

THE MEGHALAYA MODEL

# INGON THEORY OF CHANGE

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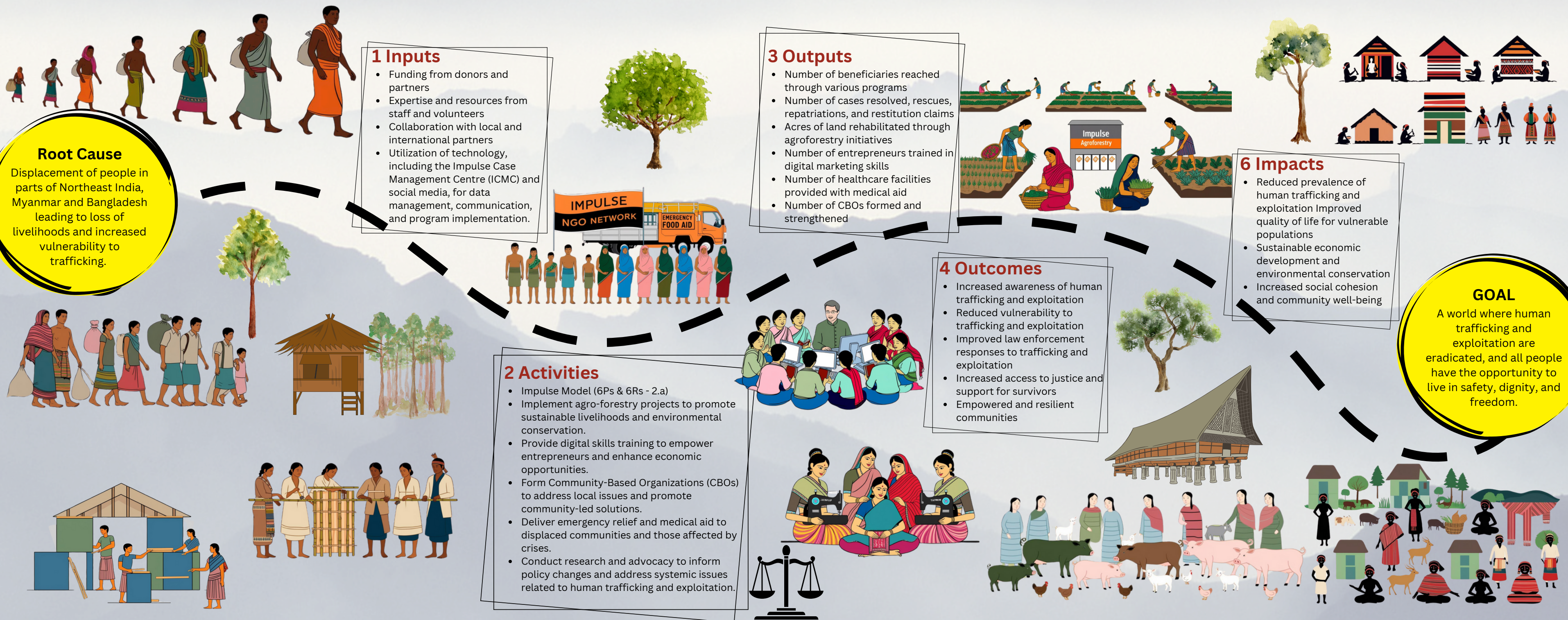
# Introduction

The Impulse NGO Network (INGON) Theory of Change (TOC) articulates the organization's strategic approach to combating human trafficking and exploitation, empowering vulnerable populations, and fostering sustainable development. This document outlines a comprehensive framework for understanding the organization's impact pathways and desired outcomes. The TOC serves as a guide for INGON's strategic decision-making, program development, and evaluation, ensuring that resources are used effectively and efficiently to achieve the organization's goals.





# INGON THEORY OF CHANGE THE MEGHALAYA MODEL





# THE IMPULSE MODEL

6Ps and 6Rs (2.a)



## PARTNERSHIP

Collaborate with government agencies, NGOs, and community-based organizations to leverage resources and expertise.



## PREVENTION

Conduct awareness campaigns, educational programs, and community outreach to prevent trafficking and exploitation.



## PROTECTION

Provide legal assistance, shelter, and support services to survivors of trafficking and exploitation.



## POLICING

Train law enforcement agencies on anti-trafficking protocols and survivor assistance.



## PRESS

Engage with the media to raise awareness and advocate for policy changes.



## PROSECUTION

Provide legal representation and support to survivors in pursuing justice and restitution.



## REPORTING

Collaborate with government agencies, NGOs, and community-based organizations to leverage resources and expertise.



## RESCUE

Conduct awareness campaigns, educational programs, and community outreach to prevent trafficking and exploitation.



## REHABILITATION

Provide legal assistance, shelter, and support services to survivors of trafficking and exploitation.



## REPATRIATION

Train law enforcement agencies on anti-trafficking protocols and survivor assistance.



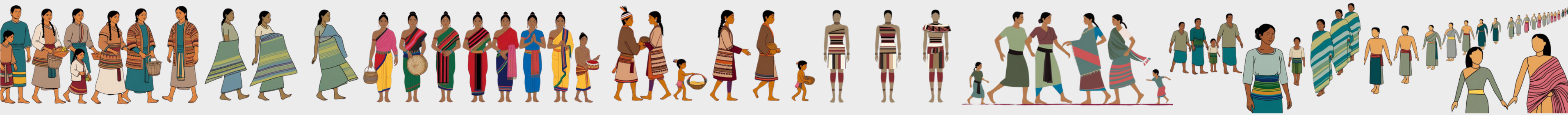
## REINTEGRATION

Engage with the media to raise awareness and advocate for policy changes.



## RESTITUTION

Provide legal representation and support to survivors in pursuing justice and restitution.





# The IMPULSE pathway

## Impact Pathways:

### 1. Prevention:

- Raise awareness about human trafficking and exploitation through education and community outreach.
- Address root causes of vulnerability, such as poverty, gender inequality, and lack of education and economic opportunities.
- Promote safe migration and sustainable livelihoods through agroforestry initiatives and digital skills training.

### 2. Protection:

- Strengthen law enforcement responses through training and capacity building.
- Provide legal assistance and support to survivors of trafficking and exploitation.
- Facilitate rescue, rehabilitation, repatriation, and reintegration of survivors.

### 3. Partnership:

- Collaborate with local and international partners, including government agencies, NGOs, and community-based organizations.
- Build strong relationships with donors and supporters to ensure sustainable funding for programs.
- Engage with the media to raise awareness and advocate for policy changes.





# Monitoring & Evaluation

A robust Monitoring and Evaluation (M&E) framework is central to INGON's Theory of Change, ensuring its interventions are effective, measurable, and impactful. By tracking key indicators and employing diverse evaluation methods, INGON can continuously refine strategies and enhance program effectiveness.

## Indicators and Metrics

- Prevention: Tracks the reach of awareness campaigns, shifts in knowledge and attitudes, and participation in safe migration and livelihood initiatives.
- Protection: Measures reported cases, legal assistance provided, survivor rehabilitation, and overall well-being improvements.
- Partnerships: Assesses the strength of collaborations, engagement levels, and resource mobilization through INGON's network.

## Evaluation Methods

- Quantitative Analysis: Surveys, case statistics, and program data to measure impact.
- Qualitative Research: Interviews, focus groups, and case studies to capture stakeholder experiences.
- Participatory Evaluation: Involving survivors and communities in feedback processes to ensure relevance.
- External Reviews: Periodic independent evaluations for objectivity and credibility.

## M&E for the 6Ps and 6Rs

### 6Ps

- Partnerships: Tracks active collaborations, resource mobilization, and joint initiatives through partner satisfaction surveys and activity assessments.
- Prevention: Measures awareness reach, behavioral changes, and engagement in safe migration via pre/post surveys and behavioral observations.
- Protection: Evaluates case resolutions, survivor support services, and well-being through case management reviews and survivor feedback.
- Policing: Assesses law enforcement training, procedural improvements, and victim identification efficacy through training evaluations and survivor-law enforcement interactions.
- Press: Examines media coverage, public discourse shifts, and advocacy impact through media monitoring and policy tracking.
- Prosecution: Monitors case prosecutions, conviction rates, and legal framework enhancements through case tracking and legal assessments.

### 6Rs

- Reporting: Tracks case reports, reporting mechanisms usage, and community awareness through data analysis and community surveys.
- Rescue: Evaluates rescue efficiency, collaboration with authorities, and survivor safety through case reviews and procedural assessments.
- Rehabilitation: Assesses survivor access to services, physical/mental well-being through service tracking and survivor feedback.
- Repatriation: Measures safe return processes, inter-agency collaboration, and post-repatriation support via case reviews and survivor interviews.
- Reintegration: Evaluates survivor reintegration success, access to education and employment, and long-term stability through follow-ups and social assessments.
- Restitution: Tracks compensation distribution and its impact on survivor recovery via legal monitoring and survivor narratives.
- This structured M&E system ensures INGON's work remains data-driven, adaptive, and aligned with its mission to eradicate human trafficking and exploitation.



# root causes in context



01

**Economic Insecurity in Conflict Zones:** Displacement due to conflict in Myanmar and parts of Northeast India, leading to loss of livelihoods and increased vulnerability to trafficking.

02

**Gender Inequality and Discrimination:** Deep-rooted gender inequalities and discriminatory practices that limit women's access to education, economic opportunities, and decision-making power, making them more susceptible to exploitation.

03

**Lack of Education and Awareness:** Limited awareness of human trafficking risks and safe migration options, particularly among youth and marginalized communities.

04

**Environmental Degradation and Climate Change:** Deforestation and environmental degradation exacerbating poverty and displacement, pushing people into unsafe migration and increasing their vulnerability to trafficking.

05

**Limited Access to Justice and Support:** Inadequate access to legal assistance, rehabilitation services, and reintegration support for survivors of trafficking and exploitation.

06

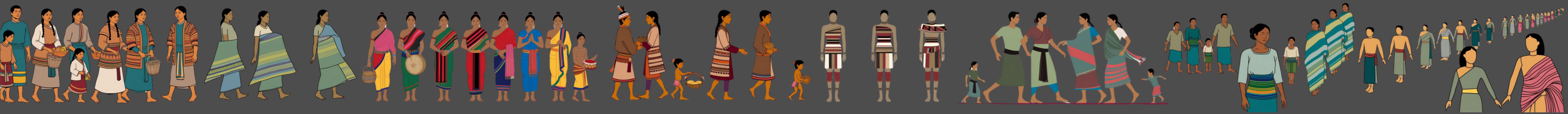
**Digital Divide and Exploitation:** The digital divide and lack of digital literacy increasing vulnerability to online exploitation and trafficking.



# Inputs in context

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- **Financial Grants and Donations:** Funding from international donors like Chevron, Azim Premji Foundation, META, and others, enabling INGON to implement its programs and interventions.
- **Technical Expertise and Human Resources:** Skilled staff and volunteers with expertise in social work, legal advocacy, community development, and project management.
- **Partnerships and Networks:** Strong collaborations with local and international NGOs, government agencies, and community-based organizations.
- **Technology and Digital Platforms:** Utilization of technology, including the Impulse Case Management Centre (ICMC) and social media, for data management, communication, and program implementation.
- **Community Knowledge and Resources:** Leveraging local knowledge, indigenous practices, and community resources to develop sustainable solutions.
- **Media Engagement and Advocacy:** Partnering with media organizations to raise awareness, advocate for policy changes, and amplify the voices of survivors.



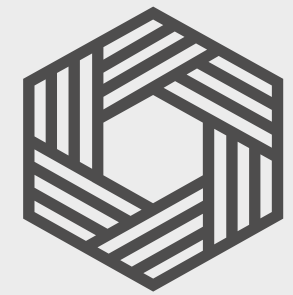
# Assumptions



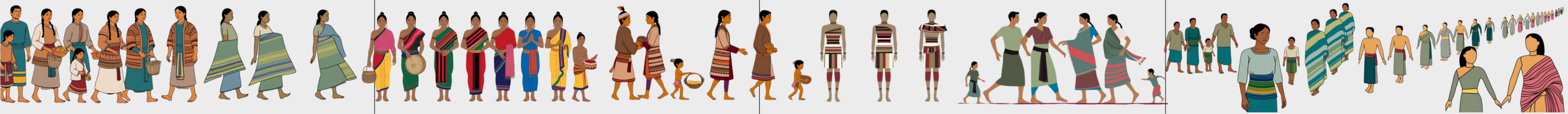
**Partnerships and collaborations are essential for achieving INGON's mission.**



**Sustainable funding is available to support INGON's programs and operations.**

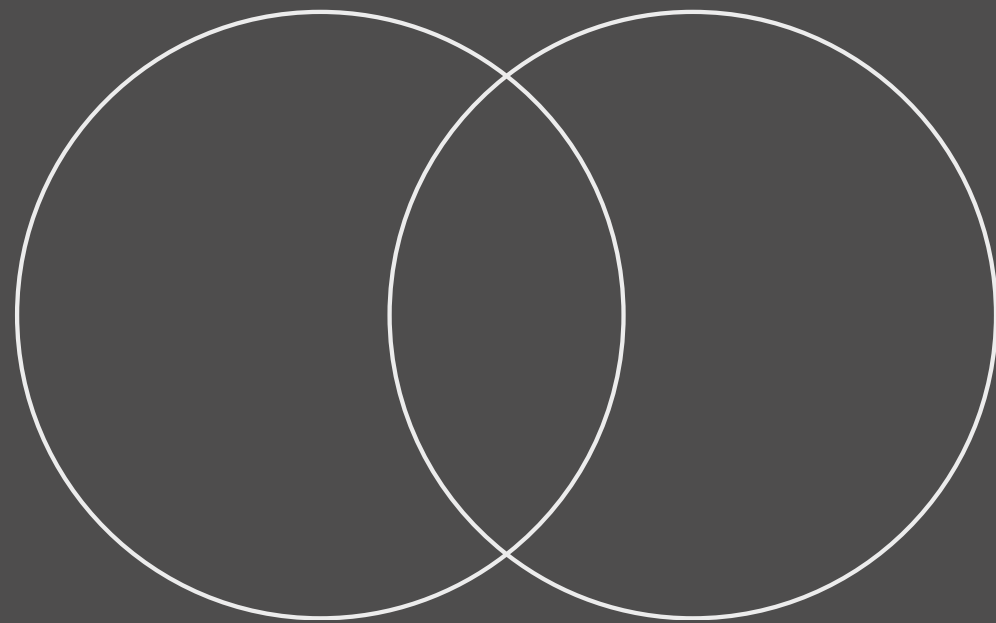


**There is political will and public support for addressing human trafficking and exploitation.**





# Operationalization of the TOC



INGON employs a multifaceted approach to implement its Theory of Change, encompassing various strategies and interventions

- **Community Engagement and Empowerment:** INGON actively engages with communities through awareness campaigns, educational programs, and capacity-building workshops to address the root causes of vulnerability and promote safe migration practices.
- **Partnerships and Collaboration:** INGON fosters strong partnerships with local and international NGOs, government agencies, and community-based organizations to leverage resources, expertise, and collaborative action.
- **Technology and Innovation:** INGON utilizes technology, such as the Impulse Case Management Centre (ICMC) and social media platforms, to streamline case management, enhance communication, and facilitate program implementation.
- **Sustainable Livelihoods and Economic Empowerment:** INGON promotes sustainable livelihoods through agroforestry initiatives and digital skills training, empowering vulnerable populations with economic opportunities and reducing their susceptibility to trafficking.
- **Legal Assistance and Advocacy:** INGON provides legal assistance and support to survivors of trafficking and exploitation, advocating for their rights and access to justice and restitution.
- **Media Engagement and Advocacy:** INGON partners with media organizations to raise awareness, advocate for policy changes, and amplify the voices of survivors.



# SYSTEMS CHANGE: CASE STUDY

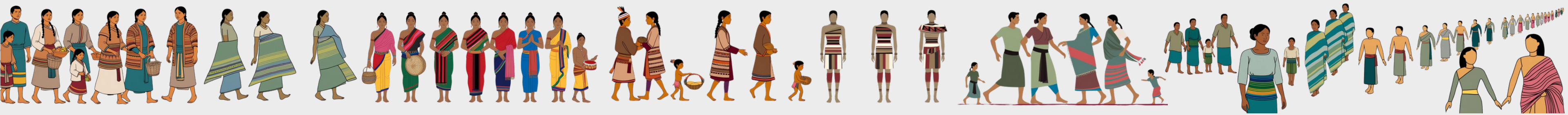
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## Opportunities for Systems Change and Academic Research

The INGON 50/50 Land-Sharing Model, which facilitates collaboration between host communities and incoming refugees, presents a transformative framework for addressing displacement and resource equity. From a systems change perspective, this model offers critical avenues for academic inquiry and development research:

- **Social Cohesion and Community Integration:** Empirical research can examine the structural and relational mechanisms that facilitate cooperation between host communities and refugees. Key areas of investigation include trust-building, intergroup dynamics, and institutional frameworks that enable long-term social integration.
- **Conflict Transformation and Peacebuilding:** The model offers a case study for conflict-sensitive approaches to displacement. Research can analyze how shared resources function as a conflict mediation tool, mitigating tensions through cooperative land management and fostering durable peacebuilding mechanisms.
- **Sustainable Livelihoods and Economic Systems:** A systems-level analysis can assess the model's impact on economic empowerment, focusing on how cooperative land-sharing influences income generation, market participation, and long-term sustainability. Research can also evaluate scalability and policy frameworks needed for broader application.
- **Environmental Governance and Climate Adaptation:** The model's implications for environmental sustainability merit further study. Research can explore how shared land-use practices contribute to climate resilience, biodiversity conservation, and regenerative agriculture, positioning the model within global sustainability frameworks.
- **Gendered Dimensions of Displacement and Empowerment:** A critical gender analysis can investigate how participatory land-sharing affects women's agency, leadership, and socio-economic empowerment. Research can assess whether the model disrupts existing gender hierarchies or reinforces structural inequalities.

By integrating systems thinking and empirical research, these inquiries can generate evidence-based insights to refine the 50/50 model, inform global policy frameworks, and contribute to innovative, sustainable solutions for displacement, human trafficking, and equitable resource distribution.





# Contemporary Development Theories reinforced by INGON's Strategic Approach



INGON's work is deeply rooted in contemporary development theories, integrating established frameworks to address human trafficking and exploitation. The organization's strategic interventions align with key theoretical perspectives, as evidenced by its annual reports and strategy documents:

- **Human Rights-Based Approach & Capability Theory:** Amartya Sen's Capability Approach underscores the necessity of expanding individuals' freedoms and opportunities to achieve well-being. INGON operationalizes this framework by centering empowerment and rights-based advocacy, ensuring that vulnerable populations—particularly trafficking survivors—gain access to legal assistance, safe housing, education, and psychosocial support. These interventions enhance their capabilities, fostering autonomy and long-term resilience.
- **Gender and Development:** Ester Boserup's seminal work, *Women's Role in Economic Development*, highlights the structural barriers limiting women's economic participation. INGON's gender-responsive programming, particularly in digital skills training and market access, aligns with this perspective by strengthening women's agency, financial independence, and capacity to escape cycles of exploitation. This approach reinforces the critical role of gender equity in sustainable development and trafficking prevention.
- **Sustainable Livelihoods Approach:** The Sustainable Livelihoods Framework emphasizes the need to build adaptive capacities for economic resilience. INGON's initiatives—such as agroforestry programs and digital skills training—reflect this model by equipping at-risk communities with diversified income-generating opportunities. By integrating livelihood security with environmental sustainability, INGON fosters economic self-sufficiency and reduces vulnerability to trafficking.
- **Community-Led Development & Participatory Approaches:** Robert Chambers' *Participatory Rural Appraisal* underscores the significance of community-driven decision-making and local knowledge in development processes. INGON operationalizes this approach by prioritizing community engagement in anti-trafficking efforts, from awareness campaigns to survivor reintegration. The organization strengthens local capacities through grassroots-led reporting mechanisms, participatory rescue strategies, and rehabilitation networks, ensuring that solutions are contextually relevant and sustainable.

By embedding these theoretical frameworks within its operational model, INGON advances a holistic, intersectional approach to combating human trafficking. Its work underscores the interconnectedness of economic, social, environmental, and gender dimensions, demonstrating the importance of multi-sectoral strategies in addressing systemic vulnerabilities and fostering sustainable development.



# Note from the Author

**Dear Readers,**

The Impulse NGO Network (INGON) started its journey in 1987 by Hasina Kharbih to safeguard people on the move. Since inception, Hasina has pioneered many innovations - applied innovations to bring about systemic shifts in migration.

This Theory of Change (TOC) represents a critical step in representing INGON's work to combat human trafficking and exploitation. It provides a systems-oriented framework, recognizing the complex socioeconomic, political, and environmental factors that that INGON operates within. It illustrates INGON's interventions rooted in evidence-based strategies designed to drive lasting, transformative change.

At the heart of this TOC is the understanding that trafficking cannot be addressed in isolation. The root causes, structural poverty, gender inequality, forced displacement, and lack of access to education and economic opportunities - must be tackled through a holistic and multifaceted approach. INGON's work emphasizes prevention, protection, and partnerships, employing innovative interventions that not only disrupt exploitative systems but also foster resilience and sustainable livelihoods.

A key dimension of this approach is the recognition of Indigenous and Local Knowledge (ILK) as a powerful tool in both social protection and environmental sustainability. ILK provides invaluable insights into local ecosystems, governance structures, and community-led resilience strategies. By integrating ILK, INGON reinforces global calls from the Intergovernmental Panel on Climate Change (IPCC) and the Convention on Biological Diversity (CBD) to elevate Indigenous wisdom in shaping climate adaptation, biodiversity conservation, and sustainable migration policies. There are immense opportunities for INGON's work to contribute to our understanding of ILK in combating systemic challenges of today.

Migration remains an urgent global challenge, whether driven by conflict, economic instability, or climate change.

INGON's 50/50 land-sharing model, in which host communities and incoming refugees work together, offers a replicable and inclusive framework for fostering social cohesion while ensuring that local ecosystems are protected. By prioritizing shared economic opportunities, sustainable land use, and conflict-sensitive resource management, this model has the potential to inform new migration policies that center both human dignity and environmental responsibility.

Technology also plays an increasingly vital role, and offers opportunities in INGON's work. From monitoring that prevents labor exploitation to AI-driven early warning systems that identify trafficking hotspots, INGON has built a solid platform to leveraging data-driven solutions to enhance impact and accountability. Digital literacy training already ensures that at-risk populations have the skills to navigate migration and employment opportunities safely.

Beyond guiding INGON's programs, this TOC serves as a critical advocacy tool, engaging policymakers, academic institutions, and global development actors in meaningful dialogue. The organization's efforts inform legal reform, institutional capacity-building, and cross-border cooperation, strengthening global responses to trafficking. A robust monitoring and evaluation framework further ensures that INGON remains adaptive, with clear metrics to assess survivor reintegration, community resilience, and policy influence.

Underpinning all these efforts is a deep commitment to intersectional social justice. INGON's work acknowledges that vulnerability to trafficking is shaped by overlapping identities - gender, class, ethnicity, migration status - and must be addressed through solutions that empower women and marginalized communities while challenging systemic inequities.

This TOC is more than a strategy, it is a vision for a world where every individual, regardless of circumstance, can live in freedom, dignity, and security. It is also a call to action: to governments, civil society, academia, and international organizations to work together in dismantling the root causes of exploitation and creating pathways for sustainable and equitable development.

I trust you find this document helpful.

Sincerely,



Abdullah R. Chowdhury





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(Concept, design & framework)

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