


JUSTICE AND CARE

An Introduction





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Human Trafficking: The Issue

“Our fight against human trafficking is one of the great human rights causes of our time. The change we seek will not come easy, but we can draw strength from the movements of the past. For we know that every life saved —is an act of justice.” Barack Obama

Human trafficking (HT) is the buying and selling of human beings for profits - a modern day form of slavery. International Labour Organisation estimates 21 million* victims (of which 1 in 4 are children) are trafficked globally through force, violence, fraud or coercion and then sold for sex slavery, forced child labour or other forms of exploitation. Human trafficking is run by organised criminal networks with an estimated annual revenue of over \$150bn. It is the second largest criminal industry in the world after the drug trade and has a reputation for brutality and abuse meted out at the victim.

HT thrives due to lack of awareness of the issue within the general populace, poor governing security, institutional failures and a strong business case for traffickers – it is a very lucrative business.

Justice and Care Solution

Justice and Care is a project of Waste Management Society, a registered society under the Indian Society registration Act 1860. Founded in 2008, our purpose is to make all forms of **human trafficking and commercial exploitation a rarity**.

At the heart of Justice and Care’s success is its end-to-end solution that tackles human trafficking through casework-driven systemic change, using an innovative, collaborative multi-disciplinary approach. This includes focusing on prevention, rescue and rehabilitation of survivors, prosecution and conviction of perpetrators, as well as systemic change (policy, law, operating procedure).

We partner with Governments and communities to strengthen justice systems and standards of care. We enable those affected to rebuild their lives and become contributing members of society.





What makes Justice and Care Unique

On the basis of the years of experience of our founders, at the very outset Justice and Care made a conscious choice on the broad approach we would take to how we function as an organisation.

1. Casework at the heart

Casework comprises of rescue, prosecution, rehabilitation and reintegration, and protection. We focus in preventing human trafficking and protecting individuals, families and communities affected by the crime (saving lives). We deter criminal networks and its infiltration of governance systems and communities (breaking the cycle of crime). We achieve our strategic impact by partnering with the state, civil society, communities and judiciary.

2. Systemic Change

Along with casework impact we also place a high priority on driving systemic change, influencing policies and laws at State and National level, so that grassroots casework successes can be improved upon and replicated. We take the knowledge gained through grassroots execution and integrate it into policy- level, often facilitating the execution of that policy back to ground-level impact. The focus is to drive adoption in the system through advocacy and capacity building.

3. Saving lives and breaking the cycle of crime

A quote from Dietrich Bonhoeffer, anti-Nazi dissident, captures this aspect well: “We are not to simply bandage the wounds of victims beneath the wheels of injustice, we are to drive a spoke into the wheel itself”. We are determined to do everything we can to ensure victims of trafficking are free in every way and that those who exploit them are stopped, thus ensuring people can live in safety.

4. Victim-centric, end-to-end strategies

The interests of a specific child or woman are central in all we do with and for them. We take responsibility from before someone goes missing, through to rescue and prosecutions, until the time a victim has rebuilt his or her life and no longer needs our support. A commitment to all steps is crucial.

5. Pro-State Approach

It is the mandate of governments to tackle and disrupt criminal networks and protect those most vulnerable. We work actively in partnership with Governments and other parts of the criminal justice system to help develop lasting solutions. As part of our pro-state approach, we keep a low profile in the public eye and media, whilst simultaneously working with media to highlight the successes of the State in tackling these issues and to raise awareness on the issue and the beneficiaries.

6. International Vision

Because trafficking doesn't stop at borders, our approach to fighting trafficking has to be international. This is why we partner with government agencies and NGOs in different countries to work together for the protection of the victims.

7. Multidisciplinary professional teams

Justice and Care employ highly qualified and experienced professionals in the fight against human trafficking who work in multidisciplinary teams to ensure effective rescue operations, high quality care for victims and successful prosecutions, until criminal networks are dismantled and survivors have been able to rebuild their lives and no longer need our support. Our years of work has reinforced that department-based silo working is not effective in tackling this issue. Our focus is to institutionalise this approach among our stakeholders and partners as well.

8. Partnerships

The scale and nature of human trafficking requires broad involvement from governments, civil society, the judiciary and media. Justice and Care partners with the State and with other organisations with expertise and capacity in particular specialisms or geographies, as well as with communities in source and destination areas.

Few of Our Partners and Supporters





Achievements and Recognition

- Justice and Care is one of the most recognised non-profits working in the Anti-Trafficking space in India, which multiple stakeholder support from judiciary, law enforcement, Women and Child Welfare department etc.
- Set up South India's first Child Friendly Court in 2016.
- Facilitated the first video-conferencing testimony in a trafficking case in South Asia.
- Invited to sit on a committee to help draft new Juvenile Justice Rule drafting committee and State Human Rights Commission Task force.
- Trained 300 (Border Security Force) personnel on identifying victims of trafficking across borders.
- Op Bellary Conviction – In an unprecedented conviction, all 39 traffickers on trial sentenced to 10 years and fined over Rs. 2 lakhs each.
- Outstanding Contribution to International Child Protection – CEOP (a unit of the UK Police)

Stories of Change

“I want to study further, and when I grow up, I want to become an engineer.”

Anita was only 7 years old when the police, along with Justice and Care, rescued her from domestic servitude. The young child had been sold by her aunt to Raja*, who bought her to look after his livestock. Anita’s day began very early, having to look after five sheep and two cows, cleaning out their stalls, and transporting milk to a local dairy. She did not have a single decent meal, having to make do with stale leftovers and was beaten almost every single day by Raja and his wife. She was forced to sleep outdoors beside the livestock shelter, never paid for the work and living with fear of violence every single day. After her rescue, Anita was placed in a shelter for girls. Our aftercare team met with her regularly and watched her transformation from a fearful, quiet girl to a friendly, energetic child. We tried to find her family and realised that she had only an ageing grandfather who was not in a position to care for her. He entrusted her into our care, as he wanted her to have an opportunity for a safe future. After a thorough research into suitable care provision, Anita was transferred to another home where she is now nurtured and safe and also able to accomplish her dream of attending school. At first Anita found it very hard to settle as she had previously had no experience of schooling but with the kind and patient support of the staff at the home, she is blossoming into a very able student. When our team meet her now they see a happy, confident hard-working young girl who has put her trauma behind her. Much to our delight, she has been appointed as the class leader this year and is thrilled with the responsibility. It is our sincere hope that she will continue to thrive and that her dreams of becoming an engineer will become a reality

“I am so happy to be back with my parents and to have work that helps me protect myself.”

Fifteen-year-old Anisa* and her family lived in a very remote and deprived village in East India. In 2013, in an effort to make some money, Anisa’s aunt drugged the young girl and handed her over to Mohan*, a trafficker. Mohan took Anisa to a large city nearby and kept her locked in a room for a month where she was raped repeatedly by him and others. Whenever Anisa refused to have sex with Mohan or the others, he was violent with her. Mohan soon moved Anisa to another house in an area where there were many brothels. One day, 6 months later, Anisa managed to get access to Mohan’s phone and called her parents to let them know where she was. Anisa was rescued and placed in a shelter home where she was counselled and cared for by the Justice and Care team. Our staff helped her deal with her traumatic experience and also worked with the authorities to repatriate her to her family. Further encouraged by our social workers to learn a skill, she took up the tailoring course in Justice and Care’s Asmi Kendra Training Unit in Kolkata.. A quick learner with a creative mind, Anisa finished her course effortlessly. We then got her an interview at a local clothing factory where she was immediately selected. Now, earning four thousand a month, Anisa is able to support her family.

*Names changed to protect identities



Brief History of the Organisation

Justice and Care was founded eight years ago by a team of professionals from different disciplines with extensive experience in confronting all forms of human trafficking as well as other forms of exploitation. Today we are a team of over 200+ staff across five countries.

We have built an unparalleled operational capability in India with six multi-disciplinary teams operating across India and in Bangladesh. We have registered charities in the UK, Netherlands and the US. National boards that are represented in the international board govern Justice and Care.

Our Leadership Team:

- **Joyita Ambett, Global CEO** - Joyita Pioneered anti-trafficking work, leading the biggest operations against powerful criminal networks and implementing the multidisciplinary approach internally and with external stakeholders. She successfully led several disciplines in Justice and Care before becoming CEO. Trained as a social worker at TISS, has 15 years of experience in project planning, management, monitoring and evaluation, with government and civil society groups on child rights issues, human trafficking and abuse.
- **Adrian Philips, Director Legal and Systemic Change** - Adrian is an Advocate whose association with the Human Rights field has spanned more than fifteen years. Currently as the Director, Legal, he leads and supervises a team of now 35 legal advocates and interns and partner with governmental and other non-governmental organizations on several projects. After graduating in Law in 1999, Adrian went on to complete a Masters in Criminology and Environmental Law in 2001. In 2009, I switched from Civil to Criminal law. Since then he has appeared in almost every type of court, from Magistrates courts to the Supreme Court. In so doing he has appeared in several states across the country including the High Courts of Bombay, Karnataka, Chennai, Kolkata and in Delhi the Supreme Court. During the course of the last few years, Adrian has assisted the State with Public Prosecution on numerous occasions. He has even represented the CBI in the Bombay High Court. As part of his endeavor to address the gaps in the criminal system, he has trained Public Prosecutors, Magistrates and Sessions Judges. He has also been invited to train at Police Academies and Judicial Academies besides training other law enforcement officer on different occasions. Adrian has been invited to present his suggestions on Amendments to the Laws relating to Human Trafficking and Cyber crime. He has successfully presented Standard Operating Procedures and Best Practices to be followed by all stakeholders including the Judiciary, Police and Government officials. Together with the research team at Justice and Care, he has carefully and painstakingly mapped Criminal Networks that span the length and breath of the Country.

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- **Manu Srinivasan, Director HR** - Manu is an excellent team builder, and a business savvy and strategic professional who believes in a participative management style in a fast-paced and diverse workforce. She is an adventurous and spirited individual who never fails to smile. Manu focuses on Human

Resource Management systems and processes that are robust and scalable to support organisational growth. At Justice and Care, Manu is accountable for the entire gamut of HR including talent acquisition, management, HR operations and talent engagement across the organisation. With 20 years of rich experience in HRM across Manufacturing, Retail, IT and ITES sectors. Manu is adept at working with people and organisations to ensure that talent is a top priority and is effectively managed for achieving organisational outcomes. Manu holds a MSW degree from Bangalore University with a 1 st rank and was awarded a gold medal for outstanding performance in her graduate studies. She is an alumna of Mount Carmel College, Bangalore, being a rank student in her Graduation and at the Pre-University level as well. Manu is an avid reader and a creative writer. She is passionate about the Indian classical dance form, Bharatanatyam. In February 2015, Manu was awarded the Global Inspirational Leadership Award at the World Women's Leadership Congress. In September 2015, she was awarded the Asia Pac HRM Congress's award for being among the top 50 talented HR tech leaders.

- **Atul Taparia, Director Finance** - Atul, a CA by qualification, has over 24 years of experience of which 15 years were spent with the Royal Bank of Scotland where he was the Head of Finance, Retail and Commercial Banking, India. At Justice and Care, Atul oversees the areas of financial strategy, control and reporting, analysis and results, corporate governance, monitoring and streamlining investments, managing protocols and standard operating processes to support the areas of finance, business planning and budgeting. He also oversees and enforces all statutory compliance and registration requirements.
- **Gayathri Kalia, Senior Advisor Strategy and Operations** - Gayathri, a former IAS officer, has over 25 years of leadership experience in private and public administration with special expertise in design and implementation of public policy for effective delivery to the un-served and under-served. Most recently she was serving as the COO for National Program of Rural Skilling under Ministry of Rural Development, GOI.