors along with government departments to resolve their needs and entitlement rights. We also approached the State Legal Service Authority (SLSA) for organising special training programs for Para-Legal Volunteers (PLV) on the subjects of BLSA Act 1976, ISWM Act 1979, CLPR Act 1986 and our Peoples Welfare Committee (PWC) members are part of the PLV in Mahbubnagar and 30 survivors benefitted in this process.

World Day Against Child Labour –12 June:

Labour Department conducted a virtual meeting with multi stakeholders in Telangana State on world day against child labour in which FSD team played a vital role on the subject. This year's World Day Against Child Labour focused on action taken for Elimination of Child Labour and eradication of child bonded labour system with increased accountability of all stakeholders.

International Women's Day –8 March:

The FSD Telangana unit is organised World Women's Day at Chinnayapalle, Mahbubnagar District with the participation of 80 women survivors including 30 children. Women Sarpanch and other women leaders participated and selected women leaders were felicitated with Shawl and small gifts. Games were planned for the women and they are given gifts for the winners. School children are given gifts for their contribution and their dance performances on the gender equality themes.

Bonded Labour Abolition Day –9 February:

FSD wants the Labour Department to recognise the " Bonded Labour System Abolition Day " on 9th February at State Level and conduct campaigns or programs, pertaining to the Day. FSD approached the department to "notify" the day by State Government, but due to the short time and non-availability of Principal Secretary, a Memo was circulated by the Labour Department to all the districts to "commemorate" the Day, by conducting programs at the field level. FSD also requested Labour Department to conduct a "virtual meeting" with Labour Officers and conducted the same on the same day, inviting all the labour officers, NGOs, Law & MSW students and WCD officers. Apart from that, FSD conducted meetings with PWC members, RBLs and other community people at 6 villages in two districts, where the stakeholders took oath on "implementation of bonded labour act" in the villages. Posters were designed for the program, which is distributed to the communities, which is on Bonded Labour Abolition. Nearly, 700 people were involved in the programs that were conducted at villages.

Praja Seva Kendram (PSK):

FSD has established Praja Seva Kendram (PSK) at Lingala Mandal, Achampet Division, in Nagarkurnool district to support the survivors in facilitating the Government welfare schemes, social entitlements, e-shram & welfare board cards, livelihood plans and meetings through on-line support service. This PSK center is helping to the number of survivors and other risk prone communities to overcome bonded labour issues and to access government benefits.

People's Welfare Committee:

FSD Telangana State has formed Peoples Welfare Committees (PWC) in 50 villages covering two districts of Nagarkurnool and Mahbubnagar with around 400 persons including leaders of the released bonded labourers. WhatsApp Group also created for easy communication in their local languages and regular meetings are conducted with the members to update on developmental activities. Members of PWCs are playing vital role in monitoring the role of middle-men, labour contractors and safeguarding the workers from labour exploitation. Leaders of the PWCs are communicating their problems and advocating with district administrations for their needs and rights through their contacts.

Operation Muskaan/AHTU-Women Safety Wing:

- During July 2021, FSD started collaborating with WCD to follow up BL cases in context of Rehabilitation amount and it is officially appointed as to follow up pending cases in Telangana.
- FSD is closely working with Women Safety Wing, AHTU and Operation Muskaan. FSD is involved in Operation Muskaan activities and in Rehabilitation process.
- FSD conducted 4 days Orientation Program to the AHTU, District Child Protection Officer (DCPO) and Labour Officers (Labour Department) with the collaboration of Women Safety Wing at Telangana State Police Academy.

Telangana State Commission for Protection of Child Rights (TSCPCR):

The SCPCR and FSD organised a multi stakeholder workshop for the officials of AHTU, WCD, Child Line, NCLP, Labour Department and Revenue Departments officials with the support of Chairperson of Telangana State Commission for Protection of Child Rights (SCPCR), at Khammam in Telangana. This program was inaugurated by Shri V P Gautam, District Collector, Khammam District along with Hon'ble Chairperson, Deputy Commissioner of Police, Superintendent of Police, representatives and higher government officials. The SCPCR facilitated this program with district government.

Livelihoods Development

Skill Development Program: FSD is collaborated with Jan Shiksha Sansthan (JSS) to impart Skill Development programs to survivors & risk prone women in the project area. Total of 60 women are under training period of 3 months on Tailoring & Embroidery. The women are linked to the Income Generation Activities with the support of Government and ensure that every woman is benefitted.

Formation of Self Help Groups: FSD is keen in strengthening of SHGs in the target villages and recently, we have come out with statistics that Rs. 10, 00,000 is the savings of women from 27 target villages of covering 110 groups consist of 1100 women members.

Non-Timber Forest Products Collection & Processing: Survivors of bonded labour system are supported to do alternative livelihoods through honey collection and MFP products sales. Around 45 people are involved in collecting all these from Nallamalla forest and doing marketing in Telangana. Survivors are trained to make money through sale of natural products. After skill development training, they are producing and marketing natural honey, ajwain herb, dry Ginger, soap-nuts, tamarind, sarasparilla, mahua flowers, Indian gooseberry and others through Rural Development Departments, Exhibition of self-help groups, trade fair and weekly sandy-market. Many of them are getting considerable income through this.

Bank Account in Post Office:

FSD Telangana Team helped to 75 survivor's families to have savings bank account in the Post Office. It is easier to open savings account at the Post Office which requires Aadhaar card as ID and their ATM card is acceptable by any banks and in rural areas this post office account is very supportive.

Telangana Building & Other Construction Workers Welfare Board:

FSD Telangana team is closely working with Labour Department for protecting legal rights of the informal sector. Over 100 persons are registered under the Telangana Building and Other Construction Workers Welfare Board (TBOCWFB) covering more than 25 villages. The Telangana Building & Other Construction Workers Welfare Board was established by the Government of Telangana State under Section 18 of Building & Other Construction Workers Act, 1996 primarily for formulating and implementing the various Welfare schemes for the benefit of the Building & Other Construction Workers in the Telangana State. The Board has come into existence with effect from 17-09-2014. The Telangana Building & Other Construction Workers Welfare Board is a tripartite body consisting of worker representatives, employer representatives and Government officials. This board is implementing various schemes such as marriage gift, Maternity Benefit, Fatal Accident Relief, Disability Relief, Natural Death Relief, Hospitalisation relief, Funeral Expenses and Pension Scheme (NPS). FSD is educating among the workers on the benefits of the Welfare Board and also communicating through Labour India.

1st Year Anniversary of Labour India:

Labour India Helpline number (8 926 726 726) was introduced by FSD Telangana for the welfare of the migrant workers. Till now around 20 cases are referred to Labour India and out of this 19 cases are resolved. One case is pending and COVID-19-Wave (II) is created more obstacles! At this stage, we are very thankful to all the stakeholders who are in the mission of creating a better world for the vulnerable workers of our nation. In fact, the migrant workers are the backbone of all developments. Migrants are employed across a variety occupations from agricultural irrigation to urban construction in all areas. These workers contribute to growth and development in both the destination districts and their villages of origin. Though, they face endless exploitation in all forms. There is a lack of policies and legislations in place. What we need is System Reforms to protect the workers with rights perspective. Participatory monitoring system with increased accountability is most necessary. Enforcement of legislations, execution of ethics, payment of proper wages, promotion of decent working conditions and ensuring safety, security and entitlements are the ways to end labour exploitation. Labour India is articulating with concern departments and States to provide solutions to the problems.

Development of Documentation and Printing of Manuals:

- End Child Labor, Bonded Labor & Trafficking for Telangana State Commission for Protection of Child Rights (TSCPCR)
- Orientation on Human Trafficking, Child Labor & Bonded Labor for Women Safety Wing
- “Paving the Road to Justice” – compilation of judgements for Director of Prosecutions
- Brochure on Rehabilitation Strategies adopted by FSD
- Handouts on BLSA for Bonded Labor System Abolition Day
- Translation of NHRC Advisory and CSS rehabilitation guidelines

COVID-19 Relief Work Activities:

FSD Telangana team involved in relief work through hunger campaign and health care awareness during COVID-19 pandemic and provided essential commodities including provisions with ration, vegetables, face-masks, sanitiser, and nail cutters for the benefit of migrant workers, tribal people, daily-wage labourers, and marginalised children. More than 4326 families, 9078 individuals, 3600 children benefitted through COVID-19 relief work which was undertaken by the FSD Telangana team in different locations.

E-Shram portal of the Ministry of Labour and Employment:

The formation of e-Shram portal came after the Supreme Court direction to the Government of India to complete the registration process of unorganised workers, so that they can avail the welfare benefits given under various government schemes. The Union Ministry of Labour and Employment has categorised the unorganised labour force under their occupation, nature of employment, specially distressed category, service category and aimed to register 38 crore unorganised workers such as construction labourers, migrant workforce, street vendors, and domestic workers, among others. The workers will be issued an e-Shram card containing a 12 digit unique number. If a worker is registered on the e-SHRAM portal and meets with an accident, he will be eligible for Rs 2.0 Lakh on death or permanent disability and Rs 1.0 lakh on partial disability. It is a useful for many unorganised workers. FSD is advocating for the rights of unorganised workers with legal interventions, so we started using the e-shram portal for registering the names of the workers through online process. More than 500 persons including survivors are registered through E-Shram portals for the ID Cards which is providing social security to the vulnerable workers including the survivors of bonded labour system.

Envisioning a Peaceful Society with Equality, Prosperity, Liberty, and Dignity:

Justice and equality are guaranteed in our Indian Constitution. Justice is the vision that everyone deserves equal in economic, education, social, political, and cultural rights with uniform opportunities. The FSD organisation is operating at the grassroots level to open the doors of development justice for everybody, particularly those in most vulnerable situation like the bonded labourers, marginalised tribal communities and other disadvantaged communities. Moreover, public justice includes access to liberty, dignity, equal opportunities in resources, participation which democratic principles-which are legally assured through various legislations. In this perspective, FSD is operating to eliminate bonded labour crime and the issue is now getting into reduction mode, government is showing positive signs in preventing the crime, judicial action is gearing towards protection and vulnerable community are getting opportunities in accessing legitimate rights—all these need to be consolidated and documented as stories of social change.



“Survivors are celebrating world women’s rights day in their village along with their community members ”

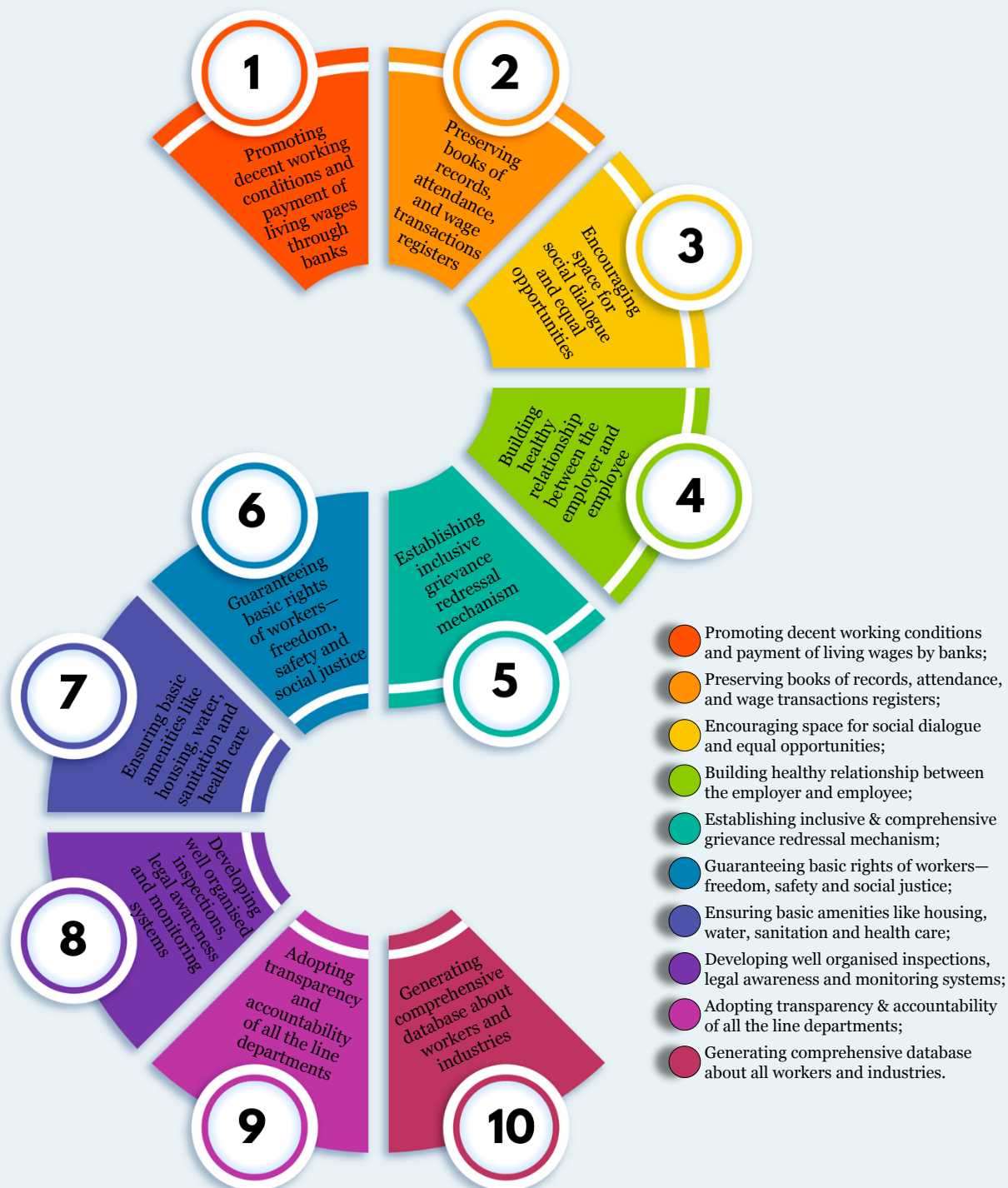


Participants of the **orientation program for integrated approach to end Human Trafficking, Bonded Labour, Child Labour**, which was organised at **Telangana State Police Academy, Hyderabad** during 25-26 & 28-29 March 2022 by the Women Safety Wing along with FSD Organisation

The Foundation for Sustainable Development (FSD) has approached for a collaborative approach with Women Safety Wing, Government of Telangana State Police to address the Human Trafficking, Bonded Labor and Child Labor issues in Telangana State. The Women Safety Wing (WSW) is very active in conducting Operation Muskaan/ Operation Smile, for the last few years with Women & Child Welfare Department, Revenue Department, Labour Department for eradicating child labour and other issues. In this process, the FSD has been involved from the beginning itself and playing an active role in orientation & providing required information on the Bonded Labour System (Abolition) Act, Child Labour Prohibition Act and supporting for conducting rescues and rehabilitation with Government Officials. Meanwhile, in the year of 2019, the WSW established Anti Human Trafficking Units (AHTU) in all the Districts and FSD showed interest to provide an orientation program to all AHTUs in the districts and the proposal was kept before the WSW, which is later shaped to conduct an Orientation program to AHTUs, DCPO(WCD) and Labour Officers (Labour Department) at Telangana State Police Academy (TSPA) in two batches during 25-26 and 28-29 March 2022. With the support from Women Safety Wing, the FSD organised this orientation program for the various officials with the experts on Human Trafficking, Bonded Labour, Child Labour, Cyber Crime and Sex Trafficking. Resource persons includes Cdr. Ashok Kumar, Adv.Roseann, Shri. Sunny, have undertaken various sessions through participatory process and the program was inaugurated by Smt.Swati Lakra, IPS, ADGP (WSW), Smt B.Sumathi, IPS, DIG, (WSW), and the officials were actively participated. The purpose of the program is to bring coordination between the departments, understand the issue of human trafficking components, documentation of cases, rehabilitation process, and the role of each department in rescue, rehabilitation, repatriation, legal, and prevention.

Recommending Best Practices for Eradicating Bonded Labour System

It is commitment that the government take good steps in protecting basic and fundamental rights of the unorganised workers and activate well-designed package of best-practices in each location. This ensures functioning of the industries by strictly adopting legal formalities for the best of both —employer and employee. In this exercise, the FSD is promoting best practices through government collaboration during the time of rescues and rehabilitation. Hence, we are recommending to the state and central government to reproduce best practices to elevate economic equality along-with social justice through system reforms.



Almost 94 percent of India's working population is part of the unorganised sector. The unorganised workers include small and marginal farmers, landless agricultural labourers, sharecroppers, fishermen, those engaged in animal husbandry, building and construction workers, leather workers, weavers, artisans, salt workers, workers in brick kilns, stone quarries, workers in saw-mills, workers in rice-mills, beedi workers, labelling, packing, loading and unloading workers and others including handicrafts and other labourers.



Outcomes of the FSD Organisation

Prohibition of traffic in human beings and forced labour - Article 23

12968 Persons are freed from Bonded Labour System and rescued from violence

Protection of life and personal liberty - Article 21, 244 and 330A

14500 Tribal families obtained land and livelihoods rights for social justice

Accessing rehabilitation under CSS 2016 and with revised CSS 2022 package

Rs.6,48,58,990 is received as cash-based rehabilitation as well as compensation by the survivors

Protection of child rights and of right to education - Article 21A and 24

32500 children involved in literacy movement with our education process



Bonded Labour Abolition Day - awareness programmes organised in various locations on 9th Feb' 2022



16700 Individuals benefitted under Food Relief Work Activities

Securing just and humane conditions & facilitating relief measures - Article 42

20828 Individuals benefitted under the Hunger Campaign

Citizen's right to be free from hunger in Article 21 & improve standard of living through Article 47

36,371 Inter-State Migrants Workers are supported by FSD team

Application of the Inter-State Migrant workmen Act, 1979 along with Articles 14 & 15

17557 Individuals received PPEs during COVID-19 pandemic

Implementation of Disaster Management Act 2005 and Guidelines of National Disaster Management Authority

Plan of FSD Organisation

Eradicating Bonded Labour and Human Trafficking to safeguard rights of the vulnerable population from all types of violence by bringing System Reforms for activating assured public justice system.

Enhancing sustainable livelihoods of the vulnerable communities — removing poverty, ending economic exploitation, ceasing forced migration, prohibiting moneylenders' manipulation, preventing bonded labour, and building capacities to sustain economic equalities.

Eliminating discrimination, differences, disparities in accessing learning opportunities for the vulnerable children by addressing digital gaps in schooling and creating equal opportunities in education capacities.

Ending ignorance through analytical awareness on the pro-tribal legislations and implementing labour laws in collaboration with community organisations along with support of state and central government agencies.

Encouraging the excluded communities for inclusive development to sustain health, education and economic improvement by preventing, detecting and responding to post COVID-19's impacts.

Empowering scheduled tribe communities — primarily creating equal space for women and children who are socially, educationally, economically, politically, culturally and physiologically neglected section of the society through networking for community empowerment.

Establishing community-based organisations like the Peoples Welfare Committees, Released Bonded Labour Associations, Federation of Self-Help Groups through grassroots advocacy with leaderships capacities by networking with State Legal Service Authority, National Government Monitoring Agencies and participation in the local self-government.

Engaging youngsters for sustainable social change among the most marginalised communities in all our target districts to find suitable alternative solutions to build social equality with public justice system.





Foundation for Sustainable Development

The Foundation for Sustainable Development (FSD) is a non-profit organisation working for economic equality, human dignity, and establishing social justice with constitutional identity. It is operating in the States of Telangana, Andhra Pradesh, Tamil Nadu, Puducherry, Kerala, Karnataka with the cooperation of government departments to end labour trafficking. Promoting public justice, combating modern slavery, preventing violence on poor, and protecting vulnerable communities through legal action are some of the significant interventions of the FSD organisation. Establishing economic equality and ensuring social justice with liberty is the determination of the Republic India. In this perspective, the FSD organisation is originated and operating at the grassroot level to open the doors of development opportunities for everybody, particularly those in most vulnerable situation like the bonded labourers, marginalised tribal communities, inter-state migrant workers, and other disadvantaged groups by promoting social change in the Society.

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...to my country
and my people,
I pledge my devotion
and dedication. In
their well-being and
prosperity alone lies
my happiness...

National Pledge,
January 26, 1965

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FOUNDATION FOR SUSTAINABLE DEVELOPMENT