



ORGANISATIONAL POLICIES ON PROTECTION OF CHILDREN

A Suggestive Framework



Summer Training At
UNNATI ORGANIZATION



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By:

Muskan Nilesh Singh Chauhan

(0083)

School of Development Studies,

MBA-Rural Management - 09



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Author,

Muskan Nilesh Singh Chauhan

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Abbreviations

UNCRC	United Nations Convention on Rights of the Children
CRC	Convention on the Rights of the Children
POCSO	Protection of Children from Sexual Offence
RTE	Right to Education
SMC	School Management Committees
WHO	World Health Organization
NGO	Non-Government Organisations
CSO	Civil Society Organisation
UN	United Nations
SPF	Special Project Facilitator
CPP	Child Protection Policy

UNNATI

In accordance with the Societies Registration Act (1860), UNNATI was founded in order to work for the Development of Education. In order to guarantee democratic governance and provide social inclusion, even the most vulnerable members of the society are meant to have access to mainstream decisions and development. UNNATI has been assisting people in Gujarat for 25 years and Rajasthan for 16 years. UNNATI served as a capacity-building assistance institution from 1990 to 1995. Participatory planning, assessment, and organisational management were the three main areas of support.

The Association has also joined the Network of Collaborating Regional Support Organizations (NCRSOs). As a network of support organizations in India focused on promoting social development engagement and equity for women, it is unstructured and informal. Management of the network was handled by PRIA New Delhi until the year 2000.

VISION

To build a society in which all stakeholders, particularly the most vulnerable, are fully empowered and have equitable reach to have control over resources, institutions, and services.

MISSION

As a means of promoting social inclusion and democratic governance, it is critical that the most vulnerable sections of society, such as Dalits, people with disabilities, tribals and women, be able to engage actively in development processes.

PROGRAMMES

All the activities conducted by UNNATI are around three main programmes:

1. Social inclusion and empowerment
2. Social determinants off disaster risk management
3. Civic leadership governance and social accountability

OBJECTIVE OF INTERNSHIP

- Identify the ideal policies and necessary interventions required to provide a suggestive framework of Organisational Policies that are concerned with Child Protection.
- Understand and explain the importance of UNCRC.
- To assess Knowledge-Awareness –Practice levels of UNNATI staff regarding child protection
- Identify the interventions (Acts and articles) provided in the Indian Constitution.

INTRODUCTION

What is “THE UNCRC”?

The United Nations Convention on the Rights of the Child (UNCRC) guarantees each and every child his or her right to social, political, economic, civil, and cultural rights.

The United Nations Convention on the Rights of the Child divides children's rights into four general categories:

- 1) Survival
- 2) Development
- 3) Protection
- 4) Participation

- **Right to survival includes:**

- Right to nutrition
- A name and nationality
- Highest possible Standard of Health
- Proper Standard of living
- Right to life

- **Right to development includes:**

- Social Security
- Right to education
- Right to recreational activities
- early childhood and development

- **Right to Protection Includes freedom from all types of:**

- Abuse
- Cruel Treatment
- Exploitation
- Special Preservation when Required.
- Neglect

- **Right to Participation Includes:**

- Freedom of thought, conscience, and religion
- Freedom of expression
- Access to information
- Respect for the views of the child

DEFINITIONS

What is a “Child”?

As per the Indian and International Law, “A child is defined as anyone who has not reached their 18th birthday. ‘Children’ therefore means ‘children and young people’ throughout.”

What is “child abuse”?

The WHO defines Child Abuse as, “‘Child Abuse’ or ‘Maltreatment’ constitutes all forms of physical or emotional ill-treatment, sexual abuse, neglect, or negligent treatment or commercial or other exploitation, resulting in actual or potential harm to the child’s health, survival, development or dignity in the context of a relationship of responsibility, trust or power”.

There are four broad types of abuse on a global basis:

- **Physical Abuse:** A child can be physically abused by being beaten, thrown, burned, drowned, or being shaken.
- **Emotional Abuse:** In case of repeated emotional abuse, it can be as simple as convincing a child that he or she is unloved, insufficient, and valueless, or that their value depends upon how well they meet others' expectations.
- **Neglect:** Inadequate care and supervision that places a youngster in a potentially harmful position.
- **Sexual Abuse:** When a child is forced or enticed to play a part in sexual acts, regardless of whether the youngster is aware of what is going on or grants consent. Physical contact, especially penetrative contact, may be involved in the activities.

What is Protection?

“A Child Protection Policy is a promise made by an organisation to safeguard youngsters from exploitation, abuse, and carelessness. It gives information about how organisation carries out its business and how its employees behave. Organisation implements its policies through the means of Child Protection Procedures”.

What are “Rights?”

“All human beings including Children and adults enjoy same basic human rights, as well as additional rights that address their unique needs. It states that children are neither Parents’ property nor helpless recipients of charity. They are human beings who have their own set of rights”.

What is “Safety?”

Safety refers to, “Protection of all children from child abuse, offering support to a kid at danger of child abuse, managing the risk of the child abuse and responding to allegations of child abuse are all the topics covered under child safety”.

What is “Child Participation?”

The UNCRC applies that “Children and young people have the right to express their views without any fear and the adults are obligated to listen to their opinions and allow their participation in all the matters that affect them directly or indirectly including families, schools, local communities, institutions, public services, judicial procedures, and government policies”.

Why do children need special attention?

- Species most at risk for living in poor conditions are children. Society and government’s action and inaction have a greater impact on them than on any other age group.
- The ability to decide and to choose is not recognised in children as an individual characteristic, a point of view, or a mind of their own.
- The decision about children’s lives is taken by the adults that should generally guide them.
- Children’s voice is frequently ignored. They have little political clout, little economic clout and no voting rights.
- The risk of Exploitation and abuse is higher at children.
- There is a belief that children are society’s ancestral property and are developing into adults or if they are or not are ready to contribute to society.

Child Rights Under the Constitution of India

All people that are under the age of 18 are provided some standards and rights that are guaranteed by country's law as well as the international legal instruments we have ratified. All children in India are guaranteed certain rights in the Indian Constitution, which have been specifically incorporated for them. These are some of them:

- **Right to Education (Article 21 A)**

It states, "free and compulsory elementary education for all children in the age group of 6-14 years". Education as well as learning are two of the most important factors that may shape a person's and a nation's future. Education is a vital contributor to growth and evolution in the most developed countries, and it also indicates a significant distinction between developed, developing, and underdeveloped countries.

1. It prohibits the expulsion, the compulsion of a board examination, or the retention of the student because they have completed their elementary education.
2. Birth certificates are needed to be admitted to elementary school. Based on the information on the Birth Certificate, an individual's age shall be determined.
3. School instructor is required to have a professional degree within five years, or they shall risk losing their jobs.
4. The central and the state government share the financial burden of this act.

- **Prohibition of employment of the children in factories (Article 24)**

- **article 24 - Prohibition of employment of the children in factories.**

"No child under the age of fourteen years shall be employed to work in any industry or mine or engaged in any other hazardous employment," according to the Article 24.

- No information in this article indicates that children under the age of 14 can work in hazardous industries, such as mines, factories, or mines.
- However, it is permissible to engage youngsters in non-hazardous jobs.

- **Article 39 (e) - right to be protected from being abused or forced by the economic necessity to enter occupations unsuited to their age or strength.**

Fifth point of the Article 39 states that the Worker's strength shall not be abused that work including women, men, and children. The children that are forced by any type of economic necessity to engage in any avocation that is inappropriate for their ages or strength.

- **Article 39 (f) - right to equal opportunities and facilities to develop in a healthy manner and in conditions of freedom and dignity and guaranteed protection of childhood and youth against exploitation and against moral and material abandonment.**

Finally, Article 39 says that each child should have equal opportunities and facilities to develop in a healthy manner and should be protected from all forms of exploitation, unprofessional treatment, and immoral treatment.

There are some rights given to children as given to an adult by the country's law:

- **Article 14 - Right to equality.**

"The State shall not refuse to any individual within the territory of India equality before the law or equal protection of the laws," says Article 14.

The essential premise of liberalism is to serve all citizens equally, and Article 14 ensures that all citizens receive the same treatment. Any individual's liberty is inextricably linked to the level of equality he or she enjoys in society.

- **Article 15 - Right against discrimination**

Article 15 prohibits discrimination based on:

- **Religion** – This means that no one should be denied access to any public place or policy by the state or any group on the grounds of religion.
- **Race** – Race should not be used as a reason for discrimination. Citizens of Afghan descent, for example, should not be treated differently than citizens of Indian descent.
- **Caste** – Discrimination based on caste is also forbidden to prevent atrocities committed by the higher caste on the lower castes.
- **Gender** – A person's gender shall not be a valid basis for discrimination in any situation. Discriminating against transgender people, females, and others, for example.
- **Birthplace** – A person's birthplace shall not be used as a basis for discrimination against other members.



- **Article 21 - Right to personal liberty and due process of law**

Whether a person's rights can be taken away by the state or whether the individual must go through the legal system is between the individual and the state. We require the state and its residents to share the responsibility of cleaning this environment since we live there. We need it to protect, maintain, and clean our environment so that the resources we need are available.

- **Article 23 - Right to being protected from Bing traffic and forced into bonded labour.**

This article prohibits human trafficking and forced labour:

- (1) Human trafficking, begging or any similar type of forced labour are forbidden, and violation of this article should be punished according to the law.
- (2) This article advocates compulsory service to achieve public objectives. These services should not be dictated by race, caste, religion, or class, nor any combination thereof.

- **Article 46 - right of weaker sections of the people to be protected from all forms of exploitation and social injustice.**

Government should promote economic and educational interest of the weaker parts of population, particularly scheduled tribes and scheduled cast and safeguard them from exploitation and social injustice of any kind.

Protection Of Children from Sexual Offences Act

In addition to providing protection from sexual harassment, sexual assault and pornography, this act establishes a unique venue for civil litigation related to criminal behaviour of this type and other issues.

During all stages of a Child's life, the act helps him or her to develop emotionally, intellectually, physically, and socially. It's gender neutral and prioritizes his or her best interest at all times.

Everyone under the age of 18 is considered as a child under this act. The well-being and interest of the child are considered most important at all times.

The revision of the act occurred in 2019. It included provisions for increased penalties for various offenses to put a stop to crimes and ensure the safety, dignity, and security of the victims.

Besides defining sexual abuse as a variety of forms, such as penetrative and non-penetrative assault, the statement also distinguishes sexual harassment and pornography. It is possible to consider sexual assault as aggravated in some circumstances. Mentally abusing a child, especially by a teacher, police officer, or another person whose authority and trust the child has.

The act's abatement provisions also apply to people who trafficked children for sexual purposes. It is determined by severity of the offense whether an offense of sexual abuse is punished. A life sentence and a fine are the maximum sentences under this act.

Children may be shown in child pornographic images through photographs, videos, digital or computerized imagery that is clearly distinct from their real or imagined likenesses.

Punishments of offences covered under this act.

- **Section 3 - Penetrative sexual assault on a child.**

Under section 3 a punishment of not less than 10 years in jail, with the possibility of life imprisonment, and a fine (Section 4). This crime shall be punished by a minimum age of 20 years of imprisonment or life imprisonment for anyone who commits it against a child under 16 years of age.

- **Section 5 - aggravated penetrative sexual assault on a child.**

Possibility of not less than twenty years in jail or life imprisonment and a fine.

- **Section 7 - sexual assault.**

Not less than three years, with the possibility of a 5-year sentence, and a fine (Section 8)

- **Section 9 - aggravated sexual assault by person in authority.**

In this section the minimum sentence is of five years, there is also a possibility of maximum sentence of seven years, plus a fine under section 10.

- **Section 11 - child sexual assault.**

3 years in prison and fine under section 12.

- **Section 14 - Use of a child for pornographic purpose.**

- There is a minimum sentence of five years and a fine. The maximum sentence under this section is of seven years and a fine if convicted again under section 14(1).
- A Pornographic act resulting in penetration of sexual purity of a child shall be sentenced to at least 10 years in prison. A punishment of 20 years is given in cases where the child is under 16.
- The punishment for aggravated penetrative sexual assault on a minor resulting from the use of a minor for pornographic purposes is twenty years in prison and a fine.
- An assault on a minor that is obtained through pornographic means shall carry a punishment of three years minimum and up to five years maximum.
- If someone is found using a kid for pornographic purpose in serious sexual assault, the punishment given is five years with the possibility of seven years sentence.

Recording of a statement of a child

1. Documentation of child statements should be signed by a woman police officer up to the rank of deputy sub inspector. They should normally be recorded at the home of the child or at any place that he is comfortable at.
2. While the police officer is recording a child's statement, he or she is not allowed to wear a uniform.
3. When the child is examined by a physician, it does not have any direct contact with the accused.

4. Even if it is for public safety reasons, a child cannot be kept in the police station at night. The identity of the child should be kept hidden from the public by the police officer unless directed otherwise by the special court.



- **Punishment for failure of recording.**

- (1) According to paragraph (1) of section 19 or 20, anyone who does not report an offence, or the person who did not to register a search offense, faces either incarceration or a fine, or both, under subsection (2) of section 19.
- (2) Under section 19 subsection 1, any corporate officer or institution in charge who fails to notify the Commission of an offense committed by its employees will be sentenced to imprisonment for up to one year and perhaps a fine as well.
- (3) A child is not covered by the provisions of subsection 7 of this act.

Other Provisions

- To prevent the law from being abused, proving false facts with ill intent, or making a deceitful complaint is punishable. the punishment is maintained relatively modest (6 months) to encourage reporting of a crime. The penalty is more severe (one year) under section 22, when a youngster is falsely accused.
- The Act mandates that the child's testimony be documented within 30 days in order to ensure a fast trial. In addition, it is required that the trial must be completed within a year if it all possible by the special court, under section 35.
- To raise the awareness of the act's provision, the central and state government should promote the provisions of the act through media like prints at regular intervals, televisions, or radios to inform the general public, parents, guardians, and their children.

Only children who survived the abuse and adult perpetrators are covered by the POCSO act. It is the Juvenile Justice (Care and Protection) Of Children Act, 2000 that governs sexual contact between children, as well as sexual offences committed between children and adults.

Juvenile Justice (Care and Protection) Act, 2015

The juvenile justice act amends the United Nations Convention on the Rights of the Child adopted in 1992 to achieve the goals outlined in that convention. Children run in error of the law will have judicial protections available to them. It aims to address issues raised by the current Act, such as adoption process delays, excessive case backlogs, institutional accountability, and so on. This act also targets to mark the youngsters in the age between 16 to 18 that are in disagreement with the law, as there has been an expand in crime rate commit by them recently.

In order to fulfil this initiative, it shall be dedicated to all the problems linked to the guardianship, protection, and abduction of children as well as those who are disobedient to the law, including:

1. Prosecute, punish, imprison, rehabilitate, apprehend, and reintegrate youngster that are in conflict with law.
2. Restoration of kids that need care and protection, procedures, decisions, adoption, reintegration, or orders related to the rehabilitation.

Role of State Government

- Every three months, the Chief Judicial Magistrate, or the Chief Metropolitan Magistrate reviews status of each case before the Juvenile Justice Board, and further facilitates the Board to achieve a greater frequency of meetings or to suggest the creation of another board (Section 16). An evaluation of the cases before the Juvenile Justice Board is performed by the High-Level Committee.
- The State Government should also schedule all the establishment within 6 months of Juvenile Justice Act's application, either then manage to buy the government or bayan NGO and if they intend to house children entirely or partially. Regardless of whether they receive the government funding the institutions must be registered.
- Under the Section 42 of this act, approving a provisional registration certificate should be given to the institution by the government. If a childcare institute is not registered, penalty of one year in prison or a fine of not less than rupees 1 Lac shall be imposed.
- Section 49 of the Act also requires state governments to establish at least one Place of Safety for adults over the age of 18 or juveniles between the ages of 16 and 18 who have committed a

terrible crime. Inspection committees are needed to be created at various levels of government, and these committees are required to inspect all institutions at least once.

- It is important for state governments to conduct inspections at least once a year and to evaluate the performance of all adoption agencies. In the event of a default by the Specialized Adoption Agency, punishment of up to rupees 50,000/- and withdrawal of recognition in the case of recurrent default is provided by the act.
- Under this act it is governments responsibility to educate the general public, parents, guardians and their children about the requirements of the act. Under section 108 the officers of the government and any interested party will receive frequent trainings related to the act.

Punishment for offence against children

- A unique chapter on offences against children is included in the JJ Act, 2015, and several of the offences specified in this chapter remained untouched by any previous acts imposed by the government. Unlawful adoption, the administration of alcoholic liquor, narcotic drugs, or any cognitive substance to the youngsters, the sale and acquisition of children, and corporal punishment in childcare facilities are all included in this act.
- The JJ Act of 2015 stipulates penalties for a variety of crimes against children, including a six-month to three-year sentence for cruelty to children.
- The sale or purchase of children will be a crime punishable by a five-year prison sentence.
- A punishment of up to three years in prison or 1 Lac rupees fine or both shall be imposed if adoption without following the rightful process takes place.

Rehabilitation and social reintegration

The goal of any child home, open shelter, or specialised adoption agency is to restore and protect a child. The childcare institutions should prepare an individual care plans for the children in conflict with the law or the children that need care and protection, ideally through family-based care. Any youngster who turns 18 and leaves a childcare institution may be eligible for financial assistance.

Prohibition Of Child Marriage Act

Several 1988 laws assumed girls and boys could marry between 15 and 18 years of age, and 18 to 21 years of age. With the promulgation of the prohibition of child marriage act, the Indian government revoked the child marriage restraint act of 1929. This adoption resulted in the extirpation of child marriages.

Reasons: Why Child Marriages Continue?

- A girl child is often regarded as a burden, and society's customary approach has been to marry her off as soon as possible.
- The explanation provided by parents and the community is that the bride and groom must pay a reduced dowry when they are young. They seem to forget that the Dowry Prohibition Act of 1961 makes it illegal to give or receive dowry.
- The need for a younger bride encourages families to marry the girl child early in order to avoid paying a large dowry for older girls. Child marriages are also a convenient option for parents who want their children to embrace the partner of their choice.
- In addition, child marriages are also a result of the incapacity of parents to protect their daughters from sexual violence. A common notion of child marriage is that it protects girls from immorality and unwanted male attention. One of the reasons for early marriage is to ensure the bride's virginity and maidenhood.
- It is perceived by parents that marriage helps secure the girl's financial and social future.
- Despite inadequate laws and inaction by government officials, child marriages are still prevalent due to an inability to enforce laws and an absence of awareness about the consequences of child marriages.

Implementation of the Act

Prevention

The objective of this law is to prevent child marriages by designating particular authorities to keep a check of prohibition and prevention of child marriages and by making some of the activities unlawful. The authorities assigned have a duty to ensure that the act is carried out properly. Every state will designate Minor Marriage

Prohibition Officers (CMPO) to prevent child weddings, assist victims, and prosecute violators. Those who solemnise child weddings face penalties under the Act. Penalties are imposed on those who permit and promote child marriages under the section 11 of prohibition of child Marriage Act.

Protection

The legislation of India provides necessary assistance and support including legal rehabilitation counselling and medical facilities to a child that is rescued. It also gives all children a legal status and make arrangements for their custody and upkeep to the children protected from child marriages. It covers the female contractual party's living expenses and maintenance.

Punishments

Child marriage is a crime that carries a penalty of either hard labour or a monetary fine, or both. Injunctions preventing the solemnization of child weddings can be issued by the courts. The Act's offences are both cognizable and non-bailable. The persons who can be punished under the law includes,

- Anyone who arranges, directs, or aids a child marriage.
- A child's father is a male adult over the age of 18 who marries a youngster.
- Anyone that has the authority but still fails to prevent the child marriage such as a member of organization, parents, or guardians who promote participate and permit the unlawful action

Accountability for child marriage

- Marriage between over-18-year-old men and under-18-year-old girls will be punishable by imprisonment for two years, or a fine of up to 1,000,000 rupees, or both.
- The government has threatened to incarcerate those who aid or facilitate child marriages for two years or fine them one lakh rupees.
- Women cannot be imprisoned, however those who promote or facilitate child marriage can be punished with a 2-year prison sentence, a fine up to one million rupees or both.

CHILD LABOUR ACT, 1986

Child labour acts of 1986 seek to prevent the harming of children at the workplace by eliminating all forms of ill treatment, and Children under the age of 14 would not be allowed to work in hazardous occupations. Children may not be inserted into jobs and processes per the act.

Children cannot be employed in 13 occupations and 51 procedures under this act. The Constitution of India provides for the right of children to work. A company that hires employees who are under the age of fourteen also has to follow certain criteria according to the Act. The hours between 7 p.m. and 7 a.m. cannot be mandated for juvenile employees. In accordance with law, we must be open by 8 a.m. It is prohibited for them to work overtime between the hours of 8 a.m. and 8 p.m. The maximum amount of time a child can work in a day is six hours, with no break longer than one hour.

Regulations set forth in the Act determine the safety, hygiene, and environmental requirements an establishment must meet:

- The work environment must be kept clean and free of any annoyances.
- Waste and effluents must be properly disposed of.
- Appropriate ventilation should be provided, and the workplace temperature should be kept at a comfortable level.
- Measures should be taken to minimise dust and fumes.
- There must be artificial humidification.
- Proper lighting must be given in the workplace.
- Drinking water must be available.
- Toilets should be supplied for employees in the workplace.
- Spittoons should be given to keep the workplace clean.
- All machines in the workplace should be properly gated.
- Children should not be allowed to work near moving machines.
- Children should not be allowed to operate risky machinery.



Penalties

In the event that a child is employed or allowed to work by an employer in violation of Section 3, the employer will be penalized with imprisonment of up to a year, a fine of not less than ten thousand rupees and not more than twenty thousand rupees, or both.

The above-mentioned offense under Section 3 will render a person ineligible for a term of imprisonment of at least six months and not more than two years if the same offense is committed again in the future.

A failure to provide notice under Section 9 of the Act, failing to maintain a child employee register in accordance with Section 11 of the Act, failure to post a notice that contains an abstract in accordance with Section 3 of the Act, he will be sentenced to up to one month of imprisonment or a fine of up to ten thousand rupees, or both.

Process related to offence.

The law states that anyone can report an offence committed by an employer to a cop, an inspector, or anybody else. Any court with jurisdiction over the matter may receive a complaint under this Act.

A medical certificate from a prescribed medical authority indicating the child's age shall be considered conclusive evidence when there is a doubt regarding the child's age. The court must have jurisdiction over offenses committed by other jurisdictions.

Right to Education Act

- The “right to a free and compulsory education for each child between the ages of 6 and 14” is legally recognized. The 86th Constitution Amendment Act specifies this under Article 21A. This change is intended to be implemented through the Right to Education Act.
- School management committees (SMCs) would be responsible for providing free education to all children. Nearly 30 percent of students in private schools can be admitted without paying tuition.
- All levels of elementary education will be regulated by the National Commission for Elementary Education as the central authority to oversee quality instruction.



Features

- Activists say children should not be forced to pass board exams or held back until the end of elementary school.
- When a child turns six and still has not completed his or her elementary education, he or she is moved into a classroom that is appropriate for their age. The same is true for children whose classes are appropriate for their age since additional training may help them keep up.
- In order for a student to be admitted to elementary school, a certified birth certificate is required under the Birth, Death, and Marriages Registration Act, 1856. Children should not be denied admission to school because they cannot prove their age.

- Certificate will be given to a child who has completed elementary school.
- A call for a fixed student–teacher ratio must be made.
- In all private institutions, there will be a 25% reserve for poor areas in admission to Class I.
- It is critical to raise educational standards.
- Within five years, school instructors will be required to have a professional degree or risk losing their jobs.
- Every three years, school infrastructure (where there is an issue) must be rectified, otherwise recognition will be revoked.
- The state and the federal governments will split the financial burden.

Aims

- There will be over 7.8 lakh classrooms and eight lakh girls' toilets under a new law that takes effect April 1. A five-year estimate of the costs of implementation of the Act is Rs 1,71 lakh crore.
- There will be 400 rupees charged per year for each child's uniforms. Uniforms are often covered by state budgets. State governments will be required to provide uniforms, according to an official from HRD Ministry. "They must agree to this and include it in their rules," he said.
- In addition to free textbooks, all children will receive Rs 3,000 as a grant to be able to attend special schools. A home-based education program will also be provided for children with severe disabilities by the government of India.
- There will be a need for an additional 5.1 lakh teachers in order to meet the 30 to 1 student-teacher ratio under RTE. As detailed in the meeting minutes, UP needs 1.5 lakh teachers, followed by Gujarat (0.5-1 lakh each) and Bihar.
- A significant portion of the Rs 1.71 lakh crore would be expended on out-of-school children interventions, as well as providing access and training for untrained teachers. A maximum financial requirement of 28.4% and 24.4% will apply to the teacher's salary and civil work, respectively.

- The total estimated amount will be spent on nearly 17 percent of child entitlement programs, and 9 percent on out-of-school children's special training. 8 percent of this money will be consumed by school facilities, and 6 percent by inclusive education.
- A classroom must have one teacher per class for those with special needs, according to RTE. The number of students is estimated to increase by 7.8 lakh; thus we will need to build more classrooms. There will be most of the classrooms in Uttar Pradesh and Bihar (2.55 lakh each), followed by West Bengal (1.3 lakh) and Assam (30000).

Challenges In Achieving RTE

Outreach to the unreached is possible, with marginalized groups such as children with special needs, migrant children, and child laborers receiving assistance as well as those who are “disadvantaged owing to social, cultural, economic, geographic, language, gender, or any other factor.” As part of its development and improvement of teaching and learning quality, the RTE must act quickly and enact comprehensive reforms:

- Under the next five years, there will be a need to train more than 1 million new and untrained teachers.
- During the last several years, about 190 million Indian girls and boys have received child-friendly education thanks to the efforts and contributions of their families and communities.
- To ensure quality and equity, disparities must be eliminated. Investing in preschool is an important technique for achieving objectives.
- The problem of reintegrating eight million out-of-school children into class and ensuring that they have the support they need to succeed in school is a significant one, which requires innovative, flexible solutions.

Civil society Organisations

Definition

As per the World Bank, “Civil society ... refers to a wide array of organizations: community groups, non-governmental organizations [NGOs], labour unions, indigenous groups, charitable organizations, faith-based organizations, professional associations, and foundations.”

The Definition according to the World health Organisation, “‘Civil society’ as non-state, not-for-profit, voluntary organisations formed by people in the ‘social space’ between the family and the state, excluding political parties and firms. It refers to a wide range of organisations that seek to influence the policy of governments and international organisations and/or to complement government services (such as health and education)”.

Several UN agencies and other key development partners have endorsed the SPF model, which is being implemented in an increasing number of countries. It reflects the need for civil society participation in social protection. Human development takes precedence over economic development in this paradigm, and civil society is seen as a valid partner in achieving results.

Measures for child abuse prevention

The following is an illustrative list of the preventive measures that a CSO should take to prevent child abuse:

- Conducting background checks, police verifications, and pre-screening of potential employees, as well as getting self-declarations from them stating that they have no prior convictions for sexual or child abuse offences.
- Providing CPP, child abuse laws, and child support services training to its workers, consultants, volunteers, and interns on a regular basis.
- Creating age-appropriate courses for children on personal and internet safety, as well as holding CPP seminars with them and their parents/guardians.
- Taking measures to prevent corporal punishment, bullying, child labour, and other forms of abuse against children.
- Ensuring that every adult who comes into touch with children at the organization's workplace wears an ID card.
- Putting a suggestion box in the CSO's lobby to help children and their parents/guardians effectively report child abuse issues.

- Ensure that the CSO's research personnel follows ethical norms and child-friendly processes whenever it does research or gathers data on children.
- Creating policies to protect children's privacy and safety, such as policies regarding excursions, external guests, first aid, photographing children, information technology, social media, internet use, and creche facilities.
- Creating a barrier-free environment on the CSO's premises so that disabled children can function with dignity and autonomy.



PRINCIPLES FOR CHILD PROTECTION POLICIES

When we compare management, work sector, financial capacity, and other elements, each organisation operates differently. However, in similar organisations, certain policies or aspects of policies stay the same. There are some child protection concepts that can be implemented in the workplace that will help the organisation work more inclusively.

In an organization, a set of essential principles that can be used in a company to encourage the implementation of child labour policies.

- We must make decisions based on the child's best interests at all times.
- The strategy must focus on children and place their needs and rights in the forefront.
- In a safe manner, all children are entitled to participate in our activities, regardless of their gender, ability, race, ethnicity, geography, or age. The safety of vulnerable children and their access to important opportunities will require special care for these individuals.
- Assuming responsibility for meeting requirements relating to the duty of care owed to children and taking actions when a child is believed to be in danger or has been injured.

- It is imperative that businesses are aware and accept that risk exists, and while risk can never be eliminated, an organization must take all steps to minimize risk.
- The organisation should be transparent and honest with its employees, as well as children, about its Child Protection Policy and how the policy protects children.
- Assist in providing support and training for those who work on behalf of the organization so that they can detect and address child abuse risks.
- Assisting in safeguarding children through collaboration with others. The child welfare services may be contacted when necessary to resolve the case.
- Keeping track of how the Child Protection Policy is being implemented. Every three to five years, the Child Protection Policy will be reviewed.

MEASURES FOR STAFF

Apart from the principles, there are certain measures that can be taken by the organisation to make the staff understand about the child protection policies.

Once hired, in order to minimize the risks children face, staff must be properly trained and supervised.

As a result, the following will be accomplished:

As a key component in ensuring all staff understands their responsibilities where child protection is concerned, training is provided to all staff. What they should know:

- The policy concerning child protection.
- In order to ensure your child's protection, it is required to understand the major points of Child Protection and how to contact them.
- Plan and execute projects safely.
- How should they respond if information is disclosed?
- When they are concerned about the welfare of a child, what do they do?
- Identifying signs of abuse: what are they?
- How should staff members be approached if they have concerns about a man or woman on the staff?
- Where can you find advice and support within your organization?

Questionnaire For CSO Staff

1. How often do you work with children?
2. What do understand by the term "CHILD PROTECTION"?
3. Can you spot the signs that a child is suffering from a type of abuse, neglect or harm? What are these signs?
4. Do you know the procedure for reporting a case?

5. Can you provide some examples of how you would contribute to making the work place a safer environment for children?
6. In your experience, what is the best way to deal with bullying?
7. How is child protection mechanism offered by the Government of India?
8. What are the 5 P's in child protection?
9. How can you tell if a child has been abused or neglected?
10. In what number of cases does child abuse and neglect occur every year? Children who are abused or neglected die how many times each year?
11. Can you help a child who appears to be abused or neglected? Do you know how you would report abuse or neglect of a child?
12. Why do we need child protection?
13. What are the two main laws for child protection?
14. What is considered an unsafe environment for a child?
15. What does success mean in child protection work?
16. Can you describe stages in a child's journey through the child protection system?
17. Tell me a suggestion you have made that was implemented in this child safety field?
18. What child protection training does your staff receive?

Learnings

- **NEED OF CHILD PROTECTION POLICIES**

The child protection policies are widely needed to protect children from different crimes and neglect. Children are the most vulnerable population. Therefore, it is required to provide them security.

There are occasions when children don't understand what is happening to them. A child's life is negatively impacted by this lack of judgement for years to come.

To overcome these problems, an effective CHILD PROTECTION POLICY is required by any organization that is working directly or indirectly with the Children.

- **IMPORTANCE OF CHILD PROTECTION POLICIES**

The Child Protection policy of any organisation tells us about how much the organisation is concerned about the beneficiaries and the employees of the organisation. In protecting its employees' children, the organization needs to take into account the involvement of the children. A good Child protection policy helps organisation in creating a safe and healthy environment for children that enables their growth and development.

CONCLUSION

The physical, emotional, and behavioural health of children is negatively affected by child sexual abuse. An individual, their family and the community are affected immediately and long-term by its effects.

Child sexual abuse is known to cause some of the following affects:

- Physical injury, hormonal problems, and sexually transmitted diseases are examples of medical problems.
- The presence of shame, guilt, anger, anxiety, fear, and hostility are emotional problems that lead to lower self-esteem.
- A school problem, truancy, behavioural problems, delinquency, nightmares, phobias, eating disorders, and sleeping disorders.

Protection of Children is a difficult and complicated topic. It can be difficult to speak up when a youngster is being abused. Due to the impact of the child abuse, obtaining actual evidence is difficult. Children's indirect words, nonverbal clues, and inconsistent indicators are more likely to be encountered by staff. When true abuse disclosures are made, they are frequently withdrawn. As a result, when confronted with child abuse, employees are more likely to be concerned; Though they feel there is something amiss, they are hesitant to speak out due to their lack of confidence in their judgement or do not have enough courage to speak up with firm evidence. The Hidden and intimidating exploitation is a terrifying experience for children. It can also have devastating outcomes for the child. As a result, people must speak out.

Civil society must have the freedom to act in an enabling environment in order to work with and for children. The institutional, legal, political, and administrative factors that support the existence and success of the civil society are called out as the enabling environment. There is a fundamental set of rights that serve as the foundation for a civil society-friendly environment. These include the rights to information as well as the freedoms of peaceful assembly, association, opinion, and speech - both online and offline - that are enshrined in a large corpus of international law and inter-governmental agreements.

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