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Combating Trafficking of Children for Labour and Sexual Exploitation in the Balkans and Ukraine

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**An independent mid-term evaluation by a team of external
consultants**

Albania, Republic of Moldova, Romania and Ukraine.

This document has not been professionally edited.

September 2006

NOTE ON THE EVALUATION PROCESS AND REPORT

This independent evaluation was managed by ILO-IPEC's Design, Evaluation and Documentation Section (DED) following a consultative and participatory approach. DED has ensured that all major stakeholders were consulted and informed throughout the evaluation and that the evaluation was carried out to highest degree of credibility and independence and in line with established evaluation standards.

The evaluation was carried out by a team of external consultants¹. The field mission took place in September 2006. The opinions and recommendations included in this report are those of the authors and as such serve as an important contribution to learning and planning without necessarily constituting the perspective of the ILO or any other organization involved in the project.

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¹ **Linda Lee**

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Acronyms

AP	Action Programme
BKTF	All Together Against Child Trafficking
CCA	Consulting and Credit in Agriculture
CCA/UNDAF	Common Country Assessment/United Nations Development Assistance Fund
CCC	Community Consultative Councils
CDCRP	County Departments for Child's Right Protection
CIDA	Canadian International Development Agency
CL	Child Labour
CLI	County Labour Inspectorates
CLMS	Child Labour Monitoring System
CLU	Child Labour Unit
CP	Country Programme
CPC	Child Protection Commissions
CPI	County Police Inspectorates
CSI	County School Inspectorates
DAP	Direct Action Programme
DBs	Direct Beneficiaries
DBMR	Direct Beneficiaries Monitoring and Reporting
GDCOCAD	General Directorate for Combating Organized Crime and Anti Drugs
GP	Good Practice
HFC	Help for Children (also referred to as HOPE for Children)
IA	Implementing Agency
ICT	Intersectoral County Teams
IFCF	International Foundation for Child and Family
ILO	International Labour Organization
IOM	International Organization for Migration
IPEC	International Programme on the Elimination of Child Labour, ILO
LAC	Local Action Committee
LLMS	Local Labour Market Study
LPA	Local Plan of Action
MDT	Multi-Disciplinary Team
MER	Ministry of Education and Research
MES	Ministry of Education and Science
MLSP	Ministry of Labour and Social Policy
MOLSA	Ministry of Labour and Social Affairs
NACPA	National Authority for Child Protection and Adoption
NGOs	Non Governmental Organizations
NIS	National Institute for Statistics
NPA	National Programme Assistants
NPM	National Programme Managers
NSC	National Steering Committee
OSCE	Organization for Security and Co-operation in Europe
PE	Peer Educators

PROTECT CEE	Project of technical assistance against labour and sexual exploitation of children, including trafficking, in countries of Central and Eastern Europe
SCREAM	ILO-IPEC educational package “SCREAM Stop Child Labour” – Supporting Children’s Rights through Education, the Arts and the Media
SIMPOC	Statistical Information and Monitoring Programme on Child Labour, ILO
SPIF	Strategic Programme Impact Framework
SPSCP	Specialized Public Services for Child Protection
TBP	Time-Bound Programme
TDH	Terre des Hommes
TOR	Terms of Reference
TPR	Technical Progress Report
TU	Trade Union
UNDP	United Nations Development Programme
UNICEF	United Nations International Children's Emergency Fund
USAID	United States Agency for International Development
USDOL	United States Department of Labour
WFCL	Worst Forms of Child Labour
YC	Youth Centre
YCC	Youth Centre Coordinator

Definitions

Children withdrawn: Refers to children who were found to be working and were no longer working as a result of a project intervention.

Children prevented: Refers to children that are either a) siblings of (ex-) working children who are not yet workings or b) children not yet working but considered to be at high risk of engaging in exploitive work. In order to be considered ‘prevented,’ these children must have benefited directly from a project intervention.

Exploitative/hazardous work: Refers to conditions where a child is exposed to safety, health and/or environmental hazards or where the duration of work is extreme. WFCL mentioned in Convention No. 182 and all types of work that prevent a child from obtaining an education should be considered exploitative work. Children intercepted or rescued from trafficking are also considered withdrawn from an exploitative work since they have already entered an unacceptable situation.

Educational services and/or training opportunities: include non-formal or basic literacy education and vocational, pre-vocational or skills training. As well, these services include mainstreaming children into one of the areas listed by providing them with assistance or incentives that enable them to enroll (e.g., nutrition, books, stipends).

Other non-education related services: may include face-to-face psychosocial counselling, income generation and/or skills training for parents of children at risk, as well as other types of interventions that allow the child to be withdrawn or prevented.

1 – Executive Summary

Trafficking in human beings has been linked to the political and social transition that countries in South Eastern Europe have experienced over the last decade. Trafficking occurs both within countries (internal trafficking) and across international borders (external trafficking). Populations that are the poorest, most disenfranchised and most marginalized are the populations most vulnerable to trafficking. ILO Convention No. 182 on the Worst Forms of Child Labour classifies trafficking among “forms of slavery or practices similar to slavery.”

Albania, Republic of Moldova, Romania and Ukraine were among the countries in South Eastern Europe most seriously affected by the problem of trafficking in children. In addition, the governments of these countries had made an initial commitment to the elimination of child labour through ratification of the Convention on the Rights of the Child, as well as the Minimum Age Convention (No. 138) and the Worst Forms of Child Labour Convention (No. 182). Therefore, these countries were selected to participate in the Project *Combating Trafficking in Children for Labour and Sexual Exploitation in the Balkans and Ukraine*. The three immediate objectives of the project are:

1. “At the end of the project, national policies, legislation and judicial procedures will be geared to address the issue of trafficking in children.
2. At the end of the project, in selected high risk areas, mechanisms to reduce the vulnerability of children to trafficking will be in place and the quality and range of services for long-term reintegration of child victims will have been improved.
3. At the end of the project, a sub-regional information exchange network will be operational and will support and strengthen the existing regional structures.”

While different in scope and detail, the project in the four countries has addressed these three objectives. The projects have been comprehensive, appropriate and relevant to their national contexts. Supporting efficient and effective use of resources, the ILO/IPEC teams have been successful in linking project objectives and national priorities. The projects have supported national directions while including multiple stakeholders. They have been flexible enough to support diverse strategies within a range of Action Programmes.

Projects have had a significant impact on policy and legal frameworks at the national level, while at the local level they have supported the functioning of multi-disciplinary teams and peer educators. While they have also supported rehabilitation services and employment opportunities for children and youth from the most vulnerable groups, these initiatives are often at the earlier stages of implementation.

The project has established the basis for national and local ownership of both policy initiatives and direct services that assist the target populations, while enhancing existing institutional capacities and maximizing the use of donor funds.

The evaluation report recommends continuation of the project's comprehensive, multi-sectoral, multi-disciplinary strategy within the upstream-downstream approach; an approach that is fundamental to project design. While advocacy work deserves continued attention, at this juncture emphasis should also be placed on the delivery of services to direct beneficiaries.

Capacity building continues to be important, particularly from the sustainability perspective. However, as much as possible, ILO/IPEC needs to support a model which maximizes the use of people who have already been trained in order to expand and deepen local capacity. Enhancing local capacity also means paying attention to the composition of local multi-disciplinary teams that are implementing CLMS, ensuring they are representative of the community and include all those professionals (e.g., representatives of the judicial system) whose presence will enhance the team's effectiveness.

Some project expansion is recommended to ensure the representation of high need areas in certain countries (i.e., north-east Albania, western Ukraine, border of Transnistria in Moldova), although expansion needs to be considered in light of future funding realities, the existence of reliable implementing partners in those areas and cooperation with local authorities.

Within some Action Programmes an increased focus on the inclusion of parents and families as partners is warranted. Despite the challenges, concerted efforts to involve the Roma community should be undertaken where Roma populations are involved in, or affected by, the Action Programmes, as well as on the strategic level.

Implementing partners from numerous Action Programmes have raised the issue of inflexible targets. Not only should targets be reassessed, perhaps with an increased focus on prevention, the criteria for children withdrawn and prevented also warrant discussion to ensure that the criteria can be operationalized.

Good practices need to be documented and shared as a key strategy for knowledge building and awareness raising in the region. The sub-regional information exchange network holds much promise for the future and initial steps have been taken in building this network through vehicles such as meetings, newsletters, and websites. In addition to enhancing the sub-regional network, time and space needs to be allocated within country initiatives so good practices can also be shared among implementing agencies and others in the pilot regions and beyond.

While there are areas for improvement and suggested actions to support sustainability, the project has had a major impact at the national level and in the communities selected for implementation of the pilot interventions. Sustainability will be fostered through continued upstream and downstream work with an emphasis on embedding effective practices within existing national and local structures.

2 – Introduction

2.1 Background to the Project

Trafficking in human beings has been linked to the political and social transition that countries in South Eastern Europe have experienced over the last decade. Trafficking occurs both within countries (internal trafficking) and across international borders (external trafficking). Trafficking in girls and women for sexual exploitation has been highlighted in the media, while at the same time trafficking in children for labour exploitation is increasing. Children are trafficked for begging, petty crime, street vending, and domestic work or to work in agriculture, construction or manufacturing. Populations that are the poorest, most disenfranchised and most marginalized are the populations most vulnerable to trafficking, although trafficking is not limited to such groups.

ILO Convention No. 182 on the Worst Forms of Child Labour classifies trafficking among “forms of slavery or practices similar to slavery.” The UN Trafficking Protocol defines trafficking as:

“... the recruitment, transportation, transfer, harbouring or receipt of persons, by means of the threat or use of force or other forms of coercion, of abduction, of fraud, of deception, of the abuse of power or of position of vulnerability or of the giving or receiving of payments or benefits to achieve the consent of a person having control over another person, for the purpose of exploitation.”²

Albania, Republic of Moldova, Romania and Ukraine were among the countries in South Eastern Europe most seriously affected by the problem of trafficking in children. In addition, the governments of these countries had made an initial commitment to the elimination of child labour through ratification of the Convention on the Rights of the Child, as well as the Minimum Age Convention (No. 138) and the Worst Forms of Child Labour Convention (No. 182). Therefore, these countries were selected to participate in the Project *Combating Trafficking in Children for Labour and Sexual Exploitation in the Balkans and Ukraine*.

2.2 Project Aim and Objectives

The project was designed to contribute towards creating an environment that will prevent and eliminate internal and cross-border trafficking in children for labour and sexual exploitation in the sub-region.

² *Protocol to Prevent, Suppress and Punish Trafficking in Persons, especially women and children*, 2000.

The **three immediate objectives** of the project are:

1. “At the end of the project, national policies, legislation and judicial procedures will be geared to address the issue of trafficking in children.
2. At the end of the project, in selected high risk areas, mechanisms to reduce the vulnerability of children to trafficking will be in place and the quality and range of services for long-term reintegration of child victims will have been improved.
3. At the end of the project, a sub-regional information exchange network will be operational and will support and strengthen the existing regional structures.”³

In relation to these objectives, research, capacity building and awareness raising activities are conducted. Gender equity is intended to be a cross-cutting goal in project interventions, while specific attention is to be paid to one of the most vulnerable groups; that is, the Roma population in South Eastern Europe.

2.3 Project Design

In the preparatory phase, rapid assessments of the problem were conducted. Results were presented to stakeholders at national-level workshops where the elements of the Strategic Impact Programme Framework were generated. The overall strategy, as described in the project document,⁴ was designed to revolve around three key principles.

1. Avoiding duplication by adding ILO/IPEC expertise to existing mechanisms and programmes, while maximizing synergy with other ILO/IPEC programmes in the region,
2. Strengthening the capacity of governments and national stakeholders in combating child trafficking,
3. Empowering those most affected, particularly young people aged 14 to 18 and marginalized communities.

In each country the project was to facilitate the establishment of a national support group or steering committee on trafficking in children. The stakeholders identified were to include all social partners (ILO's ‘tripartite’ structure); that is, representatives of governments, employers’ and workers’ organizations, as well as social partners. Social workers and others attached to local authorities or other organizations active in prevention, repatriation and rehabilitation would be linked through various networks and referral systems. Employers’ and workers’ organizations were to be mobilized to raise awareness, prevent trafficking in children, and to promote employment of marginalized youth. Long-term reintegration of children rescued from trafficking was to be improved

³ *Terms of Reference For Evaluation of Combating Trafficking in Children for Labour and Sexual Exploitation in the Balkans and Ukraine with Joint Scheduling for Ukraine with CP Ukraine Final Evaluation*, 2006.

⁴ *Combating Trafficking in Children for Labour and Sexual Exploitation in the Balkans and Ukraine*, 2003.

through psychosocial counseling, as well as through vocational counseling and training. Local Action Committees (LACs) were to be formed in high risk communities. Youth centres, managed by trained peer educators, were to help identify children at risk, provide non-formal education including rights awareness and social reintegration of returned victims of trafficking.

Consultation with marginalized communities, such as Roma communities, coupled with labour market surveys were to inform the development of skills training opportunities and provide a basis for facilitating job placement of adult members of marginalized communities.

At the sub-regional level, an information exchange network on effective strategies was to be facilitated through annual meetings of representatives from the national support groups or steering committees, as well as through newsletters and website information. It was intended that effective practices on combating child trafficking in the region would be documented and shared. In this way, the project operates at the sub-regional, national and local levels simultaneously.

3 – Evaluation and Documentation

3.1 Background to the Evaluation

A mid-term evaluation was initially scheduled to take place in March 2005. Following stakeholder consultations it was deemed appropriate, given the status of project implementation, to postpone the evaluation. A consultative process was begun again in the fall of 2005 which resulted in the decision to undertake only one independent evaluation. It is proposed that the final evaluation of the project be replaced by the final Technical Progress Report and the Study on Good Practices and Lessons Learned. In addition, evaluative information will be gleaned from the regular self-evaluations undertaken by local partners that are implementing the ongoing Action Programmes. A quarterly progress report is provided on the project as a whole.

The final evaluation of the Ukraine Country Programme was linked to the evaluation of the sub-regional project through the use of joint field visits and the integration of the Ukraine Country Programme report into the final evaluation report on the sub-regional project. Given the close relationship between the two projects and the fact that many stakeholders are the same for both, joint scheduling of the field visits made sense, both programmatically and logistically. The evaluation process was simplified; ensuring project partners in Ukraine would not be interviewed twice within a short period of time.

3.2 Evaluation Scope and Purpose

The evaluation incorporates all project activities, including Action Programmes, and is intended to address the project as a whole. More specifically, the evaluation addresses issues of design, implementation, performance and sustainability with attention to recommendations for the future of the project and lessons learned. The evaluation is anchored by its learning focus.

With this focus in mind, the purpose of the evaluation was to assess overall impact of the project to date – or progress towards its objectives – at the different levels of project activity; the policy level, the institutional level, the community level, and the level of direct beneficiaries and their families. Comparison of intended and actual results forms part of the analysis, while ILO evaluation concerns such as relevance, effectiveness, efficiency, sustainability, and gender issues are embedded in the discussion of findings and recommendations. Assessment of achievements by country form part of the discussion. Effectiveness of project operation/implementation and management are addressed, as much as possible, at both the implementing agency level and at the IPEC level.

3.3 Evaluation Design and Methodology

The evaluation was designed to be independent of ILO/IPEC through the use of an external evaluator. The evaluation process was designed to be credible, valid, ethically sound, and to produce results and recommendations that would be useful to ILO/IPEC, local country ILO/IPEC teams and their Action Programmes, as well as to donors. The evaluation integrates a reflective process with a learning focus which, at the same time, pays attention to accountability.

Evaluation activities were conducted in February, March and April 2006. As outlined in the Terms of Reference, the evaluation combined a desk review of ILO/IPEC documents with field visits and stakeholder workshops in each of the project countries. In addition to the stakeholder workshops, the field visits involved:

- ◆ Briefings and meetings with the country teams,
- ◆ Meetings with ministers, deputy ministers, and other governmental officials at the national and local levels,
- ◆ Meetings with officials from other organizations, NGOs, and partners involved with combating trafficking of children,
- ◆ Meetings with staff in the implementing organizations and NGOs (e.g. teachers, psychologists, social workers),
- ◆ Where possible, conversations with the direct beneficiaries of the Actions Programmes (children and youth victims of trafficking and those at risk) and,
- ◆ Where possible, conversations with families of the affected children and youth and community members from the target marginalized communities.

A total of 23 days were spent in field visits between February 20, 2006 and April 14, 2006. More days were spent in the Ukraine than in other countries because of coordination with the field visits necessary for the evaluation of the country programme.

◆ **TABLE 3.3.1**
◆ **Schedule for Field Visits**

◆ Country	◆ Dates	◆ # of Days
◆ Albania	◆ April 10 – 14	◆ 5
◆ Moldova	◆ March 20 – 24	◆ 5
◆ Romania	◆ February 20 – 24	◆ 5
◆ Ukraine	◆ March 26 – April 4	◆ 8

Choosing the people to participate in the field visits and establishing the schedule for field visits was the responsibility of ILO/IPEC.⁵ The actual number and type of people

⁵ The evaluation team did have the opportunity to make changes to the field visit schedule and to suggest alternatives to the people identified for participation by the ILO/IPEC teams.

scheduled to meet with the evaluator varied from country to country, as was appropriate to the context and implementation of the project. ⁶ In total, the evaluator met with 430 people⁷ (Table 3.3.2).

◆ TABLE 3.3.2					
◆ Summary of Interview and Focus group data collection					
◆	◆ Albania**	◆ Moldova	◆ Romania	◆ Ukraine	◆ Total
◆ Direct Beneficiaries (children and youth)	◆ 84	◆ 26	◆ 33	◆ 17	◆ 160
◆ All Others*	◆ 77	◆ 52	◆ 63	◆ 78	◆ 270
◆ Total	◆ 161	◆ 78	◆ 96	◆ 95	◆ 430

* 'All Others' in Albania also includes interviews with 10 Roma families; approximately 20 people. In some cases, these discussions included youth direct beneficiaries who were in vocational training programs.

** In Albania, four class discussions were conducted with direct beneficiaries.

The majority of evaluation information obtained through the site visit meetings, class discussions, focus groups and interviews is qualitative although, where possible, actual numbers of children and youth beneficiaries were obtained. Interviews and focus groups were semi-structured in nature, allowing the evaluator – or the respondent – to pursue issues of relevance or local importance. Observations were also conducted, most often in youth centres, but also in vocational training courses in Albania.

The Stakeholders' Workshops⁸ offered not only a venue for providing the evaluator's initial observations to stakeholders, but also as another opportunity for data collection. Those stakeholders in attendance were asked as individuals to identify what they perceived to be the one or two greatest achievements and the one or two most important priorities for future work. This process allowed the evaluator to validate her own observations or, alternatively, determine if areas of importance had been overlooked.

Obviously, the specific interview and focus group questions were different for different groups; one would not ask the same questions of a deputy minister as one would of a child trafficking victim. As a totality, the results from the meetings, interviews, focus groups and Stakeholders' Workshops, combined with analysis from the document review, address the issues in the TOR.⁹

⁶ Documentation of all field activities is found in Annex B.

⁷ In reality, this number is likely somewhat higher, given informal conversations in various youth centres and vocational training courses are not documented and, therefore, are not reflected in this number.

⁸ Lists of participants from the Stakeholders' Workshops are found in Annex C. A summary of the data collected at the workshops is also found in Annex C.

⁹ See Annex A for a list of key questions used to help focus data collection.

3.4 Challenges and Limitations

Overall, the methodological approach was appropriate for purposes of this evaluation. Indeed the field visits, while tightly scheduled, allowed the evaluator to interact with many people in a relatively short period of time. It should be recognized, however, that it was not possible for the evaluator to visit all sites involved in the project.

Another methodological limitation is the status of Action Programmes in some countries, such as those which are the focus of the Country Programme final evaluation in Ukraine. Some Action Programmes are in the early stages of implementation or, in Ukraine, two were ‘in the pipeline’ at the time of data collection. Therefore, much of the analysis focuses on progress and accomplishments to date and the potential for sustainability. Also because some Action Programmes were in the early stages of implementation, the total numbers of direct beneficiaries, direct recipients and indirect beneficiaries served over the lifespan of the project could not yet be documented. It should be remembered by the reader that this evaluation is not a final, summative evaluation of the sub-regional project.

Another methodological challenge was noted by the National Evaluation Consultant for the evaluation of the Ukraine Country Programme.

“Several evaluation meetings were attended by a large number of people (at some meetings the delegation included as many as 9 people). This caused some complications in communication and could significantly affect reliability of information provided by respondents. The situation was complicated by presence of representatives of the funding agency at some of the meetings. From a methodological point of view involvement of representatives of donor and implementing agencies in evaluation meetings is highly undesirable since it may negatively affect reliability of data collected during the meetings. However, the evaluation team tried to address the issue and mitigate any potential risks to the quality of data by checking them in less public settings with a larger number of partners.”¹⁰

While donor representatives were not present at all evaluation meetings in Ukraine or indeed at evaluation meetings in all countries, their presence may have had an impact in certain circumstances.

A challenge for the external evaluator¹¹ was that she was often conducting interviews, meetings and focus groups with the assistance of an interpreter. While she does not believe this situation has affected the quality or accuracy of the data, given her extensive

¹⁰ See: Astapova, Natalia. *National Programme for the Prevention and Elimination of Worst Forms of Child Labour in Ukraine*, 2006.

¹¹ The external evaluator, Linda E. Lee, is also referred to in some documents, such as the TOR, as the evaluation team leader.

experience working through interpretation and her use of follow-up questions, the situation must be acknowledged. Some data collection was undertaken entirely in English whereas, in other instances, the interviewees could understand English, but their responses were relayed via the interpreter. In other circumstances, the entire exchange was conducted through the interpreter.

4 – Discussion of Findings

4.1 Design and Strategy

The project, as a whole, operates on the sub-regional, national and local levels. Its design emanated from a solid knowledge base that included rapid assessments of the problem in each country and the existing responses. National contexts and knowledge of trafficking patterns were brought to bear. From the beginning stakeholders were involved in project design through participation in national level workshops which provided the elements of the Strategic Programme Impact Framework (SPIF). This framework provides a holistic and comprehensive base from which planning, communication, monitoring, and evaluation all stem. The SPIF approach ensures that past initiatives of ILO/IPEC are built upon, thus lending strength and relevance to the current project. A goal of the SPIF is to strike a balance between ensuring consistency in project principles, while allowing for practical variations necessary to be responsive to specific and changing contexts. This flexibility supports the project's ability to adapt to changing trafficking patterns and to provide relevant services to the identified target populations. SPIF continued to be used by ILO/IPEC teams over the course of the project and was referenced by the teams during the field visits.

The project was based on three key principles: avoiding duplication while maximizing synergy with other ILO/IPEC programmes, strengthening the capacity of governments

Children are our future members of society. We cannot cover our eyes to the issue of child labour.

- Peer Educator

and national stakeholders to combat child trafficking, and empowering young people from marginalized communities. In all countries, these principles are taken into account and built upon. Careful attention is paid to the use of existing NGOs as implementing partners. Actions support the development of policies and legal frameworks for national governments and national stakeholders are involved in activities that help to

strengthen their capacity to carry out their mandates. The training of peer educators as the vehicle to empower young people both from, and working in, marginalized communities is another key strategy that builds on previous initiatives.

Overall, the project design can be characterized as comprehensive, multi-sectoral and multi-disciplinary. Partners from the public, private and NGO sectors are involved. In all countries the project design relies heavily on coordination with other initiatives designed to address the issue of trafficking in children and WFCL. ILO/IPEC is an active partner with the national governments, supporting the development of national anti-trafficking structures and sitting as key members on national steering committees. ILO/IPEC also collaborates with other NGOs, sometimes contracting with the NGO as an implementing agency for an Action Programme and other times playing a support role (such as a member of an advisory board to BKTF, the anti-trafficking coalition). In all cases, the ILO/IPEC National Programme Managers emphasized their intention to use existing

mechanisms and to create synergies with existing programs in order to make the most efficient use of limited resources. Where there are multiple donors, funding is complementary and in some cases viewed as a way to enhance the capacity of NGOs, while providing additional gentle pressure for accountability (e.g., Swiss Cooperation, UNICEF and ILO/IPEC funding HFC in Albania). In other cases, different donors fund specific aspects of Action Programmes or specific materials (e.g., CIDA funding of booklet for labour inspectors in Ukraine).

Another macro-strategy is working at multiple levels simultaneously, an approach which represents a fundamental characteristic of project design. As described in Albania, the work is both 'upstream and downstream' at the same time; that is, working at the national policy level while supporting Action Programmes that are operating at the grassroots level in the pilot communities. Challenging to manage, the upstream-downstream approach is fundamental to the project. This approach helps create national policies and legal frameworks that legitimize the grassroots work, while the work in communities demonstrates effective practices in anticipation that they can later be replicated in other communities – hopefully with the support of national and local governments.

In a number of countries links between the project and other national development efforts are clear. In Moldova, for example, the Deputy Minister of Economy and Trade drew direct connections between national job creation efforts, the National Program Moldovan Village, the Millennium Development Goals and other initiatives, and efforts to reduce trafficking in children. The broader national economic and development strategies were viewed as vehicles that would improve conditions. Another example is the major success registered by Romania and Bulgaria¹² with the inclusion of WFCL in the Joint Inclusion Memorandum signed with the European Union.

The project design specified direct beneficiaries as children at risk of being trafficked, children who were victims of trafficking and, to a lesser extent, adult members of families at risk. Young people living in poor and marginalized communities and those whose parents were working out of the country were considered at risk. However, the difficulty in identifying actual trafficking victims was raised repeatedly by implementing partners, as was the question of whether one could be sure that children had been permanently withdrawn. Therefore, the target numbers for children withdrawn were often viewed as too high.¹³ Increasing the target number on prevention was proposed as an alternative approach.

The Roma population is one targeted by the project as potential beneficiaries. The history of the Roma in the region is one of marginalization. In addition to centuries of discrimination and forced assimilation, Roma were acutely affected by the move to a

¹² While Bulgaria is not included as one of the countries in this evaluation, they are involved in the latter stages of the PROTECT CEE initiative.

¹³ Implementing partners, such as La Strada in Moldova, expressed concern about the target numbers. (See Annex B.)

market economy.¹⁴ Unemployment among Roma in the region is pervasive, while a lack of sustainable economies in Roma communities has produced strong dependence on social assistance. Although national constitutions guarantee equal protection under the law, deeply rooted negative stereotypes have created a society where Roma experience widespread poverty, poor health, and unequal or no access to social services and education. The drop-out rate among young Roma is disproportionately high. Deprived of opportunities to develop basic literacy and numeracy skills and subjected to intergenerational poverty, Roma children are often forced onto the streets at a young age. Pervasive social attitudes, a tradition of ostracization, negative economic consequences of the transition to a market economy and a lack of access to quality education have left Roma children particularly vulnerable to trafficking and WFCL. However, with the exception of Albania, Roma children did not represent a large proportion of the direct beneficiaries, despite the fact Roma populations are marginalized and Roma children represent a high risk group. In Romania, some Roma children were in non-formal education classes offered through the Action Programmes, but these appeared to be few in number. In Ukraine, the Roma population is concentrated in the west of the country, where there are no pilot sites. In Moldova the consensus was that Roma were traffickers, rather than Roma children being victims of trafficking.¹⁵

Action Programmes in all countries are linked to the overall project and in interviews with implementing agencies connections between their work and work at the national level was recognized. The dilemma for the Action Programmes is that they are pilot programmes and cannot operate in all areas of need. In terms of the project overall, Action Programmes were operating in high need areas; however, there are some notable places where expansion should be considered such as, the north east of Albania and the west of Ukraine. Expansion of the Action Programmes per se is different from the replication or scaling up of effective practices and is contingent upon factors including (but not limited to) further funding opportunities, existence of reliable implementing partners in those areas and cooperation with local authorities.

The number of Action Programmes in countries varies from two in Albania to seven in Romania where preparatory activities included a considerable number of mini-programmes, terms of reference and external collaboration contracts, to a combination of linked Country and project Action Programmes in Ukraine. The ILO/IPEC overall design allows for such differences, respecting national and local contexts.

Finally, when reviewing the activities, outputs and indicators, main activities correspond logically to outputs. However, some indicators may be difficult to measure or are otherwise problematic; for example, “the proportion of known offers made to minors to migrate for work that are refused.” Even if this is possible to measure through the records

¹⁴ Numerous studies document the situation of the Roma in the region. See: Rado, P (2001). *Transition in education and Save the Children* (2000). *Denied a future? The Right for education for Roma/Gypsy and traveller children*.

¹⁵ While the Rapid Assessment conducted in Moldova also made this claim, the evaluator believes this needs further study, given the pervasive negative attitudes towards Roma populations in East Central and South Eastern Europe.

of social workers and the minutes of meetings, it may be the unknown offers of exploitative work that are more critical to the problem.

4.2 Implementation

The first intermediate objective that addresses the implementation of national policies, legislation and judicial procedures has clear, identifiable outputs in all countries. Examples include the second phase of the Anti-Trafficking Strategy and Anti-Trafficking National Action Plan in Romania (with state budget allocation), the National Strategy on Child Trafficking in Albania with a Sub-Group on Trafficking in Children, the National Plan of Action to Combat Trafficking in Human Beings with a sub-group on child trafficking in Moldova, and mainstreaming trafficking in children in Ukraine with the improvement of laws such as the Law on Protection of Childhood, to name a few.¹⁶

The current political context in Ukraine had an impact on work at the national level. Characterized by frequent turnover in its membership, the National Steering Committee had been relatively inactive. At the time of data collection, the current composition of the NSC was not yet approved. In other countries the National Steering Committees have been more active, although government change in Albania also meant some time elapsed between meetings of the NSC.¹⁷

As mentioned in the discussion of project design, many different stakeholders are active in the implementation of the project. From national and regional/oblast government departments, to NGOs (national and international), trade unions, employers' associations, law enforcement and the judiciary, as well as universities and other scientific research institutions.¹⁸ The National Programme Managers creatively involve other groups as well, from the media (in Albania and Ukraine) to priests (in Moldova) to private companies (in Romania) often through mini-programs or short term projects.

Law enforcement and the judiciary appear to be the stakeholder groups least likely to be involved in project implementation. While police are technically on MDTs in Moldova, the police officers had difficulty attending because of the immediacy and scope of their other responsibilities. In Romania, for example, one of the ICTs noted in their discussions that difficulties were encountered with follow-through in the judicial system and perhaps it would be beneficial to include a judge on the ICT.

Capacity building activities have been undertaken through many project activities. Trainings have been held for trade union members, employers' associations, members of LACs/MDTs, peer educators, labour inspectors, psychologists, and the list goes on. Training of Trainers (TOT) has been an implementation strategy for expanding the reach

¹⁶ Evidence regarding implementation at the national policy level overlaps with project achievements; see section on Performance and Achievements.

¹⁷ The NSC in Albania met the week prior to the evaluator's visit following delays in its recomposition and turnover of government officials.

¹⁸ Participant lists from the Stakeholders' Workshops contain many of the involved stakeholders.

of trainings to greater numbers. Capacity building also requires access to appropriate informational and training materials, the production and dissemination of which has been undertaken – and valued - in all countries.

Multi-disciplinary groups (LACs, ICTs, MDTs) have been established in pilot areas in all countries, although the level of their effectiveness and functioning is best characterized as variable. These structures are designed to bring together all stakeholders who are – or should be – involved as partners in the elimination of child trafficking and WFCL. They are the vehicles for the implementation of CLMS. While their actual composition may vary somewhat depending on the local context, these groups almost universally lack representation from the populations found in the vulnerable communities they seek to help. While one MDT in Albania had met with representatives from a Roma association upon occasion, they had not invited someone from the Roma association to join the MDT.



Youth centres are operational in all countries, sometimes established in schools, sometimes under the auspices of NGOs. Peer educators have been trained and are utilizing the methods and materials provided by the project. In Novaya Kahovka, peer educators were conducting a workshop on WFCL. In Korce, peer educators were using SCREAM methodology with a large group who were role playing trafficking scenarios and solutions.

Near Iasi, peer educators and others in their resource group were helping younger children with their school work. In Ohrei District and in Balti, peer educators attended joint meetings with the local MDTs to report on their activities with children at risk.

Action Programmes promoting youth employment and employment in marginalized communities also involve a range of partners and are at various stages of implementation. Partners include (but are not limited to) a Vocational Education Training Centre (Albania), vocational schools (Moldova), National Employment Agency (Romania) and the Training Institute and State Employment Centres (Ukraine).

In a number of instances, agencies implementing Action Programmes expressed frustration with the reporting process and the delays in receiving payment.

“Reporting needs to be simplified because we have to take someone away from other responsibilities to do this ... we have other bigger projects with less documentation ... payment is also a problem. Payments are delayed and we don’t know why. Payments come after two months and we have limited ways to cover our expenses” (Trade Union representative).

Reporting was viewed as overly-burdensome (in part because of English language standards and in part due to the large geographical areas to be covered by insufficient resources in terms of staff employed and budget allocated), taking away from implementation activities; a complaint which was voiced in all countries. In Albania, a concern was raised regarding the inflexibility concerning the number of children who could participate in informal classes.

4.3 Performance and Achievements

In this section of the discussion, performance and most significant achievements will be discussed by country, followed by a brief summary section on successes and the challenges that impact on performance. Each section will begin with a brief overview of the significant ILO/IPEC work which laid the foundation for the current project.

4.3.1 Albania

In November of 2001 a National Steering Committee on Child Labour and a Child Labour Unit, established within the Ministry of Labour and Social Affairs, were established with the assistance of IPEC Albania. The Sub-Group on Trafficking in Children was set up by the Albanian Government in 2003, headed by the Minister of State. Rapid Assessment Surveys on working children and on child trafficking were carried out by ILO/IPEC in 2003.

The main achievements in Albania at the policy level include the National Institutional Framework on child labour issues that has been established at both the national and local levels. Child labour issues, including trafficking in children have been mainstreamed into national policy. ILO/IPEC is viewed, at all levels, as a key player and advocate for issues of child labour and trafficking in children.

Broad-based involvement across all sectors includes networking of key stakeholders and resource people on child labour and child trafficking issues, including teachers, labour inspectors, trade unionists, social workers, peer educators, and others. Three LACs and four MDTs have been established; CLMS is being piloted in three regions. Identifying children and providing them with concrete supports appears to be a priority with local governments in the three pilot regions.

A variety of resource materials have been created and/or adapted, both on the initiative of ILO/IPEC and through the work of other stakeholders (e.g., trade unions) including

CLMS Manual, SCREAM, Teachers' Manuals, Trade Union Manual, Life Skills Manual, and Psychosocial Manual for victims of trafficking.

Peer educators are working with direct beneficiaries, using the materials and strategies in which they have been trained. Peer educators include young people from the Roma and Egyptian communities, two of whom attended the Stakeholders' Workshop in Tirana.

I only have a grade 6 and my children need to get more education so they can have a better future.

- Roma father

Children in the non-formal education classes value these classes where they can get help with homework, learn about issues that affect them (including trafficking and WFCL)¹⁹, and participate in activities that include information about possible careers. The children – and their parents – comment on the importance of receiving school supplies. Roma parents valued these classes and the supports their children were receiving through the Action Programme. Teachers and school directors report increased attendance and achievement of children who attend these classes.



Vocational training courses were instituted under the auspices of the Public Vocational Educational Training Centre in Korca. Labour market surveys, funded by the EU, had been conducted through the Centre's connection with the CARDS project. Courses were being offered to young people from the risk group – 58 girls and 32 boys were direct beneficiaries (of whom 20 girls and 10 boys were in the withdrawn category and 38 girls and 22 boys were in

the prevented category). While enrollment in the courses followed traditional gender patterns, boys in the window framing course were very likely to find employment, while girls in one of the tailoring courses were guaranteed employment upon course completion. Young people interviewed were enthusiastic about their courses and were looking forward to working. As one young Roma man noted, *"I want to find a job in the future ... employment is my main need and the way of integrating me into society so I don't just wander the streets."* Roma parents also expressed their appreciation for the opportunities their children were being given through participation in these courses.

While raising public awareness of issues relating to WFCL including child trafficking remains a challenge, the high profiles activities in Tirana on June 12, 2005 involved

¹⁹ Children in these classes could explain the differences between internal and external trafficking and give examples of how children are tricked or coerced into being trafficked.

children, the media, the mayor, the Municipality of Tirana and the Ministry of Labour and Social Affairs.

4.3.2 Republic of Moldova

The Government of Moldova has made concerted effort to combat child trafficking and WFCL. International legal frameworks were adopted, national laws approved, and policies implemented including the MOU between the Moldovan government and ILO/IPEC. The National Committee on Combating Trafficking in Human Beings was established in 2001 followed by the National Council on Child Protection in 2003. The National Strategy on Child and Family Protection was also approved in 2003. The National Steering Committee on the Elimination of Child Labour was implemented in 2004. IPEC Moldova has since become a member of the Counter-Trafficking Technical Coordination Group, the Inter-Agency Task Force on Family and Child Protection, The National Committee for Combating Trafficking in Human Beings and its four Inter-Ministerial Anti-Trafficking working groups, the UN Theme Groups on HIV/AIDS, Education and CCA/UNDAF Development, and the National Steering Committee of the ILO MIGRANT Project.

In Moldova, the establishment of a legal framework to address issues of child trafficking and other WFCL represents a significant achievement at the policy level. The law on preventing and combating trafficking in human beings has a provision concerning children which harmonizes the law with international standards. The draft Collective Convention against Child Labour has been developed; an amendment to the law on Employment and Social Protection provides the opportunity for vocational training for vulnerable youth at age 16 (including victims of trafficking); amendments to the law on labour inspection gives more power to labour inspectors. In addition to a variety of related policy documents, the National Plan of Action on Preventing and Combating Trafficking in Human Beings has a separate section on child trafficking. ILO/IPEC and UNICEF co-chair the sub-group. WFCL issues have also been mainstreamed into the National Strategy on Child and Family Protection.

Commitment to eliminating child trafficking and other WFCL has been built across sectors. The agendas of government, trade unions, employers' organizations, and NGOs include attention to these issues. Partnerships have been built with these same stakeholders as well as with church representatives, journalists, and international agencies. Agreements have been signed between ILO/IPEC implementing agencies and ministries in government, the National Employment Agency, local public administration and civil society organizations, vocational schools, and youth centres.

Tools for awareness raising and other resource materials have been developed and disseminated. The video documentary *Child Labour in the Republic of Moldova* has been widely distributed and its effectiveness and relevance praised by everyone from implementing agencies to peer educators. Book marks advertising World Day against

Child Labour include the phone numbers of all territorial labour inspectors. Working Tools are being finalized for use by MDTs and peer educators.

Fifty-eight children have been prevented from being victims of trafficking through participation in the tuition classes (i.e. informal education classes); while 89 have been prevented through participation in youth centre activities.

Doing homework at home is hard. Here we help each other. The older ones help the younger ones.

- Child in non-formal education class

Peer educators are working with children in youth centres, helping them with school work and organizing activities. They report that children are less isolated and feel more self-confident. In the tuition classes, children report that they help each other – “*we work as a team, we have become more united.*”



MDTs have received training and are operational. In Ohrei region, the broad base of MDT representation is characterized by the inclusion of people such as a parent representative, tuition class teacher, a psychologist, the school medical assistant, and the mayor. While they identify children at risk or engaged in WFCL, participation has also changed some of their own attitudes. A teacher noted that “*I changed. Before I just saw the children were not clean. Now I*

understand how difficult it is for them; I look at them differently.”

Labour market studies have been conducted in five target areas and findings presented to the National Steering Committee for action, including inputs received from representatives of local councils, education departments, employment agencies, youth, adults, and employers. In the Action Programme on job counselling and vocational training, 20 education and job counsellors have been trained. Posters were developed and were being distributed. In this Action Programme, 100 children at risk and 20 adults from marginalized communities have been prevented from becoming victims of trafficking through the provision of job and educational counselling and support for vocational training, despite the challenges of implementation.²⁰

Regarding improvement in the care of child victims of trafficking and their long-term reintegration, training sessions on psychosocial rehabilitation were held for 35 professionals (social workers and psychologists representing public agencies and NGOs). In conjunction with the training, they provided input on the “Guidelines on Psycho-Social Rehabilitation and Social and Economic Integration of Child Survivors of Trafficking and other WFCL” which is being piloted.

²⁰ See section on Challenges, page 23.

4.3.3 Romania

The ILO/IPEC Country Programme of 2003 focused on preventing the increase of child labour in urban and rural regions, building the capacity of governmental and non-governmental agencies, conducting research to assess the origin and extent of child labour, and facilitate the raising of consciousness about child labour within Romania. The extensive awareness raising campaigns conducted under the Country Programme has resulted in a growing recognition of the prevalence and consequences of child labour.

Not surprisingly, in Romania, mainstreaming of the issue of trafficking in children and other WFCL represents a major accomplishment. ILO/IPEC is valued as a key partner and player. As the Minister of Labour explained “*we are working together in a consistent and profound manner.*” Legislation exists on preventing and combating WFCL, while the institutional framework is in place at both the national and local levels. The National Steering Committee is sanctioned by government. A National Plan of Action, with budget allocation, exists as does an institutionalized Child Labour Unit supported by the National Authority for Child Rights Protection. The NACRP managed three government approved National Interest Programmes aiming to assist the repatriated minors, to support the reintegration of street children and of young people leaving residential facilities when they turn eighteen years of age. A proposal for the list of hazardous child labour is being developed and will be submitted to the Ministry of Labour.

The number of partners involved at all levels is an important accomplishment; in Romania there are 21 collaborating partners. The role of trade unions as implementing agencies and members of the NSC is but one example. Their involvement on the employment component is particularly notable, as is their perspective that children from vulnerable populations bring strengths and talents, not just challenges.

These children have a lot of talents and strengths. They are capable of producing splendid things.

- Trade Union Representative

The CLMS has been established and tested since 2002 by ILO/IPEC with complementary funds from USAID and UNICEF and the model of CLMS was mainstreamed in the National Plan of Action for Combating Child Labour. Implementation has occurred through the ICTs, while a proposal for the extension of CLMS nation-wide is being prepared by ILO/IPEC. The enlargement of the areas of intervention of the ICTs was considered in order to reach child labour in rural areas. In this respect LACs were established in selected areas according to the provision of the new Law on Child's Rights Protection. A large network of specialists including teachers, school counselors, psychologists, social workers, police representatives, labour inspectors, child protection specialists, trade unionists, and NGO staff is in place.



Trainings have been provided for 156 specialists and 42 peer educators. Fourteen youth centres have been established in schools and NGO facilities in most disadvantaged areas. Additional funds were provided by UNICEF.

Increased capacity of the key partners has been achieved. Trainings have been provided for many specialists including teachers, school counsellors and social workers. In addition, 42 peer educators have been trained in Romania. These peer educators, working in 14 youth centres, have identified 166 children who are now receiving services through the youth centres.

Tools and awareness raising materials with a focus on rehabilitation and prevention of trafficking in children have been developed including Guidelines on CLMS, Guidelines for Psychosocial Rehabilitation of Victims of Child Trafficking, Peer Education Manual, Guidelines for Vocational Counseling, Small Guide for a Big Career, Life Skills Manual, and Understanding Children's Vulnerability to WFCL. Two most important ILO/IPEC publications including the SCREAM educational package and the Hazardous Child Labour in Agriculture were translated and used in TOT training sessions for teachers and trade unionists.

Other publications (Child Labour and Trade Unions by ILO/IPEC and ACTRAV and the Guideline for Parliamentarians for Implementation of the Convention 182 by IPEC and Inter Parliamentary Union) were translated and disseminated. In relation to this component, complementary funds were provided by the UN Resident Coordinator, UNICEF, UNDP, USAID, and the French Embassy in Romania. Also, the manual on Peer Education was used in other training sessions organized in Romania by the National Red Cross Society within the framework of an anti-trafficking programme.

4.3.4 Ukraine

The MOU between ILO, represented by IPEC, and the Ukrainian government was signed in June of 2002. The Country Programme, National Programme on Prevention and Elimination of the WFCL, was launched in 2001 in order to facilitate implementation of the provisions of ILO Convention 182. In June of 2003, the government approved the National Policy document "On Prevention and Rehabilitation of the WFCL in Ukraine", Order of the Cabinet of Ministers #364. The National Plan of Action was subsequently approved by the Cabinet of Ministers. Beginning in 2004, IPEC is represented in the National Expert Group on Countering Trafficking in Human Beings, IOM Counter-Trafficking Advocacy Group, and the UN Inter Agency Task Forces on MDGs.

The current ILO/IPEC project on Combating Trafficking in Children for Labour and Sexual Exploitation builds on the Country Programme. The linkages between the two exist within a multi-sectoral, interdisciplinary approach that is complex and complicated, yet is able to achieve results. All partners and agencies involved appeared to have an understanding of their role and responsibilities.

In Ukraine, national level achievements include the approval in 2003 of the National Concept and Plan of Action to Prevent and Combat WFCL, followed by steps towards its implementation. National legislative documents were recently amended with input from ILO/IPEC, including the new Labour Code and the Law on Childhood Protection. CLMS is mainstreamed into the Draft National Action Plan to implement the Convention on Rights of the Child.

Capacity building has been successful at central and local levels. Those who participated – including peer educators, psychologists, counsellors, and other specialists – commented on the high quality and importance of trainings. As noted in the report on the Country programme: “different methodological approaches to counselling of boys and girls ... [was] useful for their practice.” Tools and practical methodologies for working with children were valued, while the training of trainers (TOT) approach was viewed as an effective capacity building strategy. Training and materials appropriate to the Ukrainian reality were appreciated.

LACs were established and, at least in Kherson, partners were able to articulate their responsibilities and commitment to implementation of CLMS. Local monitoring committees include trade unions, employers’ associations, labour inspectors, employment centres, educational authorities, health services, juvenile affairs, police and NGOs. Cases are discussed and documented; children are more likely to be protected. The CLMS Manual provides a practical tool for identification of children.

Direct services to children represent another category of achievement. Children received services through the youth centres where they learned about WFCL including trafficking. One child who had attended sessions facilitated by peer educators explained: *“there is forced labour when children are forced into work and sometimes it is children themselves who force weaker children into doing work.”* Another child explained that *“we do not have to work. A child has the right to make a choice.”* Children who had been trafficked also received counselling services. As one young woman who had been withdrawn from trafficking noted *“places like this help young people come back to life.”*

Developing youth employment opportunities appears to be in the early stages of implementation; however, a positive relationship exists with the State Employment Centre and the Training Institute of the SEC. Public Employment Centres are engaged with the project and have begun to work with young people, providing assessments, information and job counselling.

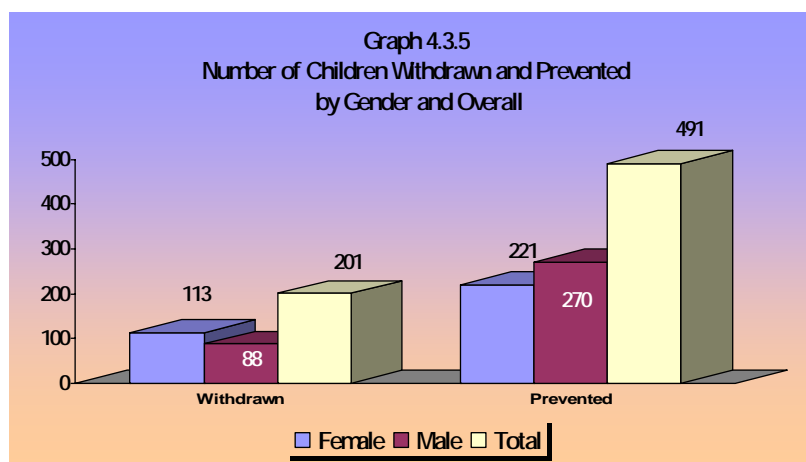
4.3.5 Summary – Successes and Challenges

The scope and depth of the work of the ILO/IPEC teams – and the respect with which they are viewed in all countries – deserves mention. Working on multiple levels, with a plethora of partners, the ILO/IPEC teams (two people) have influenced national policies and legislative frameworks, while identifying and mobilizing implementing partners to do ground-breaking work at the local level while, at the same time, working on public awareness campaigns, capacity building and the development of informational materials.

Across the countries involved in the Combating Trafficking in Children for Labour and Sexual Exploitation project, the impact of ILO/IPEC on the national legal and policy frameworks is clearly in evidence. The establishment of multi-disciplinary teams at the local/regional level that are engaged in the piloting and implementation of the CLMS is another achievement. Capacity building through training and the provision of resource materials represents another achievement. And, while the continued need for awareness raising is evident, examples of successful initiatives are in evidence.

The involvement of youth, particularly their effectiveness as peer educators, is another achievement across the project. Vocational training opportunities, while in early stages of implementation in some countries, are highly valued by youth participating in these opportunities – and their families.

The number of children withdrawn (as of February 28, 2006) was reported as 201, while the number of children prevented was reported as 491²¹ (Graph 4.3.5). While gender balance is not precisely equal, both males and females are well represented in each case. Recognizing that the target numbers of children prevented (3460) and withdrawn (640) are still far from being achieved, activities are being conducted in both the areas of educational services/training opportunities and other non-education related services, such as counselling – the importance of which cannot be underestimated.



²¹ Numbers are taken from the Technical Progress Report (TPR), March 2006.

Affecting the performance of the projects is a set of **challenges** which are common across the participating countries.

- ◆ In all countries those interviewed explained that trafficking is a complex phenomenon. The identification of victims is often problematic, in part, because of the hesitancy of victims to self-identify because of the stigmas attached or because of denial on the part of victims. Consequently, meeting the targets set is problematic. Relatedly, whether children are permanently withdrawn or permanently prevented from being trafficked remains an open question.
- ◆ Reliable data on the number of children who are actually trafficked – particularly those who are internally trafficked – are not available, further confounding the ability to make judgments about the proportional success of prevention or withdrawal strategies.
- ◆ While somewhat variable across countries, it is reasonable to state that there is generally a dearth of local experts and existing capacity required to address the complex issues posed by the trafficking phenomenon. Therefore, by necessity, ILO/IPEC must support the enhancement of the capacity of many implementing partners as a first stage in implementation of the project.
- ◆ Monitoring the informal sector is a challenge in all countries. While labour inspectors have slightly different powers in different countries, their authority in the informal sector is limited. Except where law enforcement is totally committed to the endeavour, withdrawing children who have been subjected to internal trafficking or other WFCL in the informal sector remains difficult.
- ◆ Many concerns were voiced regarding children involved seasonal work in the informal sector, including agriculture. Peer educators and others raised the concern that without summer programs children were more likely to be forced into – possibly trafficked into – hazardous agricultural labour.
- ◆ Involving the most marginalized - which are usually the most vulnerable – communities in the project as more than simply ‘beneficiaries’ is not easy. For example, the challenge of engaging Roma in any processes or structures that would give them ‘voice’ in the project or in a particular Action Programme remains vital, yet unresolved.
- ◆ Another challenge is the unrelenting need to raise the awareness of the public regarding trafficking and other WFCL. This challenge is amplified by the fact that there is a prevalent mind-set in the region that ‘work is good for children’ and distinctions are not made between acceptable activities and child labour. In relation to trafficking, the recognition that young women who have been forced into prostitution are victims is not always prevalent.

A prevailing public perception is that work is good and school is not necessary ... people have made fortunes without it.

- ILO National Correspondent

- ◆ Documenting effective practices is another challenge. All partners and implementing agencies are busy “doing.” Time to document and share effective practices is rarely built into the action plan.

4.4 Sustainability

The project has promoted both national and local ownership. As previously discussed, the basic national legislative and policy frameworks are in place, although clear resource allocation to national action plans is needed in some countries to help ensure sustainability (e.g., Ukraine). The multi-disciplinary groups that are implementing CLMS have the structure and the potential to be self-sustaining with the ongoing support of local governments, coupled with legitimizing policies at the national level.

Capacity building includes both training and the production and dissemination of resource documents to support sustainability. In all countries, these measures are in evidence. However, certain Action Programmes are still in relatively early stages of implementation and consolidation of activities will need to occur as a prerequisite to sustainability. Initiatives must be firmly implemented and their value proven before they can be sustained.

Building on existing capacity and maximizing the use of donor contributions through partnering are all strategies which should support sustainability. Again, the upstream-downstream approach is fundamental to ensure that national and local governments integrate effective practices into existing structures.

4.5 Special Aspects

ILO/IPEC country teams recognize the importance of sustainability and replication. The MDTs/LACs/ICTs have the potential to be replicated, as to do the use of peer educators. Many materials and good practices (including those used in mini-programs) have the potential to be shared and adapted to local contexts. During the field visits, the desire to share effective practices and learn from each other was frequently expressed.

Gender is intended to be a cross-cutting issue in projects. Clearly in the counseling and rehabilitation arena, gender issues are considered. While sometimes difficult to determine exact numbers, the project and its Action Programmes have involved females and males in approximately equal numbers. In Albania, for example, vocational opportunities for females were in evidence.

Some opportunities exist for networking and sharing of good practices at the sub-regional level. While face-to-face meetings require a greater commitment of resources than do other vehicles (such as electronic communication) these in-person opportunities are highly valued and set the stage for ongoing sharing of good practices and resources.

5 – Conclusions and Recommendations

5.1 Conclusions

5.1.1 Project Design

It can be concluded that the project design was:

- ◆ comprehensive, appropriate and allowed for responsiveness to national and local contexts;
- ◆ based on principles that supported the efficiency and effective use of project resources, both human and financial;
- ◆ successful in linking overall project objectives to national priorities;
- ◆ relevant, given that Action Programmes are operating in high need areas, although the inclusion of additional geographic areas warrants consideration in some countries.

5.1.2 Implementation

It can be concluded that the project implementation:

- ◆ supported national directions and allowed for the involvement of multiple stakeholders;
- ◆ was flexible enough to support the initiation and functioning of diverse strategies within a range of Action Programmes;
- ◆ varied across Action Programmes, some being at early stages of implementation while others were at more mature stages;
- ◆ included administrative and reporting procedures which were often frustrating for implementing partners.

5.1.3 Performance and Achievements

It can be concluded that significant project achievements included:

- ◆ significant impact on policy and legal frameworks at the national level;
- ◆ the establishment of functioning multi-disciplinary teams (despite challenges such as broad-based representation);
- ◆ the effective use of peer educators;

- ◆ the use of existing resources, such as SCREAM, in supporting and enhancing the effectiveness of project strategies;
- ◆ the establishment and support for rehabilitation services and employment opportunities for children and youth in the most vulnerable groups;
- ◆ many successes, but challenges remain. One of the most significant challenges remains the meaningful and significant involvement of disenfranchised populations, particularly Roma communities.

5.1.4 Sustainability

It can be concluded that:

- ◆ using the upstream-downstream approach, the project has established the basis for national and local ownership of both policy initiatives and direct services that assist the target populations;
- ◆ building and augmenting existing institutional and organizational capacities is an investment in human resources that will support sustainability and scaling-up;
- ◆ maximizing the use of donor funds through collaboration and partnering with other donors is a strategically sensible and cost effective strategy that supports capacity enhancement and, thus, sustainability.

5.1.5 Special Aspects

It can be concluded that:

- ◆ gender issues are cross-cutting and recognized within project design and implementation;
- ◆ there is a widespread desire (if indeed limited action) to share effective practices and connect with others working on the same issues.

5.1.6 Other

It can be concluded that:

- ◆ biases regarding vulnerable populations, particularly (but not limited to) Roma populations, are deep-seated and have the very real potential to be counter-productive to the aims of the project;
- ◆ further exploration on the 'root causes' of trafficking is warranted;
- ◆ given the existing human and financial resources, the work of the ILO/IPEC teams must be viewed as efficient and effective.

5.2 Recommendations²²

Recommendations have been grouped in three categories: those which address the **strengthening of existing approaches**; those which address **broadening the reach** of the project; and those which address the **changes to existing processes or requirements**. The three categories of recommendations are all focused on enhancing project operation, primarily through building on project achievements.

Strengthening Existing Approaches

It is recommended that:

- 5.2.1(a) ILO/IPEC continue to play an advocacy (pressure and support) role at the national level by maintaining their visibility and active involvement in national structures and initiatives;
- 5.2.1(b) The comprehensive, multi-sectoral, multi-disciplinary strategy be maintained within the upstream-downstream approach, but with a strengthened focus on completing the implementation of Action Programmes at local levels;
- 5.2.1(c) ILO/IPEC continue to work with partners to find ways of strengthening sub-regional and national referral systems in order to provide better access and services to victims of trafficking;
- 5.2.1(d) Collaboration with partners include the continued inquiry into understanding the ‘root causes of trafficking;’
- 5.2.1(e) Continued emphasis be paid to strategies for monitoring the informal sector, particularly as it relates to the internal trafficking of children;
- 5.2.1(f) A focus on implementing and institutionalizing CLMS be maintained, including support for the inter-disciplinary teams;
- 5.2.1(g) Related to the above, support for LACs/MDTs/ICTs be continued as the potential for sustained and effective community action lies in joint efforts of dedicated professionals and committed community members, including representation from law enforcement and the judicial system;
- 5.2.1(h) Support for peer educators be continued, not only through ‘training’ sessions, but through ongoing moral support and encouragement for their work, perhaps by scheduling opportunities for them to reflect on their work, share their successes and problem-solve about their challenges with the support and guidance of skilled adults;

²² Recommendations specific to country Action Programmes are found in the Annex D.

- 5.2.1(i) Continue to promote the use of effective existing resources, such as SCREAM, in both pilot and non-pilot regions;
- 5.2.1(j) Continue to work with partners in order to develop and provide vocational training opportunities that are relevant to the local labour market and will provide the most likely opportunities for immediate employment after training;
- 5.2.1(k) A focus on capacity building be continued, as this is an avenue to sustainability (This does not mean that ILO/IPEC needs to deliver trainings, but rather continue to facilitate and encourage capacity building through TOT, production/adaptation and dissemination of materials);
- 5.2.1(l) High profile and effective awareness raising methods be continuously shared across the project in order to address the ongoing challenge of changing attitudes towards child labour and child trafficking. In-country knowledge-sharing should be encouraged, especially with respect to the CLMS, where MDTs and LACs could share their experience in the identification, referral, monitoring and tracking of cases;
- 5.2.1(m) Relating directly to the previous point, good practices be documented and shared. This is a key aspect to knowledge-building and sustainability. While the sub-regional network has a role to play in this process, time and space must also be allocated within county initiatives to share good practices and experiences among pilot regions;
- 5.2.1(n) ILO/IPEC teams continue to pay attention to sustainability, integrating longer term exit strategies into their action plans for the next phase. (While time-bound projects may not yet be appropriate in all cases, this approach should help to inform planning.)

Broadening the Reach

It is recommended that:

- 5.2.2(a) The project expand in certain countries to ensure that representation of high need areas are included (i.e., north-east Albania, western Ukraine, border of Transnistria in Moldova);
- 5.2.2(b) Parents be recognized as a key stakeholder group. Action Programmes should explore and share strategies for involving parents as partners, rather than simply as ‘beneficiaries;’

- 5.2.2(c) Increased attention be paid to involving Roma communities as partners in the project. While the possible challenges to engaging Roma NGOs and community association is recognized, these challenges cannot be excuses for lack of effort;²³
- 5.2.2(d) Representation on the LACs/MDTs/ICTs be reviewed in light of the need to make them truly representative of the community and influential at all levels of the system, including representatives from law enforcement and the judicial system. At the local level, the teams themselves need to be made aware of these issues and develop local strategies to broaden representation where necessary;
- 5.2.2(e) Implementation of anti-bias and/or myth-breaking seminars be considered, particularly in relation to the strengths and potential of disenfranchised or marginalized populations, particularly Roma populations;
- 5.2.2(f) National policies and the strategies of the Action Programmes be assessed in relation to the services and supports needed by institutionalized children (i.e., children in orphanages, children in shelters), given their vulnerability.

Changes to Processes or Requirements

It is recommended that:

- 5.2.3(a) The Action Programmes have some flexibility, in collaboration with the national ILO/IPEC teams, so that they can consider (within their budget parameters) money for unexpected items (e.g., money for employment tools, summer programs);
- 5.2.3(b) Targets be reassessed and possibly revised, with a focus on prevention, in light of the experiences of the implementing partners and the real challenges in relation to identifying children who are truly withdrawn or prevented;
- 5.2.3(c) The definition of criteria for determining whether a child is withdrawn or prevented be revisited to ensure ILO/IPEC, implementing partners, other stakeholders, and funders are in agreement and that good practices in the area of identification are shared;
- 5.2.3(d) While recognizing that some reporting requirements may not be negotiable, greater consideration needs to be given to the fact that reports from the implementing partners are being written in someone's second (or possibly third) language, perhaps pointing to the need for some monies devoted to translation.

²³ The argument is sometimes made that the problems faced by Roma communities are too immense for any one project to tackle. The counter argument is that if everyone took this approach nothing would change. Multiple strategies are required and respectful partnerships need to be forged with Roma communities if progress is to be made towards equity and social justice for one of Europe's most marginalized groups.

6 – Observations and Lessons Learned

6.1 Macro-Level - Advocacy

6.1.1 Policy and Practice are Partners

ILO/IPEC has worked with an upstream-downstream comprehensive approach which is as challenging as it is rewarding. Working at the national level on legislation, policy and national action plans while, at the same time, supporting implementation of direct action at the local level demands commitment, but when the vision, human energy and resources can be mustered, it works! Policy and practice can be complementary if made to work simultaneously.

***Lesson:** When the commitment and expertise are present, policy and practice are mutually supportive; an upstream-downstream approach is effective.*

6.1.2 Credibility Begets Influence

The ILO/IPEC teams are held in high regard by both national partners and implementing agencies because they ‘get things done.’ Despite some frustrations with administrative procedures (which are not seen as the domain of the country IPEC teams), stakeholders and implementing partners – without exception – praise and value the work of the IPEC teams because they have seen tangible results in their countries.

The IPEC team was a resource centre for us!

- Director of a Training Institute

***Lesson:** Organizations can only have influence if they are viewed as credible. Credibility comes not only from institutional reputation, but also from delivering valuable services.*

6.2 Direct Action

6.2.1 Children Are the Focus and the Future

Children from vulnerable and marginalized populations are usually described in deficit terms. Informal or tuition classes are designed, at least in part, to ‘fill the gaps.’ Rarely are the strengths and talents of these children and youth recognized and taken into consideration when designing interventions. Research²⁴ indicates that teachers’ attitudes impact students’ school achievement. When teachers hold negative attitudes or biases towards their students, they generally view children and youth as less capable of learning.

²⁴ While the educational literature is in agreement on this point, for studies directly related to the region see: Proactive Information Services (2003). *Step by Step Roma Special Schools Initiative: Final evaluation report year*; and, McDonald, Kovacs and Fenyes (2001). *The Roma Education Resource Book*. Budapest: Open Society Institute.

Both teaching practice and curriculum reflect lowered expectations and students' academic achievement is negatively affected as a result. Anti-bias workshops (or myth-breaking seminars) for teachers is one method of combating this phenomenon.

In relation to the previous observation, expectations for the achievement of the direct beneficiaries in educational or vocational programs are low. Educators express the need to simplify courses. While recognizing that young people who have been on the streets or out of school for many years may indeed enter vocational training programs lacking certain skills, this does not make them young people with 'special needs' nor does it mean they are not capable to achieving to the same standards as other children, if the appropriate supports are in place. Labelling them once again as inferior or less than capable does them no favours and indeed limits their real chances for successfully integrating into society.

Lesson: *Teachers need to focus on the strengths and talents of children as well as on their needs. High expectations promote children's academic success.*

On the other hand, the power of the peer educators point to the value of empowering youth in addressing the issues of their own communities. Peer educators provide valuable role models for other children, while helping to raise the confidence of children and youth with whom they work.

Lesson: *Direct action empowers children and youth. While they may be victims or trafficking or 'at risk' of WFCL, children can be supported in taking control of their own destinies, if adults believe in them and give them the tools to be successful.*

6.2.2 Parents Are Key Partners



While not all children who are direct beneficiaries have parents in evidence, many do. These parents care about their children and are proud of their accomplishments. Parents can be strong advocates and supports for the interventions implemented by the Action Programmes.

During the field visits, representatives of numerous agencies and various implementing partners voiced biased views and made inaccurate statements regarding members of Roma communities. Certainly the engagement of Roma communities as true partners in this project is a challenging undertaking. However, the first step is to recognize that Roma parents do value education and care about a positive and productive future for their children.

Lesson: *Listen to parents including those from marginalized communities; parents are a powerful and untapped resource.*

6.2.3 Build Capacity For Change

Capacity building begins to sound like a cliché until its power is truly appreciated. Enhancing the human capacity to make a difference in the lives of others is the most powerful tool for change. Building capacity includes raising awareness, changing attitudes, supplying new knowledge, and enhancing skill sets. Building capacity is about learning – and once someone learns to do something new, that can never be undone.

Lesson: *Sustainability is built on capacity; building capacity lays the foundation for substantive and lasting change.*

6.3 Networking

6.3.1 Sharing Builds the Future

Sharing learning and effective practices is a key aspect of the project. The sub-regional network has the structure and opportunity for people to share their effective practices. A variety of vehicles are currently used in the network, including meetings, websites and newsletters. However, knowledge building also arises out of informal interaction among implementing partners. The role of IPEC in facilitating the sharing of knowledge among stakeholders, as well as across the region and beyond, is imperative.

If learning is valued, a variety of avenues for dissemination of lessons learned and effective practice must be explored and utilized.

Lesson: *Create multiple opportunities – both formal and informal - for sharing effective practice and lessons learned.*

6.3.2 Knowledge Building is Not Enough – Document Good Practice

The rich experiences of the ILO/IPEC project may be lost if concerted attention is not paid to knowledge building through documentation of effective practices. While all stakeholders would agree that they have learned much over the course of the project, knowledge is not built if it is not documented. Time and space – and resources – must be allocated to documenting the good practices and lessons learned.

Lesson: *Document and disseminate success and lessons learned to lay the foundation for change.*

6.3.3 Question Conventional Wisdom

Much consensus seems to exist regarding the ‘root causes’ of trafficking; that is, poverty and unemployment are root causes. National governments are attempting to address these root causes within their national economic and human resource development initiatives. However, ‘root causes’ may be infinitely more complex than they appear at first glance.

Why are children in one household trafficked, while those in the adjoining household, living under the same conditions, are not? Why is it that some children from well-to-do families fall victim to trafficking? While trafficking may indeed be correlated to poverty and unemployment – are these truly the ‘root causes?’

***Lesson:** Look beyond the conventional wisdom to find solutions to complex problem*

ANNEXES

ANNEX 1



**International Programme on the Elimination of Child
Labour
ILO/IPEC**

Final Version:
Basis for Contract
Feb. 13, 2006

Terms of Reference

for

Evaluation

of

**Combating Trafficking of Children for Labour and Sexual
Exploitation in the Balkans and Ukraine.**

**With joint scheduling for Ukraine with CP Ukraine Final
Evaluation**

January-March 2006

ILO Project code:	RER/03/P50/USA RER/02/11P/FRG RER/02/01P/FRG RER/03/11P/GER
Starting date:	September 2003
Ending dates:	September 2006
Programme locations:	Albania, the Republic of Moldova, Romania & Ukraine
Programme language:	English
Executing agency:	ILO-IPEC
Financing agency:	US-DOL and Government of Germany
Donor contribution:	USDOL: US \$1.5 million Germany: US \$660,000

I. Background and Justification

Trafficking in human beings is closely linked to the political and economic transition that countries in South Eastern Europe have gone through in the last decade. It has its roots in the lack of job opportunities, the cost of living that exceeds average incomes, the increasing social stratification and the weakening of the social safety net. Parents who are hard-pressed to feed large families do not dissuade children from leaving and some even take the initiative to arrange for one of their children to migrate in the hope of increasing family income. Certain communities such as the Roma (in particular Roma women) who are marginalized on the labour market are particularly vulnerable to trafficking²⁵.

Trafficking in human beings takes place both across borders and internally. Trafficking of women and girls for sexual exploitation has dominated media reporting of the issue but trafficking in children, both boys and girls, for labour exploitation is also growing. Children are trafficked for begging, petty crime, street vending, and domestic work or to work in agriculture, construction, or manufacturing. They are trafficked across borders but also within countries, generally from rural to urban areas, or from small towns to towns where demand for malleable labour is higher. Some are abducted or threatened into compliance; others are lured by the promise of 'easy money', of escaping poverty and violence at home, of discovering new places. They end up in situations of debt bondage, in exploitative working conditions and are exposed to violence and abuse.

In response to such urgent needs, the project 'Combating Trafficking in Children for Labour and Sexual Exploitation in the Balkans and Ukraine' was designed following a consultative process including stakeholder participation in national level workshops. The design took into account the elements and priorities as articulated by the stakeholders in the development of the **Strategic Programme Impact Framework**. The project is being funded by the US Department of Labor and the Government of Germany for a three-year duration. The countries of Albania, Moldova, Romania and Ukraine were selected as the countries to be targeted based on the fact that these countries are among the most seriously affected by the problem of trafficking in children in South Eastern Europe and that their governments are committed to eliminating child labour and have ratified the Convention on the Rights of the Child as well as the Minimum Age Convention (No. 138) and the Worst Forms of Child Labour Convention ILO Convention No. 182.

The project aims to contribute towards the creation of an enabling environment to effectively prevent and eliminate internal and cross-border trafficking in children for sexual and labour exploitation in the sub-region and to reduce the incidence of trafficking in the four countries by:

- Advocacy to bring legislation and procedures in line with international commitments and to ensure that national policies address the special needs of children trafficked internally and across borders for sexual exploitation or for labour.

²⁵ Trafficking must not be confused with smuggling of migrants, nor with illegal migration. Trafficking is differentiated from these by its definition that includes the purpose of exploitation of the victim as a crucial element, while smuggling of migrants is a concept that focuses on the procurement of illegal entry or residence. For the definition of smuggling, in turn, the exploitation of the smuggled migrant is not an element, even though it is an aggravating factor under the Smuggling Protocol to the Palermo Convention. This distinction is vital so that the victim of trafficking is identified as such and is not treated as a law-breaker. For more precision, see project document pg. 3

- In selected high risk areas, mechanisms aimed at reducing vulnerability of children to trafficking, promoting youth employment and facilitating the long-term reintegration of child victims of trafficking.
- Establishing a sub-regional information exchange network that feeds into existing regional structures in South-Eastern Europe and takes account of other sub-regional mechanisms in order to be reinforcing and complementary.

In that view there are **three immediate objectives** of the project:

1. At the end of the project, **national policies, legislation and judicial procedures** will be geared to address the issue of trafficking in children
2. At the end of the project, in selected high risk areas, **mechanisms to reduce the vulnerability of children to trafficking** will be in place and the quality and range of services for long-term reintegration of child victims will have been improved.
3. At the end of the project, **a sub-regional information exchange** network will be operational and will support and strengthen existing regional structures.

Research, capacity building and awareness raising is carried out further to these objectives. Gender concerns are mainstreamed throughout the project as well.

To date the project has implemented or is in the process of implementing two **Action Programmes** in Albania, three in Moldova, six in Romania and three ongoing in Ukraine and two in the pipeline. See annex 1 for a list of Action Programmes.

Evaluation Background:

The current Terms of Reference for the evaluation is prepared based on a consultative process with key stakeholders who have been asked to provide inputs on the purpose, questions to address and methodology of the evaluation.

A mid-term evaluation was originally scheduled to take place March 2005. Following a consultation process, stakeholder opted to postpone the evaluation to fall 2005 due to the status of implementation of the project. A consultation process was again re-launched prior to fall 2005, based on the inputs and comments received to the consultation message, IPEC's Design, Evaluation and Documentation section outlined a brief methodology that answered to the requests of stakeholders. The consultation process resulted in stakeholders agreeing that this project undertake only one independent evaluation.

The final evaluation of this project will be replaced by the final Technical Progress Report and the Study on Good Practices and Lessons Learned planned in the project.

Ongoing Action Programmes implemented by local partners are subject to a regular self-evaluation process depending on duration and size. Action Programmes supply regular progress reports to the project. A quarterly progress report is prepared by the project as a whole.

It has been decided to jointly schedule the field visits of the Ukraine component of the sub-regional project and the final evaluation of the Ukraine Country Programme. This was decided based on the fact that the two projects share many of the same project partners, geographic regions and implementing agencies. The focal persons in the Ministry of Labour are the same for both projects and many of the activities under the two projects support both projects (example: legislative reviews), furthermore the activities are designed to compliment each other and the sub-regional PROTECT project is contributing to the CP Ukraine project. Methodologically a joint

scheduling of the evaluations would be an effective and important way to see the contribution of the projects to each other and an effective way to enter into discussion and interviews with the project partners. It was also seen as a way to simplify the evaluation process for the Ukraine project partners who would not need to be interviewed twice within a very short time span.

The Terms of Reference for the Ukraine country programme final evaluation will be annexed to the present Terms of Reference. (currently under preparation)

II. Scope and Purpose

Scope:

The scope of the evaluation includes all project activities including Action Programmes. The evaluation should look at the project as a whole and address issues of project design, implementation, lessons learned, replicability and recommendations for the future of the programme. The evaluation should further look into planning and feasibility of future activities planned within the project life.

Purpose:

The purpose of the present evaluation should be to assess whether the objectives of the project are going to be achieved by comparing the intended outputs with the actual outputs. The evaluation should assess the overall impact of the project or progress towards it at different levels such as at policy level, beneficiaries level, community level and household level. The evaluation should try to assess the effectiveness of the project operation/implementation and management both at the implementing agency level and at IPEC level. It should analyze strategies and models of intervention used, document lessons learned and potential good practices, and provide recommendations on how to integrate these into planning processes and implementation of future IPEC activities in the project countries. A particular focus should be to identify elements of effective models of intervention.

III. Suggested Aspects to be Addressed

The evaluation should address the overall ILO evaluation concerns such as **relevance, effectiveness, efficiency** and **sustainability** as defined in the *ILO Guidelines for the Preparation of Independent Evaluations of ILO Programmes and Projects* and for gender concerns see: *ILO Guidelines for the Integration of Gender Issues into the Design, Monitoring and Evaluation of ILO Programmes and Projects, January 1995*.

The following are the broad suggested aspects that can be identified at this point for the evaluation to address. Other aspects can be added as identified by the evaluation team in accordance with the given purpose and in consultation with DED. The evaluation instrument prepared by the evaluation team will indicate further selected specific aspects to be addressed.

Design

- Are the strategies designed more than two years ago still considered valid?
- Did the strategies adequately address the root causes of trafficking such as gender inequality and poverty as well as lack of education and skills training?

- Assess the relationship between the project and other child-trafficking interventions supported by IPEC or by other organizations working in Albania, Moldova, Romania, Ukraine
- Assess whether the beneficiaries were clearly identified (i.e. sub-groups, age, socio-economic status, etc. 'poor' or 'women' is not a homogenous group,) determine if more details are needed to better target interventions.
- Assess whether the problems and needs were adequately analysed. Determine whether the needs, constraints, resources and access to project services of the different beneficiaries were clearly identified taking gender issues into concern.
- Examine the appropriateness of the indicators and whether they are 'measurable'
- To what extent were external factors identified and assumptions identified at the time of design?
- Were the linkages between inputs, activities, outputs and objectives clear and logical?
- Assess the design of the action programmes, its link to the overall project and assess the community participation during the formulation phase
- Did the design of the project take into consideration any collaboration efforts with non-project countries but ending or receiving countries?
- Assess any implications of the dual funding mechanism used in this project.

R elevance of Strategy

- How does the strategy fit within national development, education and anti-poverty efforts, existing policies and programmes on child labour and interventions carried out by other organizations?
- How relevant is the project design to address child trafficking in all countries engaged in the project? How well did the project design take into account local efforts already underway to address child trafficking and existing capacity to address these issues?
- Were alternative strategies considered or implemented during the life of the programme?

Process of Implementation of the programme

- How closely has the project adhered to the workplan at the country, sub-regional and regional levels?
- How effective are local management structures (e.g. National Steering Committees, national trafficking in persons coordinating bodies, etc.) of the project? How effective are sub-regional and regional management structures?
- Assess the participation of different relevant actors (e.g. Ministry of Labour, trade unions, employers' organizations, law enforcement, judiciary, etc.) How are these structures participating in project implementation? How is this participation contributing to progress toward the objectives of the project?
- How efficient is the process by which the Action Programmes proposals are reviewed and approved. Assess process of allocating resources to each country.

Performance and Achievements

- Is the project making sufficient progress toward reaching its immediate objectives? Is the expected number of beneficiaries being reached in each country? Are outputs being delivered on a timely basis and of appropriate quality?

- How has the capacity of the implementing agencies and other relevant partners, including the government, to develop effective action against child trafficking been enhanced as a result of the project activities?
- How effective is the project in raising awareness about child trafficking and in promoting social mobilization to address this issue?
- Assess the level of government involvement to and support for the project
- What regional impact has the project made thus far?
- Identify unexpected and multiplier effects of the project.
- Assess the key achievements of the project per country in terms of combating child trafficking for sexual and labour exploitation.
- How effective would the current project framework and management structure be in addressing other worst forms of child labour in the region (i.e. commercial sexual exploitation, street children, agricultural labourers) and child labour issues in minority communities (i.e. Roma)?
- To what extent are synergies exploited and economies of scale created?
- Assess what effect the regional based approach of the project had on the project as whole versus implementing the components on an individual country by country approach.
- To what extent are factors outside the control of the project management affecting project implementation and attainment of objectives/goals?

Sustainability

- How effective has the project been to date in promoting local ownership of the project and promoting long-term sustainability? Has the idea of a phase-out strategy for the project been clearly articulated and progress made toward this goal?
- What is the long-term commitment, and the technical and financial capacity of local/national/regional/ institutions to continue delivering services to the beneficiary group once the project ends?

Special Aspects to be Addressed

- Examine the strategic programme framework (SPF) which was established for this project.
- Assess which of the programme interventions seem to be effective and replicable.
- Assess the strengths and weaknesses of the different types of project interventions in different countries to design further anti-trafficking interventions based on project experiences.
- Assess the extent the project took advantage and exploited opportunities of learning from each other, of sharing experiences across countries including processes.
- Assess methodology and approach to identify and share good practices.

IV. Expected Outputs of the Evaluation

The following are the expected outputs:

- A desk review by the international evaluation consultant
- An evaluation instrument prepared by the evaluator
- Field visits to each of the project countries
- Stakeholder workshops facilitated by the evaluator in each of the project locations including participation from project staff and ILO staff including a programme for the workshop and a briefing note.
- Draft evaluation report covering all four countries including information from background report, stakeholder workshop proceedings and findings from field visits by evaluation team
- Final Report including:
 - ✓ Executive Summary with key findings, conclusions and recommendations
 - ✓ Clearly identified findings
 - ✓ Clearly identified conclusions and recommendations
 - ✓ Lessons learned
 - ✓ Potential good practices and effective models of intervention.
 - ✓ Appropriate Annexes including present TORs
 - ✓ Annex on Country Programme Ukraine Final evaluation (as drafted by national consultant in Ukraine and incorporated by the team leader)
 - ✓ Standard evaluation instrument matrix

The total length of the report should be a maximum of 30 pages for main report, excluding annexes; additional annexes can provide background and details on specific components of the countries evaluated. The report should be sent as one complete document and the file size should not exceed 3 megabytes. Photos, if appropriate to be included, should be inserted using lower resolution to keep overall file size low. Please include appropriate page numbering and paragraph numbering in the report.

All drafts and final outputs, including supporting documents, analytical reports and raw data should be provided both in paper copy and in electronic version compatible for Word for Windows. Ownership of data from the evaluation rests jointly with ILO-IPEC and the consultants. The copyright of the evaluation report will rest exclusively with the ILO. Use of the data for publication and other presentations can only be made with the written agreement of ILO-IPEC. Key stakeholders can make appropriate use of the evaluation report in line with the original purpose and with appropriate acknowledgement.

The final report will be circulated to key stakeholders (those participants present at stakeholder evaluation workshop will be considered key stakeholders) for their review. Comments from stakeholders will be consolidated by the Design, Evaluation and Documentation Section (DED) of ILO/IPEC Geneva and provided to the team leader. In preparing the final report the team leader should consider these comments, incorporate as appropriate and provide a brief note explaining why any comments might not have been incorporated.

V. Evaluation Methodology

The following is the proposed evaluation methodology. While the evaluation team leader can propose changes in the methodology, any such changes should be discussed with and approved by DED provided that the research and analysis suggests changes and provided that the indicated range of questions is addressed, the purpose maintained and the expected outputs produced at the required quality.

The evaluation team will be asked to use the **standard evaluation instruments** that ILO/IPEC has developed for documenting and analyzing achievements of the projects and contributions of the Action Programmes to the project. Further the evaluation team will need to take into consideration specific methodological concerns in relation to interviews with Roma beneficiary boys and girls and their parents. The use of visual graphs and diagrams to relate ideas and concepts is encouraged.

The evaluation will be carried out using a desk review, field visits to the four project countries for workshops with project staff and partners and project management. Field visits include consultations with boys and girls and their parents, community leaders, government representatives, employer and workers' groups as appropriate. There will be national workshops in each project country with project management and key stakeholders.

The identified team leader of the PROTECT CEE project will also be the team leader of the CP Ukraine project. For the final evaluation of the CP Ukraine project, a national consultant will be recruited to prepare a background report and undertake field visits in the Ukraine with the team leader. The field visits will be of a longer duration in the Ukraine than in the other PROTECT CEE project countries to ensure that the full range of partners for both projects can be consulted.

The evaluation team will interview the donor representatives, IPEC HQ, and ILO/IPEC regional persons through a conference call early in the evaluation process, preferably during the desk review phase.

The evaluation component in the Ukraine for the present project will be undertaken jointly with the Final evaluation for the Country Programme in Ukraine.

Composition of the evaluation team:

The **evaluation team** will consist of **one team leader** and in each of the project countries.

The background of the team leader:

- ✓ Relevant background in social and/or economic development
- ✓ Experience in working with Roma people and on Roma issues or other marginalized groups
- ✓ Experience in the design, management and evaluation of development projects, in particular with local development projects.
- ✓ Experience in evaluations in the UN system, preferably as team leader
- ✓ Relevant regional experience preferably prior working experience in all project countries
- ✓ Experience in the area of children's and child labour issues and rights-based approaches in a normative framework is highly appreciated.
- ✓ Familiarity with situation of vulnerable groups of children is highly appreciated
- ✓ Experience in the area of education and legal issues would also be appreciated
- ✓ Experience in the UN system or similar international development experience

- ✓ Fluency in English
- ✓ Experience facilitating workshops for evaluation findings

The appointment of the consultant will be approved according to established procedures

The evaluation team leader will be responsible for undertaking a desk review of the project files and documents, undertake field visits to the four project countries, facilitate the workshops and will be responsible for drafting the evaluation report. Upon feedback from stakeholders to the draft report, the consultant will further be responsible for finalizing the report incorporating any comments deemed appropriate.

The evaluation will be carried out with the technical support of the IPEC-DED section and with the logistical support of the project offices and project management in Bucharest. DED will be responsible for consolidating the comments of stakeholders and submitting it to the team leader.

Timetable and Workshop schedule:

The team leader will be engaged for 8 weeks *of which 4 weeks will be in-country in each of the project countries.* The tentative timetable is as follows.

Phases	Tasks	Dates
I: Desk Review	Desk review of relevant project documents	Feb 13-17
II: Field Visits	Romania: Briefing with project management, Consult with project staff and visit ongoing AP, workshop with staff/partners	Feb 20-25
	Albania: Visit APs, govt, workshop with staff/partners	Feb. 27-March 3
	Moldova: Visit APs, govt, workshop with staff/partners	March 19-24
	Ukraine: Visit APs, govt, workshop with staff/partners including CP Ukraine component	March 27-April 5
III: Draft Report	Team leader drafts evaluation report	7 days
IV: Stakeholders comments	Draft report circulated by DED to all key stakeholders for their comments. Comments consolidated and send to team leader for finalizing the report	Two weeks
V: Final report	Team leader finalizes the evaluation report taking into consideration the consolidated comments	One week

Sources of Information and Consultations/Meetings

Available at HQ and to be supplied by DED	<ul style="list-style-type: none"> • Project document • DED Guidelines and ILO guidelines
Available in project office and to be supplied by project management	<ul style="list-style-type: none"> • Progress reports/Status reports • Technical and financial report of partner agencies • Other studies and research undertaken • Action Programme Summary Outlines Project files • National workshop proceedings or summaries • Country reports on activities to date • Good practices and documentation of experience

Consultations with:

- Project management and staff
- ILO and IPEC HQ, regional staff
- Partner agencies
- Relevant Government Ministries
- Donor via telephone
- Social partners Employers' and Workers' groups
- Boys and Girls
- Community members
- Parents of boys and girls
- Teachers, government representatives, legal authorities etc as identified by evaluation team
- Others as identified by the project teams

Final Report Submission Procedure

For independent evaluations, the following procedure is used:

- The **team leader** will submit a draft report to **IPEC DED in Geneva**
- **IPEC DED** will forward a copy to **key stakeholders** for comments on factual issues and for clarifications
- **IPEC DED** will consolidate the comments and send these to the **evaluation team leader** by date agreed between DED and the evaluation team leader or as soon as the comments are received from stakeholders.
- The final report is submitted to IPEC DED who will then officially forward it to stakeholders, including the donor.

VI. Resources and Management

Resources:

The resources required for this evaluation are:

For evaluation team leader:

- Fees for an international consultant for 40 work days
- Travel lump sum for travel to four project countries, fees for local DSA in each project location as appropriate

For the evaluation exercise as a whole:

- Fees for local travel in-country
- Stakeholder workshop expenditures
- Any other miscellaneous costs (translation, printing, etc)

A separate budget is available.

Management:

The evaluation team will report to IPEC DED in headquarters and should discuss any technical and methodological matters with DED should issues arise. IPEC project officials in Bucharest together with the project teams will provide administrative and logistical support during the evaluation mission.

ANNEX 2:

Key Questions Identified by the Evaluation Team Leader

The Terms of Reference for the evaluation list a multitude of questions for consideration under the headings of: design, relevance of strategy, process of implementation of the programme, performance and achievements, sustainability, as well as special aspects. While the evaluation attempts to address as many of these as possible, a number of questions were identified by the evaluator as being of key importance to the field visits.

- ◆ How is the project able to link or coordinate with other initiatives to address the issue of trafficking of children?
- ◆ How is the project able to influence and coordinate with governmental initiatives (including legislative strategies)?
- ◆ Are the correct populations being targeted and reached? (How are potential beneficiaries identified?)
- ◆ Are the action programmes operating where the need is greatest?
- ◆ Are the beneficiaries being served from the intended groups, including Roma communities?
- ◆ What are the main project activities? Will these lead to the desired outputs and outcomes?
- ◆ Do the local implementing partners have the necessary capacity to implement, monitor and report on their activities?
- ◆ What has supported implementation? What have been the barriers?
- ◆ What have been the key successes or accomplishments?
- ◆ What has been learned? (What would you do differently? What is the most important thing to know about your work?)
- ◆ What are the plans for the future? How will the work be continued? What supports sustainability?
- ◆ What are the advantages and disadvantages of using a strategy which integrates with existing initiatives or the work supported by other donors?

These questions are very similar to those found in the document prepared by the Evaluation Team Leader in March 2006: *Instrument and Approach Related to the Evaluation of Combating Trafficking of Children for Labour and Sexual Exploitation in the Balkans and Ukraine*.

It should be noted that these questions were not applicable to all informant groups. The evaluator used a variety of other questions and follow-up probes to obtain information, as each interview or focus group required.

ANNEX 3: FIELD ACTIVITIES AND FIELD NOTES BY COUNTRY

FIELD ACTIVITIES

ALBANIA

Location	Date	Field Site	Data Collection Method	Participants
Tirana	Apr. 9/06	IPEC Office	Briefing	IPEC National Programme Manager
Tirana	Apr. 10/06	Institute of School Curricula and Standards	Pair Interview	Director of the Institute of School Curricula and Standards Specialist in Child Labour Issues
		Ministry of Interior Office	Interview	Deputy Minister of Interior Affairs (National Coordinator for Anti-Trafficking)
		Save the Children Office	Interview	Secretary General of BKTF
		MOLSAEO Office	Interview	Chief of Child Labour Unit
			Pair Interview	Director of Labour Relations Department General Secretary of MOLSA
		Tirana Municipality Office	Interview	Director of Human Resources
		Swiss Development Cooperation Office	Interview	Project Officer, Swiss Development Cooperation
Korca	Apr. 11/06	IPEC Office	Pair Interview	Chairman of Trade Unions Federation of Education and Science Child Labour Focal Point for Trade Unions Federation of Education and Science
			Pair Interview	HFC Director HRC Field Coordinator
		Non Formal Education Classes (2 schools)	Class Discussions	27 Students (grades 5 to 8) 10 Students (grades 5 to 8)
		Youth Centre	Observation and Pair Interview	Observation of Activity (Drama) Peer Educators
		School Director's Office	Focus Group	Staff of HFC AP (4 teachers, HFC Director and Field Coordinator)
		Roma Communities	Interviews	Direct Beneficiaries Families (3 families)
	Apr. 12/06	Municipality Office	Pair Interview	Mayor of Korca Deputy Mayor and LAC Chairman
			Focus Group	Multi-Disciplinary Team (6 people)
		Director's Office, Public Vocational Educational	Pair Interview	Director

		Training Centre (VET)		Coordinator
		Public Vocational Educational Training Centre	Focus Group	Staff and Partners of Public Vocation Educational Training Center and 3 Direct Beneficiaries (10 people)
		Roma Communities	Interviews	Direct Beneficiaries Families (4 families)
		Orphanage	Observation	Direct Beneficiaries from orphanage
		Venues of Vocational Training Courses, including business site of practicum for tailoring course	Observation and Informal Interviews	4 courses visited
Elbasan	Apr. 13/06	HFC Office	Pair Interview	Field Coordinator of the HFC AP Job Adviser
		Non Formal Education Classes (2 schools)	Class Discussions	24 students 23 students
		Youth Centre	Observation	Peer Educators with Awareness Raising Group (9 people)
		School	Focus Group	Staff of HFC AP including teachers and school director (5 people)
		Roma Communities	Interviews	Direct Beneficiaries Families (3 families)
Tirana	Apr. 14/06	Tirana International Hotel	Stakeholders' Workshop (<i>See Appendix C for participants and results</i>)	

REPUBLIC OF MOLDOVA

Date		Field Site	Data Collection Method	Participants
Chisinau	Mar. 20/06	IPEC Office	Briefing	IPEC National Programme Manager
		UNICEF Office	Interview	UNICEF Child Protection Officer
		IPEC Office	Interview	President of the National Alliance of NGO Working in Social Sector and member of National Commission Child Rights Protection
	Mar. 21/06	CCA Office	Pair Interview	Director of NGO Crediting and Consulting in Agriculture (CCA) CCA Coordinator of AP
		Vocational Training School No. 7 in Chisinau	Focus Group	Youth At-Risk/Direct Beneficiaries (7 students)
			Focus Group	Teachers, Job and Education Counsellors (6 people)
		La Strada Office	Pair Interview	Director NGO – La Strada and Coordinator of AP
		Temporary Placement Centre for Minors in Chisinau	Interview	Director of Temporary Placement Centre
			Focus Group	Social Workers and Psychologists (5 people)
			Interview	Child - Direct Beneficiary
			Observation	Activities at Temporary Placement Centre
Chisinau & Ohrei District	Mar. 22/06	Piata Marii Adunari Nationale Office No. 240	Interview	Deputy Minister of Economy and Trade, Chairperson of the NSC
		Biesti Community Centre for Children and Youth	Focus Group	Children/Youth Direct Beneficiaries (12 children)
			Focus Group	Representatives of Local Commissions against Trafficking Members of Multi-Disciplinary Teams (9 people)
			Focus Group	Peer Educators (7 people)
Chisinau & Balti	Mar. 23/06	Centre for Prevention of Trafficking in Women (CPTW)	Interview	Director, Centre for Prevention of Trafficking in Women
		Balti Regional Youth Resource Centre	Focus Group	Children At-Risk Direct Beneficiaries (6 children)
			Focus Group	Representatives of Local Commissions against Trafficking, Members of Multi-Disciplinary Teams and Peer Educators (12 people)
Chisinau	Mar. 24/06	Codru Hotel	Stakeholders' Workshop (<i>See Appendix for participants and results</i>)	
		IOM Shelter	Pair Interview	Director and Staff member
		IPEC Office	Pair Interview	IOM Program Specialist
				IOM Reintegration Coordinator

ROMANIA

Location	Date	Field Site	Data Collection Method	Participants
Bucharest	Feb. 20/06	IPEC Office	Briefing	CTA and IPEC Romania Teams
		Board Room	Interview	ILO National Correspondent
		MLSSF	Pair Interview	Minister of Labour Social Solidarity and Family State Inspector General, Labour Inspectorate, Chairperson of the NSC
		National Authority on the Protection of Children's Rights (NAPCR)	Group and Individual Interview	NAPCR Director Members of Child Labour Unit (3 people)
Iasi	Feb. 21/06	Rural School (AP)	Focus Group	Child Direct Beneficiaries (8 students)
			Focus Group	School Counsellors and Psychologists (4 people)
			Interview	Psychologist from Foundation Pro Women
		Association for Social Alternatives (ASA) office	Pair Interview	AP Coordinator AP Regional Coordinator for Iasi and Botosani
	Feb. 22/06	Transit Centre for Children Victims of Trafficking	Pair Interview	Coordinator and Staff of Centre
			Interview	Child Direct Beneficiary with psychologist
		County Department for Social Assistance and Child Protection	Focus Group	Members of the Intersectoral County Team including Coordinator (9 people)
		School participating in AP Employment Promotion for Youth and Adults from marginalized communities	Focus Group	Children Direct Beneficiaries (11 students)
			Focus Group	School Director, Psychologists and Teachers (11 people)
		Pro Woman Foundation Office (PWF)	Interview	Psychologist from rural school
			Focus Group	AP Coordinator & President Pro Women Foundation and psychologists (4 people)
	Feb. 23/06	Rural Youth Centre	Focus Group	Coordinator and school staff (4 people)
			Focus Group	Peer Educators (6 people)
			Focus Group	Child Direct Beneficiaries from the Support Group (7 children)
Bucharest	Feb. 24/06	Ministry Board Room	Stakeholders' Workshop	(See Appendix C for participants and results)
		Confederation of Democratic Trade Unions from Romania	Focus Group	Trade Union representative and psychologists (3 people)
			Focus Group	Teachers (5 people)
		Counselling Centre for Child Victims of Trafficking	Individual Interviews	Direct Beneficiaries (6 children and youth)
			Focus Group	AP Coordinator, AP Assistant and staff (4 people)

UKRAINE

Location	Date	Field Site	Data Collection Method	Participants
Kyiv	March 26/06	IPEC Office	Briefing	IPEC National Programme Manager
Kherson	March 27/06	Kherson Oblast State Administration	Group Interview	Deputy Governor of Kherson Regional State Administration and representatives from Successful Women (3 people)
			Focus Group	LAC Members (10 people)
		Kherson Oblast State Employment Centre	Interview	Head of the Centre
		Suvorov Raion State Employment Centre	Group Interview	Psychologists and staff (5 people)
	March 28/06	Centre for Applied Psychology and Social Work	Focus Group	Head of the Centre, Local Assistant to AP (Men Against Violence) and psychologists (5 people)
		Kherson Oblast Shelter for Minors	Focus Group	Child Direct Beneficiaries (5 children)
Novaya Kahovka	March 28/06	Youth Centre “Station for Young Technicians”	Observation	WFCL session led by peer educators
			Pair Interview	Peer Educators
			Interviews (x2)	2 Child Direct Beneficiaries (brothers - 13 and 14 years of age) 1 Child Direct Beneficiary (12 year old boy)
		Secondary School No. 10	Focus Group	School Social Worker, School Psychologist, City Dept of Education Psychologist, Employment Centre Psychologist, Director of the School, Specialist of Employment Centre, Student (7 people)
Kherson	March 28/06	Territorial Labour Inspection, Kherson Oblast	Pair Interview	Chief Territorial Labour Inspector for Kherson Region and Labour Inspector
		Shelter for Trafficking Victims	Observation and Informal Interviews	Shelter staff person and trafficking victim (2 people)
Kyiv	March 29/06	Ministry of Family, Youth and Sport	Group Interview	Deputy Minister of Family, Youth and Sport Former Head of Family Policy Department State Department for Adoption & Child’s Rights Protection Head of Family and Gender Policy Department (4 people)
		ILO – Ukraine Office	Pair Interview	ILO National Correspondent ILO MIGRANT National Coordinator
	March 30/06	Ministry of Labour and Social Policy	Focus Group	Deputy Minister of Labour and Social Policy of Ukraine Chief State Labour Inspector of Ukraine MLSP International Department Director of State Employment Centre

				Director of the Training Institute of the SEC SEC International Department (6 people)
		State Labour Inspection of Ukraine	Interview	Chief State Labour Inspector of Ukraine, staff member of CLU in attendance
		Ministry for Internal Affairs	Pair Interview	Counsellor to the Minister of Internal Affairs Head of the Juvenile Affairs Department
		IPEC Office	Interview	Representative of the Ministry of Education and Science
Donetsk	March 31/06	Donetsk Oblast State Administration Building	Interview	Deputy Governor, Oblast State Administration
		Donetsk Oblast State Administration Building	Observation	Presentation at LAC: LAC Chair, LAC Deputy Chair, 8 LAC Members, plus others
		Woman to Woman Centre	Interview	Director, League of Business and Professional Women
			Focus Group	10 Psychologists/other specialists
			Interview	Direct Child Beneficiary - child trafficking victim
			Pair Interview	Direct Child Beneficiaries – child trafficking victims (sisters – 14 and 16 years of age)
		Donetsk Oblast State Employment Centre	Focus Group	Director of the Centre, 4 Psychologists and Specialist of the Centre (6 people)
			Focus Group	Direct Youth Beneficiaries (5 people - 2 girls and 3 boys aged 17-18 years)
Kyiv	April 3/06	International Women Centre LaStrada-Ukraine	Pair Interview	National Coordinator of “Strengthening Capacity” AP and other staff person
		Ministry of Labour and Social Policy of Ukraine	Stakeholders’ Workshop (<i>See Appendix for participants and results</i>)	
	April 4/06	IPEC Office	Individual Interviews	NPC “Capacity Building for the Improvement of Care of Victims of Trafficking and Direct Support for their Long-Term Reintegration” NPC “Capacity Building of Labour Inspection for its Participation in CLMS” NPC “Supporting Existing Community Based Youth Centres”
		IPEC Office	Pair Interview	Head of the Training Institute of State Employment Centre NPC “Promotion of Youth Employment”

FIELD NOTES

The following tables present **key findings or issues** from each data collection session, the notes are not a comprehensive transcription of all field notes.

In some cases, direct quotes from the people interviewed are also included.

ALBANIA

Location	Date	Field Notes	Data Collection Method	Participants
Tirana	April 10/06	<ul style="list-style-type: none"> ➤ They have been involved in development of materials and participated in many IPEC sessions. Manual came at the right time. ➤ Cooperation with IPEC very positive. ➤ IPEC has made multi-disciplinary groups possible. ➤ Difficult to find the children who have already left school. ➤ Barriers: 1) teachers sometimes leave children at the back and do not work with literacy and numeracy for all children; 2) Albania in transition and people change. ➤ Believe that more Roma students and communities should be involved in future. Impressed with Roma peer educator in one youth centre. ➤ For the future: 1) continue building capacity to involve more teachers; 2) continue raising awareness of educators about issues and solutions; 3) emphasize cross-curricular or integrated into curricula as well as extra-curricular use of materials; 4) more practical materials that are easy for teachers to use; 5) expand to other regions such as the North East; 6) focus on education directorates and Labour Inspectors. ➤ “Let’s think of the young people ... could exchange ideas with young people from elsewhere, perhaps in summer camps.” 	Pair Interview	Director of the Institute of School Curricula and Standards Specialist in Child Labour Issues
Tirana	April 10/06	<ul style="list-style-type: none"> ➤ Her role is coordinating government activity to prevent and combat trafficking. National Strategy on Anti-Trafficking approved summer 2005, with 3 main directions: prevention, prosecution, protection. ➤ Legal framework and structural reforms have occurred; legislation on trafficking in human beings includes general provisions, women and children. Plus there are complementary laws. ➤ Agreement signed in February with Greece is first agreement specific to trafficking in the region with an EU country (which is also a country where Albanians go illegally and where they are also victims.) She is using 	Interview	Deputy Minister of Interior Affairs (National Coordinator for Anti-Trafficking)

Location	Date	Field Notes	Data Collection Method	Participants
		<p>the Greek agreement to push the National Referral Mechanism. Wants a national structure. After done with these structures want to establish hot line and data base. Need to make responsibilities clear to the border police and the criminal police. Wants a media campaign to raise general awareness. Wants government structures to function better together around issues of child protection and anti-trafficking.</p> <ul style="list-style-type: none"> ➤ IPEC has been working since the beginning and has played a role in Tirana and elsewhere, always keeping them informed of activities. ➤ Problem: children abandon school early and some do not go to school. A special institute needs to be established to support these children – will talk with MES plus involve IPEC and UNICEF. ➤ Barriers: lack of functioning structures at local level; children leave school and government does nothing. ➤ Future: continue to be allies with IPEC in roundtables, partners in training of prosecutors, police officers and other justice officials. ➤ Trends in child trafficking part of general trend; regional phenomenon with problems with internal trafficking; problems with reintegration of child victims – after rehabilitation period they go back to begging or prostitution. ➤ “Trafficking is a complex and concrete problem ... solutions need to be found at the local level so cases can be truly resolved.” 		
Tirana	April 10/06	<ul style="list-style-type: none"> ➤ BKTF (Coalition Against Child Trafficking) began with lots of support including Advisory Board that included IPEC, UNICEF, and IOM. ➤ Bi-lateral agreement with Greece very important. ➤ Trafficking is a hidden and complex phenomenon. ➤ Turnover in government has affected implementation of strategies and laws. ➤ Trafficking remains an issue because root causes are not addressed properly – what are the root causes? “We assume poverty is a root cause but we don’t have evidence.” Going to support in-depth research about what makes some children vulnerable and not others. ➤ IPEC provides the government with role models (LACs, MDTs). Would like the government to copy this and take it over. Trainings by IPEC also valuable. ➤ Barriers: implementation remains an issue; government has the framework but would like to see more commitment to implementation and more resources allocated. More coordination needed as well. 	Interview	Secretary General of BKTF
Tirana	April 10/06	<ul style="list-style-type: none"> ➤ Cooperation between Ministry and IPEC based on MOU starting in 1999 to 2002, then extended five more years. Important technical and financial support of ILO/IPEC. However, reporting requirements of IPEC are difficult. ➤ Aim to harmonize with international standards (e.g., ratification of Conventions 182 and 138.) Framework 	Interview	Chief of Child Labour Unit

Location	Date	Field Notes	Data Collection Method	Participants
		<p>exists.</p> <ul style="list-style-type: none"> ➤ Main strategy building on National Steering Committee (NSC) with the integration of child labour issues into national policies and strategies. NSC, chaired by Minister of Labour, involves all partners. Intended to meet on a quarterly basis, but because of elections the first meeting under the new government was last week. ➤ Five action programmes have been implemented by CLU, including capacity building (e.g., labour inspectors) and awareness raising. ➤ National report and framework on the elimination of child labour identifies all policies and programs implemented and will facilitate implementation of policies. Has been discussed by all stakeholders at national and regional levels. Currently with IPEC for comments. ➤ CLMS a priority for local governments because it is at local level where child labour happens. Piloting in three regions. Three LACs established plus four MDTs. Need to institutionalize and spread to other regions. ➤ Also need to address issue of children in agricultural labour. 		
Tirana	April 10/06	<ul style="list-style-type: none"> ➤ Good cooperation with IPEC; always worked closely and have supported our success and the continuity of the project. IPEC “has inspired and motivated us.” ➤ Other projects have been funded in larger amounts, but not as efficient as ILO/IPEC who has contributed by influencing policy and legislation, as well as working on training and awareness raising. ➤ Institutional and legal framework established. Now there is an action plan and timeframe. ➤ Implementation phase of CLMS. CLMS important and should be spread to all regions, particularly the North East part of Albania. ➤ Next phase until 2008 and may need another phase after that to establish networks and move from state to local level (decentralization). ➤ Social and economic development needs to support a cohesive strategy. Ministry has other projects (e.g., World Bank project regarding social services) which is part of larger strategy. ➤ Pledge continued government commitment, support and assistance. 	Pair Interview	Director of Labour Relations Department General Secretary of MOLSA
Tirana	April 10/06	<ul style="list-style-type: none"> ➤ Conduct a survey every year and in 2004 and 2005 citizens could identify priorities, including begging and street children. ➤ Municipality plays managing role with LAC and two MDTs in Tirana. Priority is to assess children and support them with concrete measures. Several meetings and training sessions have taken place. Considered 23-24 cases. Must focus on WFCL; establishing focus. ➤ Beginning implementation; agreements with mayors signed in June last year. In early stages, so must recognize that most people on teams did not know each other previously. Requires a great engagement and commitment. May be cases where the power of the MDT is not sufficient. May be difficult to identify, to 	Interview	Director of Human Resources

Location	Date	Field Notes	Data Collection Method	Participants
		<p>reach families and to follow-up cases.</p> <ul style="list-style-type: none"> ➤ UNICEF project for beggars is coordinated by municipality – same target group – so all are referred to LAC. ➤ How do you know if a child is really withdrawn and do not go back to the previous situation? (e.g., two brothers who came back to Tirana, girl whose parents tried to traffic her). ➤ System is working well despite the fact that central and local governments are not the same party in power but “this is the only field where both governments come together and all institutions attend.” ➤ Good cooperation with ILO/IPEC; they contribute directly. ➤ Future: need more training for MDTs, need better payment for those involved (cover time and expenses); perhaps mini-loans administered through LAC to help people open small businesses. 		
Tirana	April 10/06	<ul style="list-style-type: none"> ➤ Support MPF with focus on integrating Roma children into school, with small humanitarian support to families. ➤ MPF must become strong and well known as they have support from three donors: Swiss, UNICEF and IPEC. Need to become a model and be more assertive with government (need more self-confidence). They have received support beyond money, such as expertise and technical assistance. Need to document good practices. ➤ There has been cooperation among donors; communication so they complement each other, but do not overlap. They share list of beneficiaries. Trust each other (e.g., leave main part of vocational training to Swiss). ➤ Challenges: difficult to get children to leave the streets; projects end without agreements with government for their continuation (always delays in the system); lack of psychosocial and social workers. 	Interview	Project Officer, Swiss Development Cooperation
Tirana	April 10/06	<ul style="list-style-type: none"> ➤ In last five years have left behind traditional demands and now have a broader perspective; link their demands to social and economic conditions that affect the child at school. ➤ Have capacity to be close to children who abandon school and gradually enter WFCL. ➤ Fifth year of cooperation with IPEC. Training started with sessions on legal framework (Conventions 138 and 182). Had assistance and support from IPEC with TOT and local sessions. First training in July 2002; mini program in 2003 with three regional seminars. National conference in 2004 and mini program in 2005 with ILO/IPEC. In 2005 had manual plus special edition of their magazine. ➤ Good practices: collaboration between two education trade unions with IPEC involvement (also trying to involve other TUs such as Transport, Textiles and Agriculture – agriculture most difficult); using collective agreement to protect children (e.g., common activities with Ministry to address drop-outs); concrete activities for teachers to engage larger numbers. ➤ Future activities: Global Education Week (April 27th) where teachers will share their good practices; seminars 	Pair Interview	Chairman of Trade Unions Federation of Education and Science Child Labour Focal Point for Trade Unions Federation of Education and Science

Location	Date	Field Notes	Data Collection Method	Participants
		<p>planned including IPEC and Dutch Teachers' Union; organizing a regional conference for October (including partners and TUs from other countries). Looking forward to 2007 and 2008, want to expand network and reach.</p> <ul style="list-style-type: none"> ➤ Would like to involve more teachers. There are more than 100 teachers trained who can go to schools and talk to other teachers. Must go directly to the school level. ➤ Movement of teachers is a problem but the teachers who have been trained are stable and can organize and deliver training so human investment is efficient. ➤ "We make all efforts to motivate teachers who work with the children who drop-out or abandon school ... how can schools get these children back to school? ... lack things like musical instruments that make schools interesting and more human than mathematics does ... lack of sports centres and recreation opportunities ... should be more work done with local government to get them to support such aspects of school." ➤ Publish a journal six times a year that is sent to all members and try to include something on child labour in each issue. Have published the conventions a number of times as well. 800 copies of the Manual were published and all are gone – need to publish more copies. ➤ Need to focus on towns with higher drop out rates. ➤ Thinking of bigger projects; not as efficient to focus on mini-projects. ➤ Great support from IPEC but "you are one of the most difficult donors because of the documentation ... just saying that it needs to be simplified because we have to take someone away from other responsibilities to do this ... we have other bigger projects with less documentation ... payment is also a problem. Payments are delayed and we don't know why. Payments come after two months and we have limited ways to cover our expenses. Training has to go forward and it is difficult to cope." 		
Korca	April 11/06	<ul style="list-style-type: none"> ➤ Informal classes assist children in main subjects of Math and Albanian language. On Fridays receive pre-professional knowledge. Although at end of the day there are no cases where children do not want to attend. Help each other. Address different issues such as children's rights, violence, alcohol abuse, but topics are mostly covered at youth centre. ➤ Children come from Egyptian and Roma communities "where school is not considered a priority and where girls leave school earlier to get married." ➤ External trafficking starting to decrease but trend to growing internal trafficking (begging, scavenging, prostitution), particularly in spring and summer. Summer camps in other projects beneficial. ➤ Difficult to get evidence of internal trafficking because children do not want to talk about it. ➤ External child trafficking at its height in 2000-2001 has decreased due to pressure from civil society. 	Pair Interview	HFC Director HRC Field Coordinator

Location	Date	Field Notes	Data Collection Method	Participants
		<p>Agreement with Greece important, but in the beginning government did not want to talk about it – it was taboo – referred to as ‘illegal migration.’ Victims were considered to be criminals. Children called themselves ‘robots.’ People responsible for trafficking would ask ‘how many robots do you have?’</p> <ul style="list-style-type: none"> ➤ LAC has helped from top to bottom thanks to ILO/IPEC and Ministry of Labour – made possible the local committees and CLMS. Now formalized and official; structures and functions have been established. Discuss cases on case by case basis. ➤ Problem with number of beneficiaries being strictly defined for the ILO/IPEC project. Example of a child who was trafficked and they did not think was going to return. So child was replaced with another child. But first child returned and could no longer be in the project – particularly problematic was the loss of the ‘food basket.’ Children cannot distinguish who is in and out of the project. Need more flexibility. 		
Korca	April 11/06	<ul style="list-style-type: none"> ➤ Children valued the informal classes including support for school work, being able to help each other, activities (e.g., games), and learning about jobs on Fridays. ➤ Mentioned that they get food from the project and they get school supplies. ➤ Three children stood up to thank IPEC in the first class. ➤ Would like something to do in the summer because otherwise they will have to work; “children should be able to play in the summer and not have to work.” ➤ Children identified child labour as a problem; begging, selling bananas, scavenging. “We have to work to help our families.” “But children should not have to work like this. They need to go to school and to be able to play.” ➤ “It is better to do our homework here.” ➤ <i>Note: photos from both classes. Classes were full of children.</i> 	Class Discussions	<p>27 Students (grades 5 to 8) 10 Students (grades 5 to 8)</p>
Korca	April 11/06	<ul style="list-style-type: none"> ➤ Peer educators in youth centre in a school were conducting a session on trafficking (drama). <i>Note: photos – many children in attendance.</i> ➤ Peer educators were young woman from Roma community and young man from Egyptian community. [<i>Note: teacher comment when introducing young Roma about how she does not look Roma.</i>] ➤ Peer educators indicated “this is very important for children returned after being trafficked and for children who have experienced WFCL.” ➤ Young woman: “Because they come from the Roma and Egyptian communities they are very much excluded from society. It is hard for them to be included ... education and school is their future, not the street ... when they come here they start to think more highly of themselves and at the same time they can still say ‘I come from the Roma or Egyptian community.’” ➤ Peer educators showed all publications they have used. “We have used almost everything in SCREAM.” Also 	Observation and Pair Interview	<p>Observation of Activity (Drama) Peer Educators</p>

Location	Date	Field Notes	Data Collection Method	Participants
		<p>Life Skills mentioned.</p> <p>➤ NOTE: also talked to some children and asked “Did you ever bring someone here from the street?” Answer: No, not directly from the street but they had brought children they knew from school who had been trafficked.</p>		
Korca	April 11/06	<p>➤ At the beginning researched all the families, visited their homes. Saw social and economic problems.</p> <p>➤ After school program important because “fill in the gaps they might have.”</p> <p>➤ Students come to school because of after school program. They feel “involved and equal.”</p> <p>➤ Some children have been trafficked to Greece and others who also have “felt the burden of violence.”</p> <p>➤ Teachers follow the students throughout the day and work with the other subject teachers.</p> <p>➤ Project is in a ‘hot spot’ for trafficking and child labour but not always identified by schools and community. Students come from Roma and Egyptian communities – very poor, “don’t have a tradition of education,” quite a few from more rural areas, 40% have social and economic problems. “We show affection for these children. They feel it. They also get spiritual support and these are things not found in their own homes.”</p> <p>➤ School director indicates there are fewer drop-outs and higher achievement because of the project. “We cannot pretend they will get the highest achievement, but they will improve.”</p> <p>➤ Material support is important to children (school supplies and food basket). “Children can contribute to their families and this gives them a certain dignity.”</p> <p>➤ Have children attending the school whose mother sold her children; currently a law suit.</p> <p>➤ Children work all day in the summer when they have no school.</p> <p>➤ Children spend time selling in the market but now they have a better understanding of the importance of school so they come to school and mostly go to the market on the weekends.</p> <p>➤ Trying to work with parents. Parent Board where they cover topics and try to address concerns. Parents who come are mostly mothers because “they have more free time and the fathers are busy drinking alcohol.”</p> <p>➤ Youth centre includes about 40 children of whom 18 or 19 are girls. In the youth centre “they are free to express themselves openly.”</p> <p>➤ Project needs to be long term because “we are just establishing the patterns or models.” Need to put more pressure on the state. Schools have no power over their budgets (centralized).</p> <p>➤ Human capacity exists as teachers are open to alternative methods. Have focused training on learning process and now need to show teaches the social perspective. Cannot divorce social situation from education: “What is the reason the child is not attending school?”</p> <p>➤ Lack of experts in the area of psycho-social and social work.</p> <p>➤ Community in difficult situation and parents expect children to provide for adults. No models since the 1980s.</p> <p>➤ Future: needs to be spread to other areas; need to open more youth centres in schools; need more</p>	Focus Group	Staff of HFC AP (4 Teachers, HFC Director and Field Coordinator)

Location	Date	Field Notes	Data Collection Method	Participants
		<p>opportunities to take children on excursions.</p> <p>➤ Challenges: inflexibility of numbers, reporting requirements (bureaucratic), financial delays (particularly difficult to explain to families).</p>		
Korca	April 11/06	<p>➤ Boy at risk of leaving for Greece, living in shed at aunt's home. Father in prison, mother a prostitute elsewhere.</p> <p>➤ Family where boy is about to start vocational training (plumbing course). Family very excited about this course and son continuing education; "he has the opportunity for a future." Sister just back from Greece.</p> <p>➤ Family with younger children. School important for to give children opportunities.</p>	Interviews	Direct Beneficiaries Families (3 families)
Korca	April 11/06	<p>➤ Community has problems with infrastructures and economic development, linked with education levels in the Egyptian and Roma communities. Trying to find ways to support economic development in these communities. Municipality has also tried to address water and sewage in one Roma community.</p> <p>➤ Project has shown good performance. Cooperation among all actors and institutions. Thinking of adding Legal Clinic for Minors because in many cases legal support is necessary. Four cases to date (e.g., Roma girl selling in market but who wants to go back to school so finding her training as a tailor).</p> <p>➤ Need to involve media to raise awareness.</p> <p>➤ Issue of orphanages versus establishing foster care system.</p> <p>➤ MDT has more challenges than LAC because they are directly involved with people's problems. Biggest challenge is to find real solutions for the cases. Each case is complex.</p> <p>➤ Project needs time "to transform from a project to structures."</p>	Pair Interview	Mayor of Korca Deputy Mayor and LAC Chairman
Korca	April 12/06	<p>➤ Meeting since October. Attended trainings in Tirana. Manual and other materials have also been helpful.</p> <p>➤ Perceived achievement is the wide range of membership from different sectors; have worked well together in identifying cases and putting cases into the files. Six cases reported to LAC and following approximately 12.</p> <p>➤ "Used to know the institutions but not specifically the people." Good coordination among social services, NGOs, police, and labour inspectors.</p> <p>➤ Another achievement is perceived to be "a better understanding of the social context in our own town."</p> <p>➤ When asked if anyone is missing, legal clinic was mentioned. "All other sectors are clearly represented at the moment." Regarding Roma, had met with the chairwoman of the Roma association; come to some meetings but "their vision of help is limited; it is only related to economic support."</p> <p>➤ Challenges: high levels of poverty and unemployment; perceived difficulties in making parents partners (e.g., "see children as property", "Roma community see school as dispensable and see only the first two grades as important to girls"); difficulties in communication with the community ("a lot of false promises and lies");</p>	Focus Group	Multi-Disciplinary Team (6 people)

Location	Date	Field Notes	Data Collection Method	Participants
		<p>cannot add to number of beneficiaries; families becomes dependent on support and threaten to withdraw child from school if they do not get support; sometimes children do not have the right papers to allow them into vocational courses.</p> <p>➤ Labour inspector noted that “we don’t have industry that is hazardous ... no WFCL in formal sector more a question of checking that hours of work and other conditions are adhered to.”</p>		
Korca	April 12/06	<p>➤ Links with EU CARDS project since 2002 and continuing until 2007, then Swiss project will start. Cooperation with public centres, schools and private training as well. Labour Market Survey done in CARDS project. Move to decentralize power and implement regional curriculum.</p> <p>➤ Aims of project to decrease numbers being trafficked, prevent trafficking, and reintegrate victims. By end of project 90 beneficiaries will have obtained skills and knowledge for employment. Issue of proximity to Macedonia and Greece.</p> <p>➤ Cooperation with local institutions, NGOs, police, regional office of economic assistance, Roma associations, orphans’ association.</p> <p>➤ First stage 30 withdrawn (20 girls and 10 boys) and 60 prevented (38 girls and 22 boys). Skills to be employed or self-employed and create conditions for employment or self-employment.</p> <p>➤ Match courses to demand (e.g., window framing course) and interests of beneficiaries. When complete 70% of training will be directly linked to businesses.</p> <p>➤ Achievements: integration with other projects; cooperation with LAC (Director is a member); links between courses and businesses to guarantee employment, where possible; direct links with associations who can help (Amaro Drom - Roma); cooperation with Macedonian Roma associations (e.g., Roma young women in tailoring to produce traditional costumes for both Albanian and Macedonian markets); selection of trainers from the community (e.g., Roma instructor for tailoring); practical aspects done in the community and theory at the institution.</p> <p>➤ Suggestions for improvement: people’s situation (lack of food, abuse victims); would like to connect families of beneficiaries to psycho-social and career counseling; would like to insert recreational activities; state budget very limited and would like greater payments for the trainers and management as well; involvement of a permanent social worker.</p>	Pair Interview	VET Director Coordinator
Korca	April 12/06	<p>➤ Career counsellors work with instructors and with all participants. Trained with the help of IPEC. In addition to practical skills help participants by building self esteem and encouraging optimism. Also help participants with skills to live on their own, to compete for a job, and to understand relationships with employers.</p>	Focus Group	Staff and Partners of Public Vocational

Location	Date	Field Notes	Data Collection Method	Participants
		<ul style="list-style-type: none"> ➤ Director of orphanage saw benefits of being connected with VET and getting girls into courses. ➤ Instructor from Roma community noted how many girls have benefited (20 girls and possibly involve 10 more). Difficult to find employment for girls. Roma association has helped girls get tools they need. <i>[Note: story of her own situation where she 'passed' as white but once she finally self-declared and was known to be Roma she lost her job.]</i> Need more opportunities like this one through vocational training centres. ➤ Electrical appliance instructor indicated he was feeling interest from Roma community – 80% of his students from Roma and Egyptian communities. Would like to simplify the program so it would be “easier to absorb information.” Uses appliances that everyone uses and students bring ones from home to be fixed. Program provides opportunities and “parents feel good about this.” Problem getting equipment and tools. ➤ Future: need to have continuous work with social worker, monitoring and support for beneficiaries; workshops after courses to help young people establish their own businesses plus financial support for self-employment; more courses and more beneficiaries involved. 		Educational Training Center and 3 Direct Beneficiaries (10 people)
Korca	April 12/06	<ul style="list-style-type: none"> ➤ First family: Young Roma man in window framing - “want to find a job in the future so you need the right knowledge ... employment is my main need and the way of integrating me into society so I don’t just wander the streets.” <i>Note: showed me his notebook.</i> ➤ Second family: mother, young Roma man in electrical appliance repair, grandmother: Young man “This will help me to have a job in the future and not be involved in worst forms of child labour.” <i>Note – mother broke down in tears:</i> “There are five of us without work and it is so important that he can find a job.” Mother very proud of her son. ➤ Third and fourth families in ‘apartment’ block: mothers with sons in electrical appliance repair: importance of education and getting a job. Mothers both very proud of their sons. <i>Note: second mother broke down; neighbour asked if I could do anything to help them get a preschool.</i> 	Interviews	Direct Beneficiaries Families (4 families)
Korca	April 12/06	<ul style="list-style-type: none"> ➤ <i>See photo:</i> Director of Orphanage an advocate; wanted to get girls into courses. 	Observation	Direct Beneficiaries from Orphanage
Korca	April 12/06	<ul style="list-style-type: none"> ➤ Window framing: students totally engaged; like course and taking it because see opportunity to get work in this area (<i>see photos</i>). ➤ Electrical appliance repair: appliances from homes (<i>see photos</i>). ➤ Tailoring (town outside Korca - Bilisht): tailoring course; young woman thanked IPEC; visited site where young women take practicum and are guaranteed jobs upon course completion (<i>see photos</i>). ➤ Hairdressing: 7 girls and 2 boys but boys not in attendance (studying for tests at school the next day); issue of 	Observation and Informal Interviews	4 courses visited

Location	Date	Field Notes	Data Collection Method	Participants
		whether girls will get tools or work upon completion (<i>see photos</i>).		
Elbasan	April 13/06	<ul style="list-style-type: none"> ➤ Priorities are prevention, protection and integration (which include family and community). With ILO/IPEC first objective is to prevent children from abandoning school. ➤ Elbasan 37% unemployed, factory closures. Trafficking and prostitution influenced by this. Child trafficking linked to child labour. ➤ “Most parents lack education and do not work. They do not have the capacity to bring up their children.” ➤ Work with 55 direct beneficiaries identified as being at high risk of being trafficked. ➤ Had IPEC workshops for teachers, instructors and peer educators. Use of SCREAM and Life Skills. ➤ Teachers work in informal classes with students (26 in one school, 29 in the other). Worked on issues of trafficking and child labour, also other activities such as cooking combined with other subjects. Good participation of children. Children receive exercise books and pencils. ➤ Youth centre is not in the school; agreement with another association. Peer educators work with public awareness raising group that will go into other high schools to raise awareness. Youth centre received computer, printer and books. ➤ Vocational training includes 13 in Elbasan; have enrolled 8 and 6 of them have had internal trafficking experiences. (Need to involve 5 more – possibly in June.) Signed contracts with parents. Curriculum is “as simple as possible” because these children have been away from school for a long time. Vocational high school (in cooperation with Swiss) will provide vocational courses. Based on CARDS survey identified professions that the town needs. Major challenge is finding employment because the objective is only achieved if they find work. ➤ Other challenges: to convince parents to reduce at least the amount of time their children work; met with families where children were scavenging and not attending school; need to coordinate between formal and informal schooling – why do some children come to informal and not to regular school?; summer is coming and children more vulnerable to child labour so would like to have summer camps like those previously funded by other projects; difficult to find and enroll children who are externally trafficked, particularly in the summer; need to view project as long term. ➤ Children should not attend just because of food. Concern that food creates a dependency in the longer term. 	Pair Interview	Field Coordinator of the HFC AP Job Adviser
Elbasan	April 13/06	<ul style="list-style-type: none"> ➤ First class: talked about their activities (GloBingo), as well as importance of help with school work and importance of getting school supplies. Posters relating to issues. Talked about trafficking, both internal and external. Told stories of children who had been trafficked. “Children can be kidnapped ... child labour and trafficking are problems for children here.” They had also addressed other issues, such as violence, alcohol and drugs (<i>See photos</i>.) 	Class Discussions	24 Students 23 Students

Location	Date	Field Notes	Data Collection Method	Participants
		➤ Second class: talked about doing homework, recreation and working on WFCL - but could not finish posters because of lack of materials (one boy – Mario - went on his own to take photographs in the community). (<i>See photos.</i>)		
Elbasan	April 13/06	➤ Peer educators working in difficult (noisy!) conditions in established youth centre. Working with public awareness raising group consisting of high school and university students. Peer educators had content knowledge on trafficking but very challenging to work under these conditions.	Observation	Peer Educators with Awareness Raising Group (9 people)
Elbasan	April 13/06	<ul style="list-style-type: none"> ➤ Strong relations with parents are important. Seek advice from teachers. ➤ Children's performance in regular school program important: "fill the gaps." Informal classes support regular school work as well as carry out other activities. Participated in local activities outside the school as well. [Note: mentioned same activities as students.] Some students in informal classes now part of extra-curricular school activities (dance, sing) and they were not before. ➤ Attendance of students has improved; academic achievement has improved. "They come every day and they show more interest in school." ➤ Problems with delays so parents were not getting food and were complaining. Is supplying food efficient or not? ➤ Materials very important: manual for teachers, SCREAM, Life Skills, posters. ➤ Difficult to find enough materials to finish projects on WFCL in informal class because media is not aware or involved with this issue. 	Focus Group	Staff of HFC AP including Teachers and School Director (5 people)
Elbasan	April 13/06	<ul style="list-style-type: none"> ➤ Both parents: work in Roma market folding clothes but raining so have not been working. Very thankful for the program and stressed importance of children getting an education. Father: "I only have grade 6 and my children need to get more education so they can have a better future." They have five children – very young boy, two in preschool, and two in school. ➤ Sisters: older sister has left school, younger sister in informal class and likes school. Mother out selling sunflower seeds. ➤ Both parents: do not have work and owe \$135 on credit list; program important because helps children get homework done; children would not be in school if not for provision of school books (books for one child cost more than what they get in to live on for a month); father noted it is difficult to have dreams for your children when there are so few prospects for jobs and a better life in Elbasan, however still wants his daughters to go to school and get as much education as possible. Older daughter particularly good in math. Father is proud of both daughters, mentions daughter's math ability. Daughters have to walk through mud in 	Interviews	Direct Beneficiaries Families (3 families)

Location	Date	Field Notes	Data Collection Method	Participants
		rain to school with no umbrellas but they still go. <i>[Note: Parents saw us out and thanked me. Mother still standing in the rain watching us when I looked back. We waved to each other.] See photo of community.</i>		
Tirana	April 14/06	Stakeholders' Workshop (See Annex for participants and results).		

REPUBLIC OF MOLDOVA

Location	Date	Field Notes	Data Collection Method	Participants
Chisinau	March 20/06	<ul style="list-style-type: none"> ➤ National Plan of Action is a major achievement. Different stakeholders working in different areas (prevention, rehabilitation, reintegration) but there is coordination. ➤ Wants government to take more responsibility for programs to ensure sustainability. ➤ UNICEF has been using information from ILO/IPEC. International actors have the same approach; advocacy and lobbying to ensure the legal and political framework. ➤ Will continue to work with ILO/IPEC including possibility of future research on child labour, prevention (peer educators), work together on continued awareness raising/sensitization, as examples. 	Interview	UNICEF Child Protection Officer
Chisinau	March 20/06	<ul style="list-style-type: none"> ➤ Alliance created in 2002 includes 114 Moldova NGOs. Needed to consolidate efforts as an alliance in order to influence government. ➤ Members of National Council of Child Rights Protection to support government in drafting policies and strategies and to build the capacity of NGOs. Need collaboration with local public authorities to ensure sustainability. ➤ ILO/IPEC collaborated with campaign in 2004 (Leave No Child Out) trying to raise public awareness so the attitude of citizens would change and was involved in children's march. ➤ Barriers: new field and there are few experts; insufficient capacity to address problems of children (both NGOs and government) because a lack of human resources to develop and deliver services; lack of social assistants/workers at local level; and lack of a specific agency or government department that is responsibility. (Chisinau municipality is exception because they have created a Department for Child Rights Protection.) ➤ Problem with attitudes of the public towards children and child labour. Problems in rural areas. ➤ ILO/IPEC supporting approach of MDT brings specialists together and helps to mobilize resources at the local level. Importance of involving labour inspectors at the district or town level. ➤ Topic is relevant to all regions of Moldova. Need to take what is learned in pilot areas and replicate. ➤ ILO/IPEC has contributed by developing monitoring system, creating capacity, developing MDTs and training at local level. ➤ Future: monitoring systems need to be functional at local levels; and, state needs to put in place regulations to support MDTs (eventually they will need a legal basis). 	Interview	President of the National Alliance of NGOs Working in Social Sector and member of National Commission Child Rights Protection
Chisinau	March 21/06	<ul style="list-style-type: none"> ➤ Working with ILO/IPEC since August. Have five coordinators and three counselors in each area. Carried out local labour market studies focusing on different job opportunities and careers in demand. Next step was the 	Pair Interview	Director of NGO Crediting and

Location	Date	Field Notes	Data Collection Method	Participants
		<p>curriculum for education and job counseling. Developed guidelines and materials, plus training.</p> <ul style="list-style-type: none"> ➤ 238 youth beneficiaries of whom 30 attend vocational schools. Also, 62 adult beneficiaries. ➤ Agreements of collaboration signed, including the National Employment Agency and six professional schools. ➤ Collaboration important in order to identify future beneficiaries, solve issues that occur at local level through support of government, and Ministry can support teachers coming for trainings. ➤ Development and widespread dissemination of poster. Would like to have a poster for every school (looking for other funding). ➤ Barriers: no local offices in the five regions; difficult to arrange and coordinate meetings; short time to achieve proposed outcomes; not enough time to train, employ and monitor children; 37 trained but have 120 more and working with the most vulnerable means they do not always have documents. ➤ All of Moldova needs help, beyond the five pilot areas. 		Consulting in Agriculture (CCA) CCA Coordinator of AP
Chisinau	March 21/06	<ul style="list-style-type: none"> ➤ Many were on the streets; some orphans. Some had never been to school, others very few grades completed. ➤ Initially a problem because did not have necessary grades or documentation. Some needed to get medical checks. Got help, including negotiation by social workers and others so they could attend training. ➤ Learning to help themselves. Taking courses, including principles of entrepreneurship. Need to get trained. Want to get jobs. ➤ “I want to try my best and learn well. Then I will receive a well paying job and be able to take care of my mother.” ➤ “Many children have nowhere to study. Other children have to beg or they don’t eat. They should have the same opportunity as we do.” ➤ “The most important thing we have learned is learning how to learn.” 	Focus Group	Youth-At-Risk/Direct Beneficiaries (7 students)
Chisinau	March 21/06	<ul style="list-style-type: none"> ➤ Program offers children opportunities to see what they can do in life. Focus on labour market opportunities. ➤ Social worker and teacher from temporary placement centre saw it as “a ray of light for street children.” ➤ Project is to end in October which is too short at time “because more boys should be able to come.” Want more children to benefit. ➤ Legislation prohibits these children from professional schools; they do not have the basic skills; but “they are eager to learn and are very attentive.” ➤ Problem to find money for their tools and equipment. ➤ Future: “need to train ourselves to do counseling better;” need changes in legislation; awareness raising with public servants and government; make project last longer; and, more funds for tools and other necessities. 	Focus Group	Teachers, Job and Education Counsellors (6 people)
Chisinau	March 21/06	<ul style="list-style-type: none"> ➤ Started with roundtables and participants confirmed need for action on child labour and exploitation. Need to 	Pair	Director NGO – La

Location	Date	Field Notes	Data Collection Method	Participants
		<p>have a harmonized approach.</p> <ul style="list-style-type: none"> ➤ Trainings have occurred at district level with help from NGOs. Piloted training methodologies. ➤ Agreements signed at high levels by the major actors are helpful, but on the local level such agreements are not enough. ➤ Field activities truly began in January. (Fear from local NGOs that NGO from Chisinau will take beneficiaries and credit.) 18 months is not sufficient time to ensure sustainability. ➤ Had to find ways to work on joint identification, screening, needs assessment in cooperation with central and local police. ➤ Victims are the most vulnerable (mentally disabled, vulnerable families). Example: Victims, such as 15 old girl who had been trafficked and cannot write, who cannot just go into the vocational system. She also needs a place to live, food, the basic necessities. Every case is different and must be approached individually. ➤ In summer vocational training is closed and three months are lost from the program – want to plan within educational institutions, not outside them. Average length of vocational training is six months. ➤ Strategy should be adjusted to include not only victims of trafficking but also those coming from vulnerable environments, such as children who have been temporarily abandoned when parents went abroad for work. Fewer children withdrawn and more on prevention. ➤ Some delay with psycho-social rehabilitation guide from experts, as there are no experts in Moldova. ➤ Risk areas are everywhere in Moldova. Number of victims increased in Chisinau, but could be because identification is better. ➤ Plan to strengthen cooperation with temporary placement centres, but would like to focus on two not seven. ➤ Achievements: attracted some matching funds to cover humanitarian needs; guidebook for professionals being piloted and then will be submitted for endorsement; having police as partners; and, cooperation with temporary placement centres (Chisinau is a major referral partner). 	Interview	Strada and Coordinator of AP
Chisinau	March 21/06	<ul style="list-style-type: none"> ➤ Change in 1999 to include teachers, psychologists and social workers on staff, not just police. Restructured. ➤ 27 to 28 children ages three to 18. Mission to repatriate. Collaborates with other agencies in Moldova and internationally. 	Interview	Director of Temporary Placement Centre
Chisinau	March 21/06	<ul style="list-style-type: none"> ➤ Every child goes through a medical assessment to begin process. Every child is a different story. (Examples given.) Multi-disciplinary approach in collaboration with La Strada. ➤ Children can stay one to 30 days if they have parents, with orphans need to identify someone responsible and try to integrate them into boarding school. 	Focus Group	Social Workers and Psychologists (5 people)
Chisinau	March 21/06	<ul style="list-style-type: none"> ➤ Likes living at the centre. Goes to see psychologists and work in their room. She does not want to go home. 	Interview	Child - Direct Beneficiary

Location	Date	Field Notes	Data Collection Method	Participants
Chisinau	March 21/06	<ul style="list-style-type: none"> ➤ Still locked down and some 'police' presence. ➤ Children working in groups where teachers are available. Children choosing to talk with social workers and psychologists. ➤ Met one of boys who had been in vocational group earlier. Showed us his room. 	Observation	Activities at Temporary Placement Centre
Chisinau & Ohrei District	March 22/06	<ul style="list-style-type: none"> ➤ Ratified conventions; issue taken seriously. Important cooperation with ILO/IPEC. ➤ National Steering Committee established. National Action Plan developed. Development of Working Tools. ➤ Partnerships not only with organizations and agencies in Moldova but also international organizations. ➤ Five pilot areas but the intention to expand throughout Moldova, particularly MDTs which have a positive impact on communities. ➤ Other Achievements: MDTs will have long term impact; youth 16 or older can receive vocational training so they can engage in labour force; allowed labour inspectors in both formal and informal sectors (more power to labour inspectors); penalties/fines for child labour; raising public awareness (early June activities). ➤ Mini-program with the church/priests. ➤ WFCL complex issue > great volume of work. ➤ Future directions similar to what has been done. Government has ambitious actions for next four years on a large scale: create 300,000 jobs, National Program Moldovan Village to stop rural-urban migration, harmonize legislation to EU standards, trade agreements with neighbouring countries, Millennium Development Goals in the longer term, Human Resources Development Strategy, continued work on child protection (currently have several agencies, issue of one possible agency not yet settled but creating a national committee or consultative group on child rights protection), and changing structures of ministries so now more responsibility for anti-trafficking under his jurisdiction. 	Interview	Deputy Minister of Economy and Trade, Chairperson of the NSC
Chisinau & Ohrei District	March 22/06	<ul style="list-style-type: none"> ➤ Children do their homework here – “doing homework at home is hard. Here we can help each other. The older ones help the younger ones.” ➤ Learn more, work on computers, play games, use the library, students from high school come to help. ➤ “We work as a team; we have become more united.” 	Focus Group	Children/Youth Direct Beneficiaries (12 children)
Chisinau & Ohrei District	March 22/06	<ul style="list-style-type: none"> ➤ Tuition classes help students who do not do well at school. Students help each other and peer educators help students. Encourage students to feel like a team. “Here they feel as equals.” Children are more open. ➤ MDT identifies children at risk or who are already engaged in hazardous labour. Negotiate with parents. ➤ Work with children on healthy life as well, dealing with hygiene and diseases. Parents also come for help on how to eradicate diseases. ➤ As MDT it is easier to identify cases and to jointly contribute to resolving them. “Unifies the forces of the 	Focus Group	Representatives of Local Commissions against Trafficking Members of Multi-Disciplinary Teams

Location	Date	Field Notes	Data Collection Method	Participants
		<p>village.” “As a citizen you may or may not have acted, but now you have the responsibility. You have to convey the message to the team and the team can take action.”</p> <ul style="list-style-type: none"> ➤ Achievements: “we formed a team – we have a connection and we can meet each day if needed;” “children have colleagues in the school so they do not feel inferior; they are a new community and treat each other equally.” ➤ Teacher: “I changed. Before I just saw the children were not clean. Now I understand how difficult it is for them. I look at them differently. They need our support.” ➤ Police officer on team but has trouble attending meetings because of other responsibilities. ➤ Problems with seasonal work. Agricultural region where some child labour is seen as ‘normal’ (traditional view). ➤ Challenges: lack of time (particularly for police member); lack of social worker in the community; can foresee problems with summer coming when seasonal work starts. 		(9 people) – including Mayor and Parent
Chisinau & Balti	March 22/06	<ul style="list-style-type: none"> ➤ Organize games and activities, including celebrations. ➤ Children are less isolated and they become friends. ➤ Putting into practice the knowledge and skills we have acquired previously and through this project. ➤ Benefits to children of having peer educators include: “someone of the same age or level is helping them solve their problems;” “children are more open and barriers to communication disappear;” “no power difference;” “they see us as friends and will address any issue with us.” ➤ Changes in the children: more open, more willing to try things, “before their heads were bent over and now their heads are high and they say hello,” “confidence in themselves,” “children come and bring their friends with them.” ➤ Peer educators have all seen the documentary video and felt it reflected the reality of Moldova. Has changed some of their own attitudes. ➤ Trainings have helped them. Concerns expressed about postponement of one training. ➤ Concern about summer time when children are not in school (“risky period”) – what can be done as an alternative? Sometimes parents make their children work in the summer so there is money for school supplies. Need to change parents’ attitudes and offer summer alternatives to children. ➤ Issue of recruiting and training new peer educators as others move on. 	Focus Group	Peer Educators (7 people)
Chisinau & Balti	March 23/06	<ul style="list-style-type: none"> ➤ Association for women with careers in many fields – multi-disciplinary. Started in 2000 now has a team of 80 to 120 volunteers. Work with La Strada, IOM. Located in five regions, legal advisers and social workers. Have provided legal expert to IPEC at seminars. 	Interview	Director, Centre for Prevention of Trafficking in

Location	Date	Field Notes	Data Collection Method	Participants
		<ul style="list-style-type: none"> ➤ Legal framework is improving with different amendments but it is more difficult to change attitudes in law enforcement. ➤ Believe trafficking in children is increasing – most for begging, some for sexual exploitation. ➤ “Usually traffickers are Roma ethnicity but are Moldovan.”(Traffic children to sell stolen goods.) Foreign traffickers from abroad have decreased because penalties have increased, so go to Romania and wait for victims. ➤ Difficulties getting compensation for victims; plus, females trafficked for prostitution not always seen as victims by the courts. ➤ Government is doing a lot on the criminal side but “many small fish are prosecuted.” Government not doing much in prevention and rehabilitation. Government also needs to concentrate on developing economic sector to open job opportunities for youth who are vulnerable to trafficking. 		Women
Chisinau & Balti	March 23/06	<ul style="list-style-type: none"> ➤ Children are happy here. Like to play and learn to read and write. Do their homework. 	Focus Group	Children At-Risk Direct Beneficiaries (6 children)
Chisinau & Balti	March 22/06	<ul style="list-style-type: none"> ➤ Working together to resolve problems in their community. Noticed that children from vulnerable families are often rejected by their peers and sometimes their teachers address them differently as well. Child exploitation for labour is a big problem. ➤ Supports: trainings and seminars; materials from experts abroad regarding the field of child labour; materials available to use with children; ability to refer to other services/agencies; legal framework. ➤ Accomplishments with children: many children identified; organized activities for children, such as celebrations; children more likely to attend school; children less shy and more confident. Plus positive response from parents. ➤ Other accomplishments: Training for adults - everyone brought information about what they do; created a special attitude from local public administration so that now they request our support; see successes of collaboration in dealing with cases (e.g., 17 year old girl working 12 hours now referred to CCA for training and National Employment Agency will work to find her a job). ➤ Barriers/challenges: waiting for final of Working Tools – understood Guide was supposed to be ready; need to know our own responsibilities better (so want the Guide); peer educators would like more instruction at the theoretical level (waiting for training); not everyone can attend MDT meetings (e.g. difficult for police, labour 	Focus Group	<p>Representatives of Local Commissions against Trafficking, Members of Multi-Disciplinary Teams and Peer Educators (12 people)</p> <p>Plus: Representative from Implementing NGO</p>

Location	Date	Field Notes	Data Collection Method	Participants
		<p>inspectors, medical workers); labour inspection does not have a clear enough understanding of their responsibilities; lack of information regarding legislation/laws and what is offered for families by various state institutions; lack of funds to cover transportation when visiting beneficiaries.</p> <ul style="list-style-type: none"> ➤ Would like a summer camp/school where peer educators could work with children. ➤ Would like another documentary showing what has happened to the same children two or three years later. Could reflect achievements – what has happened after intervention. ➤ Need more awareness raising with parents and public. ➤ “We have in mind our problems but ... we are ready to work and to change the situation for children who are exploited. We are a team, one force, and we will do anything in our power.” ➤ NGO Representative: monitoring more complicated in a town than a village. More difficult to have the whole picture. Programs and teams may have to be different in larger centres. Maybe a number of smaller teams that work in different districts, connected through a network if need each others’ expertise. Keep one group of peer educators. We need to find different ways to work. “We are pioneers; we will clear the clouds.” 		
Chisinau	March 24/06	Stakeholders’ Workshop (<i>See Annex for participants and results</i>)		
Chisinau	March 24/06	<ul style="list-style-type: none"> ➤ Rehabilitation centre for victims of trafficking. Services include: medical, social, legal and rehabilitation support. 12 beds for minors and 21 for adults – assist children (up to 16) as secondary beneficiaries for prevention reasons. ➤ Number of children increasing as they follow their mothers who are trafficked. Children are victims for labour and sexual exploitation. Children also trafficked along side their mothers for begging. ➤ Those trafficked for sexual exploitation have deepest traumas and are often stigmatized by their families and communities. ➤ Children who have been abroad also behind in school – may not have attended school. Vocational training opportunities may be available but not for children who are 14 or 15 and they may not be able to read or write. ➤ Internal trafficking in WFCL such as heavy and hazardous agricultural work. 	Pair Interview	Director and Psychologist
Chisinau	March 24/06	<ul style="list-style-type: none"> ➤ Link with IPEC on reintegration of minors. Increasingly more synergies, although they were not connected from the beginning. ➤ Government restructuring occurring around border management. Concerns about possible implications. ➤ Working with National Employment Agency on reintegration services for victims of trafficking and others. ➤ Moving focus to building capacity of system to deliver reintegration services at the local level. Will be a need to motivate districts to take responsibility. District will have a coordinating role and NGOs provide service. Potential area for collaboration with IPEC, working together with NGOs. Trainings could be delivered in five pilot areas. 	Pair Interview	IOM Program Specialists

Location	Date	Field Notes	Data Collection Method	Participants
		<ul style="list-style-type: none"> ➤ Boarding schools need prevention services. Victims 10 times more likely to come from boarding schools. Possible area for collaboration. (<i>IPEC suggestion: Perhaps with CCA in job and education counseling.</i>) ➤ <i>IPEC suggestion for joint advocacy: for NGOs to use standards so activities of other NGOs do not support re-victimization; and for legal basis for MDTs and CLMS.</i> ➤ Sub-committee of National Committee on Prevention is co-chaired with IOM and Health and Social Protection but has not met. High level of political awareness in government but needs to be more effective. 		

ROMANIA

Location	Date	Field Notes	Data Collection Method	Participants
Bucharest	Feb. 20/06	<ul style="list-style-type: none"> ➤ Pioneer work done in Romania. ➤ Perception of child labour has changed – major accomplishment. Approach of officials and decision-makers has changed through combination of IPEC action and other national and international forces. IPEC has taken leadership on UN conventions; UNICEF focusing on child rights. ➤ New labour code provision for child labour punishment, sanctioned as a criminal activity. ➤ Steering Committee set up five years ago as a volunteer body is now sanctioned by government, although turnover in membership is a problem. ➤ Labour inspection agreed to what is being put in place a local level in relation to CLMS. Challenge is in the informal sector which is not covered by legislation so labour inspectors cannot intervene. ➤ Issue of youth employment – employment allowed at 15, below 15 totally forbidden. “Light” work at 15 and 16, but what is this? Between 16 and 18 there are restrictions (time, amount, type). Difficult to match labour demands with age regulations. Dilemma is that “light” work needs higher qualifications. Youth employment is in national plan. New laws intended to help. Apprenticeship at 15 (below) under certain conditions; need a special labour contract. Issue is that children drop out before age 15. Trade unions not so interested because children under 16 are not members. ➤ Problem remains with public perceptions – child labour not a bad thing. “School is not necessary ... people have made fortunes without it.” 	Interview	ILO National Correspondent
Bucharest	Feb. 20/06	<ul style="list-style-type: none"> ➤ Many involved. Multi-sectoral. Six programs technically assist project. ➤ Major legislative change that allows imprisonment for child labour. Will need to be applied and monitored. But it is a “powerful measure.” Impact will be greater when people see consequences applied to actions. ➤ Agriculture/farming not considered child labour in Romania by many and difficult for people to understand this can be exploitation. Child labour in informal sector less monitored. Working to try and specify “hazardous situations.” ➤ Decentralized social care and child protection – in future want social inspection as part of child rights protection. ➤ Protection of trafficked children – have agreements signed with Poland and Hungary. Romanian law changed to protect the rights of all children. “On a highway of awareness.” ➤ Romanians leave to work and leave children without supervision. Vulnerable to sexual exploitation and begging. ➤ Appreciate relationship and collaboration with ILO/IPEC. Working together on six projects in a “consistent and profound manner.” Future implementation to other areas of the country is important. 	Pair Interview	Minister of Labour Social Solidarity and Family State Inspector General, Labour Inspectorate, Chairperson of the NSC

Location	Date	Field Notes	Data Collection Method	Participants
		<ul style="list-style-type: none"> ➤ LI: programs with IPEC being monitored by National Steering Committee. Creating Intersectoral County Teams (ICTs). All parts of society are involved. Formal borders are starting to part. IPEC one of the most important channels for information in this field. 		
Bucharest	Feb. 20/06	<ul style="list-style-type: none"> ➤ Involved since the beginning in 2000; part of Child Labour Unit. Importance of Child Labour Unit recognized and institutionalized by the state. ➤ Been involved in helping NGOs with technical assistance, trainings, consultative capacity. Last year started monitoring visits to action programmes. ➤ National Steering Committee (NCS) only meets 4 times a year so cannot monitor. NCS wants working group to monitor. ICTs in place – 8 teams missing out of 47. Counties had to sign protocols to create teams. All cases end up in the child protection system. Was lack of information in the field about the legal framework. Long list of documents on CD to be disseminated to all members of the team. Had meetings at national level; teams still need guidance; they are being asked for reports. ➤ Achievements: formalization of NCS; direct support by action programmes for training and awareness raising; now have specialized NGOs who are reliable partners at the local level; more focal points for services in rural areas so children are less likely to end up in child protection system. ➤ “Training is never enough.” Still need training for health professionals. Universities are autonomous and very hard to penetrate this system. Public administration training is restricted to general topics. Want to create a training system on child rights protection and promotion. Would like regional training centres aimed at professionals who work with children regardless of their profession. ➤ Challenges: not social workers everywhere they are supposed to be (law says each city is to have a social worker) - hired 96 out of 3000 social workers; need more prevention services (e.g., day care centres); need to have local capacity and local networks. ➤ At central level trying to concentrate on child rights issues, including all children. Very happy ILO could help out with an assistant. Not enough staff to deal with all the issues. In future wants to be coordinating for all programs – child abuse, trafficking, exploitation (no committee right now for sexual exploitation). ➤ Does not think it was best to focus project on only three counties – would like IPEC in more counties to have national impact. Will not achieve results if only focused on internal trafficking because of problems in identification. IPEC needs to think about how to have national impact. Training manual or curriculum is something the whole country can use. ➤ Need identification procedures adapted to children victims of trafficking. 	Group and Individual Interview	NAPCR Director Members of Child Labour Unit (3 people)
Iasi	Feb. 21/06	<ul style="list-style-type: none"> ➤ Just started group sessions last week – how to choose friends, who to go to if you have a problem. ➤ Teachers are supportive; they give you advice and help you learn. ➤ “Word got around that it is great to work abroad, but some people came back without any money.” 	Focus Group	Children Direct Beneficiaries (8 students)

Location	Date	Field Notes	Data Collection Method	Participants
Iasi	Feb. 21/06	<ul style="list-style-type: none"> ➤ First training in November for psychologists. Then talked to teachers and students. Will do individual and group counseling. ➤ Students need to know about their rights. Need career guidance and employment assistance. ➤ Children are left behind when parents leave the country to find work. They want to drop out and follow their parents. About 30% of parents are working abroad and many children fantasize about this. About 5% to 10% drop out. ➤ Graduates still stay in the community. They are hoping after the EU farms will have need for more specialized jobs. ➤ Just introduced program for students the previous week. Had consultative meetings with them. Will be having training activities, discussions, orientation for career guidance. Want to meet the needs of every child. ➤ Activities for teachers will include training session in March with colleagues from Iasi. Materials will be disseminated and applied. We are “eager to start working.” 	Focus Group	School Counsellors and Psychologists (4 people), plus Pro Woman Representative
Iasi	Feb. 21/06	<ul style="list-style-type: none"> ➤ Previously worked with adults. First experiences working with youth. Starting work in schools. Early stages. ➤ Timing of project is problematic. Need more time for vocational training and follow-up. 	Interview	Psychologist from Foundation Pro Women
Iasi	Feb. 21/06	<ul style="list-style-type: none"> ➤ Working on mainstreaming child participation; direct services to those at risk and those withdrawn (prevention and rehabilitation); identifying good practices. ➤ Youth centres operating for 18 months with ILO/IPEC and UNICEF support. Project stipulates 14 youth centres; 4 under NGOs (1 under their supervision) and 10 under schools. ➤ Peer educators - 14 teams trained at a camp, followed by an ILO/IPEC mini-program. Three peer educators for every centre. Concept is just at the beginning as in Romania the concept of child participation is not very old, but peer educators want to participate and realize something has to change. Every centre identified a support group (volunteers). Varied activities require range of skills. Limited resources; need to raise more funds. Training was important but for ongoing communication all do not have same access to internet. ➤ Youth centres are not equally distributed so monitoring takes time and money. ➤ School year means everything happens at once. After August 20 activities running simultaneously. Thought they could train people and let them go but each centre has a team with different abilities. Need for adult supervision and guidance. Regional coordinators do not have time to monitor closely and support, test procedures, and work on good practices. Centre coordinators who are teachers are overworked – this is on top – plus teachers’ strike. ➤ In theory teams work closely with city hall social workers, but this does not always work smoothly. Need social workers to work within the schools and with school psychologists. Sometimes it works well; 	Pair Interview	AP Coordinator AP Regional Coordinator for Iasi and Botosani

Location	Date	Field Notes	Data Collection Method	Participants
		<p>sometimes no plan is created for identified cases. “Things go better when there are more qualified people within existing structures.” Sometimes school and city hall are across the street and it does not work.</p> <ul style="list-style-type: none"> ➤ Needed more joint meetings with centre teams and should have paid experts to work on methodology for the centres. Need more monitoring visits. ➤ Direct beneficiaries need a range of services: 1) Children at risk – 97 prevention through educational methods and services now 150; 2) 400 through non-educational has not been reached; 3) Victims of trafficking difficult to identify by peer educators and centre teams as they do not see all pieces of the puzzle, plus victims do not come out and self-identify – so far 12 suspected victims not necessarily trafficking but exploitation through child labour – confusion over concepts and terms. ICTs are supposed to be experts but they do not always know. ➤ Peer educators are sustainable because they have created resource groups, including others. Plus technical base remains (equipment, materials) and links with teacher resource centres. ➤ Teachers need to be trained to identify victims of trafficking and to know the risk factors. <i>[Proposal to MOE to approve curriculum and then could have trainings with regional teaching houses acting as trainers and resource people.]</i> ➤ Would be more sustainable if could be included in teacher training; or if an accredited training course. Also would suggest mandatory courses for social workers. ➤ If identifying children through youth centres then CLMS needs to be operational. Peer educators need simpler ways of identification. ➤ In contact with ILO/IPEC every day – argue, struggle, sometimes agree, sometimes not, but in the end it can’t be too important because you can’t remember what you argued about. ➤ 10,000 fliers and 2800 posters for distribution. 		
Iasi	Feb. 22/06	<ul style="list-style-type: none"> ➤ Victims coming equally from internal and external trafficking. Mostly girls are trafficked for sexual exploitation, boys for felonies/illegal activities and begging. Most from rural areas or villages around big cities. Organized crime unit, other centres, and police, all refer children here. Legally one month maximum stay. ➤ NGOs turned this centre over to the state – worked after dealt with trust issues. However, still lack of understanding about the best interest of the child. Law enforcement needs more training on child protection. ➤ Children undergo medical exam, psychological evaluation, assessment of their social situation. Save the Children in Iasi has a legal clinic that provides support when needed. Have educational program that focuses on Life Skills. ➤ Sometimes children can go back to family and community and sometimes this is problematic – depends on child’s capacity, family capacity and community capacity. Have success stories. 	Pair Interview	Coordinator and Staff of Transit Centre

Location	Date	Field Notes	Data Collection Method	Participants
		<ul style="list-style-type: none"> ➤ ILO/IPEC project still needs development. Younger children are involved than stipulated in project. Criteria for internal and external trafficking are not always clear. ICTs do not include frontier police or organized crime departments, but the project has provided an opportunity for new agreements and can refer children who are suspected victims. ➤ Challenges: uncertainty when child arrives and staff and services to address the needs of the child are limited; need a broader age group than 15 -18 in project; need more ICT meetings and a clearer process for referral and working together; lack of services for families; need more awareness raising campaigns in rural areas. ➤ Not yet clear on how to collaborate among institutions. Information is not disseminated; the right people do not get information. Frontier police need training. Social workers need to clarify how to do monitoring – get reports on family situation too late, after child has left the centre. Children need consistent and locally available therapeutic treatment – cannot travel back and forth to city to get service. ➤ “Every case is special. There are no two situations that are the same. Every child has his own history, her own perceptions, and his own sensitive areas. You have to adjust to every child as an individual.” 		
Iasi	Feb. 22/06	<ul style="list-style-type: none"> ➤ Child one of two brothers who came back from Spain. Wants to go back legally. Thinks they can take care of themselves. Does not want to stay in the centre. 	Interview	➤ Child Direct Beneficiary with Psychologist
Iasi	Feb. 22/06	<ul style="list-style-type: none"> ➤ <i>[Note: NGOs all on one side of table, government representatives all on the other side of the table.]</i> ➤ Role is to assess, evaluate, inform and intervene in all child labour cases. In 2006 they are working more on prevention. Concentrating on rural areas. Many victims of internal trafficking. Children sold to employers in other counties for agriculture or become street children. Having children work in agriculture is very deep seeded. ➤ Running various prevention programs. Working with community leaders. Still problems with justice system not always understanding. ➤ Example: Local labour inspectorate found people working under 18 who were working 10 -12 hours per day, locked in a facility where they had no food and had to work at night. Interventions and sanctions to address situation undertaken. ➤ Street children where the employers are the parents and labour inspectorate has no mandate to intervene. No sanctions can be enforced. Police have difficulty drawing up a file on begging. Issue of system supporting parents’ rights. ➤ ICT was trained together in the beginning and it was very helpful in creating a team. But people have changed. The team is in need of more professional training. Would like to learn from teams in other 	Focus Group	Members of the Intersectoral County Team including Coordinator (9 people)

Location	Date	Field Notes	Data Collection Method	Participants
		<p>countries (e.g., another country has started a campaign on begging prevention).</p> <ul style="list-style-type: none"> ➤ ILO/IPEC was our trainer and provided information and materials. Need them to help us expand model into rural areas. Need their support to continue to push national policies and laws (advocacy at the central level). Need to raise awareness in governments of good practices. ➤ Clear roles and responsibilities are important. Need to have regular meetings and share information. Work as a “team” not as a family; families have secrets. ➤ Future: media campaigns to raise awareness in communities; need to involve social workers and parents; inform leaders in state institutions and courts (were judges ever trained?); need good collaboration with judges and prosecutors; need time as a team to work on our strategy and submit this to the mayor and local council then judges and prosecutors would have to take this into consideration; local strategy needs to take into account what we have learned as an ICT; invite someone from court and DA office to our meetings, perhaps the frontier police as well (could get someone from the judges’ association). <i>[IPEC: offers support for helping ICT with new strategy, perhaps church involvement in addition to judicial?]</i> ➤ Other suggestions: have meetings rotate to include on-site at NGOs; assign a day for new plan when everyone can attend, perhaps with an external facilitator, perhaps also invite teachers and priests from local communities? <i>[Note: idea evolved for planning day during the course of the discussion with support from IPEC and evaluator. Idea was raised and promoted by NGO representatives.]</i> 		
Iasi	Feb. 22/06	<ul style="list-style-type: none"> ➤ Students at a newly established practical/arts and crafts school (tourism, food industry). ➤ Discuss issues of drugs, smoking, HIV, trafficking. When asked what the biggest problem was, students said trafficking. Told stories of young people they knew. “Difficult to imagine that someone you trust would do this to you.” ➤ “Need to approach this issue from every angle ... not just in school. Use the internet.” Would like more information and more opportunity to talk as a group. Need support from families and psychologists. ➤ Some groups are more at risk – feel helpless. 	Focus Group	Children Direct Beneficiaries (11 students)
Iasi	Feb. 22/06	<ul style="list-style-type: none"> ➤ School prepares students for jobs, which is important for the target group. Female youth specifically at risk of being trafficked. 50%+ of youth are away from their parents. Temptations are large. They dream of a better life. Premise is that life is better outside this country. Have others who drop out of school to work. ➤ Information to students is critical. Need to know steps to take to get a legitimate job. Career guidance will be part of curriculum. ➤ Psychologists had a three day session on information, identification, and how to collaborate with Pro Women. Themes of self-discovery, self-development, life skills and career guidance. ➤ More teachers being made aware. Has set up a schedule to start working with groups. Received SCREAM and already has identified a group to work with this material. Important to meet children’s expectations. 	Focus Group	School Director, Psychologists and Teachers (11 people)

Location	Date	Field Notes	Data Collection Method	Participants
		➤ Children from rural areas do work that is overwhelming. Need to address rural areas.		
Iasi	Feb. 22/06	<ul style="list-style-type: none"> ➤ Rural area around school has children ages 8 and 9 working. ➤ Girls from 'broken homes' and poor families practise prostitution. Priests and teachers trying to get them back to school. "Girls not aware it is prostitution – 'masked prostitution' – because they do it for small amounts of money or small gifts. They think it is normal. They did not recognize it as prostitution or did not want to." ➤ Teachers need videos and other materials. 	Interview	Psychologist from rural school
Iasi	Feb. 22/06	<ul style="list-style-type: none"> ➤ Time period is very short! School ends on June 15th so how do you get young people employed? Vocational education takes three months but there are only two months left in the program. Time period is even shorter given number of people who need to be involved, plus unexpected events, such as teachers' strikes. Have to manage many activities and a large number of students. Timing is a problem. ➤ How do we choose 150 final beneficiaries? We are still establishing the criteria. Each case is individual and each person has different needs. How to choose one over another? Pressure from many partners. ➤ Project has two big components: training and beneficiaries. Very complex. Waited a long time for partnership to be signed and new law means more documentation. Get accreditation on March 3rd and then have to agreement with Department of Child Protection. ➤ Lots of pressures on school counsellors – "we have to do the work through their hands." ➤ Achievements: have cooperated with schools as partners; while we had problems with identification instrument teachers went ahead and referred; empowered school counselors and gave them credibility in the system; connected with many partners and institutions that did not know us; learned from the children – "good opportunity to see the problems from the inside." 	Focus Group	AP Coordinator & President Pro Women Foundation and Psychologists (4 people)
Iasi	Feb. 23/06	<ul style="list-style-type: none"> ➤ Coordinator was a volunteer previously and librarian working as a volunteer. Psychologist works one hour per week in the program and talks to children about things she cannot talk to parents about. ➤ Resource group has been operational since the beginning. ➤ Vice-principal is happy to have youth centre. Centre involves students and teachers and more community is getting involved. Met with priests (both Catholic and Orthodox), with police and with city hall because children and youth need our support. 	Focus Group	Coordinator and School Staff (4 people)
Iasi	Feb. 23/06	<ul style="list-style-type: none"> ➤ Peer educator has worked since the beginning and likes working with children. (She is Roma.) While another noted that she had also worked since the beginning and, at first, seemed like a game but now works with children whenever she has time. ➤ Peer educators went to training sessions. Approached every class master to get a list of children with 	Focus Group	Peer Educators and Resource group (6 people)

Location	Date	Field Notes	Data Collection Method	Participants
		<p>problems. Met with children and introduced the project. Opportunity to work with children who do not have same opportunities. Some have sad and tragic childhoods. Some have parents abroad and grandparents or neighbours do not care for their needs. (Her mother is not here so she knows it is difficult.)</p> <ul style="list-style-type: none"> ➤ Others part of resource group. Like to work with children, teaching them to sing and dance. Poems and parties. Worked on magazine with peer educators, stories about children, and letters to Santa Claus. ➤ Frontier police collaborate with us; school administration supports us; city hall has had some consultative meetings with community. ➤ In the beginning children did not really know what we were doing, and then once they saw, they kept on coming. At first, parents were afraid they would be labeled if their children came. Then they understood. There are four to six Roma children. ➤ “We also learn from the children.” Have 23 children, and sometimes more. Children guide each other. They can do homework in the centre and help each other. They find understanding. ➤ Note: Peer educator (leader – Roma) expressed intensity of experience as we were leaving. Is she doing a good job? Big responsibility. <i>[She needs adult emotional and moral support.]</i> 		
Iasi	Feb. 23/06	<ul style="list-style-type: none"> ➤ Like to come for learning, reading, writing, singing, making cards, drawing. ➤ Come every day except weekends. ➤ Older students help them with homework, teach them more, and teach them how to behave, “we laugh together.” “We talk to them if we have problems.” “They teach us everything we need to be doing.” “They teach us to behave in life.” “They teach us right from wrong.” ➤ Psychologist “explains what we have to do when something is on our minds.” “Helps us when we need to talk.” ➤ Teachers help with homework and teach us how to read. ➤ Librarian gives us book and helps us write compositions ... “she is giving us imagination.” ➤ Four of their mothers are in Italy. One has a brother abroad. <i>[Note: they raised issue of family members abroad.]</i> 	Focus Group	Children Direct Beneficiaries from the Support Group (7 children)
Bucharest	Feb. 24/06	Stakeholders’ Workshop (<i>See Annex for participants and results</i>)		
Bucharest	Feb. 24/06	<ul style="list-style-type: none"> ➤ Psychologists meet with all teachers and school counselors. Nine arts and crafts schools selected for the project. Saw an opportunity for the prevention of child labour – had worked with these schools before. ➤ Saw these children had strengths and gifts that needed to be recognized and developed. “Children have a lot of talents and strengths. They are capable of producing splendid things.” 	Focus Group	Trade Union representative and Psychologists (3 people)
Bucharest	Feb. 24/06	<ul style="list-style-type: none"> ➤ Students are part of 10th grade in arts and crafts schools. Include children with special needs. These schools give them the opportunity to be employed. Keep 100 students in school and support 30 to obtain 	Focus Group	Teachers (5 people)

Location	Date	Field Notes	Data Collection Method	Participants
		<p>employment. Four schools in Bucharest focused in poorer communities. Want to change society's attitudes towards these schools.</p> <ul style="list-style-type: none"> ➤ 100 marginalized children will be evaluated, counseled, monitored and some will be supported to continue their studies. Difficult to select these children. "Running against time." School counselors want to expand the project. 100 students are future parents. ➤ Advantage ILO has is that replication is easier in TU because they already have a structure and presence. Easier to enter schools through the union. ➤ Preparing for a press conference to officially launch project – have to advocate in EU for child labour issues. ➤ Whole process should be expanded and implemented nation-wide, including practical guides and training sessions for teachers. ➤ Unions have opportunity to mobilize the 'gold mine' of teachers. "Children are our future members. We cannot cover our eyes on the issue of child labour." ➤ Chemistry with IPEC. "They are trying to put our efforts ahead to help communities." 		
Bucharest	Feb. 24/06	<ul style="list-style-type: none"> ➤ Talked to children and young people individually, including one young woman who was pregnant. Told she was too shy to talk, but she was not. People here believe in her and she wants to make a better life. ➤ Younger children like to come here to learn. Like to read and write. ➤ Range of ages from 6 to 17 or 18. 	Individual interviews	Direct Beneficiaries (6 children and youth)
Bucharest	Feb. 24/06	<ul style="list-style-type: none"> ➤ Multi-disciplinary team of psychologist, social worker, psychiatrist, legal counselor. Team introduced to child. Child's needs at the centre. ➤ Includes internal and external trafficking. Children are to be reintegrated. Partnership with school inspectorate. ➤ Difficulties in identifying internal trafficking. Often starts with children begging, but may lead to sexual exploitation. Involved in networks that take everything they make. Street social workers refer. ➤ Roma communities very poor; children may be involved in illegal activities early. Children may not go to school at all. ➤ Try to build interventions to involve whole families, even if project focuses only on educational component. ➤ Students come here once or twice a week and go to school. Can take exam at the end of school year. ➤ Most cases of trafficking are for sexual exploitation and these are increasing in the southern area. Need legal counseling. Other health and pregnancy issues may be complications. Post-traumatic stress disorder. Two types - those who are in shelters and those who can be reintegrated with families. Depending on case, they monitor for three months or six months. Most difficult where girls want to testify against criminals. ➤ ILO/IPEC has always been close to us but sometimes "what else do they want from me?" But this is the way 	Focus Group	AP Coordinator, AP Assistant and Staff (4 people)

Location	Date	Field Notes	Data Collection Method	Participants
		<p>to help us reach our objectives. They have been flexible and let us include younger children.</p> <ul style="list-style-type: none"> ➤ More time needs to be devoted to training with law enforcement. Need better transit centres for children that have professional staff in place. ➤ Need to recognize that human resources are drained. ➤ Difficult to get children into vocational training if they do not have nine years of schooling. But have always managed to get some result. ➤ Importance of a team approach – only way to get results. 		

UKRAINE

Location	Date	Field Notes	Data Collection Method	Participants
Kherson	March 27/06	<ul style="list-style-type: none"> ➤ Importance of attitude change by local authorities – previously would not discuss issues. It was easier to ignore. Appreciate the practical methods. Has helped bring about dramatic change in attitudes. No longer possible to disregard issue. ➤ Authorities need to look for partners. NGOs important partners who provide services and social protection. First decree was unprecedented in that NGO was officially recognized as a provider of public services. ➤ Decree has now been signed and action plans approved. Now at the beginning of the implementation process. Need to cooperate with local authorities to implement the program ‘on the ground.’ Will be training for heads of Juvenile Affairs. ➤ Managed to withdraw 50 girls from prostitution. ➤ Need comprehensive work with families and schools and employers. At legislative level should support better working conditions. Need more incentives for employers. 	Group Interview	Deputy Governor of Kherson Regional State Administration and Representatives from Successful Women (3 people)
Kherson	March 27/06	<ul style="list-style-type: none"> ➤ In total the LAC has 18 members. All 11 districts have been asked to participate – not just Kherson – so project can be sustainable. ➤ Decree issued to support the elimination of WFCL. Local monitoring committees established (including TUs, employers’ associations, labour inspectors, employment centres, educational authorities, health services, youth affairs, police, juvenile affairs, NGOs etc.). Family Services to assist Successful Women in implementation. Every assistance to be provided to ILO/IPEC. ➤ Training courses offered; working groups established. Through monitoring in this project hope to see the real picture and scope of the problem. Close cooperation at district level with officials. Employment for young people and capacity building for labour inspectors. Now establishing advisory boards within LACs to facilitate prompt decisions. Children discussed and all meetings documented. Assist in employment and job placement of young people aged 16 to 18 years of age. All working cooperatively with Successful Women to implement action programme. ➤ Still need to work on awareness raising. Not everyone ready to participate in this issue. Need to educate people – including parents - about the difference between child labour and work. ➤ State labour inspectors can monitor children employed in formal sector. Cooperate with centres for employment and vocational schools so can find children who might be working in WFCL in the informal sector. ➤ Timing of project is problematic, given that in summer children become more actively involved in WFCL. 	Focus Group	LAC Members (10 people)

Location	Date	Field Notes	Data Collection Method	Participants
		<p>Children leave school in April and return in October.</p> <ul style="list-style-type: none"> ➤ Need to address drop-outs who are most likely to be involved in WFCL. ➤ “Child labour is latent and difficult to identify ... prostitution as well as trafficking victims are problematic.” ➤ Ferry to Turkey is a problem which still exists. Social and economic situation in country as whole contributes to the problem. ➤ Employers not interested in legitimately hiring minors less than 18 years of age. ➤ Problem with juvenile justice system – nothing for children. <ul style="list-style-type: none"> ➤ Achievements: our cooperation is an achievement; quicker response; children more likely to be protected; training and manuals very important (in this country difficult to find specific materials that are appropriate to our reality); CLMS training important; training of volunteers in youth centres is important. ➤ Role of ILO/IPEC: key reason that they came together and voluntarily withdrew children from critical situations. ➤ Future: need a truly integrated structure; government should consider integrated service of labour inspection; continue to work with parents and children; therapeutic counseling necessary; if we withdraw children from families, where do we put them?; need to pay attention to orphanages (90% of under age mothers are themselves from orphanages); social housing needed; secondary and vocational education need to be available; encourage employers to set up official jobs, particularly for vacation times. 		
Kherson	March 27/06	<ul style="list-style-type: none"> ➤ 929 minors (age 16 to 18) applied to employment centre > 156 placed in jobs; 18 were under 15 and employed with parental consent; 34 in public work which was temporary; 202 placed in vocational training. ➤ Working with child victims of trafficking – workplan to assist children as well as those who have graduated. Also, provide psychological counselling support. Need a comprehensive approach. 	Interview	Head of the Centre
Kherson	March 27/06	<ul style="list-style-type: none"> ➤ Not able to satisfy employers’ demands for skilled workers. Some occupations in surplus, but cannot match demand. ➤ Problem of seasonal jobs. In summer lots of tourists so begging is also well developed here. ➤ Need to provide earlier career counselling in schools. Need to “open eyes of parents to the talents of their children.” ➤ Our experts have learned a lot. Need mutual understanding with local governments and agencies. ➤ Still need a unified data base. Information on all children in risk group is needed. ➤ Not all agencies feel responsible for children’s future. ➤ State needs to support employers through economic incentives. ➤ Need for a well done campaign to combat easy ways to become a millionaire. ➤ Information Centre: every school comes; brochures and information on different occupations; display 	Group Interview and Observation at the Centre	Psychologists and Staff (5 people)

Location	Date	Field Notes	Data Collection Method	Participants
		<p>vacancies; electronic data base; files on occupations and skills.</p> <ul style="list-style-type: none"> ➤ Twice a month work with children from risk groups (job counselling, consultative services, build professional profiles for them in collaboration with school psychologists). ➤ Problem of children who are almost 18 with only two or three years of schooling; night school cannot accommodate them and it is difficult to get them into training. ➤ Need to equip children with skills; when get a certificate of parental consent then the Centre can provide job counselling and placement. ➤ Employers do not like to hire teenagers officially because of the laws that apply to them in the workplace. ➤ Inter-agency approach is new for them, including close cooperation with vocational schools. ➤ Training provided through the project that gave them new knowledge and skills (e.g. diagnostic tests, new exercises, new materials and manuals, understanding of the legislation and legal requirements, taught them how to provide counselling services to youth). ➤ Very helpful to go to Kyiv and learn from others; what can we learn from best practices in other countries. ➤ Early on in implementation so cannot give numbers regarding children who have been withdrawn or prevented. Will rely on school psychologists to refer children. ➤ Need to analyze number of children who what to work over the summer, so they can advise children. ➤ Prevention is the key and because this is an agricultural region, “we will know better when the season starts – May to October – whether we are being successful in prevention.” ➤ Authorities very open to addressing the problem; NGOs cooperate amongst themselves (supportive not competitive); NGOs work cooperatively with public agencies; everyone is working together. 		
Kherson	March 28/06	<ul style="list-style-type: none"> ➤ Psychologists trained in the project ➤ “In Kyiv I was skeptical about leaning something new but this project helped us form good inter-agency cooperation ... it is strange we had not thought of that before. It was a revelation to me that we could work together – even though we had worked with government in the past.” ➤ “Knowledge we received in training was instrumental in getting into the child’s place and hearing their voices. When we understand what children feel and know, then we can work with them in a meaningful way.” ➤ Methodology also important. Manual was a practical tool for the identification of children in WFCL. Provided legislative background. ➤ Training also an opportunity to meet people from other regions. Able to discuss issues and situations. Still in contact with some people from Donetsk. ➤ Would like to continue exchanging good practices. ➤ Number of children per month varies. Perhaps 5 to 10 in ‘risk’ category but this is a new category for them. 	Focus Group	Head of the Centre for Practical Psychology, Local Assistant to AP (Men Against Violence) and Psychologists (5 people)

Location	Date	Field Notes	Data Collection Method	Participants
		<ul style="list-style-type: none"> ➤ Men Against Violence working to implement project in Kherson and five districts, including identification of most problematic districts, selecting specialists to go to trainings; trained 12 experts, all of whom are working as volunteers. ➤ Achievements: cooperation among agencies; system of identification and referral of children; provision of counselling and psychological support; published materials in the media (e.g., newspaper article with contact telephone numbers). ➤ 35 children can be supported financially and when project is over the state authorities will follow suit ➤ Grave situation as the problem is latent and difficult to identify, so they work with children they suspect are involved – difficult to know for certain. Victims do not want to self-identify. ➤ Still need to raise awareness. Local authorities do not always understand the essence of the problem. Still need to raise awareness of school psychologists as well. ➤ Supports needed: more training from ILO/IPEC; publish the Manual; computer programs. 		
Kherson	March 28/06	<ul style="list-style-type: none"> ➤ Work on homework. Important to go to school and study. ➤ Have meetings where they talk to one another. ➤ “Talking with the psychologist makes you feel better and more confident ... can talk about things you don’t want to talk about with teachers or people you see every day.” ➤ “There are lots of homeless children who need somewhere to live.” [Boy keeps coming back to shelter.] ➤ <i>Note: Director had been away and was not familiar the project.</i> 	Focus Group	Children Direct Beneficiaries at Shelter (5 children)
Novaya Kahovka	March 28/06	<ul style="list-style-type: none"> ➤ Peer educators doing a session on WFCL. Brainstorming on types of child labour and corresponding sectors. ➤ Had binder full of materials including ILO/IPEC brochures, Convention 182, fact sheets, official letters, etc. ➤ “There is forced labour when children are forced into work ... sometimes children themselves force other children into doing work. 	Observation	WFCL Session led by Peer Educators
Novaya Kahovka	March 28/06	<ul style="list-style-type: none"> ➤ 25 children are invited to every training. ➤ Peer educators attended training in Kherson where they worked with psychologists and other peer educators. ➤ Told stories of children in their community “working as adults,” mostly in agriculture. ➤ As a peer educator get experiences working with people and gain new skills and knowledge. ➤ Important for the children – “we are peers and we can talk to them. We have common interests and they can say whatever they think to us.” ➤ “Sometimes children are deprived of their childhood ... a children can be affected for the rest of their lives ... we want them to be educated and confident people.” ➤ “Important for working children to come here ... we want them to see the difference between child labour and useful work like helping parents around the house ... we want them to know what hazardous work is.” ➤ “If at least a couple of children become aware, they will tell others and we will be spreading our network.” 	Pair Interview	Peer Educators

Location	Date	Field Notes	Data Collection Method	Participants
Novaya Kahovka	March 28/06	<ul style="list-style-type: none"> ➤ One brother gets allowance and the other participates in trainings. ➤ Started coming here on their own ... no one was scolding them. ➤ Come here to find new friends; to participate in different activities; to talk to people and learn things. ➤ “They tell us about child labour ... we do not have to work. A child has the right to make a choice.” ➤ “All children hope for the better and want to have a better life.” 	Interviews (x2)	2 Children Direct Beneficiaries (brothers - 13 and 14 years of age)
Novaya Kahovka	March 28/06	<ul style="list-style-type: none"> ➤ Father and mother are divorced so he has to work. ➤ Looks for new knowledge; he can find help and understanding here. ➤ Teach us about WFCL and help us with employers. ➤ “Poverty is growing here so it is important to invest money into centres – invest in children.” 		1 Child Direct Beneficiary (12 year old boy)
Novaya Kahovka	March 28/06	<ul style="list-style-type: none"> ➤ Two went to training in Kyiv and starting to practise the methodology. Learned a lot and believe all social partners should be involved. ➤ Before vacation talked to children in ninth and tenth grades and did some diagnostic testing. ➤ Employment Centre invites students to the Centre to tell them about the labour market and future careers. Match supply and demand. See role as cooperating with others and not duplicating services. ➤ Last week LAC met and created an action plan that distributed responsibilities. Cooperation between Employment Centre and schools. Will test Manual and conduct trainings. Analyze risk groups and determine which children qualify. Will involve trade unions and employers. ➤ Need to pay attention to children in risk groups. Families are dysfunctional so children become street children. ➤ Employment Centre representative noted that hiring teenagers requires responsibility. Would like to see legislative changes to give children more opportunities to work. “Older children should support their families ... help with the gardening and harvesting.” <i>[Discussion ensued between him and Tetyana regarding minimum age.]</i> ➤ Coordinator explained how young people of legal age could be assisted in getting vocational training and jobs. ➤ Young man explained how he had a meeting, took a test and was told about various occupations, depending on your interests and what institutions were available to provide training. Looked at different options but he wants to be a geologist. ➤ Importance of Manual which offers information and new approaches. Intend to work with every module. Would like a companion workbook for children. Later intend to extend work to parents in parent meetings. 	Focus Group	School Social Worker, School Psychologist, City Dept of Education Psychologist, Employment Centre Psychologist, Director of the School, Specialist of Employment Centre, Student (7 people)

Location	Date	Field Notes	Data Collection Method	Participants
Kherson	March 28/06	<ul style="list-style-type: none"> ➤ Problems in agriculture and resort areas – seasonal nature of both. ➤ Currently monitoring 39 children who they <u>expect</u> to be engaged in summer work. Program allows us to monitor them. (Working with Employment Centre to try and place them where possible.) Plus 15 child labourers are registered; total of 54 children. ➤ Informal sector is a problem. First an institutional problem because efforts of different agencies were dispersed and not coordinated. Labour inspectorate did not even have the mandate to organize events. Labour Inspectorate in Kyiv sent a letter to head of Oblast administration to facilitate cooperation. Now work closely with Juvenile Affairs and Successful Women. ➤ Still difficulties in identification. Sent letters to police, Juvenile Affairs, Employment Centre but needed to go to a different level so began to work with schools. ➤ Began to identify children in both formal and informal sectors. Have to rely on law enforcement to carry out raids where illegal activities are concerned. (Yesterday met with law enforcement about this possibility.) ➤ Challenge for everyone to work together. Our first response is to get rid of minors and we can impose fines and sanctions where labour legislation is violated. Use all levers and sanctions at our disposal. Need other solutions as well, such as incentives for employers. ➤ Do not have the ability to do a comprehensive inspection – only working conditions, occupational safety and hygiene fall under mandates of others. ➤ Challenge to find, train and keep labour inspectors, due to lack of resources. There is high turnover (50%) in rural areas. Some districts do not have inspectors. ➤ Another challenge is that files on children are dealt with manually. Partners do not always fill in their sections of the files. Files should be in an electronic, shared data base. ➤ CLMS training very helpful. Have taken first steps in sharing information and working together. Need to jointly address problems. First had to “reveal all of the sores.” Successful Women organized and coordinated – “they have been great” – but in the longer term local governments should take responsibility. ➤ Program will be sustainable. (Chief Labour Inspector has “already outlived three Ministers.”) Information sharing is in place, just needs improvement. All labour inspectors have the Manual. ➤ <i>Note: ILO/IPEC publications and brochures in evidence in office and on his desk.</i> 	Pair Interview	Chief Territorial Labour Inspector for Kherson Region and Labour Inspector
Novaya Kahovka	March 28/06	<ul style="list-style-type: none"> ➤ Visit to shelter which has been renovated recently by volunteers. ➤ Some victims do not stay because they cannot see themselves as being trafficked because it was by a friend or family member. ➤ Young woman who had been trafficked to Turkey. Her documents had been taken. 	Observation and Informal Interviews	Shelter Staff Person and Trafficking Victim (2 people)
Kyiv	March 29/06	<ul style="list-style-type: none"> ➤ Services for Juvenile Affairs are local agencies under the Ministry. ➤ New children’s department being formed – State Department for adoption and children’s rights protection. 	Group Interview	Deputy Minister of Family, Youth and Sport

Location	Date	Field Notes	Data Collection Method	Participants
		<ul style="list-style-type: none"> ➤ Ministry places great importance to combating trafficking in human beings, of which children are a very important component. ➤ Major achievement viewed as the cooperation among all parties – inter-agency approach. ➤ National Strategy discussed in various ministries and part of the strategy is the elimination of WFCL. ILO/IPEC one of the most vocal advocates for children's rights and has played an important role in development of strategy. ➤ Combating Trafficking 2002-2005 work completed and about to start new phase for period 2006-2010. Next day heads of Oblasts for Family, Youth and Sport will be discussing this issue. ➤ Strategy for trafficking in human beings a unified strategy with a cross cutting emphasis on children in each part of the strategy. There is a draft Plan of Action with three foci – prevention, prosecution, rehabilitation. ➤ Importance of local work of Department of Juvenile Affairs, plus credit to NGOs who actively collaborate in anti-trafficking initiatives. Vertical and horizontal working at every level. ➤ Have managed to raise awareness and make local authorities more responsible. ➤ Starting to reform system of orphanages, plus amended legislative and regulative framework for orphans (new framework for funding to address orphans' needs). ➤ Challenge: country in transition. Planned to establish National Bureau to Combat Trafficking in Human Beings but have not decided what authority would be involved and which would be the lead ministry. ➤ Training component is essential because it involves specialists from all regions. Trained a critical mass of experts who can work at the local level with children at risk. ➤ Importance of peer educators in prevention and their work should be continued, while rehabilitation should be done entirely by professionals. ➤ Have also involved children in public debate of issues – Ukraine is recognized for this. Children included in their delegation to Ljubljana last summer. (Girl representing La Strada and boy representing Centre for Democratic Development.) ➤ National plan to implement Convention on Rights of the Child included a separate section regarding civil society with the active participation of children in decision-making. ➤ <i>Note: elections just held in Ukraine and political situation uncertain.</i> 		Former Head of Family Policy Department State Department for Adoption & Child's Rights Protection Head of Family and Gender Policy Department (4 people)
Kyiv	March 29/06	<ul style="list-style-type: none"> ➤ ILO, government and social partners work together. IPEC project has contributed to national policy and legislative actions. Changes since 2001 when they conducted the first study which was the basis for the government report. IPEC has pushed government. ➤ ILO/IPEC project has raised hidden issues, such as working children in illegal coal mines. Initially, there 	Pair Interview	ILO National Correspondent ILO MIGRANT National Coordinator

Location	Date	Field Notes	Data Collection Method	Participants
		<p>were arguments that these were ‘self-regulated’ and the police would not intervene. IPEC, with help of trade unions, brought this issue to light and found a way to involve labour inspectors.</p> <ul style="list-style-type: none"> ➤ Have involved local governments, NGOs, schools, and parents. Worked on raising awareness. ➤ IPEC and ILO Migrant have worked together; for example, involving trade unions. ➤ On practical side ILO/IPEC has shown how children can be withdrawn from WFCL and what can replace this, such as vocational training. ➤ Integrated labour inspection needed. Currently 800 labour inspectors for one million enterprises. ➤ Challenge: quick changes in government – not just people but also the functions. ➤ Gap: mass media participation. ➤ Difficult for small projects to have comprehensive results; therefore, need for cooperation and coordination of efforts. Need to keep creating linkages – for example, link between children with disabilities and trafficking, then need to involve vocational education. ➤ Sustainability supported by legislation, National Plan of Action to implement the Convention on Rights of the Child, the practical work of many Ministries, implementation of CLMS, and the training of professionals. National Ombudsman in Parliament raising trafficking issues. ➤ Relationship between ILP Migrant and IPEC – tri-partite, many of same partners, joint initiatives with IPEC, IMO and trade unions 		
Kyiv	March 30/06	<ul style="list-style-type: none"> ➤ Facing challenges related to the market economy and one is the issue of child labour. In 1999 knew of the problem but could not grasp the scale. Helped by survey supported by ILO. ➤ 2001 MOU on joint action to eliminate WFCL and joint project with IPEC was launched. National Steering Committee which included the third sector. ➤ Achievements: actively involved Labour Inspectorate, four pilot projects, 1200 children withdrawn, anti-trafficking project established ➤ Needed to persuade authorities that integrated labour inspection is required; concept paper drafted for reforming labour inspection in the Ukraine. ➤ When project launched paying attention to child labour was something new – did not make distinction between adults and children. Trainings provided by ILO/IPEC. Joint inspections with Family, Youth and Sport and the Ministry of Education. Conducted local surveys and research. Needed new methodologies to approach children. Manuals for labour inspectors. ➤ Challenges for labour inspection: under-staffing, low salaries, need for electronic data base, identification of children in the informal sector (need to work with law enforcement). ➤ ILO/IPEC program geared towards better employment training and job placement for young people which is in line with government policy. Not isolated but looking for integration and sustainability. Testing 	Focus Group	<p>Deputy Minister of Labour and Social Policy of Ukraine</p> <p>Chief State Labour Inspector of Ukraine</p> <p>MLSP International Department</p> <p>Director of State Employment Centre</p> <p>Director of the Training Institute of the SEC</p> <p>SEC International Department (6 people)</p>

Location	Date	Field Notes	Data Collection Method	Participants
		<p>approaches and accumulating experiences to take into the future.</p> <ul style="list-style-type: none"> ➤ Together with ILO/IPEC designed a manual used for training of experts and specialists. Needed to learn to work with children – not just any children but including those who had experience WFCL. ➤ Specific services include job counselling, information about employment, career counselling, making children and parents sensitive to local demands, and job placement. (Current mismatch between demand and supply – labour market surveys conducted.) ➤ Significance of ILO/IPEC: advantages of multi-disciplinary approach, different branches of state agencies involved, IPEC provided ‘spring-board’ so we could develop our own approach, development of materials specifically for Ukraine (including manual), support for teenagers in legal job placement, access to vocational training for young people. ➤ Future: professional training a priority (Training Institute for State Employment Service has this as a separate activity and budget line); special syllabus for state employment specialists who are working with most vulnerable populations; need to go into depth in pilot regions; increase number of clients; exchange sub-regional good practices; focus on providing relevant vocational training. ➤ Challenge because of the transition to know what will be in demand – huge gap in supply and demand affects youth directly. Need to keep working to make system flexible in order to meet changing demand. 		
Kyiv	March 30/06	<ul style="list-style-type: none"> ➤ CLMS had two main problems – getting information about child labourers and focusing impact of labour inspectors on WFCL as it related to individual children. ➤ Had several levers; in formal sector could see whether child had signed a contract and whether child was receiving appropriate wages and working conditions; could work with schools, health authorities, and social welfare services to get information about individual children; work with law enforcement in informal sector. ➤ Major Achievement: managed to establish those relationships and know who was responsible for what. ➤ Need for technology/electronic data base and for more staff. Data base from Ministry of Family, Youth and Sport but needed upgrading. ➤ Idea to establish Inter-Agency Coordinating Committee for the Elimination of Child Labour which should be chaired by the Ministry of Labour, with representatives from other ministries as well as employers; associations, trade unions, NGOs, representatives from local governments. Difference from National Steering Committee is that recommendations of this group would be legally binding with district mechanisms of enforcement. Ministry of Justice is examining this idea. ➤ Training for labour inspectors important (54 trained and 45 still here.) But salaries for labour inspectors low so it is often difficult to attract and retain them. Training must be continuous, repeated and upgraded. Do not have an expert in the central office for Labour Inspection. Would like to establish specific training program 	Interview	Chief State Labour Inspector of Ukraine, staff member of CLU in attendance

Location	Date	Field Notes	Data Collection Method	Participants
		<p>for labour inspectors.</p> <ul style="list-style-type: none"> ➤ Would like an international event to share best practices where legislative people and other partners could attend and participate. ➤ Need integration of three inspections, but not until IPEC got everyone around the table was he given the task to write a concept paper. Eighth draft has finally been accepted. 		
Kyiv	March 30/06	<ul style="list-style-type: none"> ➤ Important to cooperate with ILO/IPEC. Actively cooperate in pilot regions. Criminal police involved in all aspects, working to prevent prostitution, pornography, WFCL. ➤ Role is not only prevention and referral, but prosecution. Investigate cases. ➤ Trafficking most prevalent in south and east, in poor areas. ➤ ILO/IPEC participates actively in development of National Action Plan on the Convention of the Rights of the Child. Hope that soon the inter-agency committee will become operational and then work will be done and monitored all over the Ukraine. ➤ Next steps: building capacity of labour inspectors; spreading good practices including how LACs can work; continue trainings (could include trainings at the Police Academy). ➤ <i>Note: discussion of indicators but was not clear what they were actually collecting and what they valued.</i> 	Pair Interview	Counsellor to the Minister of Internal Affairs Head of the Juvenile Affairs Department
Kyiv	March 30/06	<ul style="list-style-type: none"> ➤ Only through elimination of WFCL can children take advantage of educational opportunities. ➤ Working on designing new curricula, secondary standards for the Ukraine, and textbooks for children. ➤ Ongoing cooperation with ILO/IPEC including regional surveys, development of manuals, awareness raising campaigns. ILO/IPEC provided logistical support for student competition on what we know about child labour. ➤ Psychologists and social workers in schools actively participate in IPEC projects, assist local agencies by monitoring school attendance, work with children who miss classes. Cooperate with Ministry of Labour and Social Policy in monitoring secondary school leavers. ➤ Question about street children: several ways are envisioned in how to help these children catch-up (individual programs, night school, correspondence courses). ➤ 80% of children in vocational training are from socially vulnerable backgrounds. Motivate children with special needs to want to learn and go to vocational schools. Believes vocational system flexible enough to be responsive to local needs. ➤ Thinks MES willing to collaborate in organizing a seminar or conference for all stakeholders to develop a unified program to tackle WFCL and child trafficking. <i>[IPEC suggests perhaps workshops for education managers and local authorities?]</i> ➤ School teachers work most closely with these children. Perhaps need more information targeted to 	Interview	Representative of the Ministry of Education and Science

Location	Date	Field Notes	Data Collection Method	Participants
		classroom teachers. <i>[She is given SCREAM manual and informed that MES has approved its use.]</i>		
Donetsk	March 31/06	<ul style="list-style-type: none"> ➤ Have achieved a great deal, including raising awareness in the community. ➤ Future objective is to establish an effective CLMS because there are still several depressed areas in the Oblast. ➤ Have managed “to withdraw children from dire conditions where they lived and worked.” 	Interview	Deputy Governor, Oblast State Administration
Donetsk	March 31/06	<ul style="list-style-type: none"> ➤ LAC very formal presentation by Deputy Governor and then followed by others. Not able to ask evaluation questions. ➤ Reported on history of Oblast, identification of children, raids on illegal activities, referrals to shelters, formation of LAC and development of action plan, piloting of CLMS, and involvement in projects. ➤ Challenges: improvements to labour legislation, addressing problems of children in informal sector, job placement of victims of trafficking, need for continued awareness raising. 	Observation	Presentation at LAC: LAC Chair, LAC Deputy Chair, 8 LAC Members, plus others
Donetsk	March 31/06	<ul style="list-style-type: none"> ➤ Started a network of NGOs in oblast – IPEC gave us the tools to do training and improve skills and knowledge. ➤ Included representatives from public agencies, school teachers, psychologists, social workers. Two psychologists from every site and one from crisis centre now disseminate skills and knowledge. 	Interview	Director, League of Business and Professional Women
Donetsk	March 31/06	<ul style="list-style-type: none"> ➤ Training extremely helpful. Learned different techniques and methodologies. For example, knew how to diagnose but did not know how to treat children withdrawn from WFCL. Previously did not have any idea of the scale of the problem. Opportunity to talk with our colleagues. ➤ After training in Kyiv started identifying children, including some from well-to-do families. Learned how to identify and approach children. Monitoring children identified. ➤ Coordinate and share information with many partners. Conducted trainings for colleagues. ➤ Worked with high school students as peer educators. ➤ Worked with people from other organizations and agencies to share information. At first people did not see the problem, but now it is absolutely different. “Results exceeded our expectations.” Now there are more envoys for our program. ➤ Still need more awareness raising, some school officials still lack knowledge. ➤ All LAC members work on a voluntary basis. LACs from grassroots – need formal basis for their existence at the local level. 	Focus Group	10 Psychologists/other Specialists
Donetsk	March 31/06	<ul style="list-style-type: none"> ➤ First came to crisis centre when she was 17. Learned about centre from the police. Now comes regularly. ➤ Very important to have a place like this to support young people. ➤ Young people have different problems including joblessness, quarrels with parents, working abroad. Mostly girls from here end up abroad – mostly in Russia, but also in Turkey, Malta, Cypress and Germany. 	Interview	Direct Child Beneficiary - child trafficking victim

Location	Date	Field Notes	Data Collection Method	Participants
		➤ <i>Note: Girl had been trafficked to Russia.</i>		
Donetsk	March 31/06	<ul style="list-style-type: none"> ➤ Coming to crisis centre since November. Mother brought them. ➤ Do different things at the Centre – draw, talk to psychologist. ➤ Younger sister talked about people being made teased for things they cannot help. ➤ Older sister said that places like this “help people come back to life.” ➤ <i>Note: Girls had been trafficked to Poland by their father. Two of three sisters. Also, met mother and younger sister who has a disability.</i> 	Pair Interview	Direct Child Beneficiaries – child trafficking victims (sisters – 14 and 16 years of age)
Donetsk	March 31/06	<ul style="list-style-type: none"> ➤ Specialists trained to work directly with children in pilot towns. ➤ At Oblast level there is a concern about statistics and how these may ‘look bad,’ but not so much an issues at the local community level where LACs have been established. Needed to raise awareness with criminal police and social services. ➤ Psychologists have conducted trainings including trainings with families, identified children, and worked with young people in groups and as individuals (career counselling and job placement). ➤ Achievements: identified children both victims and those at risk, discussed trafficking and related issues with children and now they understand their rights. ➤ Have identified children. Did not expect children from ‘good families’ to be involved. ➤ High need in areas remote from centre of Donetsk and cannot cover all the schools where the need is great. Have talked about expanding coverage, perhaps a round table in cooperation with the League of Business and Professional Women. ➤ Working on prevention of unemployment. Know the local labour market and school psychologists and specialists from the Employment Centre work together. Integrated approach that they believe will support sustainability. ➤ Need to make people in communities think of children’s futures. School leavers have difficulty finding a place in society. ➤ Major challenge is to work with all the necessary partners because some operate within narrow parameters. Still need to educate public employees about the importance of cooperation. ➤ There is a gap in schools between what students study and what students need. ➤ All educators need to know that those problems of trafficking and WFCL exist. Teachers should be trained to see the symptoms. At least one psychologist in each district needs to be trained and to disseminate information in their district. Awareness raising and training still needed in many places. ➤ Withdrawal of children, counselling, job counselling, training, all need to be a chain of services to support young people. Employment Centre can help get them training and place them into jobs but it must start with the withdrawal from WFCL which is not only full time labour, but also part time and summer vacations. 	Focus Group	Director of the Centre, 4 Psychologists and Specialist of the Employment Centre (6 people)

Location	Date	Field Notes	Data Collection Method	Participants
Donetsk	March 31/06	<ul style="list-style-type: none"> ➤ Saw the video and did not want to “end up like that. I was disgusted and angry so I wanted someone to help me find legal work.” “It was scary and terrifying.” ➤ “Video showed children in situations similar to my own. I started at the bottom and have raised myself to the middle. I want to go further.” ➤ Young man worked nights as a guard – grandmother got him the job. Now is seeking legal employment. ➤ Another boy started work at 13 washing cars and gradually did other jobs related to cars. Did different odd jobs such as unloading trains. Skipped school. Now wants help in finding legal employment but is afraid “it is too late for me. Life is not all about enjoying yourself. I have thrown away my rose coloured glasses.” ➤ Coming to the Centre to get help understanding what life at work is all about, finding out what career is best for us, getting prepared to face the world, getting job counselling, getting help finding a summer job. 	Focus Group	Direct Youth Beneficiaries (5 people - 2 girls and 3 boys aged 17-18 years)
Kyiv	April 3/06	<ul style="list-style-type: none"> ➤ Appreciate cooperation with IPEC. La Strada implements capacity building. Participating in CLMS. Reintegration of child victims. Work with Youth Debate in Donetsk and Successful Women in Kherson. ➤ Key objective is to formalize the work of the LAC after piloting. Working collaboratively but do need legal basis; therefore, decrees at oblast level important. ➤ Challenge in Donetsk is the disconnection between what is being said at Oblast level and what is going on at local level. Also there are still concerns about how statistics will be viewed. Donetsk is historically different and always wants to say “all is well.” Will be working with IPEC on strategy. ➤ National Steering Committee is important for central coordination. Needs to meet more regularly. ➤ Projects are inter-linked so need to avoid duplication and overlap. Need for collaboration and role definition so people know what they are responsible for. Information on identified children needs to find its way into the data base maintained by the Labour Inspectorate. ➤ Need for unified data base. Juvenile Affairs has a data base but no place to identify child labour. Could this be added/transferred/linked to data base maintained by Labour Inspectorate. ➤ Need to ensure local people receive training so they can contribute meaningfully. ➤ Need to involve all necessary parties – for example, district physicians could enter places where labour inspectors could not go. ➤ Two pilot Oblasts are not enough. Need to include two or three more – up to five. Perhaps need to add somewhere in Western Ukraine. ➤ Target numbers are too ambitious. Would be better to target 100 children and make sure they receive comprehensive services, including regular counselling. ➤ Problem of traditions of child labour in Ukraine. Need children to see that it is not their fault. ➤ How effective are LACs? Will see when monitoring visits begin. At Oblast level the LAC should approve quarterly plans submitted by each district. 	Pair Interview	National Coordinator of “Strengthening Capacity” AP and Other Staff Person

Location	Date	Field Notes	Data Collection Method	Participants
		➤ IPEC needs to continue to encourage cooperation at national level, continue lobbying. Expand number of pilot sites. Distribute materials broadly. Invite people from other oblasts to attend trainings.		
Kyiv	April 3/06	Stakeholders' Workshop (<i>See Annex for participants and results</i>)		
Kyiv	April 4/06	<ul style="list-style-type: none"> ➤ Advocacy work and lobbying; colleagues from working group traveled across Ukraine to see how Conventions should be implemented ➤ Involved in parliamentary hearings on children's rights ➤ Started in early May 2005 as per project agreement (both institutional strengthening and direct help to children) ➤ Capacity building for Re-integration of victims with Professional League in Donetsk and with Men Against Violence in Kherson ➤ League very experienced (had collaborated with them before); Men Against Violence a new organization for them (they closely cooperate with psychologist and social workers in centre under MES) ➤ In Donetsk had very good collaboration with law enforcement; more difficult for Men Against Violence to identify victims in their region ➤ Target audience for training are those caregivers who can and are committed to delivering services for children (regions identify people to attend these technical seminars) ➤ Trained 24 people as core group, plus other invited people ➤ Mini-program (extra component) TOT that helped include nine psychologists from shelters in other oblasts ➤ In all Oblasts have shelters (stay up to 3 months) – not enough time for rehabilitation, so Ministry of Family Youth and Sport have but these are not in place yet (promised in second half of this year) ➤ 30 children in Kherson and 41 from Donetsk identified and continue to receive service, most are psychological services ➤ Legal assistance for 8 girls and 6 boys (both regions) ➤ Counselling 67, but does not show the number of times that counselling services were provided (need some way to identify volume) ➤ Parents receive 'other' services such as information and consultation; includes 14 mothers/grandmothers and 6 males ➤ Big drawback in Ukraine is work with parents, although they are a difficult target group – trying to get parents to talk to their children, ask them questions ➤ Children very vulnerable when they leave orphanages ➤ Barriers: lack of rehabilitation centres; caregivers do not always understand the problems of trafficking so they do not always identify their children as victims of trafficking and then they get re-exploited 	Individual Interview	National Program Coordinator AP "Capacity Building for the Improvement of Care of Victims of Trafficking and Direct Support to their Long-Term Reintegration"

Location	Date	Field Notes	Data Collection Method	Participants
		<ul style="list-style-type: none"> ➤ IPEC practical approach and very involved with them ➤ Priorities: should think about what work is most useful (evaluation of trainings); need to replicate our experiences, especially with shelters if rehabilitation centres are not functioning; caregivers need practical training; need to push committees to meet; need to combine structures (Donetsk had trafficking committee previously) ➤ Other projects: collaborate with IOM (documentary for teenagers); work with Amnesty International; work with network of organizations that support women in decision-making (US Embassy grant); OSCE series of programs on gender issues ➤ Try to address gender sensitivity in materials; how to work with girls vs. boys – perhaps not reflected as well as it could be; need to pay attention to age as well ➤ Pity that Kyiv oblast was not included as initiatives started here and they have good relations with Juvenile Affairs 		
Kyiv	April 4/06	<ul style="list-style-type: none"> ➤ Executing agency for Labour Inspectorate – organize work in the regions ➤ Always coordinate with Mr. Los who is a key person ➤ Developed workplan in collaboration with IPEC Ukraine and sub-regional office; selected people; identified structures; tenders; brought people together and discussed plan ➤ First, build capacity of labour inspectors to monitor child labour and second, formulate public policy ➤ Visited regions three times and coordinated work between Oblasts and districts ➤ First time in Ukraine that the role of labour inspectors in the elimination of WFCL was discussed; had to address limitations of job descriptions, including inaccessibility of informal sector; plus issue of other inspectors for different aspects ➤ Need to establish an integrated Labour Inspectorate ➤ Told labour inspectors to act as active citizens in informal sector with social services, Juvenile Affairs to organize raids (required effort to involve all parties) ➤ Saw how widespread child labour in the formal and informal sectors both, plus hazardous conditions ➤ Work with Successful Women and Youth Debate, plus involve LACs, La Strada, employers' associations, trade unions ➤ Three issues discussed at LAC; legislation, organizational and institutional issues that involve identification and referral of children, and human resources and personnel ➤ Developed data sheets on the children; not sure how this will coordinate with other parts of the project and how information will come from other components; need money and IT person to establish electronic network ➤ Money expired in January and there have been delays – need money by the end of April; timely funding 	Individual Interview	National Program Coordinator AP “Capacity Building of Labour Inspection for its Participation in CLMS”

Location	Date	Field Notes	Data Collection Method	Participants
		<p>would address a lot of their concerns (Why does this take so long? What is the reason? Is IPEC under-staffed?)</p> <ul style="list-style-type: none"> ➤ More training once they get the money (would like to organize TOT) ➤ Manual that was published went to all labour inspectors in the country ➤ New NAP to eliminate WFCL 2006-2010; are getting ready for the launch of this component in May and will be analyzing implementation of previous plan; connected with Family, Youth and Sport as well as MES, Ministry of Health should also have been involved - need one key structure in charge and it is supposed to be Family, Youth and Sport ➤ Would appreciate learning more about what happens in other countries 		
Kyiv	April 4/06	<ul style="list-style-type: none"> ➤ Initial stage was selection and then entering into contracts ➤ Designed a training syllabus and the 5 day trainings in each Oblast ➤ Designed six units of Peer Education and these units would be implemented in 12 centres (6x 2 Oblasts) ➤ Conducted meetings among different projects to try to create synergies; complicated topic so wanted to share materials ➤ Local implementers are all members of coordination council within the NGO network ➤ His centre was established 10 years ago as part of OSI Debate Program and in 2003 transformed into an Ukrainian NGO Centre for Democracy Development ➤ Involve children in decision-making; children and teenagers would develop proposals and submit to Cabinet or Ministries ➤ Advocate for children's rights and empowerment ➤ Training of children as peer educators including children who may have been withdrawn from WFCL (they can explain it to their peers, including ways out of these situations) ➤ Build teams, including children who participate in summer camps find ways to keep in touch (e.g. website) ➤ When trained peer educators listened first to young people about how best to communicate the issue to children ➤ Barriers: local youth centres were not very strong or empowered; lacked funding and material resources; problem in Kherson because after the election people changed; awareness raising difficult because media is not interested in this issue unless a Minister is there ➤ Question of involving vulnerable children: during training get disclosures; in Kherson discussed a case where school administrators would get teams of children to work in agriculture (sometimes teachers get children to work their land plots to get a good mark) ➤ Informational materials, including texts of the Conventions, are needed, need for training materials, many 	Individual Interview	National Program Coordinator AP "Supporting Existing Community Youth Centres in the Pilot Region of Donetsk and Kherson"

Location	Date	Field Notes	Data Collection Method	Participants
		<p>participated in SCREAM and want more of those materials on hand</p> <ul style="list-style-type: none"> ➤ Teachers and psychologists are highly motivated but they need materials ➤ UNICEF also provided a lot of materials ➤ When study children's rights part of this is being sensitive to gender (note: boy and girl who participated in Ljubljana); at each stage ILO/IPEC emphasizes gender issues; deal with stereotypes in trainings ➤ ILO/IPEC very supportive; had some delays with sub-regional office but only a month or two ➤ 26 peer educators in each Oblast (26x2 = 52); tried for gender balance but girls are more active ➤ Regarding children the peer educators talked to children and applied the criteria (victims or at risk), then LAC would look at list and approve list of children for support or counselling; afterwards the peer educators revised ideas on criteria and shuffled groups ➤ 97 children out of the 200 we are to select from both groups (51 boys and 46 girls) as of March 1/06 ➤ On the issue of 'child tutors' MES objected so officially activities cannot take place on school premises ➤ Peer educators do 17 units over two months (two hours per week) ➤ Children in target group prepare essays on child labour issues and read them to their families to raise awareness in families and communities ➤ Will continue working with clubs organized in youth centres ➤ Idea in the near future to organize a debate in each of the 12 youth centres and perhaps have debates among centres ➤ Would like to form a network of NGOs that are active in the arena of children's rights and share information and good practices across Ukraine so we are not limited to two Oblasts; might also make public authorities more aware and they "would rather listen to a strong network than to single and separate voices." ➤ Need to lobby for local support of youth centres; need to build capacity of organizations ➤ "Believe it is a very useful project because children should be empowered and actively involved in solving their own problems and addressing problems in their own communities" (Child labour IS an issue for communities.) ➤ One of their branches came up with the idea of including children in commissions for children's rights under every local administration 		
Kyiv	April 4/06	<ul style="list-style-type: none"> ➤ Institute involved in drafting training manual (team of authors) ➤ Training manual divided into several modules (e.g., psychological counselling, legal framework); tried to make it child friendly; manual is gender sensitive (trying to change perception of male and female jobs) ➤ Based on the manual held a five day training for 50 specialists from Donetsk and Kherson Oblasts ➤ Now working with children in Employment Centres – experts trained include school psychologists, local 	Pair Interview	Head of the Training Institute of State Employment Centre National Program Coordinator AP "Promotion

Location	Date	Field Notes	Data Collection Method	Participants
		<p>authorities, specialists from Employment Centres</p> <ul style="list-style-type: none"> ➤ Established and launched activities for the network of Employment Centres at local and Oblast levels; conducted study on labour market (tried to focus on supply and demand); data base as a result of the study ➤ Director of Training Institute plans to incorporate manual into syllabus for Institute, plus want it to become part of the standard methodologies of the Employment Centres ➤ Employment Centres are supposed to reach out to schools on counselling regarding future careers and available jobs, helping children at risk ➤ Have TOT who can train others to use the manual ➤ Choice of pilot Oblasts well justified for different reasons and provide a contrast to each other ➤ Next steps: depends on demands and tasks set by IPEC ➤ Challenges: employment situation in Ukraine (large cities do not have enough supply whereas in agriculture there are not jobs and a surplus population); rest of Europe attracting skilled people from Ukraine ➤ Employment Centres are at the cutting edge; employers go to Centres asking for labour force; young people reluctant to go into enterprise and would rather go to university - challenge for job counselling ➤ Need to develop more outreach methodologies; adopt international best practices; more emphasis on job counselling particularly through the Employment Centres working directly with young people (schools are only at the very early stages of providing this service) ➤ Need to invite students through information campaigns and need the technology that is freely accessible and attractive to teenagers ➤ Documenting activities and numbers but just trained the people two weeks ago and just starting to work with children ➤ Problem in timing with a delay and now a delay in funding of the next phase because report is not approved; have not paid for some of services used in trainings; ready to provide services to children but have not received the funding; first report submitted on time in November 2005 and it has not been approved yet; had to explain all the reasons the manual was delayed (team of authors, need to ensure quality); talked to sub-regional office three weeks ago and still have not received money; forms are fine once you know them the issue is with the report revision process ➤ "IPEC Ukraine team a resource centre for us" 		of Youth Employment"

ANNEX 4: STAKEHOLDERS' WORKSHOPS

Stakeholders' Workshop Participants
14 April 2006
Tirana, Albania

	Name	Organization
Government	Iva Zajmi	Deputy Minister of Interior Affairs (National Coordinator for Anti-Trafficking)
	Gjergji Muca	MOLSA, Director of Labour Relations, Department of the MOLSAEO
	Shkelqesa Manaj	Child Labour Unit Chief at the Ministry of Labour, Social Affairs and Equal Opportunities
	Merita Gjashta	MOLSA
	Pranvera Kamani	Representative of the Ministry of Education
	Xhaferr Dobrushaj	Chairman of Trade Unions, Federation of Education and Science in Albania
Employers' Associations and Trade Unions	Bukuroshe Shabani	Representative of Independent Trade Unions of Albanian Education
	Mimoza Gjokutaj	Executive Director of the Institute of School Curricula and Standards
Scientific and Research Institutions	Albana Markaj	Specialist of the Institute of School Curricula and Standards
	Edlira Haxhiymeri	University of Tirana Faculty of Social Sciences
IPEC Partners and NGOs	Valbona Treska	MDT Member of Tirana
	Juliana Vokopola	CLMS Field Coordinator for Berat
	Erjon Brenda	CLMS MDT Member, Representative of Law Enforcement Authorities
	Gezim Begolli	Executive Director of Vocational Training Centre in Korca
	Robert Stratoberdha	HFC Executive Director
	Entela Fejzo	HFC Korca Field Coordinator
	Englantina Rrapushi	HFC Korca Peer Educator
	Engjell Bedulla	HFC Korca Peer Educator
	Llazar Palla	HFC Berat Field Coordinator
	Mikail Sterjo	HFC Elbasan Field Coordinator
	Mirela Kasmi	ILO MIGRANT
	Lida Leskaj	Chairwoman of BKTF (Altogether against child trafficking) Coalition
Other	Suela Kusi	I3SP
	Edlira Muhedini	Swiss Cooperation Office

Key Achievements and Future Perspectives
14 April 2006
Tirana, Albania

ACHIEVEMENTS

• **NGO Perspective**

- Cooperation between central and local governments and IPEC
- Continuous training (particularly LACs and MDTs)
- Establishment of MDTs
- Broad-based involvement across all sectors
- Strengthening relations with authorities that supports finding viable prevention alternatives
- Prevention of trafficking and including the integration of children at-risk by means of educational activities and family involvement
- Prevention/reduction of WFCL through work in schools and youth centres
- Withdrawing children and integrating them back into schools
- Strengthening relations between NGOs and state and local governments (e.g. anti-trafficking round tables)
- Establishment of youth centres including the participation of peer educators (children learn from each other)
- Raising the awareness of Roma and Egyptian communities importance in education
- Raising the awareness of local authorities
- Exchanging good practices and information

• **Peer Educator Perspective**

- Establishing youth centres
- Engagement and participation of children from the Roma and Egyptian communities
- Increased awareness of trafficking by children

• **Trade Union Perspective**

- Engagement of trade unions
- Training of trainers (TOT)
- Publication of materials (leaflets)
- Organizing workshops for teachers
- Children who have returned to school

- **Government Perspective – Central**

- Institutional framework on child labour (NCS, CLU, Advisory groups)
- Legal frameworks in national legislation
- National strategies including the participation of the LACs
- Institutionalization of CLMS
- Capacity building at the central and local levels, including MDTs
- Commitment of the Ministry of Labour
- Building the capacity for continuing the program
- Creating hope about removing children from WFCL, rather than just feeling pity
- Greater involvement of government institutions
- Translation of documents from conventions plus ILO/IPEC publications
- Adaptation of SCREAM
- Introduction of topics into school curriculum and extra-curricular activities

- **Government Perspective – Local**

- Raising awareness of local governments
- Coordination of monitoring WFCL
- Institutionalization of LACs

PRIORITIES

- **NGO Perspective**

- Greater number of youth centres in schools
- Integration of children into schools
- Broaden vocational training opportunities
- Ensure employment following training
- Emphasis on vocational education
- Continue multi-disciplinary approach
- Use legal framework to ensure implementation of existing legislation

- **Peer Education Perspective**

- Expand operation of youth centres into the summer (when children attend school they do not go into the streets but in the summer they have time to be on the streets; when they enter these worst forms of child labour they are at risk of being trafficked)
- More exchange of experiences (including with other countries)
- Produce more publications like SCREAM

- Continue work to eliminate child labour and child trafficking through activity as well as talk (continue to involve children in the youth centres)
- Include adults as well as children to obtain the parent point of view
- Public awareness campaign to show the different forms of child labour and their consequences
- **Trade Union Perspective**
 - Focus on the continuation of raising awareness of teachers and students
 - Broad-based involvement of teachers
 - Publication and distribution of materials to all Trade Union associations
 - Concentrate on the schools with the worst problems
 - Continued cooperation with local associations and directorates
 - Focus on children who abandon school
 - More summer programs
- **Government Perspective**
 - Continuation of programs to withdraw as many children as possible
 - Offer viable alternatives for children and families
 - Replicate initiatives in other regions
 - Involve more communities (particularly Roma communities)
 - Implementation of recommendations from the national Strategic Plan (refer to recommendations from surveys and research)
 - Continued technical and financial support of ILO/IPEC
 - Strengthen training capacities to ensure quality
 - Support partnerships/mutual agreements, particularly in the south with Greece
 - Continue to strengthen the capacity of schools through training teachers
 - Use publications (SCREAM) along with training sessions as part of enhancing teacher capacity
 - Institutionalize the multi-disciplinary approach
 - Have psychologists as well as teachers and social workers who can help in coordinating the multi-disciplinary
- **Vocational Education Training Perspective**
 - Continue programs at all state institutions
 - Broaden curricular areas in order to meet community needs
 - Offer something after vocational training courses (e.g. practical skills to help people with self employment)

Stakeholders' Workshop Participants
24 March 2006
Chisinau, Republic of Moldova

	Name	Organization
Government	Sergiu Sainciuc	First Deputy Minister, Ministry of Economy and Trade
	Nina Turcan	General Director, National Employment Agency, Ministry of Economy and Trade
	Viorelia Moldvan-Batrinac	Deputy Minister, Ministry of Education, Youth and Sports
	Maria Tarus	Chief of Department Mother and Child Care, Ministry of Health and Social Protection
	Vladimir Danila	Chief of Juvenile Prophylaxis Direction of the Public Order Department, Lieutenant-Colonel, Ministry of Internal Affairs
	Olga Poalelungi	Deputy Director, Department for Migration
	Eugen Rusu	Chief, Section for Problems of Ecology, Minors and Combating Trafficking in Human Beings, General Prosecutor's Office
	Adrian Axenti	Vice-President, National Employers' Association
Employers' Associations and Trade Unions	Ion Penguza	Chief, Juridical Direction, Executive Committee, Confederation of Workers' Association of the Republic of Moldova
	Victor Talmaci	Vice-President Federation of Free Workers' Association "Solidarity"
IPEC Partner and NGOs	Ana Revenco	President – La Strada, Centre for Protection and Promotion of Women's Rights
	Igor Mironic	President, NGO "Compassion"

Key Achievements and Future Perspectives
24 March 2006
Chisinau, Republic of Moldova

ACHIEVEMENTS

- **Awareness Raising**
 - Public officials, local public administration, care givers, parents, and children's acknowledgement of the risks and consequences of child labour, following the sensitization activities organized
 - Public officials and civil society representatives' recognition of the need to develop programs to combat child labour
 - Contribution to breaking the stereotypes with regards to children's involvement in works
 - Acknowledging the importance of ILO/IPEC programmes in preventing and combating child labour, targeting the general public
 - Recognition by public officials, local public administration, care givers, and the general public of the complexity and scale of child labour in Moldova, achieved through the production and dissemination of the film "Child Labour in the Republic of Moldova"
- **Harmonization of Policy Documents and Legislation In Line with International Standards**
 - Ratification of ILO Conventions No. 138 and No.182
 - Development of/amending the legislation and other legal instruments to establish legislative framework to address child trafficking and other WFCL, as follows:
 - law on preventing and combating trafficking in human beings, the provision concerning children being harmonized with international standards
 - development of the draft Collective Convention against Child Labour
 - amendment to the Law on Employment and Social Protection, that provides for vocational training of vulnerable youth, including victims of trafficking starting from the age of 16
 - amendments to the Law on Labour Inspection to 1) empower the labour inspectors to visit individuals, thus paving the way for the informal sector inspection; 2) increase the fines for violations of labour legislation, including use of child labour; and 3) entitle the labour inspectors to apply fines directly
 - development of the following relevant policy documents: NPA on Employment, NPA and Strategy on Education for All, EGPRSP, NPA on Human Rights, etc.
 - Mainstreaming WFCL issues into relevant policy documents, as follows:
 - NPA on Prevention and Combating Trafficking in Human Beings 2005-2006 with a separate compartment on child trafficking

- National Strategy on Child and Family Protection
- **Building Knowledge Base**
 - Conducting the Rapid Assessment on Rural Child Labour in 6 localities of Moldova
 - Carrying out of the Local Labour Market Strategy in 5 IPEC target areas, in cooperation with the National Employment Agency, to ensure that vocational training does lead to employment
- **Designing of Tools**
 - Drafting of a number of tools in cooperation with governmental structures, to be used by social workers, psychologists, peer educators, church, trade unions, employers organizations and multidisciplinary teams representatives, and education and job counselors, etc, offering assistance to children at-risk, victims of WFCL, including trafficking and marginalized adults
- **Building Capacity**
 - Training of social workers, psychologists, peer educators, multidisciplinary teams, educational and job counselors, church, trade unions, and employers organizations' representatives based on the above training tools and materials
- **Mobilization of Partners**
 - Creation of the National Steering Committee on the Elimination of Child Labour and its approval through Government decision
 - Putting child labour issues on the agendas of the Government, Trade Unions, Employers' organizations and NGOs
 - Building effective partnerships against child labour at policy and direct services levels, involving different groups of partners: government officials, civil society, church representatives, trade unionists and employers, peer educators, children, journalists, and international agencies members
 - Creation of multidisciplinary teams
 - Signing agreements of cooperation between ILO/IPEC IAs and 1) relevant ministries (Ministry of Economy and Trade, Ministry of Health and Social protection, Ministry of Internal Affairs, Ministry of Education, Youth and Sports, Prosecutor's Office, National Employment Agency); 2) National Employment Agency; 3) vocational schools and 4) Youth Centers
 - Sharing of good practices at local, national and regional levels

- **Direct Actions**

- Organization of direct actions for children to sensitize them on the issue of WFCL (drawings, songs contests)
- Involvement of children in all activities against child labour, including trafficking, at the organization and participation levels

PRIORITIES

- **Awareness Raising/Capacity Building**

- Building the capacity and skills of relevant personnel to conduct awareness raising campaigns for the general public
- Expanding the information and capacity building activities for decision makers and the general public to the national level
- Creation of local centers for the ILO-IPEC APs regional coordinators
- Increasing the number of sensitized and trained professionals, at the local level specifically
- Continuing the sensitization activities on child labour, targeting parents specifically
- Organization of awareness raising activities for children to stress on the importance of education for a successful career and build on their potential
- Sensitization and building the capacity of employers on child labour issues, the benefits of eliminating child labour and the labour legislation
- Continuing the information campaigns on child labour, targeting the general public

- **Harmonization of Legislative and Institutional Frameworks In Line with International Standards**

- Amendment to the Law on Employment and Social Protection to provide for the inclusion of children aged 15 (graduates of the secondary school not willing to follow high school) into the vocational training programmes, offered by the National Employment Agency free of charge
- Creation of a state body to be responsible for child's rights issues
- Development of a National Plan of Action on Elimination of WFCL, including Trafficking
- Building the institutional framework for the elimination of WFCL, including trafficking, in all regions, with a particular focus on rural areas
- Reorganization of the following systems dealing with children in difficulty: 1) child institutionalization; 2) child protection; and 3) social assistance to children with special needs
- Identification of certain mechanisms and strategies to effectively implement the existing legislation

- Development of standard mechanisms for cooperation between different structures at different levels, to be approved by the central bodies
 - Analysis of the draft Collective Convention against Child Labour and its further approval and implementation
 - Further harmonization of the legislation in line with international standards
 - Revision of the job and education counselling curriculum to ensure that it includes life skills classes (communication skills, family life, etc.) and is accessible for children with special needs
 - Expanding the efficient and effective activities on child labour on national scale with Government resources
- **Mobilization**
 - Enhancing the role of local public authorities in tackling the child labour related problems
 - Provision of financial support to rehabilitation centers for children, victims of trafficking
 - Improving the inter-institutional referral system and its institutionalization
 - Implementation of the CLMS and its replication at the national level
 - Joining the efforts and a better coordination of activities undertaken by different stakeholders to better address the multidisciplinary needs of children at-risk
 - Replication of good practices identified during the implementation of IPEC APs in different sectors and geographic areas
 - Strengthening the tripartite cooperation on child labour both at local and national levels
 - Replication of ILO/IPEC activities in other regions of Republic of Moldova not targeted in the present
 - Enlarging the number of multidisciplinary teams members and ensure trade unions participation
 - Mobilization of funds to cover the costs of the summer camp repairing in Condrita village. This camp could be used during the whole year for children rehabilitation purposes
- **Direct Action**
 - Focusing on creation and improvement of community level prevention and rehabilitation services
 - Diversifying the range of services provided to children-at-risk and victims of trafficking (e.g. provision of scholarships, reimbursement of lodging costs, etc.)
 - Focusing on services provided to children-at-risk to prevent their involvement into WFCL, including trafficking
 - Facilitation of job placement of youth
 - Continuous monitoring of child labour

- Ensure job placement of trained youth at the local level (in agriculture, specifically)
- Creation of standard procedures to assist children withdrawn from trafficking
- Creation of special protection services for minors withdrawn from trafficking, willing to participate in the investigation process as victim/witness
- Creation of long-term services for children at the local level and empowering the concerned personnel
- Creation of specialized services for children mentally retarded (14 – 18 years) provision of further support to children/youth at-risk to ensure their vocational training and job insertion (replication of CCA experience), with focus on children from mono-parental families/ orphans and institutionalized children

Stakeholders' Workshop Participants
24 February 2006
Bucharest, Romania

	Name	Organization
Government	Mariana Basuc	State Inspector General, Labour Inspectorate Chair of the National Steering Committee for the Elimination of Child Labour
	Ioana Tudorache	Director, Ministry of Labour Social Solidarity and Family
	Rodica Cherciu	Ministry of Education and Research
	Margareta Fleşner	Institute for Criminality Prevention, General Inspectorate of Police, Ministry of Administration and Interior
	Marina Roman	Deputy Director, Ministry of Administration and Interior
	Izabella Popa	Director, National Authority for Child Protection and Adoption
	Mihaela Vlăjje	Advisor, Directorate for Promotion and Observance of Child's Rights, NACRP
	Luminita Corneci	Director, Labour Inspectorate
	Gabriela Radu	Director, Labour Inspectorate
	Doru Laurian Bădulescu	President, County Council Ilfov National Union for County Councils in Romania
	Dumitra Drăghici	General Secretary, County Buzau Association of General Secretariat of County Councils
	Dorina Tanse	Secretariat Coordinator, Labour Inspectorate
	Simona Ciolac	Labour Inspectorate
	Anca Mihalache	Labour Inspectorate
	Mihaela Dima	Labour Inspectorate
	Cristian Zamfir	Labour Inspectorate
	Kevin Opstrup	Economic Officer, Embassy in Romania
	Sorina Mocanu	Counselor of the Ministry of Labour
	Ilona Scarlat Comănescu	Agenția Nationala pentru Rromi
	Alina Chiriac	Programme Coordinator, Center for Parteneriat for Equality
	Irina Barbălată	Președinte, Fundatia Pro Women, Iași
	Mihai Serban	Programme Coordinator, Fundația Internațională pentru Copil și Familie
	Nicoleta Azoitei	Programme Coordinator, Asociația Alternative Sociale Iași
	Felicia Stoica	Psychologist, Pro Women Foundation, Iași
	Alexandra Istrate	Project Assistant, CSDR
Employers' Associations and Trade Unions	Carmen Ionescu	Head of International Relation Department Confederation of Romanian Democratic Trade Unions (CSDR)
IPEC Partner and NGOs	Gabriela Alexandrescu	Executive President, Save the Children Organization
	Cristina Miheș	ILO National Correspondent

	Roxana Mihalache	Project Coordinator, ILO/IPEC PROTECT CEE
	Lorita Constantinescu	Consultant UNICEF
	Ecaterina Vasile	USAID
Other	Marina Nicolaescu	US Embassy in Romania
	Jacques Fougeraux	Project Coordinator, Bilateral Project French Embassy in Romania

Key Achievements and Future Perspectives
24 February 2006
Bucharest, Romania

ACHIEVEMENTS

- **Mainstreaming WFCL on Public Agenda**
 - Legislation on preventing and combating WFCL
 - Institutional framework in place, both at national and local level
 - National Programmes and state budget allocation for combating the WFCL
- **Child Labour Monitoring System**
 - Central Level and Local Level
 - Partnership
 - Multidisciplinary approach
- **Prevention/Capacity Building for Different Categories of Specialists**
 - Training
 - Manuals & Instruments
 - Translations and dissemination of ILO/IPEC (SCREAM, TU & Child Labour by ACTRAV)
- **Mobilization of Trade Unions**
 - Increased level of awareness of TU
 - TU as implementing agencies
 - TU as members of the NSC
- **Child Participation**
 - In referral system (identification, intervention, monitoring)
 - Preventive activities
- **Education**
 - Mobilization and increased level of awareness of teachers both in rural and urban areas
 - Increased capacity to address the WFCL
 - Instruments/manuals/resources/training sessions

PRIORITIES

- **Enforcement of Legislation/Consolidation of Structures Established at Local/Central Level with a Focus on**
 - The Hazardous Child Labour List issued by the government
 - Methodology for making CLMS operational approved by the government
- **Reaching Out to Roma Children (Understanding the Point of View on CL and Finding “Bridges” with Roma Communities)**
 - Mainstreaming CL in the health and community mediators activity
 - Develop direct support programmes for reducing school drop out and increasing school enrollment/performances
 - Promote a positive attitude of Roma parents toward education
- **Strengthening the Child Labour Monitoring System**
 - Strengthen the school’s role in CLMS (identification of children at-risk/victims but also in providing services)
 - Promoting/extending the component of Youth Centres in the existing Information and Documentation Centres (run by MER)
- **Prevention of WFCL – Consolidating the CLMS**
 - Diversification of the interventions/tools/methods for primary intervention/prevention
 - Hazardous Child Labour in Agriculture and in the informal sector – stimulating trade unions and community representatives (CCC) to participate in the CLMS
 - Awareness raising at national level with a focus on rural area/local authorities – focus on increasing the level of awareness on consequences of CL on children’s normal development, health, future life, but also on the communities long-term
- **Education**
 - Focus on children from Schools of Arts and Trade perceived as “low quality education”
 - Providing job counseling/carrier orientation at an early stage
 - Promoting extended school programmes (day care centers/other support services for the families)

- Ensure follow up activities after completion of the APs especially in schools
- Mainstreaming child labour in the national curriculum and/or extracurricular activities
- **Child Participation**
 - Promoting understanding of child participation among teachers/adults/parents/etc
 - Supporting child participation at local level in CLMS and national level NSC
- **Changing Mentalities on WFCL**
- **Replication of GP at National Level**
- **Promoting a Training System at National Level for all the Professionals Involved in Child Rights Protection**

Stakeholders' Workshop Participants
3 April 2006
Kyiv, Ukraine

	Name	Organization
Government	Los' Volodymyr Aresentiyovych	Chief Labour Inspector of Ukraine, Ministry of Labour and Social Policy
	Karamushkin Oleksandr	Ministry of Interior, Criminal Militia on Juvenile Affairs
	Egorova Maryna	International Department, MPLS
	Saharchenko Anatoliy Ivanonych	Public Employment Service
	Steba Valeriy Mykolayivych	Public Employment Service
Trade Unions	Teslya Inn	Assistant to the First Deputy Head, Federation of Trade Unions of Ukraine
	Lubchenko Olena Oleksandrivna	Expert of the Confederation of Free Trade Unions of Ukraine
	Kurylo Yuriy	Vice-President, All-Ukrainian Association of Employers of Ukraine
Employers' Associations and Trade Unions	Bykovec' Vyacheslav Mykhailovych	First Vice-President, All-Ukrainian Association of Employers of Ukraine
	Petrychenko Andriy Pavlovyvch	Expert of the Department of Social and Labour Affairs, Federation of Employers of Ukraine
Scientific and Research Institutions	Privalov Yuriy	Director, Centre for Social Expertise, Institute of Sociology at National Academy of Sciences of Ukraine
IPEC Partners and NGOs	Alekseenko Mariya	NPC, IPEC AP on Care of Victims, "Women's Consortium of Ukraine"
	Chepurko Gul'barshyn	NCP, IPEC AP on Labour Inspection Fund, "Intellectual'na Perspektyva"
	Diomkina Valentina	Director of the "Donetsk Youth Debate Centre" (Donetsk)
	Fedorinov Dmytro	Head of the "Men Against Violence" (Kherson)
	Gorovaya Ludmyla	Head of the "Donetsk Regional League of Business and Professional Women" (Donetsk)
	Kalashnik Olha	NPC, IPEC AP on Local Action Committees, "La Strada-Ukraine"
	Kumpan Lyudmyla	Deputy Head of the "Successful Woman" (Kherson)
	Litvinenko Angela	Psychologist, "Successful Woman" (Kherson)
	Lityns'ka Yuliya	NPC, IPEC AP on Youth Employment
	Mardanenko Valeriy	NPC, IPEC AP on Youth Centres "Centre for Democracy Development"
	Mykytas' Olena	Head of the "Successful Woman" (Kherson)
International Organizations and	Kostytsya Vasyl'	National ILO Correspondent to Ukraine
	Lytvyn Sofiya	National Coordinator, Prevention of Trafficking in Women Project in Ukraine, ILO

Members of Evaluation Mission	Zar'ko Nadiya Ivanivna	Coordinator of the Social Dialogue ILO Project
	Astapova Natalia	National Evaluation Consultant
Media	Mr. Ivanov	Journalist of the Confederation of Trade Unions of Ukraine

Key Achievements and Future Perspectives
13 April 2006
Kyiv, Ukraine

ACHIEVEMENTS

- **National Level: IPEC and Partners (Government, NGOs, Social Partners)**
 - Commitment of the Government and national stakeholders to eradicate the WFCL, which is evidenced through the approval in 2003 of the Concept on Prevention and Combating WFCL and the Plan of Action to Eradicate the WFCL in Ukraine
 - Ownership of the national partners (Initiative of Labour Inspection to create an Inter-Agency Task Force to combat WFCL)
 - Improvement of the national legislation, i.e. Law on Childhood Protection was amended in 2005
 - Multi-disciplinary approach and response to the problem (tripartite and cooperation)
 - CLMS is mainstreamed into the Draft National Action Plan to implement CRC for 2006 – 2015
 - Close cooperation of the public institutions and NGOs active in the field of child rights protection
 - The awareness on the issue has been raised. A documentary on the WFCL and ways to combat it is an important tool to attract attention of the officials as well as public at large to the issue
 - Knowledge base on CL is set up through a number of qualitative researches
 - Involvement of Labour Inspection and State Employment Service into the CLMS
 - Interagency cooperation with IOM, OSCE and UNICEF

- **Local Level**
 - The IPEC Programme has successfully implemented its activities in the pilot regions of Vinnitca, Kyiv, Donetsk and Kherson in 2002-2003. As a result, 1200 working boys and girls were withdrawn from CL and provided with rehabilitation/educational/vocational services as per their needs
 - Several children withdrawn during CP Phase 1 now act as peer educators for children – direct beneficiaries of the ILO/IPEC APs. They applied knowledge gained in the CP Phase 1 and mainstreamed it into the activities of the youth centers
 - Models of rehabilitation were designed and tested during CP Phase 1
 - Methodology on identification and rehabilitation of children drafted. All methodological tools are based on child-centered approaches
 - Volunteers, involved in the implementation of the Action Programme, received professional trainings and manuals

- Personnel/staff trained and sensitized on CL issues
- The capacities of the Public Employment Service are being used in the implementation of the Action Programmes
- Multidisciplinary groups (LACs) to combat WFCL established
- The awareness on the issue has been raised. A documentary on the WFCL and ways to combat it is an important tool to attract attention of the officials as well as public at large to the issue
- Knowledge base on CL is set up through a number of qualitative researches

PRIORITIES

- Child Labour Monitoring System is to be successfully tested and mainstreamed into the national legislature
- Replication of the mechanisms to combat WFCL tested in the pilot regions
- Scale-up activities for the CLMS through IPEC Time-Bound Programme?
- Sharing of the existing experience and good practices collected while implementing IPEC activities in PROTECT CEE member states
- Drafting of the National Plan of Actions to Eradicate the WFCL in Ukraine with sufficient state allocations
- Set up of the Inter-Agency Task Force to combat WFCL (based at the Cabinet of Ministers)
- Strengthening of the social dialogue in issues related to WFCL
- Design of an integrated information database of children at-risk in Ukraine
- More “aggressive” information campaigns to be designed and launched. Involvement of children in the information campaigns is crucial
- Capacities of the existing rehabilitation centres for children to be enhanced
- The notion of children at-risk is to be more broadly defined thus including more categories of children
- Work with parents is needed. The training manuals are to be produced for parents and LACs members
- Professionals who work with children trained under the Actions Programmes are to act as trainers for their counterparts in other regions of Ukraine
- The regular work of LACs is to be formalized in the future after the current APs are finished.
- Volunteers (students mainly) are to be involved into implementation of the APs.
- The status of labour inspectors is to be strengthened - their mandate is to be broadened
- All localities (district levels) are to be involved in the implementation of the APs to exchange experience in combating WFCL

ANNEX 5:

ACTION PROGRAMME TABLES AND SPECIFIC RECOMMENDATIONS BY COUNTRY

OVERVIEW OF SPECIFIC RECOMMENDATIONS BY COUNTRY

Albania	Moldova	Romania	Ukraine
Continued support be provided to peer educators (i.e., informal adult support as well as trainings)	Continued support be provided to peer educators (i.e., informal adult support as well as trainings)	Continued support be provided to peer educators (i.e., informal adult support, as well as trainings)	Continued support be provided to peer educators (i.e., informal adult support, as well as trainings)
Youth centres (if possible) be located in schools	Concerted efforts be made to include required literacy and numeracy skills into vocational training for youth who lack formal education prerequisites	Attention be focused on strategies to further the implementation of AP 6/ 7	Emphasis be placed on the implementation of counselling and employment services which are in early stages of implementation
Supports that foster children's attendance at school be provided to families on an ongoing basis	Priority be given to activities aimed to prevent children from entering WFCL, including trafficking	Increased attention be paid to the involvement of children in hazardous labour in the informal sector (e.g., agriculture)	Continued emphasis be placed on counselling and support services for children withdrawn
LAC and/or MDT include Roma representation (e.g., representative from Amaro Drom)	Implement the country-specific guidelines that have been finalized on "Psychosocial Rehabilitation and Occupational Integration of Child Survivors of Trafficking and other WFCL"	Attention be paid to identifying potential partners in Roma communities	Explore ways to work with and involve parents in meaningful ways to support the prevention of trafficking and other WFCL
Continued efforts be made to have adults from the Roma and Egyptian as instructors for vocational courses	Continued emphasis be placed on the implementation of CLMS	Continued emphasis be placed on the implementation of CLMS, with a focus on strengthening the role of the school	Formalize the work of the LACs and support the continued implementation of the CLMS, including working collaboratively on the

			development of a national data base
Albania	Moldova	Romania	Ukraine
Continued efforts be made to link vocational training courses directly to local employers, while broadening the selection of courses offered	Continuous strategies be developed and implemented to continue raising awareness of WFCL;	Continued support be provided to increase the capacity and involvement of teachers, social workers, local authorities (including justice and law enforcement), NGO's and trade unions	
Collaborative work with other funders be continued, including joint site visits and exploring ways of providing summer youth programs	If possible, increase the number of target areas (i.e., border areas with Transnistria and with Ukraine)	To support the capacity of key implementing partners, tools and manuals that have been developed and tested be mainstreamed (e.g., career guidance, rehabilitation of victims, guidelines for vocational counselling)	If possible, increase the pilot areas to include a community in the Western Ukraine

ALBANIA ACTION PROGRAMME TABLE

Action Programme	Achievements as per I/A report or statements made by I/A		Achievements as per project management (Comments, additions)	Comments/ observations by evaluation team
	Target Groups	Other		
<p style="text-align: center;"><i>1</i></p> <p><i>Integrated Programme for the Elimination of Child Trafficking in Three Selected Areas of Albania</i></p>	<p>Direct Beneficiaries</p> <ul style="list-style-type: none"> 560 children 	<ul style="list-style-type: none"> 71 children (boys and girls; aged 10-17) withdrawn through non-formal education <ul style="list-style-type: none"> 25 of whom referred to educational system 94 children (boys and girls; aged 10-17) prevented through non-formal education <ul style="list-style-type: none"> 25 of whom referred to education system 20 children (boys and girls) withdrawn through vocational trainings 20 children (boys and girls) prevented through the provision of vocational trainings 10 marginalized adults are employed 345 children (girls and boys) prevented by receiving other services through counselling, awareness raising activities, recreational activities and group discussions conducted by peer educators 	<ul style="list-style-type: none"> Project Institutional Framework is operational: 4 project coordinators, 12 teachers (4 for each city), 6 PEs (2 per city) and 3 youth instructors have been hired. Their respective TORs have been prepared and discussed with the staff. A one-day workshop on “Existing good practices on youth centers in Albania” was organized in Elbasan, on 30 June 2005, by IPEC Albania with 24 representatives of 15 youth organizations from Tirana, Korca, Berat and Elbasan. This training provided a great opportunity for participants to share information and transfer GPs among youth organizations in the country in order to learn from each other and replicate GPs, especially in the framework of the HFC AP. Participants were introduced to identification, review, structuring, dissemination and application of GPs on youth issues as well as to the SCREAM package. Three emerging GPs were documented 	<p>The evaluator visited one youth centre in a school and one in an existing youth centre facility. The school youth centre was functioning more productively in large part due to the physical environment. Peer educators are active and implementation of programs (e.g., SCREAM, life skills) is evident.</p> <p>Non-formal education classes are well attended by students. Students are able to articulate the benefits of these classes both in terms of their school work and their increased knowledge of trafficking and WFCL.</p> <p>Roma parents appreciate non-formal education classes and support for their child’s education (e.g. books).</p>
	<p>Direct Recipients</p> <ul style="list-style-type: none"> 28 peer educators (boys and girls trained) 			

	<ul style="list-style-type: none"> • 10 social workers • 10 teachers • 8 NGO staff • 8 staff from TU • Employers representatives <p>Indirect Beneficiaries</p> <ul style="list-style-type: none"> • 1840 family members • 25 victims of CT (boys and girls) • 400 boys and girls at risk • 80 family members • 2400 members of vulnerable families 	<ul style="list-style-type: none"> • Family members of children attending youth centres will benefit from awareness raising activities • Children will benefit from counselling • Children will receive job counselling by school psychologists/social workers • Family members will benefit from the employment support provided to the 10 adults • Family members will benefit from counselling/visits from trained social workers 	<p>and shared with partners for up-scaling. They will be taken into account by PEs under HFC AP.</p> <ul style="list-style-type: none"> • A two day training on life skills was organized on 23-24 September in Elbasan with 25 PEs from Elbasan, Korca and Berat in order to provide them with the main knowledge and understanding of life skills issues and provide them with the necessary guidance on how to convey this issue to children. Participants were introduced to 12 learning conversations on issues such as domestic violence, alcohol addiction, trafficking, family planning, HIV/AIDS, household budget management, decision-making, problem-solving, self-expression and self-esteem, listening and communication skills, team work, negotiation/conflict prevention. A Life Skills Manual was prepared in Albanian and distributed to the PEs for their daily use. • A two day training on CL, including trafficking in children was conducted by IPEC on 15-16 September in Elbasan. 26 participants from pilot schools in Berat, Elbasan and Korca, municipalities, HFC-NGO, teacher's trade unions and 	<p>The support for micro-entrepreneurs is planned but not yet implemented.</p> <p>LACs operational but in early stages of implementation.</p>
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			<p>employer organizations and social workers were trained based on the IPEC Training Manual for Teachers on how to address the school needs of this target group with emphasis on a simplified curriculum for this category of children. Moreover, elements of CLMS (identification, risk assessment, referral mechanisms, reintegration and tracking) were introduced in order to update their knowledge and technical skills on this issue.</p> <ul style="list-style-type: none"> • 2 Youth Clubs are set up in Korca and Berat within the premises of primary schools and in Elbasan in a YC. They are equipped with basic equipment, such as: TV sets, videos, computers, printers, books. • Identification of 165 boys and girls (direct beneficiaries) who are working and are at-risk of working is done in cooperation with the directors of 6 schools, teachers and social workers. Regular school based monitoring is conducted in order to ensure children's attendance, retention and performance. • After a training program provided to the main IPEC partners by IPEC Albania on the recent IPEC guidelines for "DBMR", 165 	
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			<p>Child Beneficiary profiles' forms have been filled out as instructed by ILO/IPEC</p> <ul style="list-style-type: none"> • Non-formal education classes have been provided to 165 DBs where children study math, physics, Albanian language, literature, chemistry, and biology. These classes take place 4 times per week, 1-2 hours per day and 1 per week children are provided with a recreational activity. The classes of non-formal education are set within the premises of the selected schools of the project. • 55 children were provided with school bags in Berat and 165 families were provided with food baskets since October 2005. • A research based recommendations on the access of vulnerable groups to employment and training services was conducted by a national expert. • On the 16th of September, IPEC organized a joint meeting between HFC staff and the Chief of Child Labour Unit at MOLSA who briefed themselves on their respective APs and discussed the possibilities of cooperation and complementarities. • In cooperation with CLMS AP, implemented by CLU of MOLSA, 	
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			HFC attended the first meetings of CLMS LACs in Berat and Korca, in September and October 2005.	
<p>2</p> <p><i>Vocational Training for Prevention and Elimination of Youth Trafficking in Korca</i></p>	<p>Direct Beneficiaries</p> <ul style="list-style-type: none"> 90 children <p>Indirect Beneficiaries</p> <ul style="list-style-type: none"> 90 family members 	<ul style="list-style-type: none"> 30 children (15 -24 years old) withdrawn through vocational trainings 60 children prevented through the provision of vocational trainings Family members of young people attending training courses will benefit from counselling and awareness raising activities 	<ul style="list-style-type: none"> Project Institutional Framework is operational: 1 Project Coordinator, 2 part-time staff conducting the analysis of the target groups, 2 trainers on vocational guidance/counselling were hired. Their respective TORs have been prepared and discussed with the staff. The launching of the VET project was organized in Korca on 20 October 2005, 25 representatives from local authorities, National Employment Services, civil society, and principals of local schools attended the meeting where they were introduced to the objectives and the activities of the project. Identification of 90 boys and girls (DBs) of the age group 15-24 who are at-risk/victims of trafficking. 	<p>Target youth and their parents appreciate the vocational training opportunities provided.</p> <p>Good attendance and retention in vocational training courses</p> <p>Vocational courses have traditional gender populations; however, it could be argued that real prospects for jobs over-ride this concern. (e.g. would a female window framer be hired in Korca?)</p> <p>The Vocational Training Institute is active in other projects that complement their work in this Action Programme.</p>

			<p>The criteria for the selection of youth were their economic and social situation, their educational background, their risk of being trafficked, returnees from immigration and unemployment in their families. Quite a considerable number of them originate from the Roma and Egyptian communities (nearly 30 Roma beneficiaries and 40 Egyptians) since they are at-risk of being trafficked.</p> <ul style="list-style-type: none"> • After training provided to the main IPEC partners by IPEC Albania on the recent IPEC guidelines for DBMR, Child Beneficiary profiles' forms have been filled out and updated as instructed by ILO/IPEC. • 2 career-counselling trainers are in the process of conducting career counselling • 2 exposure visits have been conducted with 15 beneficiaries each in October in Korca. The beneficiaries visited the workplaces of cosmetics, sewing, electricity and plumbing, work of aluminium doors and windows profile workshops in Korca VET Center. • In cooperation with CLMS AP, implemented by the CLU of the 	
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			MOLSA, VET Director has attended the first meeting of CLMS LAC in Korca, in October 2005.	
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Specific Recommendations:

Continued support be provided to peer educators (i.e., informal adult support as well as trainings);
Youth centres (if possible) be located in schools;
Supports that foster children's attendance at school be provided to families on an ongoing basis;
LAC and/or MDT include Roma representation (e.g., representative from Amaro Drom);
Continued efforts be made to have adults from the Roma and Egyptian as instructors for vocational courses;
Continued efforts be made to link vocational training courses directly to local employers, while broadening the selection of courses offered;
Collaborative work with other funders be continued, including joint site visits and exploring ways of providing summer youth programs.

REPUBLIC OF MOLDOVA ACTION PROGRAMME TABLE

Action Programme	Achievements as per I/A report or statements made by I/A		Achievements as per project management (Comments, additions)	Comments/ observations by evaluation team
	Target Groups	Other		
1 <i>Empowering Community Youth Centres and Municipal and District Commissions against Trafficking, Identify Potential Victims, and Facilitate Social Inclusion of Returnees</i>	Direct Beneficiaries <ul style="list-style-type: none"> Total 980 children (520 boys; 460 girls) 	<ul style="list-style-type: none"> 61 withdrawn from trafficking (26 boys; 35 girls) 92 prevented from entering trafficking (54 boys; 38 girls) 40 withdrawn from work and mainstreamed into education system (10 boys; 30 girls) 457 children at-risk prevented from entering trafficking due to support from extracurricular activities (230 boys; 227 girls) 330 participate in one-hour weekly support sessions, of which: <ul style="list-style-type: none"> 70 withdrawn from WFCL 260 prevented from entering WFCL 	<ul style="list-style-type: none"> The institutional framework of CLMS is set up in five target areas The AP training and information tools are available 35 members of the MDTs, 25 members of the MDCs and 36 PEs are trained on CLMS 36 PEs are trained on prevention and social integration of children and youth at-risk/victims of trafficking and other WFCL The manual for PEs "Prevention of Trafficking and other WFCL" and the training curriculum for PEs "Social Integration of Victims of Trafficking and other WFCL" will be finalized based on the experience acquired by the trained PEs during the programme implementation 	<p>CLMS is valued by those who have been trained.</p> <p>MDTs are viewed as important by those involved because of their ability to bring people together to be more focused and effective.</p> <p>Peer educators are active.</p>

	<p>Indirect Beneficiaries</p> <ul style="list-style-type: none"> • 2440 family members • 500 school staff • 5000 parents <p>Direct Recipients</p> <ul style="list-style-type: none"> • 36 peer educators • 35 members of multidisciplinary teams • 30 government officials • 25 members of MDCs 	<ul style="list-style-type: none"> • Family members – receive information on trafficking and other WFCL and through cultural and sports events • School staff – receive information through sessions on preventing trafficking in children and youth, including other WFCL • Parents - receive information through sessions on preventing trafficking in youth, including other WFCL 	<ul style="list-style-type: none"> • In 5 target areas, 5000 family members and 500 teaching staff have the capacity to pre-identify children at-risk/victims of trafficking and signal their cases to the MDTs • In 5 target areas, 980 children and youth at-risk, victims of trafficking and other WFCL identified through information sessions organized by the PEs and other activities carried out by the members of local CLMS • In 5 target areas, 650 children and youth previously identified will benefit from the following services: <ul style="list-style-type: none"> 1) tuition courses (153 children withdrawn and prevented) 2) extracurricular activities at YCs (457 children at risk) 3) mainstreaming in the educational system (40 children withdrawn from work, at-risk of trafficking) • In 5 target areas, 330 children and youth previously identified will benefit from group counselling sessions as follows: <ul style="list-style-type: none"> 1) 70 children and youth withdrawn from WFCL and 2) 260 children and youth prevented from entering WFCL • Lessons learned and good practices 	
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			<p>(GPs) in addressing WFCL, including trafficking shared among 5 target areas and with other relevant partners</p> <ul style="list-style-type: none"> Information on combating trafficking in children and other WFCL generated by the AP in the five target areas is used for policy changes 	
<p>2</p> <p><i>Improvement in Care of Child Victims of Trafficking and their Long-Term Re-integration</i></p>	<p>Direct Beneficiaries</p> <ul style="list-style-type: none"> 140 children (40 boys; 100 girls) <p>Direct Recipients</p> <ul style="list-style-type: none"> 35 representatives of public institutions and NGOs 	<ul style="list-style-type: none"> 100 children withdrawn will receive psychosocial counselling, legal counselling and vocational training of which 25 will benefit from job placement (30 boys; 70 girls) Collaboration with the Local Public Administration, the Municipal and District Committees against trafficking in persons will result in increased capacity to address the needs of children victims of trafficking by providing improved services and by lobbying for mainstreaming CT 	<ul style="list-style-type: none"> Project infrastructure established and operational Draft of the Country-specific guidelines on “Psycho social Rehabilitation and Social and Economic Integration of Child Survivors of Trafficking and other WFCL” developed based on relevant ILO/IPEC and other organization’s manuals Country-specific guidelines on “Psycho social Rehabilitation and Occupational Integration of Child Survivors of Trafficking and other WFCL” finalized based on the experience acquired by the trained professionals during the programme implementation Partnership agreements on vocational training and job placement of the victims concluded and operational 	<p>Trainings provided (psycho social for social workers and psychologists from governmental organizations as well as trainings for local youth centres and NGOs).</p>

	<p>Indirect Beneficiaries</p> <ul style="list-style-type: none"> • 4800 family members 	<p>issues into state development policy</p> <ul style="list-style-type: none"> • Main organizations involved in the job insertion of the children withdrawn from trafficking (adolescent victims of trafficking) will be the State Job Insertion Offices – their personnel were already trained on counselling and case management of victims of trafficking in 2003 • Family members of children survivors of trafficking will benefit from family counselling/therapy through visits at home, counselling, increased access to medical treatment and social services, tracking of family members (when children lost contacts with their relatives) 	<ul style="list-style-type: none"> • 100 children withdrawn (30 boys and 70 girls) will receive psychosocial and legal counselling, while 40 children (10 boys and 30 girls) victims of trafficking will be referred to the education system • About 80% of the children withdrawn and counselled will successfully complete vocational training, of which 25 adolescents will benefit from job placement due to incentives to employers • Social workers and psychologists previously trained have an increased capacity to share knowledge and lessons learned 	<p>Concerns were expressed by IA about timeframe for action programmes does not allow sufficient time for recovery prior to vocational training and employment.</p>
<p>3</p> <p><i>Pilot Education and job Counselling, Vocational Training and Placement Services for Youth At-Risk and Adults From Target Marginalized</i></p>	<p>Direct Beneficiaries</p> <ul style="list-style-type: none"> • 100 children/ youth (45 boys; 55 girls) 	<ul style="list-style-type: none"> • Identified during Education and Job Counselling sessions carried out by the 15 ed and job counsellors will be involved in vocational training programs of which 35 youth at-risk will be offered a job by means of 	<ul style="list-style-type: none"> • Local Labour Market Study carried out in five target areas • 15 education and job counsellors identified based on documented teaching experience and commitment to provide education, job counselling and negotiation techniques • The draft Education and Job 	

<p><i>Communities of Moldova</i></p>	<ul style="list-style-type: none"> • 20 adults <p>Direct Recipients</p> <ul style="list-style-type: none"> • 15 education and job counsellors 	<p>incentives provided to employers</p> <ul style="list-style-type: none"> • From marginalized communities will benefit from vocational training and be employed because of incentives provided to employers • School psychologists, practitioners from public and private employment agencies and outplacement organizations, including representatives of local NGOs active in social protection of children and family will benefit from: <ol style="list-style-type: none"> 1) training course on education and job counselling facilitated by ILO/IPEC 2) regular on-job coaching provided by the IA 3) Education and Job Counselling Guidebook drafted based on the experiences and GPs identified during the implementation of the AP 	<p>Counselling Guidebook developed and disseminated for 6 months testing</p> <ul style="list-style-type: none"> • 600 targeted children, 50 victims of trafficking and 160 targeted adults benefited from education and job counselling services • 100 targeted children and 20 targeted adults referred to vocational training programmes according to their Skills Assessment and Local Labour Market needs • 35 targeted children at-risk and 20 targeted adults from marginalized communities benefit from decent work • Good Practices on education and job counselling, vocational training and youth and adults' employment against child labour generated, validated and disseminated 	<p>Building on and coordinating with other structures and initiatives (e.g. USDOL funded Catholic Relief Services) – Moldovan Employment Training Alliance.</p> <p>Youth (previously street youth) participating in vocational courses who indicate they would not have this opportunity if not for this programme.</p>
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	<p>Indirect Beneficiaries</p> <ul style="list-style-type: none"> • 600 children • 160 adults/parents • 50 victims of trafficking 	<ul style="list-style-type: none"> • Especially those at risk of trafficking from marginalized communities will benefit from education and job counselling provided by education and job counsellors • Family members of the children assisted as direct beneficiaries will benefit from job counselling • From marginalized communities will benefit from job counselling given by NGO staff 		
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Specific Recommendations:

Continued support be provided to peer educators (i.e., informal adult support as well as trainings);
 Concerted efforts be made to include required literacy and numeracy skills into vocational training for youth who lack formal education prerequisites;
 Priority be given to activities aimed to prevent children from entering WFCL, including trafficking;
 Implement the country-specific guidelines that have been finalized on “Psychosocial Rehabilitation and Occupational Integration of Child Survivors of Trafficking and other WFCL;”
 Continued emphasis be placed on the implementation of CLMS;

Continuous strategies be developed and implemented to continue raising awareness of WFCL;
If possible, increase the number of target areas (i.e., border areas with Transnistria and with Ukraine).

ROMANIA ACTION PROGRAMME TABLE

Action Programme	Achievements as per I/A report or statements made by I/A		Achievements as per project management (Comments, additions)	Comments/observations by evaluation team
	Target Groups	Other		
<p>1</p> <p><i>Youth Centres for Reducing Vulnerability to Trafficking and Reintegrating Child Victims of Trafficking in Bucharest and Three Selected Counties</i></p>	<p>Direct Beneficiaries</p> <ul style="list-style-type: none"> Children/youth at risk Children/youth withdrawn from trafficking 	<ul style="list-style-type: none"> 97 children (boys and girls) aged between 10-17 years old, receive non-formal education and/or tutoring or basic literacy education, as follows: <ul style="list-style-type: none"> 40 children from Iași County 21 children from Botosani County 21 children from Bucharest 15 children from Giurgiu County 488 children (boys and girls) receive other services (information activities, leisure time activities, educational counselling, psychological counselling, and mediation in school-child, in family-child, and in peer group relations as follows: <ul style="list-style-type: none"> 210 children from Iași County 105 children from Botosani County 105 from Bucharest 68 children from Giurgiu County 65 children victims of trafficking or youth that were children at the time of trafficking, receive non-formal education and/or tutoring or basic literacy education, as follows: <ul style="list-style-type: none"> 20 children/youth from Iași County 	<ul style="list-style-type: none"> The Project Implementing Team (PIT) appointed and trained on AP implementation, monitoring and reporting according to IPEC requirements Consultative meetings with collaborating partners and ILO/IPEC organized and agreements were drafted and signed (partially) by collaborating partners 14 YC established and provided with various supplies (books, small equipment, small furniture, renovation materials, publications on child labour produced in the first phase of the CP); YCC selected and trained 42 peer educators, 3 for each YC were selected by the YCC 	<p>Non-formal education provides a place where children come to receive educational support. In the rural area near Iasi children are attending and feeling connected to the youth centre in the school.</p>

	<ul style="list-style-type: none"> • 16 children/youth from Botosani County • 16 children/youth from Buacherst • 13 children/youth from Giurgiu County 		
	<p>Direct Recipients</p> <ul style="list-style-type: none"> • 42 peer educators 	<ul style="list-style-type: none"> • Peer educators aged between 15-25, trained in leadership skills, youth club animation, youth mobilization, identification of children at risk. They will be selected from the children/youth in the selected areas based on the following criteria: availability for the programme, children/youth at risk, former working children, children/youth previously involved as volunteers in NGOs activities 	
	<ul style="list-style-type: none"> • 14 Youth Centres Coordinators 	<ul style="list-style-type: none"> • Youth Centre Coordinators will be selected from the staff already working in the centres (teachers working in the IDCs and staff of NGOs). They will participate together with the peer educators in trainings sessions 	
	<ul style="list-style-type: none"> • 70 children/youth 	<ul style="list-style-type: none"> • Children/youth aged 13-17 from the support groups trained on the SCREAM methodology. They will be selected by peer educators and Youth Centre Coordinators on the basis of their availability, willingness and capacity to work with peers. They will implement activities in 14 schools in the targeted areas. 	
	<p>Indirect Beneficiaries</p>		<p>Peer educators have been trained and were identifying children at risk. Peer educators include boys and girls, Roma and non-Roma youth. Peer educators were working with younger children and taking their role very seriously.</p>

	<ul style="list-style-type: none"> • 4000 children • 2600 family members 	<ul style="list-style-type: none"> • Boys and girls from selected areas receive information on trafficking in children through the youth theatre and other activities • Family members of children attending youth centres will benefit from awareness raising activities 		
<p>2</p> <p>Labour Market Survey in Bucharest and Three Selected Counties</p>	<p>Indirect Beneficiaries</p> <ul style="list-style-type: none"> • Organizations selected to implement direct APs 	<ul style="list-style-type: none"> • Organizations selected to implement direct action programs and work with the marginalized categories in order to ensure the fulfilment of the program's general goals • The National Employment Agency and its offices in the selected intervention areas (Bucharest, Giurgiu, Botosani, Iasi) • The Intersectoral County Teams established in the frame of the first phase of the ILO-IPEC program, from the selected areas of intervention • The Departments for Child Protection, the Inspectorates of the Ministry of Education • The National Steering Committee for Elimination of Child Labour and the Inter-ministerial Sub Group on trafficking in children • Trade Union Confederations selected for the implementation of other components of the 	<ul style="list-style-type: none"> • Project infrastructure established • A research design and instruments to be used for the labour market survey in Botosani, Giurgiu, Iasi counties and Bucharest drafted • The Labour Market Survey Report drafted 	Inter-sectoral teams operational.

		<p>ILO-IPEC projects will be considered among the stakeholders and will also benefit from the results of the research</p> <ul style="list-style-type: none"> • Employer's organizations in the selected intervention areas • Centre Partnership for Equality • Pro-women Foundation • Save the Children • Parada Foundation • Marginalized communities in the selected intervention areas where AP will be implemented 		
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<p>3</p> <p><i>Improvement in Care of Child/Youth Victims of Trafficking and their Long-Term Reintegration in Bucharest and Three Selected Areas</i></p>	<p>Direct Beneficiaries</p> <ul style="list-style-type: none"> • 200 children/youth (75 boys and 125 girls) <p>Direct Recipients</p> <ul style="list-style-type: none"> • 45 social workers and psychologists from County Departments for Child Protection and County Employment Agencies from the areas selected 	<ul style="list-style-type: none"> • Aged 15-18 years; withdrawn from cross-border or internal trafficking or under the suspicion of having been trafficked for labour and/or sexual exploitation. They may be slightly over 18 years old but will have been trafficked before they reach that age. • Children will benefit from psychosocial and job counselling, vocational training, and 50 children will receive support in getting a job. The breakdown on areas is: <ul style="list-style-type: none"> • Bucharest – 80 children (out of which 20 supported for job placement) • Iași – 80 children (out of which 20 supported for job placement) • Botosani – 20 children (out of which 5 supported for job placement) • Giurgiu – 20 children (out of which 5 supported for job placement) • They will be chosen in collaboration with implementing partners taking into account their specific responsibilities related to their protection of children in crisis (especially child/youth victims of trafficking) and their participation within the NIP initiated by National Authority for Child Protection. 	<ul style="list-style-type: none"> • The PIT appointed and trained on action programmes implementation, monitoring and reporting according to IPEC requirements • Team of consultants appointed • Consultative meetings with collaborating partners organized in each selected county and agreements signed at national level. At local level, based on the notification received from the national level, each institution nominated one person responsible for each of the selected region • 10 out of 200 children were identified and Individual Interventions Plans were drafted for each case, including various services such as: evaluation, including psychiatric evaluation, psychosocial counselling, psychiatric assistance, health care, legal counselling, and protection (ensured by the GDCOCAD) 	<p>Children receiving counselling after being withdrawn.</p> <p>Connecting with other organizations to coordinate services; however, there are institutional barriers.</p>
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	<ul style="list-style-type: none"> • 16 NGOs' staff of rehabilitation centres/services from the areas selected • Sub-Group on Preventing and Combating Trafficking in Children from the areas selected <p>Indirect Beneficiaries</p> <ul style="list-style-type: none"> • 800 Family members • 125 adult and children victims 	<ul style="list-style-type: none"> • All participants in the training sessions will receive information on rehabilitation and reintegration of child/youth victims of trafficking. • Will receive support in organizing their meeting and activities with the appointment of an Assistant of the SGPCTC Secretariat. One member of the SGPCTC will be nominated to participate in the NSC meetings in order to ensure the coordination among these two structures. The linkages between the NPA on the Elimination of Child Labour and the NPA on preventing and combating trafficking in children will be explored and will conduce to a more effective implementation. • Family members (of children directly targeted and of others) benefit from increased capacity of social workers – for an average of 35 families per social worker • Adult and children victims counselled by social workers and psychologists trained within the AP who do not benefit from direct action 		
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<p>4</p> <p><i>Building the Capacity of Professionals Providing Career Education and Job Counselling to Reduce Vulnerability of Children and Youth from Marginalized Communities to Trafficking</i></p>	<p>Direct Recipients</p> <ul style="list-style-type: none"> • 38 professionals <p>Indirect Beneficiaries</p> <ul style="list-style-type: none"> • 400 children • 50 adults 	<ul style="list-style-type: none"> • Professionals will be trained to identify children and adults at risk, conduct initial assessment and continuous evaluation of children, provide career guidance and vocational/job counselling, and provide life skills trainings for targeted groups • 30 professionals (social workers, psychologists from placement centres, school counsellors from schools, career counsellors from AJOFM, NGOs staff) from Bucharest, Iași, Giurgiu, Botosani • 5 coordinators of the APs to be implemented in the same geographical area • 3 representatives of the CLU under the NACPA, the NSC Secretariat under the Labour Inspectorate and the Sub-Group for Combating Trafficking in Children • Boys and girls aged 14-18 years old from Bucharest, Iași, Botosani and Giurgiu will receive vocational and life skill training by the trained specialists in the framework of two APs to be further developed in the same area with ILO/IPEC support • Adults (parents, sisters, and brothers) from the same areas will benefit from skills training programs within three IPEC APs 	<ul style="list-style-type: none"> • The PIT appointed and trained on APs implementation, monitoring and reporting according to IPEC requirements • Project Team of Consultants appointed • Consultative meetings with collaborating partners and ILO/IPEC organized • Agreements drafted and under way to be signed by collaborating partners 	
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	<ul style="list-style-type: none"> • 30 representatives 	<ul style="list-style-type: none"> • Representatives of relevant central and local organizations will participate in consultative meetings organized for drafting the training kit and curriculum as follows 		
<p>5</p> <p><i>Strengthening the Child Labour Monitoring System in Romania</i></p>	<p>Direct Beneficiaries</p> <ul style="list-style-type: none"> • Children prevented • Children withdrawn from WFCL, including trafficking in children • Children involved in WFCL 	<ul style="list-style-type: none"> • 60 children at-risk of trafficking, out of which 30 boys and 30 girls will benefit from referral to appropriate existing rehabilitation services, educational services, families counselling, etc. and tracking and verification that they benefit from quality services • 60 children victims of internal and cross-border trafficking, out of which 30 boys and 30 girls will benefit from referral to appropriate existing rehabilitation services, educational services, families counselling, etc. and tracking and verification that they benefit from quality services (beneficiaries under the trafficking project) • 80 children involved in the WFCL out of which 40 boys and 40 girls will benefit from a referral 	<ul style="list-style-type: none"> • Project infrastructure established and operational • CLM National Framework is set-up through the NSC • CLMS infrastructure established and operational in three counties and Bucharest • Pocket guidelines on CLMS and information materials published and distributed in the project areas and for replication in other counties • CLMS piloted in the three selected counties and Bucharest by the ICTs in collaboration with CCCs (at workplace and school level) • ICTs and CCCs have an 	

	<p>Direct Recipients</p> <ul style="list-style-type: none"> 85 key stakeholders <p>Indirect Beneficiaries</p> <ul style="list-style-type: none"> 1000 children and their families 	<p>to appropriate existing rehabilitation services, educational services, families counselling, etc. and tracking and verification that they benefit from quality services (beneficiaries under the WFCL project)</p> <ul style="list-style-type: none"> 85 key stakeholders will be trained on CLMS 15 members of the NSC members (representatives of Ministry of Labour, Social Solidarity and Family, Ministry of Education and Research, Ministry of Health, Ministry of Administration and Interior, Labour Inspection, National Authority for Child Protection and Adoption, trade unions and employers' organizations, and NGOs) 6 members of the Secretariat of the NSC 24 members of ICTs from Iași and Botosani (labour inspectors, school inspectors, community police, trade unions, NGOs, health specialists, etc.) and Giurgiu team (to be established by NACRP); each members of the ICT will provide guidance to a CCC About 40 members of 8 CCCs to be established in selected marginalized communities both in urban and rural area including (local formal and informal leaders, such as police, schools, public health, churches, NGOs, etc.) At least 1000 children and their families from [REDACTED] 	<p>increased capacity to share knowledge and lessons learned</p> <ul style="list-style-type: none"> The GPs collected during the project implementation disseminated together with the draft final report of the AP 	<p>Training and commitment of multiple partners.</p>
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	<ul style="list-style-type: none"> • 500 key stakeholders 	<p>the CCCs and ICTs area of action; they will have their awareness raised on the WFCL, including trafficking (under WFCL project)</p> <ul style="list-style-type: none"> • At least 500 key stakeholders (representatives of local and central authorities and NGOs) will benefit from information materials on WFCL, including trafficking in children, produced under this AP (under Trafficking project) 		Production of informational materials.
<p>6</p> <p><i>Employment Promotion for Youth and Adults from Marginalized Communities in Iasi and Botosani Counties</i></p>	<p>Direct Beneficiaries</p> <ul style="list-style-type: none"> • Children at risk • Family members of children at risk 	<ul style="list-style-type: none"> • 120 children at risk, vulnerable to trafficking for labour and/or sexual exploitation • Boys and girls aged 16 to 18 years old (at the age of 16 years children usually finished the compulsory education of 10 grades) • Based on an evaluation and the children's wishes, they will be oriented back to school or participate in courses on core labour standards, life skills training and vocational and job counselling • They will attend vocational education training and out of 120 children, at least 30 will benefit from job placement services • 30 adults (family members of the children targeted) will be identified by the trained psychologists and will benefit from vocational and job counselling, out of them at least 15 will receive support for employment/self-employed 	<ul style="list-style-type: none"> • Project infrastructure established and operational • Identification of children at risk and provision of vocational and job counselling, and life skills training and information on core labour standards mainstreamed in the daily activities of 24 psychologists/school counsellors from Iași and Botosani counties • 100 teachers from selected schools from Iași and Botosani have an increased capacity to provide career guidance • Good practices to combat the WFCL, including trafficking in children, generated, collected and 	Delay in implementation plus timing is problematic.

	<p>Direct Recipients</p> <ul style="list-style-type: none"> • 24 professionals • 100 teachers <p>Indirect Beneficiaries</p> <ul style="list-style-type: none"> • 2000 children • 200 family members 	<ul style="list-style-type: none"> • From Iași and Botosani counties: psychologists from County Departments for Child Protection and Social Assistance, IA, school counsellors, career counsellors from Local Employment Agency • Out of 24, 16 will be trained to work with children while 8 will work with adults • They will receive technical support in the implementation of the knowledge and skills acquired during the training • Teachers will be trained on how to provide information and guidance to children and youth to look for a job, get a job and keep it. • 2000 children receiving information, career/vocational guidance and career counselling from the professionals trained • 200 family members (parents, sisters, brothers) of the 120 girls and boys direct beneficiaries 	<p>disseminated nationwide via the NSC</p> <ul style="list-style-type: none"> • At least 120 boys and girls at risk of trafficking benefited from life skills and core labour standards training, vocational and job counselling • At least 30 adults (family members of children at-risk of trafficking_ from marginalized communities benefited from vocational and job counselling • At least 30 children and 15 adults from direct beneficiaries receiving training are employed following the mediation services provided 	
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<p>7</p> <p><i>Employment Promotion for Children/Youth Vulnerable to Trafficking and their Adult Family Members from Bucharest</i></p>	<p>Direct Beneficiaries</p> <ul style="list-style-type: none"> • Children at risk • Adult Family Members <p>Direct Recipients</p> <ul style="list-style-type: none"> • 20 Specialists 	<ul style="list-style-type: none"> • 100 children/youth from TS & VE from Bucharest, vulnerable to trafficking for labour and/or sexual exploitation • Boys and girls aged between 15-18 years old will receive direct services such as: <ul style="list-style-type: none"> • initial evaluation • courses on core labour standards • life skills training and vocational and job counselling • out of 100 children receiving vocational education training at least 30 will benefit from job placement services (including mediation on the labour market) • 30 adults will be identified by the trained specialists out of the family members of the children direct beneficiaries • They will benefit from vocational and job counselling, out of them at least 15 will receive support for employment/self-employed • 20 specialists will be trained using the training curriculum produced and tested by Centre Partnership for Equality 	<ul style="list-style-type: none"> • Project infrastructure established and operational • Identification of children at risk and provision of vocational and job counselling and life skills training and information on core labour standards mainstreamed in the daily activities of 20 specialists from Bucharest (teachers/educators, social workers, psychologist, job counsellors) • 30 teachers and school counsellors from selected schools from Bucharest have an increased capacity to provide career guidance • Good practices to combat the WFCL, including trafficking in children, generated, collected and disseminated nationwide via the NSC • At least 100 children and youth from TS&VE (boys and girls at risk of trafficking) benefited from life skills, core labour standards, vocational education training, vocational and job 	<p>Cooperation with schools to identify children; school counsellor empowered.</p> <p>Working with individuals on initial evaluation but waiting for a long time for partnership to be signed; therefore, delays in implementation. Timing with school year and summer holidays problematic.</p>
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	<ul style="list-style-type: none"> • 30 Teachers and school counsellors <p>Indirect Recipients</p> <ul style="list-style-type: none"> • 1000 Children • 400 Family members 	<ul style="list-style-type: none"> • They will receive technical support in the implementation of the knowledge and skills acquired during the training • The specialists will be selected from the following institutions/organizations: <ul style="list-style-type: none"> • 20 trade unionists (teachers/educators from the technological schools and vocational education) • 2 social workers and 2 psychologists from Departments for Social Assistance and Child Rights Protection from two districts of Bucharest • 1 job counsellor from the information and Job Counselling Centre of the Municipal Agency for Employment Bucharest • 2 social workers/psychologists from NGOs targeting children from marginalized communities • Teachers and school counsellors from selected schools from Bucharest will be trained to provide advice to children and youth on how to look for a job, get a job and keep it. • Children receiving information, career/vocational guidance and career counselling from the professionals trained • Family members (parents, sisters and brothers) of the 100 girls and boys direct beneficiaries 	<p>counselling</p> <ul style="list-style-type: none"> • At least 30 adult family members of the children direct beneficiaries benefited from vocational and job counselling • At least 30 youth and 15 adult direct beneficiaries receiving training are employed following the mediation services provided 	
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Specific Recommendations:

Continued support be provided to peer educators (i.e., informal adult support, materials, as well as trainings);
To support the capacity of key implementing partners, tools and manuals that have been developed and tested be mainstreamed (e.g., career guidance, rehabilitation of victims, guidelines for vocational counselling);
Continued support be provided to increase the capacity and involvement of teachers, social workers, local authorities (including justice and law enforcement), NGO's and trade unions;
Continued emphasis be placed on the implementation of CLMS, with a focus on strengthening the role of the school;
Increased attention be paid to the involvement of children in hazardous labour in the informal sector (e.g., agriculture);
Attention be paid to identifying potential partners in Roma communities;
Attention be focused on strategies to further the implementation of AP 6/ 7.

UKRAINE ACTION PROGRAMME TABLE

Action Programme	Achievements as per I/A report or statements made by I/A		Achievements as per project management (Comments, additions)	Comments/ observations by evaluation team
	Target Groups	Other		
<p style="text-align: center;">1</p> <p><i>Promotion of Youth Employment in Two Pilot Oblasts (Donetsk and Kherson)</i></p>	<p>Direct Beneficiaries</p> <ul style="list-style-type: none"> • 250 children withdrawn (120 boys; 130 girls) • 125 children (60 boys; 65 girls) from the region of Donetsk • 125 children (60 boys; 65 girls) from the region of Kherson 	<ul style="list-style-type: none"> • Child victims of external or internal trafficking or children under the suspicion of having been trafficked will be identified through the existing database provided by the Criminal Militia on Minors' Affairs, under the Dept of Combating Organized Crime (Ministry of Interior) in collaboration with the Ombudsman office, IOM, ECPAT, and other relevant local NGOs • Children will be referred to the Rehab/Day Care Centres, which will provide them with integrated rehab services supported under the separate AP on improvement of care of child victims of trafficking. After having been rehabilitated they will be provided with education/vocational/job counselling, and further referred to either school, vocational/skills training, and/or job placement with the help of the State Employment Agency 	<ul style="list-style-type: none"> • Project institutional infrastructure established • Drafted report on the labour market demands and the current VET opportunities • The Draft Training Kit and Training Curriculum are available • 50 professionals (psychologists from Rehabilitation/Day Care Centers including those managed by NGOs, school psychologists and job counsellors of local State Employment Agencies), trained on career guidance, vocational/job counselling for children/youth at risk and child victims of trafficking • Targeted children are provided with counselling, training and employment support services • Vocational training courses are provided to children in relevant institutions • The integration of the target 	<p>Focus has been placed on employment with resources to support employment counselling.</p> <p>Actual counselling and employment services in early stages.</p>

	<ul style="list-style-type: none"> • 220 children at risk (80 boys; 140 girls) • 110 children (40 boys; 70 girls) from the region of Donetsk • 110 children (40 boys; 70 girls) from the region of Kherson <p>Direct Recipients</p> <ul style="list-style-type: none"> • 50 professionals <p>Indirect Beneficiaries</p> <ul style="list-style-type: none"> • 1200 children/youth (300 girls; 300 boys per region) • 50 children (25 girls; 25 boys) • 50 parents 	<ul style="list-style-type: none"> • Identified with the help of the existing national database of children who are both at-risk to drop out from school and those not registered in school. This database is managed by the local Dept of Legal and Social Protection of Minors and the Local Education Authorities • Children provided with vocational training • Psychologists from Rehabilitation/Day Care Centres including those managed by NGOs, school psychologists and job counsellors from local State Employment Agencies working with target children in 12 target localities of Donetsk and Kherson regions • Provided with job counselling by the school psychologists • Interviewed for the labour market survey through the focus group discussions • Interviewed for the labour market survey through the focus group discussion 	<p>group on the labour market is facilitated by the Job Counsellors from the local State Employment Agencies</p> <ul style="list-style-type: none"> • The knowledge acquired during the programme implementation will have been documented and shared with relevant stakeholders 	<p>Specialists have been trained.</p> <p>Job counselling beginning.</p>
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	<ul style="list-style-type: none"> • 21 NSC members • 50 decision makers from MLSP and MES • 110 LACs' members 	<ul style="list-style-type: none"> • Benefit from the findings of the survey • Benefit from the findings of the survey • Consulted on the training kit 		
<p>2</p> <p><i>Support Existing Community-Based Youth Centres in the Pilot Region of Donetsk and Kherson to Reduce the Vulnerability to Trafficking, Identify Potential Victims, and Facilitate Social Inclusion of Returnees</i></p>	<p>Direct Beneficiaries</p> <ul style="list-style-type: none"> • 702 children at-risk (353 boys; 349 girls) • 78 children victims of internal and cross-border trafficking (39 boys; 39 girls) 	<ul style="list-style-type: none"> • 117 children (58 boys; 59 girls) prevented from entering CL by receiving non-formal education and/or tutoring • 585 children (295 boys; 290 girls) prevented from entering CL by receiving other services (educational activities, leisure time activities) • These children are either: <ol style="list-style-type: none"> 1) children (at the time of identification) victims of trafficking 2) youth victims that were children at the time of trafficking 3) children under the suspicion of having been trafficked 	<ul style="list-style-type: none"> • Project infrastructure established and operational • 12 Youth Centres selected from existing ones in the regions of Donetsk and Kherson are operational for the AP • 52 peer educators have increased capacity to identify children at risk, to provide them with educational and extra-curricular activities, to refer them to other services and to facilitate the inclusion of returnees • 12 Activity Plans drafted by Youth Centres and submitted for consideration to the Local Action Committees • Procedures and tools for mainstreaming children's participation in the referral 	<p>Youth centres established and peer educators providing workshops and support to children, specifically in combating WFCL and child trafficking.</p> <p>Children in one youth centre able to articulate and discuss WFCL and children's experiences in WFCL.</p>

	<p>Direct Recipients</p> <ul style="list-style-type: none"> • 52 peer educators <p>Indirect Beneficiaries</p> <ul style="list-style-type: none"> • 800 children 	<p>(although there is no official recognition of the trafficking experience, her/his story presents some undeniable characteristics of trafficking) aged between 14-25 trained in life skills, youth mobilization, and identification of children at risk</p> <ul style="list-style-type: none"> • 12 peer educators will be selected from the staff already working in the Centres and will work as YC Coordinators. The others will be chosen among the children and youth in the selected areas based on the following criteria: <ol style="list-style-type: none"> 1) availability for the programme 2) children/youth at-risk 3) former working children 4) children/youth previously trained on child labour issue and/or involved as volunteers in NGOs activities • Boys and girls from selected areas receive information on trafficking in children through the youth theatre and other activities 	<p>system approved by LACs</p> <ul style="list-style-type: none"> • At least 78 children (boys and girls) withdrawn from trafficking and 117 children (boys and girls) at-risk provided with non-formal education and/or tutoring within the Youth Centres • 585 children (boys and girls) at risk from neighbouring schools prevented from entering trafficking by receiving other services (educational and leisure activities) • Increased level of awareness in the communities on child trafficking in issues, their risks, and consequences • Youth Centres Coordinators and the collaborating institutions have an increased capacity to share knowledge and lessons learned • A comprehensive model of reduction vulnerability to trafficking, identification of potential victims, and facilitation of social inclusion of returnees within Youth Centres is presented to the NSC and the Sub-Working Group for Combating Child Trafficking for replication 	
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	<ul style="list-style-type: none"> 3120 family members 	<ul style="list-style-type: none"> Family members of children attending youth centres will benefit from awareness raising activities 	and for standards setting	
<p>3</p> <p><i>Capacity Building for the Improvement of Care of Victims of Trafficking and Direct Support to their Long-Term Reintegration</i></p>	<p>Direct Beneficiaries</p> <ul style="list-style-type: none"> 75 children (15 boys and 60 girls) <p>Direct Recipients</p> <ul style="list-style-type: none"> 40 professionals 	<ul style="list-style-type: none"> Withdrawn from trafficking and provided with: <ol style="list-style-type: none"> 1) psychosocial counselling 2) additional services provided by the Rehabilitation/Day Care Centres 3) support services to which they will have been referred to after their stay in the centres (of which some are supported under separate ILO/ IPEC APs) social workers/pedagogues, 	<ul style="list-style-type: none"> Institutional project framework set up; relevant public institutions and NGOs working in the field of child right protection contacted 2 Oblast Local Action Committees and 10 Raion Local Action Committees empowered to coordinate the work on the direct action interventions in the pilot localities; PAC formed Agencies responsible for identification of children victims of trafficking identified and the process of child identification and filling in the CBPF has started Team of three local consultants recruited; both training curriculum and 	Counselling and support services being provided.

		psychologists/educators from the Rehabilitation/Day Care Centres in pilot regions of Donetsk and Kherson will be capacitated to provide child victims of trafficking with services on integrated rehabilitation and long term reintegration	<p>training manual are being drafted</p> <ul style="list-style-type: none"> The Regional Permanent Expert Committees on Countering Trafficking in Human Beings contacted by the IA officials of communication in order to ensure the project implementation have been set up by signing the MOU between the IA and these Committees at the local level 	
<p>4</p> <p><i>Strengthening the Capacity of Local Action Committees to Prevent Trafficking and Facilitate Reintegration of Victims in two Pilot Areas of Ukraine: Donetsk and Kherson Oblasts</i></p>	<p>Direct Beneficiaries</p> <ul style="list-style-type: none"> 75 boys and girls at-risk <p>Indirect Beneficiaries</p> <ul style="list-style-type: none"> 924 boys and girls at-risk 	<ul style="list-style-type: none"> Prevented from entering CT through referral to education system and provision of alternative education activities, based on the SCREAM methodology Prevented from entering WFCL, including trafficking through job counselling, vocational training, career guidance, job placement, and peer education (provided under separate APs) LACs are to be the pillar in the existing national referral mechanisms and in the CLMS to 	<ul style="list-style-type: none"> Project institutional infrastructure established A Training Kit for LACs including country specific guidelines on CLMS is available LACs in the pilot areas are trained to identify, assess and refer child workers and to mobilize the community to support CLMS Final editing of the Training Kit for LACs including specific country guidelines on CLMS The CLM System Profiles for regions of Donetsk and Kherson designed and approved Gaps in collaboration/coordination 	<p>Local Action Committees functioning; although in Donetsk region it was difficult to determine the usual functioning of the LAC, given the very formal and controlled meeting that was set up for the evaluation visit.</p>

	<p>Direct Recipients</p> <ul style="list-style-type: none"> 120 LAC members (at least) 	<p>be established and piloted under the proposed AP. Therefore all boys and girls (either victims of trafficking or those at-risk to be trafficked) will indirectly benefit from this AP</p> <ul style="list-style-type: none"> Members at oblast and rayon levels in two target regions (60/region) will benefit from two four-day training and systematic support and guidance in Child Labour Monitoring System (i.e. Identification, removal, referral and tracking of children involved in WFCL, including trafficking) 	<p>mechanism identified and collaboration mechanism is in place in the selected oblasts</p> <ul style="list-style-type: none"> CLMS established and piloted in the two selected oblasts 75 children at-risk to be trafficked will be prevented through education activities carried out in schools, including the use of the SCREAM package At least 4 good practices identified and disseminated Information on WFCL generated by the LACs is used to advocate for policy changes Advocacy on behalf of LACs to get more resources for state structures 	
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Specific Recommendations:

Continued support be provided to peer educators (i.e., informal adult support, as well as trainings);
Emphasis be placed on the implementation of counselling and employment services which are in early stages of implementation;
Formalize the work of the LACs and support the continued implementation of the CLMS, including working collaboratively on the development of a national data base;
Continued emphasis be placed on counselling and support services for children withdrawn;
Explore ways to work with and involve parents in meaningful ways to support the prevention of trafficking and other WFCL;
If possible, increase the pilot areas to include a community in the Western Ukraine.

ANNEX 6: DOCUMENTS CONSULTED

International ILO/IPEC Documents

International Labour Organization. (1995). Guidelines for the Integration of Gender Issues into the Design, Monitoring and Evaluation of ILO Programmes and Projects.

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Republic of Moldova

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Ukraine

International Labour Organization. (2003). Rapid Assessment in Trafficking in Children for Labour and Sexual Exploitation in Ukraine.

International Labour Organization/International Programme on the Elimination of Child Labour. (Not dated). Action Programmes Under Trafficking Project in Ukraine.

DOCUMENTS CONSULTED FOR CONSTRUCTION OF AP TABLES

ALBANIA

Integrated Programme for the Elimination of the Child Trafficking in Three Selected Areas of Albania

- Summary Outline
- TPR

Vocational Trainings for Prevention and Elimination of Youth Trafficking in Korea

- Summary Outline
- TPR
- Workplan

REPUBLIC OF MOLDOVA

Empowering Community Youth Centres and Municipal and District Commissions Against Trafficking to Reduce Vulnerability of Minors to Trafficking, Identify Potential Victims, and Facilitate Social Inclusion of Returnees

- Summary Outline
- TPR
- Workplan (x2)

Improvement in Care of Child Victims of Trafficking and their Long-Term Reintegration

- Summary Outline
- TPR
- Workplan

Pilot Education and Job Counselling, Vocational Training and Placement Services for Youth-At-Risk and Adults from Target Marginalized Communities of Moldova

- Summary Outline
- TPR
- TOR
- Workplan
- Report

ROMANIA

Labour Market Survey in Bucharest and Three Selected Counties

- Summary Outline
- Workplan

Youth Centres for Reducing Vulnerability to Trafficking and Reintegrating Child Victims of Trafficking in Bucharest and Three Selected Counties

- Summary Outline
- TPR
- TOR
- Workplan

Improvement in Care of Child/Youth Victims of Trafficking and their Long-Term Reintegration in Bucharest and Three Selected Areas

- Summary Outline
- TPR
- TOR
- Workplan (x2)

Building the Capacity of the Professionals Providing Career Education and Job Counselling to Reduce Vulnerability of Children and Youth From Marginalized Communities

- Summary Outline
- TPR
- TOR (x2)
- Workplan (x2)
- Report

Employment Promotion for Children/Youth Vulnerable to Trafficking and their Adult Family Members From Bucharest

- Summary Outline
- TOR

Employment Promotion for Youth and Adults from Marginalized Communities in Iasi and Botosani Counties

- Summary Outline
- Workplan

Strengthening the Child Labour Monitoring System in Romania

- Summary Outline
- Workplan

UKRAINE

Promotion of Youth Employment in Two Pilot Oblasts (Donetsk and Kherson)

- Summary Outline
- Workplan

Support Existing Community-Based Youth Centres in the Pilot Region of Donetsk and Kherson to Reduce the Vulnerability to Trafficking, Identify Potential Victims, and Facilitate Social Inclusion of Returnees

- Summary Outline
- Workplan

Capacity Building for the Improvement of Care of Victims of Trafficking and Direct Support to their Long-Term Reintegration

- Summary Outline
- TPR
- Workplan

Strengthening the Capacity of Local Action Committees to Prevent Trafficking and Facilitate Reintegration of Victims in Two Pilot Areas of Ukraine: Donetsk and Kherson Oblasts

- Summary Outline