

Report

Evaluation of the project

Clean Cotton – Without Child Labour and Exploitation (CCWCLE) in Gujarat/India

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0. Executive summary

Project Description

The project "Clean Cotton Without Child Labour and Exploitation (CCWCLE) is carried out by two partner organisations of tdh, Anandi (Area Networking and Development Initiatives) and Ganatar. The project was implemented from September 2011 to December 2014 and is now into the second period that started in February 2015. Activities are carried out in 25 villages in 2 districts of Gujarat, one of India's main cotton producing regions. The project CCWCLE focuses on the improvement of the education of migrant children living and working on the cotton farms with the objective to get them out of the child labour cycle. The key goal of the project is to reduce child labour, to promote the well-being of women, adolescent girls and children, and to reduce the use of harmful chemical substances. Project interventions focus on health (maternal health and reproductive health), education (bridge farm schools and school enrolment) and the introduction of organic agriculture to reduce the use of chemicals in agricultural production. Activities are carried out in close cooperation with local and district government structures.

Objectives and methodology of the evaluation

The main purpose of the evaluation is to assess the relevance, efficiency, effectiveness (achievement of results and impact), and sustainability of the project for the activities that have been undertaken during the whole period of support. The evaluation shall provide recommendations about maintaining past gains and improving the quality of programming and implementing. Data collection in the field was conducted from 14 to 24 July 2015 using participatory methods. Focus group discussions were held with children from migrant families and their parents, teachers, women's groups and various government stakeholders.

Key findings of the evaluation

Relevance of the project

The project is relevant in creating the necessary conditions and awareness for enforcing the rights to education and health of migrant children and women. Their access to schools and basic health services is constrained by difficult geographical reach, isolated habitations and prevalent social norms. The project responds to these needs by addressing the major underlying factors that contribute to migrant child labour in cotton production in a holistic way.

- Migrants of Adivasi background living on the periphery of farms are discriminated against by local communities. Authorities are in general negligent and inconsistent in recognising the needs of vulnerable migrant families. That makes the migrant families literally "invisible". The project helps **migrants to be acknowledged as "rights holders"** entitled to government programmes.
- There is a need **to engage with government officials** to sensitize them and create the necessary conditions for enforcing the rights of migrant families. It was of high relevance that the project provided information and raised the attention of community and Cluster level authorities towards the needs of this neglected section of the village society.
- Government services are in place to provide child care and educational support for pre-school children as preparation for school enrolment, but they exclude migrant children and do not take into consideration their specific background. **School authorities needed to be supported in how migrant children can best be integrated into the school system.**
- There is a **clear need for health services** for the migrant women and children to combat malnutrition of children and anaemia of pregnant women. Primary Health Services are in place, but these are conceptualized for the resident village communities and do not reach out the migrant families.
- The **reduction of pesticides in cotton production** is a relevant factor for the health of children and families, given the fact that the high prevalence of use of poisonous pesticides in cotton production affects the health of the labourers, in particular children.

Outputs and outcomes

- The target-actual comparison of outputs at the end of the 3 years period on the basis of target indicators shows that the **project has achieved and partly exceeded the expected outputs.** The

number of children attending bridge schools and the number of women receiving public health services was significantly higher than projected.

- Very **positive outcomes of the bridge farm schools** could be observed. During the project period, the bridge farm schools covered on average of 500 migrant children per year. In the cotton picking season the number of children increased to up to 600. This is an indicator for the willingness of migrant families to provide education for their children instead of taking them to work in the fields.
- The findings of the evaluation confirm that interventions addressing education and school enrolment are effectively contributing to a **reduction in child labour**. At least 1.517 children attending bridge farm schools and 598 migrant children attending public schools over the project period could break out of the cycle of child labour.
- Positive outcomes were achieved by **increasing the awareness** on the Right to Education Act. The main actors inside the schools were the School Management Committees (SMCs). SMCs that were activated and trained gradually took over full responsibility for enrolling migrant children, improving the quality of education, and improving the quality of food served in the schools.
- The children clubs also contributed to awareness raising and helped **bridging the gap to migrant children**. They evolved as a common platform for local and migrant children. Trainings conducted on various topics such as education, environment, social life in the communities, etc. helped to reduce the myths about tribal populations. Village children made friends with migrant children and shared their cultural differences and started working against the discrimination against migrant children in their schools. Children's clubs are also important as learning grounds for civic education and thus shape the mindset of the future generation.
- According to figures collected at the end of the first project period, more **government health schemes reached out to the migrant families**. 599 women received health and nutrition services. As a result of better access to health facilities, common illnesses like cough, cold, diarrhea and malnutrition were diagnosed in time and immediate treatment was provided. Mother-and-child health has improved and child mortality has decreased due to ante-natal care, safer deliveries in hospitals and post-natal care.
- Women's groups contributed to **increased knowledge and awareness of their members on women's and child rights**, nutrition, health and anti-discrimination. Women also acquired specific skills and tools to seek and obtain their rights. Women feel more confident now going to government offices, asking questions, making demands and holding government officials accountable for the delivery of services.
- The responsiveness of farmers to organic methods was good in general, but the number of farmers actively implementing organic methods in their farms is relatively small. Farmers are very careful in balancing production risks against possible gains of organic farming. A success rate of **50% who started experimenting with organic methods** after three years is thus a satisfactory outcome.
- Anandi and Ganatar had some meetings with CottonConnect (CC) on local level with sharing of ideas taking place. However, at the end of the evaluated period, **no concrete outcomes or any cooperation between Anandi and Ganatar and CC were reported** by field staff and beneficiaries.
- Constant cooperation and lobbying of the implementing partners have established good working relationships with key persons with administrations at village and cluster level and achieved tangible project support in many cases. The project has a **pivotal bridging role** bridging the gap between government education and health programmes and the migrant communities. This is fully in line with the expected outcomes of the project as per the theory of change.

Efficiency and Sustainability

- Overall, the **management and monitoring systems of Anandi and Ganatar are efficient**. There were no deviations from the original project design.
- External factors have been the major challenge during the project implementation, in particular the complexity of 'migration' and the deep rooted discrimination against Adivasis in the lo-

cal population. Anandi and Ganatar developed efficient **coping mechanisms** to respond to the needs of a group of beneficiaries that is constantly moving.

- The project **outcomes are expected to be sustainable** due to changes in behaviour of individuals, changes in engagement of community and government structures, and changes in the enforcement of policies and laws.
- The local children who take interest in the idea of the right to education for all and in the struggle against child labour **will continue to struggle for a society where children can realise their right to education** and are not forced into child labour. Enhanced sensitivity of children and acceptance of migrant children might also contribute to reduce discrimination against Adivasi in general, but this will be a very long-term process.
- The ability of Anandi and Ganatar to **work with local and cluster level structures** is a contributing factor for the sustainability of outcomes. Sensitisation and empowerment of local governments has already enhanced their feeling of ownership for taking up the issue children's right to education.
- The CCWCLE project strengthened the effectiveness of the education and health system and bridged existing gaps and did not develop parallel system. This strategy to achieve sustainability will be successful to the extent that changes in policy enforcement no longer have to be pushed from outside, but the **rights of migrant children and women are fully integrated into the child care, education and health policies of Gujarat's Government.**

Gender

Gender concerns are very important and a strong component in the CCWCLE project design and implementation. The value of education for girls is constantly promoted and this has shown an impact after the period of project support. Teachers reported that girls are coming to schools more regularly now and are showing good results. Girls are also active participants in the children's club and have taken over leadership roles. In particular, the women SHGs have developed into platforms for women's empowerment where women share their concerns and identified needs that were then actively addressed, mostly by approaching village authorities or government officials. Sometimes collective action was organised to assert demands for entitlements in case of unresponsiveness of the government.

Lessons learnt and recommendations

Reducing child labour in the project villages is a complex task. The project gives evidence that education is an essential instrument that works against child labour and for the empowerment of children. Experience has shown that achieving attendance of bridge farms schools and improving access to the public schools system immediately leads to a reduction of child labour. For the children, education is also an important foundation upon which to build an independent life with better employment option. Well-educated boys and girls are much better protected from abuse and exploitation.

The CCWCLE project has a pivotal role in bridging the gap between the government education system and health programmes and the migrant communities. The project did not develop parallel systems but strengthened the effectiveness of the existing structures of the education and health system for the benefit of the migrant communities..

Recommendation

Tdh and C&A Foundation should continue supporting Anandi and Ganatar during the second project phase to maintain and strengthen past gains and commitments achieved in the areas of education and health.

School attendance is both an important end in itself and a means for children to develop the foundations for future learning. But taken in isolation, school attendance is a limited indicator of success. Retaining the children in school is a bigger challenge.

Against the background of migration patterns, maintaining past gains in school enrolment and sustaining the migrant children in schools remains a major challenge for the second project phase. During the focus group discussions, some cases of school-going children came up that were taken out of school in their home villages and failed to be enrolled in the new schools at the

destination. Some of the parents could be motivated and supported to send the children back to their home villages where they could continue education. This option could be taken into consideration for future programming.

Recommendation

On a case to case basis, families should be supported in finding various solutions for school attendance, not only in the destination villages but also in the home villages. A suggestion that could be considered is to take help from the designated Child Welfare Committee which could network with the Child Welfare Committees responsible for the villages of origin.

The project concept is coherent and consistent in the areas of education and health - the core expertise of Anandi and Ganatar - as per the theory of change. Consistency is weak in the area of organic agriculture and no real partnership has been established with CottonConnect. Up to now, organic cultivation is promoted for interested farmers for different agricultural products. In three years, 41 farmers working with Anandi have adopted traditional cotton seed farming in their farms and increased the use of organic products in other parts of their farms. There has been no coherent overall concept for organic farming, including cotton production or certification. However, without certification the training on organic farming remains rather futile.

During the second project phase, partnership between Anandi/Ganatar and CottonConnect needs to be developed strategically in a way that leaves Anandi and Ganatar free to concentrate on child labour issues which are their core competence. Promoting organic farming and trainings should be the focus of CC and their local partners.

Recommendation

Anandi/Ganatar and CottonConnect need to clarify the terms of their future cooperation and partnership. Anandi and Ganatar need to establish a structured dialogue with CC and their local partners and agree on geographical areas of mutual interest or overlap in order to give farmers interested in converting to organic production due support.

Evidence has shown that following up each and every case of migrant families in an attempt to ensure their entitlements to education and health services was very time consuming as it involved constant dialogue of Anandi's and Ganatar's staff members with the responsible government officials. As all administrative issues in the areas of health and education are done from the cluster level, more impact could be achieved if coordination with government officials were done for villages that are from the same administrative unit (cluster).

For the first project phase, the fact that CC works in a village was the sole criteria for selecting the villages for Anandi/Ganatar's project intervention. Following the arrangement with CottonConnect, the selection criteria for villages to be covered should be reconsidered and a cluster approach should be taken into consideration. This would increase the efficiency of the project and enhance the ability of Anandi and Ganatar to work with local and cluster level structures.

Recommendation

Clear selection criteria should be set up by Anandi, Gantar and tdh based on the need for interventions, e.g. number of farms and migrated families and prevalence of child labour, and existing government facilities. A minimum of 3-4 villages should belong to the same cluster.

1. Introduction

India has seen a boom in cotton production in recent years. The state of Gujarat has an agricultural economy and is one of India's main cotton producing regions. In recent years, there has been a rapid increase in international private investment and use of hybrid cotton seeds. Currently Gujarat accounts for one-third of the cotton that is grown in India. Cotton is grown by small holder farmers, medium and large farmers. A small farm is regarded as being roughly 0.5-7 ha, a medium sized farm as 8-12 ha and a large farm as up to 40 ha.¹ While small holder farmers are family businesses with only a minor demand for hired labour in peak seasons, the practices on medium and large farms require hired labour. The cotton farmers either lease land to others on profit sharing basis (4/1) or cultivate the land through agriculture labourers in particular during harvesting season. The rapid increase in cotton production in Gujarat thus brings along a high demand for seasonal migrant labourers.

Migrant workers families can earn an average income of 400 Rupees (app. 6 EUR) for 60-80 kg cotton picked per day. ² This opportunity of generating an income is the main driving force for in-state and interstate migration. The majority of these migrating families are Adivasis, from the "tribal belt" in northern Gujarat or neighbouring states, mostly from Madya Padresh. They are from impoverished backgrounds that rely on casual labour and migrant labour as a livelihood strategy. In their regions of origin, tribal communities live on the margins of society and are discriminated against.

An important characteristic of seasonal labour is the insecurity involved. The entire cycle of cotton production is about 10 months in a year. After the peak agricultural season is over, migrant labourers either go back to their village or try to find casual labour in other places. They thus "circulate" between their home villages and various destination areas for labour, spending significant portions of the year away from home.

In general, the whole family migrates to the worksites because they have no place to leave their children in the home village. The whole family works on the farm as they need to maximise the productivity of their labour power. Child labour in cotton production is common as it is in all stages of the supply chain in the fashion industry. Children work long hours in the cotton fields sowing, weeding and harvesting the crop.

Agriculture labour is not highly regulated which leads to informal relationships with land owners who exploit the social and economic vulnerability of the migrant families. Farm owners are also mostly village elite who themselves or their kin occupy important positions in the local level institutions. The migrant workers live in poor accommodation provided by the farmers within the premises or on the periphery of the farms. The families mostly stay on the farms and remain excluded from nearby villages' social life, thus facing many barriers in accessing social services

¹ <http://www.valuechains.org/dyn/bds/docs/430/Agrocel20IndiaOrganicCottonFarmingFeb005.pdf>

² Source: testimonials of labourers

provided in the communities. Access to schools or basic amenities like Anganwadi ³ and Primary Health Centres is therefore constrained. In particular, the condition of young migrant women is precarious as they are kept in isolation and cut off from health services. A number of children are born on the cotton farms under risky circumstances. These children are born into an environment which promotes little perspectives to breaking the poverty cycle.

The project CCWCLE focuses on the improvement of the education and health status of migrant children living and working on the cotton farms with the objective to get them out of the child labour cycle. The key goal of the project intervention is to reduce child labour, promote the well-being of women, adolescent girls and children, and reduce the use of harmful chemical substances especially pesticides in order to produce “clean cotton”. Project interventions focused on health (maternal health and reproductive health), education (bridge farm schools and school enrolment) and the introduction of organic farming methods to reduce the use of chemicals in agricultural production.

The project was implemented by the local partners Anandi and Ganatar in 10 villages of Dhrangadhra block of Surendranagar district (Ganatar) and 15 villages of Morbi and Maliya blocks of Rajkot district (Anandi). The villages are cotton producing villages in the region with a rising number of migrant workers. The first phase of the project was implemented over a period of 3 years from September 2011 to August 2014 with an extension until December 2014. A second phase has been approved for funding from C&A Foundation with duration from February 2015 to December 2017.

2. Evaluation design and methodology

The purpose of the evaluation is to assess the relevance, effectiveness (results), efficiency, sustainability and long-term impact of the CCWCLE project. The evaluation covers the whole period of project support from 2011 to June 2015 and is supposed to provide lessons learned, identify good practices and formulate recommendations that will assist tdh to improve the quality of programming and implementation in the second phase.

Guided by the questions of the Terms of Reference, a mix of quantitative and qualitative data collection instruments was applied. While key data sources like project documents and annual progress reports have provided predominantly quantitative data on goal achievement, data collection in the field explored particular topics in depth.

Data collection instruments in the field were participatory to maximize the learning opportunities while assessing the efficiency, relevance, and effectiveness of the implementation. Focus group discussions based on guiding questions provided data and insights based on the assessments of different beneficiaries and stakeholders that interact. Thus the quality of outcomes and the perception held by beneficiaries and stakeholders about the quality and direction of changes were assessed. Triangulation of data collected from different sources and with different methods al-

³ Pre-schools under the government “Integrated Child Development Scheme”

lowed cross-checking and provided a multi-faceted perspective of the nature of changes caused by the project or the barriers to change.

Data sources:

- Project documents, updates for the years 2011-2014; internal documents
- Discussions during the briefing workshop in Ahmedabad with Anandi and Ganatar directors and staff as well as the regional representative of tdh
- Field visits to 13 villages in Surendranagar and Morbi district
- Focus group discussions with bridge farm school children, school going children and parents, women's Self Help Groups, School Management Committees, youth groups and farmers' groups
- Focus group discussions with different stakeholders: teachers, village representatives, government officials
- Discussions during the debriefing workshop with Anandi and Ganatar directors and staff and two representatives of tdh where the preliminary outcomes of the evaluation were presented.

The sample of project sites visited covered a cross-section of the project's locations with major beneficiaries and stakeholders. Interactions with project staff of both implementing organisations at Ahmedabad as well as visits to villages covered by the project were carried out during field work in Gujarat from 14 - 24 July. Field visits were conducted in 8 villages in Surendranagar district (Ganatar's project area) and 5 villages in Morbi district (Anandi's project area) where project activities are implemented. A visit to an organic model farm and the Primary Health Centre in Bharatnagar was also included. In total interaction/focus group discussions/interviews were held with 244 persons, most of them children, families, teachers and School Management Committee (SMC) members.

Acknowledgements

The field visits including transport and accommodation were perfectly organized by the coordinators and field staff of Anandi and Ganatar so that interaction with beneficiaries and stakeholders could be realized as scheduled. The evaluator would like to thank Anandi and Ganatar staff members and directors for their assistance in making this possible. Thanks to all the children, parents and other stakeholders for their willingness to talk and their openness to share experiences and opinions with the evaluation team. In particular I would like to thank the local consultant Dr. Nishtha Desai for her excellent translations from Gujarati to English and vice-versa and provision of logistic support.

3. Key findings

3.1. Relevance

3.1.1. Alignment with the mission, objectives and skills of the implementing agencies

Both Anandi and Ganatar had comparative advantages for the design and implementation of the CCWCLE project. Anandi and Ganatar have excellent expertise in the area of child rights, community mobilisation and empowerment of women and have been partners of tdh since 1995. Both partners bring along working experiences in deprived Adivasi and Dalit communities in the “tribal belt” in northern Gujarat. Based on the previous experiences and strengths of both organisations, they have been identified for implementing the collaboration project between tdh Germany and C&A.

Anandi was founded in 1995 and has been working to support women from extremely discriminated rural communities of northern Gujarat. Emphasis of the work is building women’s leadership, establishment of women’s organisation, income generation, education and health.

While Anandi’s expertise is on women’s rights and community organising, Ganatar is specialized on child rights and education. Since 1992, Ganatar is actively working and advocating for the rights of children focusing on the Right to Education and the eradication of child labour. Ganatar works towards an education system that provides Adivasi children who are the most vulnerable sectors of society with basic equal education opportunities.

The project CCWCLE was the first opportunity for Anandi and Ganatar to work with target groups originating from outside the state of Gujarat, at the end of the migration chain instead of the origin. It provided the organisations an opportunity to work with new communities in Surendranagar and Morbi district and provided a learning ground to understand the daily lives and challenges of the migrant community. The reason for taking on such intervention was the clear alignment of Anandi’s and Ganatar’s institutional goals and expertise with the overall objective of the CCWCLE project: securing the rights of children and women and ensuring access to their entitlements.

3.1.2. Relevance and responsiveness to the needs of the beneficiaries and other stakeholders

The project is relevant in creating the necessary conditions and awareness for the rights and needs of migrant families and children. It responds to the needs of the children by addressing the underlying factors that contribute to child labour in cotton production in a holistic way. The major problems for these children are: inadequate educational opportunities, parents and communities that tolerate violations of child labour laws, poor enforcement of government social services. Children working in the fields are seldom regarded as labourers but as children helping their family. In fact, while migration can open new economic possibilities for migrant families, it also comes with high risks and major costs. These costs are disproportionately felt by the children of migrants who are often compelled to travel to the worksites with their parents. Most children from the migrant communities have left school at the destination village (if they did go to school at all) and are lacking opportunities to go to school at their destination. They work in the fields under poor

conditions at an early age and at the cost of their right to education. These children will grow up into adults without the education and literacy required for better-paying jobs, which leaves them permanently trapped in the poverty cycle,

The problems are aggravated by the fact that migrants of Adivasi background are discriminated against by local authorities (gram panchayat) of the communities. Village authorities are in general negligent and inconsistent in recognising the needs of vulnerable migrant families, in particular of children and women. The integration of migrant families into the communities is not a priority and thus even families that live in the scattered settlements on the farm for years are never fully integrated into the village social life. That means that they are excluded from existing government services, be it the Integrated Child Development Scheme (ICDS) under the Department of Women and Child Development (DWCD) or the National Rural Health Mission. Those services are conceptualized for the resident village communities and there are no specific efforts made for reaching out to the migrants living on the farms. The project responded to the first and most important need of migrants: to be acknowledged as “rights holders” entitled to government programmes that are in place to secure the right to education, the right to health, food and nutritional security.

It was crucial to create the basic conditions under which access to services is possible for the marginalized migrant workers living in hard-to-reach areas. Migrant families who are cut off from the main villages where they are considered as outsiders and are discriminated against are literally “invisible” to local level authorities. Farm owners generally have no interest in the well-being of migrant families as long as they are doing their work properly. They do not support the migrants in responding to important formalities such as registration in the gram panchayat and other records with local bodies and government services. Without being registered in the destination villages, however, migrants are not entitled to any of the government programmes, such as ICDS, vaccination campaigns, screening of malnourished children, supplementary nutrition for pregnant women or lactation mothers and many more. Once they are on the records officially, migrant children and women fall under government’s responsibility and are entitled to all the above mentioned programmes. Only then local authorities and institutions can be made accountable for their wellbeing. There was a clear need to engage with government officials to sensitize them for the entitlements of the migrant families and hold the officials accountable to deliver the services. It was therefore of high relevance to provide information and raise the attention of community and district level authorities towards the needs of this neglected section of the village society.

Efforts were made to register migrant families, women and children in order to make them visible to the local authorities and to press government to acknowledge them as rights holders just like any other community member. Awareness was created also in the migrant families about their rights and entitlements as well as corresponding government schemes and programmes. However, documentation was often a problem and families needed support to make registration possible when proper documentation was lacking.

Right to Education and reduction of child labour

Government services to support the local children in the age group of 0 to 6 years have been established under the ICDS. Anganwadis⁴ are established in the communities to provide child care and educational support for this age group as preparation for school enrolment. As Anganwadis make no efforts to involve the migrant children proactively, migrant children that are engaged in farms as child labourers have no access to the Anganwadis. This is also due to lack of information about these services, but mostly because children are unable to reach the Anganwadis on their own and parents have no time as they start working very early in the morning. Thus children are kept working and deprived of existing child care and educational services.

Facilitating early childhood education in the bridge farm schools set up by CCWCLE is therefore responding to the need to provide care and educational support for migrant pre-school children who otherwise would be inducted in farm work at a very early age. Transport provided made sure that all children from the farms could reach the bridge farm schools and were transported to the Anganwadis later.

As per RTE, all children are supposed to be enrolled in schools at the age of six. Migrant children fall under the Right to Education Act, but their specific background is not sufficiently taken into consideration by school principals. Many migrant children have exited the school system at their place of origin due to migration pressures. Following the cultivation cycle of cotton, the migrant families come to their workplace in Gujarat in the middle of the academic year and are finding it difficult to get their children enrolled in the local schools.

Yet, provisions are in place to assist children who have dropped out of the school system to reintegrate. Bridge courses (“Special Training Programs” (STPs)) are established at schools under the Right of Children to Free and Compulsory Education Act (RTE) to prepare children academically for the entry into the “age appropriate” standard in school. According to Anandi and Ganatar, migrant children who may have already been out of school for a few years might not fit into the age standard and should be supported according to their academic levels. Facilitating the participation of migrant children in STPs is therefore a relevant approach to retain children in school in order to reduce drop-out rates. The government tends to neglect the STPs, so that it was important the CCWCLE kept the demand for those services high and demonstrated vis-à-vis the government that the STPs need to be adapted to the characteristics of migrant children.

Right to health for children and women

One crucial area that was identified in the needs assessment is the health status of migrant children and women. According to figures from UNICEF, one of the main health challenges faced by Gujarat is the high prevalence of child under-nutrition⁵ and the incidence of anaemia among pregnant women. At present, more than half of the pregnant women in Gujarat are anemic.⁶ Primary Health Services are in place, but these are still conceptualized for the resident village

⁴ Pre-schools under the ICDS

⁵ <http://unicef.in/State/Gujarat>

⁶ <http://www.ncbi.nlm.nih.gov/pmc/articles/PMC2761782/>

communities. There are no specific programmes for reaching out to the migrants living on the farms. As a result, there is no pre-natal health care, assistance with safe delivery, care of the new born, infants, and nutrition counselling or health awareness for the migrant population. The lack of information coupled with illiteracy leads the migrants to using expensive private health care services or to not accessing health care services at all.

For the wellbeing of pregnant migrant women and secure child birth, it is of utmost important that they are registered with the District Health Officer within two months of pregnancy. The Department of Health is implementing a screening programme for pregnant women in order to stop the incidence of female foeticide. The District Health Officer must issue pregnant women a 'Mamta' card without which diagnostic sonography is not conducted. Within ten days after a diagnostic sonography is conducted, medical practitioners must fill prescribed forms with detailed information on diagnostic sonography and any treatment/operations.⁷

However, these regulations require regular visits of women to public health institutions that migrant women often are unable to realise due to lack of transport facilities. Thus, many of the migrant women remain outside the screening program. Here again, the project staff facilitated access of pregnant migrant women to the health services by providing transport and monitoring the time plan for medical checks.

Another area of concern is the high prevalence of use of poisonous pesticides in cotton production which affects the health of the labourers. The spraying of cotton crops with toxic pesticides is common in Gujarat, and child labourers may spray toxic pesticides themselves or work in cotton fields during and after spraying has occurred. Many of the chemicals are dangerous nerve agents, designed to impede the nervous system in pests. Studies have shown that children who are exposed to pesticides in cotton fields experienced headaches, nausea, weakness, and in serious cases paralysis and death. The reduction of pesticides in cotton production is therefore an important contribution to the health of children and families.

3.1.3. Project preparation and design

A baseline survey was conducted to map the migrant families and child labourers in all project villages and to understand the migration patterns in the villages and the role of children in cotton farming. The survey was conducted by going from farm to farm to assess how cotton farming affects children's lives and especially education and to better understand the constraints for children to access government education. It was found that the children of these families hardly went to school as the distance to school was not walkable by children. The older children worked with their parents while the younger ones just loitered around.

Making migrant parents understand the importance of education is as much important as is to have a school system in place that is accessible for their children. Hence the concept of bridge

⁷ <http://www.firstpost.com/india/the-menace-of-female-foeticide-gujarats-initiatives-300703.html>

farm schools was conceptualized. The concept of bridge farm schools responds to the need of bringing educational facilities closer to the children staying on the farms and initiating/enhancing their learning process.

The idea of these bridge farm schools was taken to the community leaders and farm owners and most of them welcomed the idea. They felt that this was a very feasible and much needed initiative and agreed to cooperate with the project. They also agreed to accommodate bridge farm schools on their land. The bridge farm schools were set in locations where a considerable number of children of school going age were found. According to the context in the villages, bridge farm schools are often temporary make-shift installations equipped with basic learning material that can be moved easily if the number of children in nearby migrant settlements changes.

The CCWCLE project is **in line with good practices** for addressing child labour in the cotton supply chains. As was pointed out by many reports on the issue in recent years,⁸ there are a number of drivers behind the prevalence of child labour, such as the poverty of the families, the insufficient awareness about the rights of children to education, as well as poor law enforcement by public authorities.

Studies have been carried out to document the outcomes of international efforts to eliminate child labor in agriculture, for instance multi-stakeholder initiatives. A recent example is the publication of the Netherland Child Labour Platform (CLP)⁹ that documents good practices of combating child labour in different supply chains, among others in the cotton production and garment industry. Findings from this study can help to assess to what extent CCWCLE is in line with good practices, even though Anandi and Ganatar rather based the project on their own needs assessment and did not explicitly make reference to the supply chain concept.

The results of this evaluation show that the project design of CCWCLE is in compliance with one of the basic requirement formulated by the authors of the CLP study:

*“Any action taken should respect the child’s right to education and to development, support the rule of law and be in the best interest of the child.”*¹⁰

The CCWCL project is in line with good practices described by CLP for the following reasons:

- The concept to reduce child labour in cotton production takes into account economic, social and cultural backgrounds and practices. In fact, the basic assumption of the CCWLCE project is that child labour in the project region is prevalent due to a combination of factors: poverty, limited access of children to basic education and social services, and persistent discriminatory cultural practices against migrant labourers.

⁸ among others: <http://globalmarch.org/sites/default/files/Dirty-Cotton-Report.pdf>

⁹ Child Labour Platform (CLP Good practice Notes with recommendations for Companies. November 2014. CLP_Good_Practice_Notes_Nov_2014_Web_1.pdf

¹⁰ Ibid, p. 22

- The CCWCLE project's focus is on direct action to assist children and their families and provides all needed support to the children affected by child labour to ensure their right to education. Activities are designed bottom-up and focus on the mutually supportive nature of fundamental rights, such as the right to education, right to protection, and right to health.
- Multiple actions are carried out with government and other stakeholders and relevant public authorities are lobbied and supported to fulfil their responsibilities. Migrant families are provided access to all health services provided by the Ministry of Health in rural areas from which they were previously excluded.
- Based on the concept of community empowerment CCWCLE builds the capacity of local structures to proactively respond to the needs of the migrant children. It raises the awareness of government authorities and public opinion about the prevalence of child labour and acts as advocate and campaigner for a change in perception of and action against child labour.

3.1.4. Alignment of CCWCLE project with Government policies / regulations

Anandi and Ganatar believe that providing facilities for education and health is the responsibility of the government. All children should get equal opportunities irrespective of their socio-economic and geographical background. This is entirely in line with Government policies.

India has established an educational system that guarantees equal opportunities for education, based on the Right of Children to Free and Compulsory Education Act, 2009 (RTE). According to RTE, the State government is duty bound to make provisions for every child to complete elementary education, e.g. up to 8^o standard. But the educational institutions are not implementing the RTE effectively. Failures in enforcing the education policy can increase the number of children drawn into labour.

Both Anandi and Ganatar cooperate with the government and lobby government officials in an attempt to enforce access and quality of education under the RTE Act for all children of deprived families, including of migrant families. Strategies are conceptualised in an integrated way, combining more stringent enforcement of rules with filling the gaps with transitional education provision.

The right to health is also guaranteed by law and regulations are in place for their implementation. The state of Gujarat implements a number of national health programmes, such as vaccination programmes, control of Malaria and Tuberculosis, HIV/AIDS, and family welfare programmes. Some of them are of particular relevance for migrant women, in particular the "Mamta Abhiyan" and other programmes that were launched by the Government to reduce maternal and child mortality. Mamta Abhiyan is a package of preventive, promotional, curative and referral services comprising of elements of nutrition, immunization and post-natal visits that shall protect mothers and babies from complications arising out of child birth. Periodically, the state Government organizes health campaigns to improve awareness and reach of maternal and child health programs

Experiences of both Anandi and Ganatar show that the quality of implementation of the above mentioned laws and services depends very much on the individuals in charge. When government officers are motivated and qualified, services tend to be satisfactory. However, many of the government officers are not very efficient in doing their job. Anandi and Ganatar seek good cooperation with all government officials in charge and do whatever is required to achieve the enforcement of the existing policies. This is the essence of the rights based approach to which both Anandi and Ganatar are committed. Policy changes are not the goal of CCWCLE. The CCWCLE project is aimed at strengthening the effectiveness of the existing education and health facilities and bridging existing gaps rather than developing a parallel system.

3.2. Effectiveness and results

3.2.1 Main outputs in the whole period of project support

The target-actual comparison of outputs on the basis of target indicators shows that at the end of the 3 years period the project had achieved most of the expected outputs. Expected target values were exceeded in some areas. Figures for 2015 are not yet available.

Description of outputs/indicators	Target	Achieved	
Number of local and migrant children enrolled in schools	90% of local and 70% of migrant children	2012	229
		2013	169
		2014	200
	total		598
Number of children attending bridge schools	350	2012	541
		2013	443
		2014	533
	total		1.517
Number of women receiving public health services	250	599	
Number of children's clubs	25	25	
Number of youth/farmers that started organic cultivation	500	300	

The CCWCLE project has achieved its quantitative goals in the first project period. It successfully enrolled migrant children into schools and provided bridge farm schools for smaller children or children who could not be enrolled. About 95 % of children of the migrant population were attending either a bridge farm school or a public school, according to their age.

The number of migrant women, who had no access to health facilities before, has doubled as compared to the target values. Mamata Diwas (a day observed once in a month to track the health of mothers and infants) were regularly conducted on the farms. 25 children's club were established and actively participated in awareness building about the RTE Act and proactively were taking steps for the conservation of village bio-diversity. Youth/ farmers groups were estab-

lished and trained in agricultural farming. But the number of farmers practicing organic farming was less than projected.

3.2.2. Outcomes and impact

3.2.2.1. Reduction of child labour

As an integral part of the CCWCLE strategy for combating child labour, children of migrant families were enrolled in either bridge farm schools or village government schools.

There are 23 bridge farm schools in operation for 25 villages. In total 1,517 children of migrant communities (75% of total children) were enrolled in them. During the project period, the bridge farm schools covered on average of 500 migrant children per year. In the cotton picking season the number of children increased to up to 600 between November and February. This is an indicator for the willingness of migrant families to provide education for their children instead of taking them to work in the fields.

Bridge farm centers provide safe places and an enabling environment for the children of migrant workers who otherwise would accompany their parents to the cotton fields. Early childhood provision and care in the bridge farm schools is facilitating the migrant children's access to education. Ensuring that children have adequate nutrition, a supportive environment, and a chance to develop their cognitive skills is a vital investment for education.

Bridge farm centers develop the literacy, numeracy and life skills through creative pedagogical methods and plays that are very important in building the confidence of migrant children between 3-6 years of age and prepare them for formal schooling. Bridge schools open up early in the morning and see to it that the children get transport to the Anganwadis in the communities that open up later in the morning. Building bridge farm schools close to the communities and the provision of transport facilitate access for small children that otherwise would not be able to come to the bridge farms schools on their own. This also reduces the sibling care burden on girls in particular. Transport for the children from the bridge farm center to the Anganwadis is also provided, thus making the bridge farm schools a complement and a "bridge" to the Anganwadis and government schools, respectively. Attendance in bridge school has motivated older children to join the regular village school. Parents are less reluctant to send their children out of the settlements on the farm to go to school.

The project staff also raised awareness among the migrant parents about the value of school enrolment. Migrant parents and children were successfully encouraged to admit the children into formal education. Distance to school that constituted an important barrier to school attendance in the rural areas was also solved by providing transport subsidies from the government.

Constant dialogue and cooperation with school authorities has helped to overcome to a great extent the unresponsiveness of schools to the needs of migrant children and facilitated the en-

rolment of the migrant children of school going age into local schools. In total 598 children of school-going age from the migrant families were enrolled in government schools over three years under the Right to Education Act. In the government school that we visited in Morbi it was interesting to note that the school was keeping a record of migrant children enrolled and proudly displayed the figures before us. This is an indicator that enrolment of migrant children had become a part of the school's agenda.

Initially the enrolment was difficult because the migrant families never had any identity proof or other documents important for the admission, such as school leaving certificate from their home village. But with consistent efforts most of the migrant children were admitted to the schools with minimum documents which further curtailed their engagement in the cotton production.

School enrolment rates are lower than the target value established in the proposal phase of CCWCLE whereas the attendance of pre-school children in bridge farm schools exceeded the targets. This is supposed to be a reflection of the volatility of the influx of migrant children and the difficulty of projecting targets as well as the age structure of the migrant families with many pre-school children who were admitted to the bridge schools.

Bridge schools and community government schools have restricted the prevalence of child labour in the project villages to the extent that migrant children became regular attendants of the bridge farm schools. At least 1,517 children attending bridge farm schools and 598 migrant children attending public schools over the project period could break out from the cycle of child labour.

3.2.2.2. Awareness on the Right to Education Act

Awareness on the Right to Education Act was created outside and inside the schools.

Campaigns about the Right to Education Act were very effective to catch the attention of community members and raise awareness. Campaigns also connect communities with the global movement to achieve the Millennium Development Goals (MDG 2 on achieving universal primary education). Issue-based campaigns and rallies were organised with the active participation of children's clubs who defined the issues and tools, such as street theater, songs, etc. Campaigns that included local leaders as speakers have been leverage in the project's relationship with local government offices and legitimised the campaign in the eyes of the community.

As school principals and teachers were not sufficiently aware of their responsibility to reach out to migrant children, the School Management Committees (SMCs) were selected as the main actors for raising the awareness on the RTE in schools. This was done mainly by activating the SMCs in the 25 government schools. As per Gujarat's norms under the Right to Education Act, SMCs have the responsibility to safeguard the quality of teaching and the good functioning of the schools. SMCs are supposed to be elected from the group of parents, teachers and representatives of the gram panchayat and should represent different castes. But SMCs were not found in all schools in

the communities or were non-functional as its members did not know their roles and responsibilities.

Anandi & Ganatar intervened by meeting SMC members individually and in groups and clarifying their roles. Democratic elections of SMCs were held in all project villages in coordination with the Block Education Department. Women were encouraged to stand for election to the SMCs. The newly elected members of SMCs participated in trainings on the RTE Act and child rights, among other topics. This helped in activating SMCs in 50% of the project villages, who gradually take over more responsibility and contribute towards enrolling migrant children, improving the quality of education, and improving the quality of food served in the schools.

During focus group discussions with SMC members in Ramgadh (Surendranagar district) the participants reported that the training received from Anandi and Ganatar had enhanced their knowledge and skills and that they now feel empowered to do their duty properly. As supervisory body of the schools, SMCs are now monitoring school functions and quality of education more effectively. They meet monthly and discuss pertinent issues such as school facilities, enrolment of tribal/migrated children, regular attendance of enrolled children, and implementation of mid-day meal scheme. The meetings provided an opportunity to express needs and concerns related to children, education and health. Parents have therefore become cooperative. SMC members confirmed that a better functioning of SMCs is a contributing factor for increased quality of school education and regular school attendance. School attendance of migrant children is now actively supported and monitored by the SMCs. The female members of the SMCs are also encouraging girls to continue their education instead of dropping out.

Yet, it remains a challenge to improve the quality of SMCs in all government schools and make school principals and teachers more aware of their responsibilities to reach out proactively to migrant children. For the time being, the teachers tend to give responsibility for school attendance solely to the migrant parents.

3.2.2.3. Children's clubs

Children's clubs were formed in each village and were in operation during the whole project period. Children were trained on the rights of children, ecology and environment and learnt some creative skills like painting, origami work and clay work. As could be seen in the focus group discussion with children, knowledge of the local biodiversity was successfully imparted. 15 children's clubs have set up bio-diversity registers in their villages and are well informed about flora and fauna in their villages. An outstanding example is the booklet called 'maru gaam maru vishwa' (My village My world), published by the children's club in Lootayador village in Morbi district. This 50 pages booklet not only gives detailed information about the biodiversity of the respective village but also lists community facilities, composition of the population, different castes, village organisations and many more facts.

The children clubs also contributed to awareness raising and helped bridging the gap to migrant children. The children clubs evolved as a common platform for local children and migrant children. Trainings conducted on various topics such as education, environment, social life in the communities, etc. helped to reduce the myths about tribal populations. Village children made friends with migrant children and shared their cultural differences and started working against the discrimination in their schools. In some schools where tribal children were not allowed to sit with local children during the midday meals, this practice has been stopped due to the intervention of the children's clubs.

Testimonies from children during different focus group discussions showed that members of children's clubs strongly identify with the idea that every child should go to school. Children care for their fellow children from the farms and help them in improving reading and writing skills. They motivate migrant parents and children for regular school attendance. They carry out awareness campaigns and rallies for regularizing school attendance and against child labour and participate in marches for child rights that take place annually. Older children support the bridge school teachers during morning sessions before they go to school.

Children's clubs are also important as learning grounds for civic education and thus shape the mindset of the future generation. The clubs have set up internal structures that enhance the understanding of democratic structures in practice. Leaders are elected and committees are set up for different tasks. Leadership training helped to bring out and demonstrate the leadership qualities in children and enabled them to raise common claims vis-à-vis school and village authorities. In Ramghad, the children's club struggled to get a cricket ground in the village. They made a petition to the panchayat and then took collective action and were successful in the end.

3.2.2.4 Access to health services

Ignorance and sometimes denial of particular health problems of the migrant communities (e.g. malnutrition) together with inefficient management were identified by the project partners as the root causes for poor health services provided to migrant women and children. Reliable data on migrant families was scarce, incomplete and fragmented in the health system. Through constant dialogue and coordination of activities with the health services, the project pushed the agenda of the right to health with the government. The mechanism that worked best was the provision of reliable data on migrant families, children and women who were entitled to the various government health programmes and cooperating in the fulfilment of the obligations of health services.

Child birth from the migrant community is now registered at the gram panchayat and municipality. Lists of malnourished children, pregnant women and lactating mothers are regularly submitted to government services and action is requested. Growth monitoring charts (as per UNICEF charts) were established for 266 children in the age group of 0 to 6 years out of which 66 children were

malnourished. This data was shared with the ICDS workers under the Department of Women and Child Development to lobby for appropriate and timely services.

Backed by the facts and figures provided by Anandi & Ganatar, the government had to recognise that malnutrition of children under 5 does exist in Gujarat. As a result, the malnourished children were registered at the Anganwadis and receive food supplements. Malnutrition is now controlled more systematically and reduced.

As a result of the project activities over the whole project period, the benefits of maternal entitlements and other schemes reach out to the migrant families. Health camps have increased the coverage of the health services for the migrant families with health checks and immunization that were carried out and information on child care, prevention of diseases etc. that was shared with the families.

As the health camps were conducted in association with the Primary Health Centres, they helped to create a link between the government agencies and the village population. The health officers attended the camps and shared information about different facilities and government schemes with the migrant families, thus creating awareness among the migrant women about their entitlements. At the same time the health department officers learnt more about the situation and needs of the migrant families and showed more commitment to reach out to them proactively over time. More children and pregnant women of the migrant families are now covered under immunization and supplementary nutrition schemes. All pregnant women are now integrated into the screening programme and get regular check-ups and obstetrics services to reduce risks.

Another important outcome is the activation of the Primary Health Committees in all 25 villages. Members of the committees were trained and are now aware of their roles and responsibilities. Due to the project intervention the Mamata Diwas (village health day) was regularised and extended to the migrant families. Primary health care kits were provided to the health volunteers in the communities who were further trained to identify common illnesses and to make referrals when required.

599 women received health and nutrition services from the Government Health Services in three years with a focus on ante-natal care, safe delivery and post-natal care. As a result of better access to health facilities, common illnesses like cough, cold, diarrhoea and malnutrition were diagnosed in time and immediate treatment was provided. Mother-and-child health has improved and child mortality has decreased due to safer deliveries in hospitals and better post-natal care.

3.2.2.5. Women's groups

In India women's Self Help Groups (SHGs) are already established as a proven model to promote women's empowerment. The outcomes of SHGs go beyond the benefits of savings and credits. The women's groups have enhanced the self-help capacities of vulnerable women and have the potential to break social barriers that result in a socially just and equitable society. In the project region, there are 25 SHGs in operation. All groups are linked to the Mission Mangalam programme of the Government of Gujarat. Due to the very high fluctuation of families residing in the villages covered by Ganatar, no new women's groups were established.

SHGs are important platforms for knowledge transfer regarding rights and entitlements, government schemes and programmes. Those in charge of distributing this knowledge such as male Panchayat members and local officials often have little interest to ensure the transfer of information. Due to the training received on women's and child rights, nutrition, health and anti-discrimination, women acquired not only the necessary knowledge but also specific skills and tools to seek and obtain their rights, and the information of whom to hold accountable if access to government schemes is denied. In a group, women feel more confident now going to government offices, asking questions, making demands and holding government officials accountable for the delivery of services.

Demands for street lights, transport, Below Poverty line lists (BPL) ¹¹, etc. were presented to the elected representatives of villages/blocks for resolving these issues. During the project period, SHGs were successful in securing access to drinking water, housing and electricity with the land owner farmers where migrant families work as labourers. The SHGs have also been effective in supporting poor and migrant families and helping them to get access to the facilities they are in need of. Coordination with the responsible government departments, including ASHA workers ¹² was initiated.

In the focus group discussion, SHG members expressed concern and a feeling of responsibility for migrant women who were isolated and excluded from all government schemes that would benefit them. SHGs have acted successfully to facilitate access to government schemes. The solidarity with Adivasi women and children does not mean that SHGs have reduced ethnic divisions. There is no open discrimination against Adivasis, but their different cultural backgrounds and the deep-rooted tradition of segregation is not easy to struggle against.

3.2.2.6. Adoption of organic farming

Youth/women who are active farmers have formed groups in each village and have a total membership of 601 persons. They participated in trainings and exposure visits to the training center of Ganatar, among others. Practical exchanges among farmers from different villages and peer edu-

¹¹ Below Poverty Line is an economic benchmark and poverty threshold used by the government of India to indicate economic disadvantage and to identify individuals and households in need of government assistance..

¹² Accredited Social Health Activist – National Rural Mission

cation demonstrated the advantages of organic farming in terms of soil improvement and reduction of inputs and awakened much interest of farmers.

Trainings helped the farmers to understand the importance of the organic farming and encouraged them to try it out. At the end of three years, 300 youth/farmers (50% of the farmer's group members) had created organic plots on part of their land and started organic farming. A group of women of two villages started to produce organic pesticides and fertilizer using cow dung and cow urine as major components. Their positive experience has led them to experiment further and 30 women are now involved in the production of organic manure and are distributing the products among the women.

Despite the interest created, the transition to organic agricultural production is still limited in the project region. In every village there are 3-4 farmers that experimented with organic farming. During focus group discussion with a group of male farmers in Belavi (Surendranagar district), it came out that the issue of organic farming is controversially debated. The smallholder and medium farmers are very cautious to rush into new approaches and want to avoid risks like crop failure and indebtedness. Farmers expressed their willingness to experiment with organic practices provided they produce good results in the end. Farmers attended trainings provided by CCWCLE and tested organic seeds, pesticides and fertilizers. Some farmers have started doing organic farming in some parts (5-10 %) of their land, both for cotton and other crops, such as groundnuts, cumin and other spices grown in the area. Some expanded the area under cultivation after they had seen good results. However, only few farmers fully switched to organic farming. There was consensus in the focus group discussion that the major positive impact of organic farming practices is the improvement of soil quality and the reduction in input cost. Whereas organic manure costs 4 Rs. per unit, chemical fertilizers would cost 35 Rs. Thus, the same yields could be achieved with much less costs. This positively affected the economic status of the farmers.

The majority of the farmers stated that they did not want to increase the productivity of their fields but rather appreciated organic farming as a way to reduce chemical inputs and as an investment in a healthy environment in the future. Sustainable production and self-reliance of farmers were the major criteria mentioned by the farmers. In the end, farmers underlined that any agricultural production has to be economically viable.

During the focus group discussion with farmers on the "model farm" that is connected with Anandi, the farmers explained the Zero Budget Natural Farming used on the farm. This is an ancient method which emphasises intercropping methods and goes hand in hand with animal husbandry. Cow dung and cow urine are the only fertilisers and nothing has to be purchased from outside so that production costs are zero.¹³ The farmer had produced cotton previously on the entire area, but cotton turned out to be a difficult crop due to the volatility of prices and irregular rainfall in Gujarat. The farmer had switched from producing cotton to producing groundnuts for oil production. The market was better and he sold the product for prices higher than for non-organic oil.

¹³ <http://www.palekarzerobudgetspiritualfarming.org/>

Organic agriculture was also introduced to local and migrant families by setting up kitchen gardens for 698 families with malnourished children, pregnant women and migrant families with trainings and inputs. Kitchen gardens introduced green leafy vegetables and locally available vegetables. The families preserved the seeds for the next year and sometimes shared the seeds with the other families too. Kitchen gardens have brought more variety in the food intake of the migrant families and have partially changed the food habits of the migrant families as they are getting seasonal green leafy vegetables and other local vegetables which were not part of their diet before.

Summing up the experiences of Ganatar and Anandi, the responsiveness of farmers to organic methods in general was good. Youth who previously were not interested in agriculture were beginning to be attentive to organic practices in the farms and were actively participating in the meetings, workshops and trainings on organic farming. The number of farmers who actually are actively implementing the organic farming practices in their farms, however, is smaller. Farmers are very careful in balancing production risks against possible gains, including crop failure and indebtedness. A success rate of 50% who started experimenting with organic methods after three years is thus a satisfactory outcome.

3.2.2.7. Synergies between the CCWCLE project and the activities of CottonConnect

The villages where the CCWCLE was to be implemented were selected on the criteria that CottonConnect (CC) was already working with farmers.

CC works to link all stages of cotton supply chains, from the farmer to the finished products. CC works with farmers in transitioning from conventional to certified organic cotton while developing commercial success at each stage of the supply chain. High environmental and social standards are encouraged at every level.¹⁴ Anandi and Ganatar predominantly work with the labourers of those farmers, the migrant families. Hence, in most cases the major target groups of CC and the CCWCLE project are not the same. The common ground between CC and CCWCLE is the eradication of child labour in the supply chain and the promotion of organic cultivation of cotton.

In Gujarat, CC is promoting the production of organic cotton on a large scale over a period of 3 years with the aim of supporting the conversion process and assisting farmers to certify organic cotton. The focus is on increasing the productivity in order to increase income levels and improve livelihoods. The certification process is regarded as critical for added market value. CC does not explicitly track child labour in the project regions. In the baseline data collected by CC in the villages the number of non-school going children was registered and the assumption is that those children who are not in school work on the fields.¹⁵

¹⁴ CottonConnect, Management briefing "Sustainable and ethical cotton sourcing, 2015

¹⁵ Interview with Ipshita Sinha, C&A Foundation Delhi

While CC's stress is on market orientation of the supply chain with a focus on eradicating child labour and certification of organic cotton, the CCWCLE approach was supposed to be complementary in focusing on the social aspects of the farming community, both the small farmers and the migrant labourers. Thus the promotion of education, protection of children and women from health risks were the major areas of involvement.

Focus group discussions with Anandi and Ganatar as well as with farmers have shown that farmers are not exclusively cotton producers. Cotton is grown alongside with food and cash crops, e.g. groundnuts. Synergies between Anandi/Ganatar and CC would necessarily presuppose that farmers share common goals, particularly in pursuing the certification which is not the case up to now. The CCWCLE project does promote organic practices and inputs in agricultural production, organic farming is promoted and organic fertilizers and pesticides are in use also for vegetable production in kitchen gardens. Some farmers are motivated to start experimenting with organic cotton on a small scale, but certification of organic cotton is not an option for them up to now. In 15 villages where Anandi is working, 41 farmers have adopted traditional cotton seed farming in their farms and are using organic pesticides and fertilizers. Many of these farmers have increased the use of these organic products in other parts of the ire farms as well.

At the end of more than three years, no synergies between CCWCLE and CC can be observed. No concrete outcomes or any cooperation between Anandi and Ganatar and CC were reported by field staff and beneficiaries that participated in focus group discussions. Anandi and Ganatar have established some relationships with CC staff at the local level with meetings and sharing of ideas taking place. However, there was not much overlapping of activities. Despite some ideas to conduct joint trainings for farmers, the realisation of the trainings was apparently difficult. CC staff acknowledged that the prevalence of child labour had almost stopped in the project area.

There is no concept for organic farming in cotton production leading to certification. The challenge for future programming of Anandi and Ganatar in the area of organic production is to make up their minds whether certification of cotton alongside with CC should be an option and then choose the right strategy.

3.2.3. Main factors that have influenced success to achieve results

The **project design** and approaches chosen are the main contributing factors for the effectiveness and success of the CCWCLE project.

Monitoring and enforcing government services in the areas of education and health and taking action to ensure the implementation of services with a right based perspective is the most effective project strategy. A rights based approach is central in India that has excellent laws that protect children/women and foresee social benefits for them, but often only exist on paper. The assessments of government health officials during focus group discussions showed a high esteem and appreciation of Anandi's and Ganatar's cooperation in helping to bring government services to the grassroots' level. The District Health Officer interviewed appreciated the strong

rapport of both NGOs with the families which provides more insight into the needs and makes sure that government services target the right beneficiaries.

The holistic approach is another success factor. The project addressed the issue of child labour on the level of the migrant families, the communities and the government. Empowering local and migrant families to claim their rights to education and health and supporting the government to deliver better services are complementary and mutually reinforcing. Increased awareness of parents about the value of education, particularly for girls as well as the involvement of various actors to secure school attendance are also contributing factors.

The rights based approach is complemented by activities, such as the bridge farm schools that respond to the immediate needs of children of different age groups who otherwise would be left out by the ICDS and education system and continue to work as child labourers.

The implementing partners have shown excellent **capacities** to involve various actors on community level, get support from Panchayat and schools, and to liaise with government officials, teachers, SMCs etc. Engaging with government officials and developing positive relationships with officials reduced the potential of conflicts and has increased mutual trust. Constant dialogue with education authorities and advocacy with education department for implementation of RTE has long-term effects in sensitizing the Anaganwadi workers, school principals and teachers to remove discrimination against migrating children

Beneficiaries and stakeholders on community level have been **very responsive** to project activities which made it easy to achieve ownership of the intervention. Farmers supported bridge farm schools by providing the space or by helping to repair the buildings. Also the Panchayat provided premises for the implementation of the project. The responsiveness of children made them very strong agents of change.

However, deep rooted cultural convictions and discrimination against the Adivasi population still constitutes barriers to change. While enhanced sensitivity and acceptance of migrant children could be observed mostly with the children in the children's clubs, the adult population was keeping their distance and their interest to develop relationships with Adivasis had not increased.

3.3. Efficiency

3.3.1. Coordination and implementation management

Both Anandi and Ganatar have offices in Ahmedabad and field offices in Morbi and Surendranagar district from where the implementation is carried out by field staff according to the annual planning. The process of preparing detailed profiles for every village was part of the participatory project planning from the beginning. Socio-economic data was collected together with a mapping of education, health, and other public utility services.

Operational planning on a monthly basis is carried out from the field offices. Both Anandi and Ganatar have a decentralised implementation management and monitoring system while core management functions such as strategy development, overall programming, annual planning, donor cooperation, reporting, documentation etc. are centralised in Ahmedabad.

Ganatar has 20 team members responsible for the implementation of the CCWCLE project and 3 coordinators for the areas of education, health and organic farming. The 3 project coordinators are constantly in the fields supervising and coordinating the activities. The coordinators meet weekly and have meetings with the Ganatar director at least twice a month. All staff members meet monthly for 2 days for progress review and further operational planning. These staff meetings are combined with training activities.

The field staff is recruited from the communities and constantly receive trainings on how to implement and monitor project activities in their respective areas. Each team member uses a weekly planning tool to ensure that activities are implemented in compliance with plans and to plan the next activities. Weekly reports are made by field staff and monthly consolidated reports are made by the coordinators. The formats in use give information about all activities that were implemented, deviations from targets and the reasons for deviations. All data and reports from the field are put together and evaluated by the central management to produce the biannual and annual reports sent to the Western zone office. This close implementation and progress monitoring has been in place with Ganatar for the last 8 years and is regarded as efficient.

Anandi has 31 team members working in the CCWCLE project from the field offices in Morbi and 8 team members in the central office in Ahmedabad. Anandi has recently introduced a PME system with formats for result based planning and review, such as the Logical Framework matrix and monitoring formats with outcome indicators modelled after the EC reporting formats. The monitoring format allows tracking the implementation and outcome of all the activities against the pre-established indicators.

The revision of outcomes is an important part of result-based monitoring. After the first phase of the project Anandi felt a need to build evidence around the experiences made so far with bridge schools and other interventions in order to strengthen the understanding of the mechanisms that motivate or hinder migrant parents to send their children to school and draw lessons for future interventions. In 2013 a mid-term study was commissioned by Anandi which provided a deeper understanding of the complexity of child labour among migrant communities.

Anandi field staff and project coordinators meet quarterly to reflect on experiences and to review outcomes. In the meeting with all field staff during the field visits of the evaluation team, some of the results of previous meetings were presented, such as a detailed stakeholders mapping of the project and a diagram to visualise the synergies between the interventions in education, health and agriculture were visualised. Annually, all staff, coordinators and the executive committee of Anandi have a review and planning meeting.

Coordination of activities between Anandi and Ganatar is done in quarterly coordination meetings where exchange of experiences and reflection of outcomes is also done. The tdh coordinator for the western zone, Sampat Mandave, is visiting the implementing partners biannually and review meetings are taking place. Overall, the management and monitoring systems of Anandi and Ganatar are efficient. There were no deviations from the original project design.

3.3.2. Constraints and challenges during implementation

Over the period of implementation the project unfolded with positive and critical experiences. No internal constraints were found. Staff was motivated and qualified and activities carried out according to operation plans.

External factors have been the major challenge during the project implementation, in particular the complexity of 'migration' and the deep rooted discrimination against Adivasis by the local population and authorities.

- The project targets a migrant population that is constantly fluctuating. The differences in migration pattern had to be understood in order to respond to different situations of migrant families. There are various migration patterns: some families come during the agricultural season and stay one to six months. Some families come to work with the same farmer every year but settle not necessarily in the same village every time. Some families stay for one to 2 years and work on the basis of sharing crops (1/4). A minority of families stays five to seven years and start farming. Families might migrate overnight without prior information and it is extremely difficult to trace these children. It was therefore a major challenge for project management to keep track of the migrant population and to plan for long term interventions for children that had changed school every year or had never before attended a school.
- Coordination with government authorities was sometimes difficult because the villages belonged to different administrative structures in the districts that were not taken into consideration for the selection of project villages. There are basically four administrative levels: the village community level, the block level, the cluster level and the district level. While project activities are carried out on community level, government coordinating bodies are located at the block or cluster level. As all administrative issues are done from the clusters, frequent visits had to be made to coordinate activities or to lobby government officials. Anandi works in 15 villages. 14 of them are located in 3 clusters whereas one village belongs to another cluster. Work on cluster level was more effective for villages belonging to the same cluster as coordination with authorities could be achieved with fewer efforts in time.

There were no changes or deviations from the original project design. The implementing partners developed coping mechanisms that worked to identify the different situations and interests of families and to offer specific solutions to each family are:

- Close monitoring of migration patterns: Biannual surveys were carried out and information on any new development and change in migration was documented,
- Registration of newly migrated families in the project villages on an annual basis and identification of different needs in close contact with migrant families,
- Bridge schools are make-shift installations that move every six months according to the number of children in nearby migrant settlements.

3.3.3 . Financial management

Both Anandi and Ganatar have set up efficient financial management and internal financial control systems to ensure an efficient use of funds. Staff members in charge of monitoring financial transfers and budgetary control are well qualified and have been working in the institutions since many years.

High standards are kept for internal financial control according to the requirements of the Indian Government and tdh, in compliance with German BMZ standards. The regional office of tdh is closely monitoring the financial and overall project management. During his quarterly visits to the partners, the tdh coordinator conducts detailed checks of financial statements, vouchers and the ledger book and makes recommendations for improvement. The biannual revenue and expenditure account is set up by Anandi and Ganatar and is sent to the tdh western zone office. Auditing has professionally high standard and the regulations of tdh are strictly followed. The annual audits reported no irregularities or mismanagement of funds. At the end of the regular project period in September 2014, a balance from exchange gains was carried over and was used for a 3 months extension of the project period.

Anandi has set up a financial committee in 2014, consisting of the executive director, the project coordinator, and the finance administrator. The financial committee meets 3 to 4 times per year to verify whether expenditure and receipts are in balance and to assess whether expenditures are consistent with the proposed budget and decide whether adjustments in the allocation of funds have to be made. Cash vouchers, bank vouchers and general vouchers are controlled monthly with the field offices. The field offices need to make requests for payments together an evidence of expenditures of the previous instalment. Proper books of accounts are kept and at the end of each month a balance between expenditures and activities of all field offices is done on the basis of a voucher and document check.

With regard to Ganatar, the director and the accountant are in charge of financial management. The financial management and internal control system is very similar to that of Anandi. Monthly requests for payments are made from the field offices according to the budget which in turn means that funds are spent according to the budget. Only minor budget adjustments were made, for example an underutilization of budget for the establishment of the bridge farm centers because the make-shift installations turned out to be less expensive.

3.3.4 Partnerships fostered by the project

The CCWCLE project fostered good working relationships with different stakeholders on community level. First of all, baseline studies were carried out by Anandi and Ganatar in the project villages with all local stakeholders to inform the project design and implementation. For every community detailed village profiles informing about the basic facts about the villages and their livelihoods as well as the available basic amenities were produced. During implementation, village Panchayats, Anganwadi workers, school heads and teachers and other local stakeholders were involved in regular village level meetings with CCWCLE staff and volunteers to share experiences and review outputs and outcomes.

Constant interaction and mutual communication created trustful relationships with these village level institutions and individuals that helped to effectively implement the planned activities and to achieve the positive outcomes described earlier. Many Panchayat members were supportive and took initiative to help the migrating families. Good relationships were also established with farmers who provided place for the bridge farm schools, village health workers, Anganwadis, and schools. Through the intervention of the SMCs many concerns of the migrant families were raised and resolved successfully.

During the implementation phase, institutional linkages were established with the block and cluster level government authorities from the Departments of Women and Child Development, Education, Health and Labour. Basically this involved the Integrated Child Development Scheme (ICDS), the Child Development Project Officers, the District Health Offices, Cluster Health Centres, and the Labour District Officer.

Partnership with CottonConnect was not really established. The staff of CC had been contacted in the project development phase to facilitate cooperation. As was already described earlier, there was openness to work together and communication and exchange between staff of CC and Anandi and Ganatar was good. Compared to the number of meetings held, the outcomes are very small.

3.4. Sustainability

The empowerment approaches of the CCWCLE project have shown to be successful frameworks for demanding and enforcing children's and women's rights and entitlements. The project outcomes are expected to be sustainable due to changes in behaviour of individuals, changes in engagement of community and government structures, and changes in the enforcement of policies and laws.

On the level of the individual, knowledge and awareness on the rights of children is the crucial factor for a change in perception and behavior of children and adults. Children that are the future generation are important agents of sustainable change.

Sensitivity and awareness was created by encouraging migrant children to participate in children's club or to enroll in formal schools along with the local children. The local children took keen interest in the idea of the right to education for all and the struggle against child labour. Leadership training for children has encouraged individual personality development, the acquisition of soft skills and the capacity for performance-oriented dealings. Children who are confident about their rights and know how to participate in issues that concern their lives will continue to struggle for a more equitable society where children can realise their right to education and are not forced into child labour. Enhanced sensitivity of children and acceptance of migrant children might also contribute to reduce discrimination against Adivasis in general, but this will be a very long-term process.

On the community level, Anandi and Ganatar lay a strong emphasis on local ownership and capacity building. Both organisations focus on organising women, parents and children at the grass-roots level into collectives where they can become active agents of change. Community organising is pertinent as a means to build sustainable and enduring community structures and fully transfer ownership and control to the local community. This approach has allowed Anandi and Ganatar to remain in the role of facilitators with the local structures taking over the ownership of the process. Whenever staff members engaged with the communities they do so in collaboration with the local structures. This ensured a continued process of leadership development, and a change in engagement of community members could already be observed. Many Panchayat members were supportive and took initiatives to help the migrating families. However, it will be a long way to go until Panchayats are ready to proactively register migrant workers on a regular basis and thus make the outcomes of the project sustainable.

Community organisation leads to an enduring network of people who identify with common goals and ideals and who act on the basis of those goals and ideals. In India, community organisation is seen as both a social and a political process and an efficient framework to advance the rights and power of underprivileged groups.¹⁶ Active women's groups, children's clubs and SMCs have a sustainable impact that can be seen in terms of increased participation of women and children in leadership roles in their organisations as well as in the overall improvement of the living conditions of the communities they belong to. Functional organisations such as SMCs are taken seriously by government officials and that is a factor for sustainability of engagement.

The ability of Anandi and Ganatar to establish and work with local structures is a contributing factor for the sustainability of outcomes. Sensitisation and empowerment of local governments has enhanced their feeling of ownership for taking up the issue of child labour and children's right to education. As reliable information on migrant families is incomplete and fragmented in all government services, mapping of these families is an important factor for the sustainability of services. Anandi and Ganatar provided the gram panchayats with detailed data of villages, prevalence of child labour, school enrolment of migrant children, etc. that will serve as baseline for local governments so that they can no longer get away pretending that they have no knowledge about these families.

¹⁶ Community Organizing for Women's Empowerment, p. 7

On the district level, constant networking with the functionaries of the DWCD, Education department, Labour department and health department has created mixed feelings with those functionaries. On the one hand, monitoring of the government schemes and holding the government officials accountable to deliver quality services has motivated them to deliver more inclusive services for migrant families. On the other hand, government officials do not appreciate that NGOs collect data and monitor the performance of services.

The positive outcomes achieved during the project period are expected to be sustainable to the extent that government officials keep responding positively to the demands of beneficiaries. The contributing factors are double: better informed migrant families will keep the demand high for all the government services they are entitled to; and responses of government services are more effective due to enhanced sensitivity and more efficiency in delivering the services.

The essence of the rights based approach to which both Anandi and Ganatar are committed is not to achieve policy changes, but to enforce existing policies. The CCWCLE project is aimed at strengthening the effectiveness of the education and health system and bridging existing gaps rather than developing a parallel system. The project's strategy to achieve sustainability will be successful to the extent that changes in policy enforcement no longer have to be pushed from outside, but the rights of migrant children and women are fully integrated into the early childhood-care, education and health policies of the Gujarat Government.

3.5 Gender

Gender discrimination continues to be an enormous problem within Indian society. Women are commonly married young, quickly become mothers, and are then burdened by domestic and financial responsibilities. Women all over India continue to struggle to achieve equal status to men, making gender equity an issue of particular importance. According to Anandi, most parents see nothing wrong when boys and girls start working at an early age. The gender divide is not so visible in terms of labour, but when it comes to education, parents are of the opinion that the male child should study as much as possible whereas the girl child should at the most study up to grade 8 which is the highest standard in government schools. These general problems women face in Indian society are aggravated in the migrant communities. Women from migrant families are extremely vulnerable due to their isolation and exclusion from social benefits on the grounds of gender, economic status and ethnic origin.

Gender concerns are very important and a strong component in the CCWCLE project design and implementation. The value of education for girls is constantly promoted and this has shown an impact after three years. Teachers reported that girls are coming to schools more regularly now and are showing good results. Girls are also active participants in the children's club and have taken over leadership roles. In particular, the women SHGs have developed into platforms for women's empowerment where women shared their concerns and identified needs that were then actively addressed, mostly by approaching village authorities or government officials. Sometimes

collective action was organised to assert demands for entitlements in case of unresponsiveness of the government.

The majority of Anandi and Ganatar's field staff and teachers are female and face the same cultural barriers and constraints as other women in the community. They sometimes had to struggle with their families to get the permission to work in the project. Their own struggle for equal opportunities served as model and encouragement for other women. The importance of gaining the support of senior men is recognised. Activities of women's clubs involved obtaining the trust of husbands and next of kins to reduce their opposition to their wives joining the group. What convinced the husbands most was the perspective that the participation in women's groups would increase the family's access to schemes and entitlements and bring benefits to the entire family.

4. Lessons learned & recommendations

4.1. Reducing child labour in the project villages is a complex task. The project gives evidence that education is an essential instrument that works against child labour and for the empowerment of children. Experience has shown that achieving attendance of bridge farms schools and improving access to the public schools system immediately leads to a reduction of child labour. For the children, education is also an important foundation upon which to build an independent life with better employment option. Well-educated boys and girls are much better protected from abuse and exploitation.

The CCWCLE project has a pivotal role in bridging the gap between the government education system and health programmes and the migrant communities. The project did not develop parallel systems but strengthened the effectiveness of the existing structures of the education and health system for the benefit of the migrant communities..

Recommendation

Tdh and C&A Foundation should continue supporting Anandi and Ganatar during the second project phase to maintain and strengthen past gains and commitments achieved in the areas of education and health.

4.2. School attendance is both an important end in itself and a means for children to develop the foundations for future learning. But taken in isolation, school attendance is a limited indicator of success. Retaining the children in school is a bigger challenge.

Against the background of migration patterns, maintaining past gains in school enrolment and sustaining the migrant children in schools remains a major challenge for the second project phase. During the focus group discussions, some cases of school-going children came up that were taken out of school in their home villages and failed to be enrolled in the new schools at the destination. Some of the parents could be motivated and supported to send the children back to

their home villages where they could continue education. This option could be taken into consideration for future programming.

Recommendation

On a case to case basis, families should be supported in finding various solutions for school attendance, not only in the destination villages but also in the home villages. A suggestion that could be considered is to take help from the designated Child Welfare Committee which could network with the Child Welfare Committees responsible for the villages of origin.

4.3. The project concept is coherent and consistent in the areas of education and health - the core expertise of Anandi and Ganatar - as per the theory of change. Consistency is weak in the area of organic agriculture and no real partnership has been established with CottonConnect.

Up to now, organic cultivation is promoted for interested farmers for different agricultural products. In three years, 41 farmers working with Anandi have adopted traditional cotton seed farming in their farms and increased the use of organic products in other parts of their farms. There has been no coherent overall concept for organic farming, including cotton production or certification. However, without certification the training on organic farming remains rather futile.

During the second project phase, partnership between Anandi/Ganatar and CottonConnect needs to be developed strategically in a way that leaves Anandi and Ganatar free to concentrate on child labour issues which are their core competence. Promoting organic farming and trainings should be the focus of CC and their local partners.

Recommendation

Anandi/Ganatar and CottonConnect need to clarify the terms of their future cooperation and partnership. Anandi and Ganatar need to establish a structured dialogue with CC and their local partners and agree on geographical areas of mutual interest or overlap in order to give farmers interested in converting to organic production due support.

4.4. Evidence has shown that following up each and every case of migrant families in an attempt to ensure their entitlements to education and health services was very time consuming as it involved constant dialogue of Anandi's and Ganatar's staff members with the responsible government officials. As all administrative issues in the areas of health and education are done from the cluster level, more impact could be achieved if coordination with government officials were done for villages that are from the same administrative unit (cluster).

For the first project phase, the fact that CC works in a village was the sole criteria for selecting the villages for Anandi/Ganatar's project intervention. Following the arrangement with CottonConnect, the selection criteria for villages to be covered should be reconsidered and a cluster approach should be taken into consideration. This would increase the efficiency of the project and enhance the ability of Anandi and Ganatar to work with local and cluster level structures.

Recommendation

Clear selection criteria should be set up by Anandi, Gantar and tdh based on the need for interventions, e.g. number of farms and migrated families and prevalence of child labour, and existing government facilities. A minimum of 3-4 villages should belong to the same cluster.

5. Annex 1

SCHEDULE for TDH (G) – Anandi Ganatar project evaluation by finep

Time	Location	Details of programme
14 July 2015		Arrival from Tamil Nadu
15 July 2015		
Morning	Ahmedabad	Briefing workshop Presentation and discussion on contextual background of the projects, progress/status with tdh (G) staff & Anandi/Ganatar core staff members Total participants: 7
Afternoon	Ahmedabad	Cont. of briefing workshop Purpose, methodology and use of evaluation results, etc. Participation of all project staff members (23 persons)
16 July 2015		
Morning	Ahmedabad	Office work (review of documents etc.) discussion of management issues in Anandi's office
		Skype meeting with Ipshita Sinha from C&A Foundation Delhi
Afternoon		Office work (review of documents etc.) discussion of management issues in Ganatar's
17 July 2015		
Morning	Khambhada	Visit of bridge farm school and interaction with children, teachers and Ganatar staff members Total participants: 20
		Focus group discussion with migrant's group
Afternoon	Bavali	Focus group discussion with farmers Total participants: 10
	Dhrangadhra	Discussion with District Health Officer
18 July 2015		
Morning	Ramgadh	Focus group discussion with children's groups Total participants: 20
	Ramgadh	Focus group discussion with School Management Committee (SMC) Total participants: 20 persons
Afternoon	Jegadava	Focus group discussion with women's group Total participants: 35 persons
	Gajanvav	Focus group discussion with adolescent girls Total participants: 15 persons
19 July 2015	Rajkot	Data processing
20 July 2015		
Morning	Lootavadar	Visit of bridge farm center and interaction with children and teachers Total participants: 15 persons
		Interaction with Families and the Beneficiaries Total participants: 20 persons
	SRRC, Valparai	Interaction with Beneficiaries Total participants: 15 persons
Afternoon	Vaghpar	Meeting with farmers groups and visit to model farm Total participants: 15 persons

21 July 2015		
Morning	Juna Sadulka	Children's youth club training camp observation Total participants: 75
Afternoon	Bharatnagar	Visit to Primary Health Care Center and interview with health officer
	Jepur	Meeting with SMC members Total participants: 12
22 July 2015		
Morning	Morbi	Meeting with teachers and assistant teachers of bridge farm schools Total participants: 27
Afternoon	Haripur & Kerala	Visit of migrant's settlement on the farm and in- teraction with families and children Total participants: 20
23 July 2015		
Morning		Travel back to Ahmdabad
Afternoon	Ahmedabad	Data processing, preparation of ppt for debriefing workshop
23 July 2015		
Morning	Ahmedabad	Debriefing workshop with core staff of Anandi & Ganatar and tdh zone coordination and regional coordinator Total participants: 8
Evening		Departure for Germany

Annex 2
List of persons met/interviewed

Focus group discussions/interviews were held with a total of 244 persons in 13 villages, most of them children, families, teachers and School Management Committee (SMC) members. The number of participants is indicated in the schedule in Annex 1, but no participants' lists were established. Key persons and stakeholders are listed below.

Name	Institution
Brandee Butler	C&A Foundation Brussels
Ipshita Sinha	C&A Foundation Delhi
Sampat Mandave	Tdh(G) Programme Coordinator Western Zone
Ingrid Mendonca	Tdh(G) Regional Coordinator South Asia
Nirupa	Ganatar Director
Sohdew	Ganatar trustee
Ishua	Ganatar project coordinator
Ramesh Parmar	Anandi project coordinator
Tanya Lamba	Anandi
Sumitra Thacker	Anandi director
Jahnvi Andharia	Anandi Executive director
Paul Vaghel	Anandi finance team member
Asit Sheikh	Anandi finance team member
District Health Officer	District Surendaranagar
District Health Officer	District Morbi