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FROM THE AMERICAN PEOPLE

# 2006 CAAHT Annual Conference Report



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# Table of Contents

## Chapter One: Conference Overview

Conference background and purpose .....	1
Profile of participants .....	2
Conference design and methodology .....	3

## Chapter Two: Opening Session

Welcome .....	4
Remarks of Deputy Chief of Mission, US Embassy .....	4
Remarks of Deputy Minister of the Interior .....	5
Conference goals .....	6
Overview of the CAAHT program 2004-2006 .....	7

## Chapter Three: NGO and Government Presentations

CAAHT grantee presentations .....	10
Reports on the work of the Regional Anti-trafficking Committees .....	28
Reports on the establishment & work of municipality child protection structures .....	39
The Responsible Authority – Ministry of Interior .....	43
Standards for Services to Victims – MOLSAEO .....	44

## Chapter Four: Day Two - Sustaining our Anti-trafficking Work

World Café .....	46
Identifying Actions in <i>Qark</i> Groups .....	48
Action Themes .....	50
Conference Closing .....	55

## Chapter Five: Conference Evaluation

Quantitative .....	56
Qualitative .....	57

## Annexes

Appendix A: Welcoming Remarks	
Mr. Stephen Cristina, Deputy Chief of Mission, US Embassy .....	61
Ms. Iva Zjami, Deputy Minister of the Interior .....	62
Appendix B: Conference Agenda & World Café description .....	64
Appendix C: All Actions from <i>Qark</i> Discussions .....	69

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# Chapter One: Conference Overview

## Conference Background and Purpose

The 2006 CAAHT Annual Conference is the third nationwide gathering of anti-trafficking actors in Albania convened by the United States Agency for International Development (USAID) program titled “The Albanian Initiative: Coordinated Action Against Human Trafficking (CAAHT),” implemented by Creative Associates International, Inc. All three conferences have been designed to bring together anti-trafficking actors throughout Albania to increase information sharing; to build common visions for how Albania can most effectively combat trafficking of children and women; and to enable individuals, offices, and organizations to identify and commit to specific steps for this effort. The underlying philosophy of these conferences has been that Albania has a substantial “tool-kit” available to work on these important issues. The task now is building greater cooperation—particularly between civil society and government offices—to disseminate good practices and to enhance skills building to create consistent anti-trafficking programs and services across Albania.

The initial launch conference in May 2004 introduced over 80 participants to the goals and objectives of the CAAHT program. Participants engaged in small group discussions to identify what government and civil society offices and actors they should encourage to cooperate with the CAAHT program to support its efforts over the next three years. At this initial launch conference, 43% of the participants came from local civil society organizations, 25% came from international NGOs, and 13.5% came from Albanian government offices. USAID, CAAHT, and Albanian government representatives delivered the majority of the presentations for the 2004 conference.

At the 2005 Annual Conference, the source of expertise shifted substantially, reflecting the CAAHT program’s commitment to mobilize and disseminate the anti-trafficking knowledge already available in the country. Eighteen speakers from Albanian NGOs, government offices, and the media offered presentations during four panel sessions. During these sessions, the presenters discussed good practices in anti-trafficking as well as challenged one another and the participants to address gaps in programming and services. Over 90 participants joined in the two-day event. Over 60% came from national NGOs, while government attendance remained steady at the comparatively small percentage of 16%. While the overall increase in national participants indicated increasing “ownership” of the CAAHT process by Albanian partners, the conference challenge remained to engage more actively government partners in this work.

The 2006 Annual Conference attendance reflected both a significant increase in attendance and a dramatic shift in government participation. The conference mobilized the sharing of good practices and local knowledge through presentations by over 40 civil society and government representatives. Over 130 participants attended the conference, with 43% coming from government offices and 38% from civil society. It is notable that over 80 of the participants came from areas outside the Albanian capital city of Tirana.

## Profile of Participants

This year CAAHT invited 221 participants from 152 organizations to the Annual Conference, compared to 166 participants from 108 organizations in 2005. This indicates that CAAHT has extended its reach into the Albanian community.

The 2006 Annual Conference registered 132 participants from 94 organizations, compared to 92 participants from 58 organizations in 2005.

Type of Organization/ Office	Participants Invited	Org./Office Invited	Participants Who Attended	Org./Office Attended	% Attended v. Invited	% Total Participation
Central Government Offices	29	13	11	7	37.9%	8.3%
Regional/Local Government	89	75	46	42	51.7%	34.8%
NGOs	72	36	50	34	69.4%	37.9%
International Government Organizations	32	28	12	11	37.5%	9.1%
Conference staff/facilitator	13	3	13	3	100.0%	9.8%
<b>Totals</b>	225	155	132	97	56.11%	

At the 2005 Annual Conference, 64% of the participants represented Albanian civil society organizations, while 13% came from central and local government. This year, 43.1% of participants came from central and local government, and 37.9% represented civil society organizations. This proportion of government and civil society participants was closer than in the past, which reflects a positive response from Regional Committees members/staff who the CAAHT invited to attend for the first time.

The increased number of government participants reflects the direct result of CAAHT coordination activities at the regional and prefecture levels. Regional/ local government participants came from Tirana, Elbasani, Durrësi, Shkodra, Lezha, Fieri, Korça, Vlora, Berati, Durrësi, Shkodra, and Kukësi and represented Prefects' Offices, Regional Anti-trafficking Committees, social services, education departments, health departments, municipality child protection units, and anti-trafficking police offices.

Eleven central government representatives came from the Ministry of Labor, Social Affairs and Equal Opportunities, General Directorate of State Social Services, Ministry of Education and Science, Ministry of Interior, State Intelligence Service, National Center for Reception of Victims of Trafficking, and the General Prosecutor's Office.

International organizations in attendance included the U.S. Government (Embassy and USAID); the Embassies of Denmark, Norway, and Sweden; COOPI (Italian Development Cooperation Office); and intergovernmental organizations such as IOM and UNICEF, and international NGOs. The annexes to this report list all the conference participants.

## Conference Design and Methodology

Following the form of the 2004 and 2005 CAAHT Conferences, the organizers made every effort to design a conference experience that offered opportunities for information sharing, networking, and the active engagement of all attendees. The large group learning methodologies of presentation/discussion, the World Café, Visioning, and Open Space Technology were used throughout the two days.

### Conference Themes

**Day One Theme** ..... Identifying Good Program Models and Lessons Learned

**Methodology** ..... Presentations from invited speakers; Presentation/discussion among anti-trafficking actors

**Day Two Theme** ..... Sustaining Our Anti-trafficking Work

**Methodology** ..... World Café, Visioning, and Open Space Technology

The use of these methodologies ensured that participants had maximum opportunities to share information and diverse perspectives with each other. Day One provided participants ample opportunity to learn about and more deeply explore specific programs and useful ideas. Day Two was built upon free-flowing café conversations focused on the World Café question: “What do we need to do to further sustain out anti-trafficking efforts?”

Upon completion of the Café, participants gathered in *qark*<sup>1</sup> groups to envision success of their local-level anti-trafficking work. These groups then nominated five actions critical to achieving their visions. At the close of Day Two, participants chose to more deeply explore the actions, across the *qarqe*, that they felt most important for sustaining anti-trafficking work.

Throughout the two days, the facilitators created a visual record of the conversations. On the walls of the Sheraton ballroom, the facilitators posted the insights from CAAHT Grantee and Government Presentations, the drawings from the World Café, the *qarqe* visions, and the five critical actions per *qark*. On day two, when participants took a “gallery walk” before lunch, the majority spent a significant time studying the visual expression of their conversations and thoughts.

At the close of the conference, all ten facilitators offered their impressions about the effects of the conference methodologies:

- The design was especially fitting to the topic of human trafficking—a complex and multi-layered issue. To work effectively, many actors in government and civil society must cooperate and share ideas, expertise, and action plans. This occurred as many actors sat and talked together in the World Café and the *qark* and action groups.
- Members of the new Regional Committees appreciated meeting other actors and discovering possibilities for cooperation and assistance. Civil society members met the Regional Committee members and saw the political will that is present for the fighting human trafficking.

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<sup>1</sup> Albania is divided in 12 administrative regions known as *qark* (singular) / *qarqe* (plural). *Qark* /*qe* is also the term for the Regional Council(s), which is the regional representative organism. Its members are drawn from the ranks of the municipal councils and elected with a proportional system.

- As the conference proceeded, there was a common growing sense that all the players valued each other. The feeling of “all in the same boat” and “paving the road now together” grew from interactions over the two conference days.

For further information on The World Café methodology, see Day Two of the Conference Agenda in Appendix B and at [www.the.worldcafe.com](http://www.the.worldcafe.com).

## Chapter Two: Opening Session

### Welcome

On November 16 and 17, 2006, the CAAHT 2006 Annual Conference convened at the Sheraton Hotel in Tirana with a theme of “Building Sustainable Approaches to Combat Trafficking of Women and Children in Albania.”

The CAAHT Chief of Party, Sarah Stephens, welcomed over 130 participants. She announced that USAID awarded Creative Associates International, Inc. a three-year extension to continue implementing the CAAHT program. She acknowledged all participants for their cooperative efforts in the project success over the past three years and asserted that this further investment of USAID funds was a direct reflection of the work that they had achieved thus far together. She especially welcomed the members of the newly created Regional Committees in the fight against trafficking of humans. Ms. Stephens emphasized that focusing on sustaining success is critical for the CAAHT project and anti-trafficking actors.

Mr. Stephen Cristina, Deputy Chief of Mission, United States Embassy and Ms. Iva Zajmi, Deputy Minister of the Interior gave presentations following Ms. Stephens’ remarks.

### Remarks of Deputy Chief of Mission, United States Embassy

**Summary:** The United States Government, through USAID, will continue supporting and encouraging efforts to build a sustainable and effective network of government and civil society actors who can prevent the trafficking of women and children in Albania and restore the wellbeing of those who have suffered the terrible consequences of this crime. The US Government’s approach to combating trafficking in persons is an integrated one, based on prevention, protection, and assistance for victims as well as prosecution of traffickers. The US Government is supporting this comprehensive approach in Albania with several initiatives:

- ICITAP provides training to police and for consultation to the National Anti-trafficking Coordinator.
- OPDAT provides prosecutorial training and capacity building.
- USAID’s anti-trafficking programs that prevent and protect vulnerable women and children.



Mr. Stephen Cristina, Deputy Chief of Mission, US Embassy in Tirana, opens the conference.

Poverty, economic deterioration, conflict, and population displacement conspire to provide a source of poor and vulnerable individuals—mostly women and children—upon whom traffickers prey. Programs that support economic development, good governance, education, health, and human rights and that have the committed participation of civil society, government, and law enforcement reinforce successful anti-trafficking initiatives.

It is now Albania's challenge to turn this administrative design for cooperative and comprehensive anti-trafficking prevention and assistance work into concrete programs and services. This conference is designed to introduce many good practices models from projects in Albania that are available for your use in this work.

### Remarks of Deputy Minister of the Interior



**Summary:** The fight against trafficking is an obligation of the Albanian Government towards its citizens as trafficking constitutes a violation of human rights. I will try to do my best in this position to achieve further progress in anti-trafficking efforts. This forum is one of those where, for the first time, the anti-trafficking community started to seriously discuss anti-trafficking initiatives. This is due to the commitment of the US government, which has been in the vanguard of the concrete support to the Albanian government in its efforts to combat trafficking in human beings. Many of the actions that government is undertaking now originally started in the CAAHT events/activities, especially Regional Anti-trafficking. The advantages of the CAAHT approach are that CAAHT has been closely cooperating/ coordinating with actors at local levels, including both government and non-government structures.

Ms. Iva Zajmi, Deputy Minister of the Interior, addressing the conference.

#### *Some of the achievements of Albania in anti-trafficking work*

- Albania is part of the international protocols and convention to fight organized crime and trafficking of human beings.
- We have good legislation and relevant law enforcement structures, including special units of the anti-trafficking police, Serious Crimes Prosecutors' Office, and Serious Crimes Court.
- Trafficking is not just a law enforcement issue but it also comprises other agencies and institutions. For that reason, a National Coordinator's Office with staff was established to monitor and supervise the implementation of the comprehensive strategies that the government has approved.
- The responsible authority has been established; it will coordinate the referral process for initial assistance and protection and long-term rehabilitation of all victims of trafficking in close cooperation with the Ministry of Foreign Affairs, Ministry of Labor, Social Affairs and Equal Opportunities, and the sheltering centers for victims of trafficking.

- Training sessions were conducted throughout the country for police officers in the area of the provision of legal and psychological assistance to child victims, witnesses, or those at risk for trafficking.
- Also, in cooperation with the responsible authority with all the involved parties, a “help line”—a country-wide, toll-free telephone line for denouncing cases of trafficking—will be launched today. This line will assist all citizens or subjects who need help or want to share information on this matter.

### *Objectives for the remainder of 2006*

- A database within the Responsible Authority, where representatives of the Ministry of Interior, Ministry of Foreign Affairs, Ministry of Labor, and leaders of Centers of Protection of Victims of Trafficking will record cases of victims returned, referred, handled, and protected in Albania.
- In the context of the activity of local anti-trafficking committees, commence local campaigns to remove children from the streets, register them in schools, fight against regular prostitution etc., in cooperation with police, the prosecutor’s office, and social services represented on the committees etc.
- The proposal of a new provision in the Penal Code on the Exploitation of Children for forced labor purposes, as well as the planning for a new social-educational package-deal of assistance for these children and their families in the form of employment, education and other kind of aid.
- The initiation of a campaign with the Ministry of Tourism in compiling a Joint Operational Regulation for the Tourism Agencies that prohibit the sexual exploitation of women and children in their settings.
- The undertaking of a national advertising campaign about the risk of trafficking as well as other specialized campaigns for young children from diverse ethnic groups, etc.

It is important to stress that we have to work together if we want to achieve success. We are all equal, and each of us is important/indispensable in our roles.

For full text of the remarks of Mr. Cristina and Ms. Zajmi, see Appendix A.

## **Conference Goals**

### **Goals**

After Mr. Cristina’s and Ms. Zajmi’s departures, the lead conference facilitator, Dr. Sheila Ramsey of EnCompass, LLC of Washington DC, presented the conference goals and agenda. (See Appendix B for the complete conference agenda.) Dr. Ramsey began this overview by introducing the ten conference facilitators: five CAAHT staff and five staff of the Albanian training/consulting group ANTTARC. She explained that the conference goals included the following:

- Identify good ideas and lessons learned
- Create new connections for future actions
- Create ideas for sustaining anti-trafficking work in Albania

In addition, she encouraged participants to listen well to others and to share ideas freely so that all could discover new ideas and make new connections to build sustainable approaches.

Following the overview, participants at round tables introduced themselves to each other and offered one hope for the conference. These hopes clustered into the following groups:

- To increase the capacity of governmental institutions.
- To exchange information and experiences and possibilities for coordination.
- To establish contacts.
- To learn how to work with marginalized groups.
- To learn how the Regional Committees work.
- To see the long-term approach.

## **Overview of the CAAHT Program 2004–2006**

The following presentations offered an overview of the CAAHT program from 2004 to 2006:

### **Review of CAAHT 2004–2006**

#### **Ms. Sarah Stephens, CAAHT Chief of Party**

The purpose of the CAAHT program is the following:

- To improve and expand trafficking prevention activities.
- To improve and expand victim assistance and reintegration services.
- To promote coordination in anti-trafficking work between government and civil society and among NGOs.

Key achievements of the CAAHT program to date were as follows:

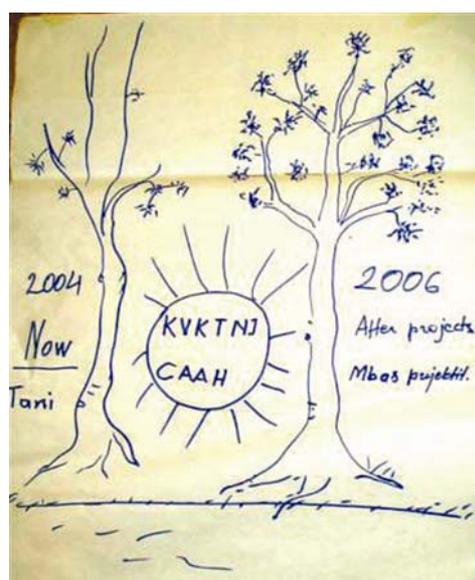
- Grants of 2,073,523 USD supported 23 grant projects.
- Many women and children—50,104—participated in trafficking prevention programs.
- Many victims of trafficking—313 women and children—received assistance and reintegration.
- CAAHT trained 1,801 government officials.
- Increased capacity of 14 NGOs based outside Tirana through training and support from CAAHT in cooperation with ANTTARC
- Local government and civil society cooperation in anti-trafficking has been strengthened especially Shkodra, Kukësi, Berati, Gjirokastra, Pogradeci and Korça.

Key CAAHT partners were as follows:

- Office of the National Coordinator.
- Regional Committees against trafficking of human beings.
- Local, national, and international NGOs.
- Intergovernmental organizations.

The list is much shorter than the one from the last CAAHT Annual Conference because the Regional Committees Against Trafficking of Human Beings incorporate many of the local government stakeholders that previously had been listed by individual office.

The CAAHT project will be working based on four components (shown in a power point slide as interlinking pieces of a jigsaw puzzle): coordination, grants, technical input, and information and analysis.



How shall we nurture this tree to blossom and fruit?

She closed her presentation by referring to the image of a tree created during the 2004 CAAHT project launch conference and asked, “How shall we nurture this tree to blossom and fruit?”

## Mid-Term Assessment of the Coordination Component of CAAHT

### Mr. Dolor Tozaj, CAAHT Local Program Coordinator

Significant qualitative aspects of coordination included the following:

- Improving coordination of policies and procedures
- Learning about the work of others.
- Coordinating with staff in other organizations.
- Building relationships that support collaboration.
- Evaluating organizational activities.

The most valued aspects of coordination included the following:

- Readiness and willingness of stakeholders to collaborate/coordinate.
- Turning competitive mindset into a collaborative environment.
- Working in a more timely and efficient manner.
- Discussing capacity building.

# Impact Assessment of Activities for Preventing Trafficking in Persons

## Ms. Elona Boce, Institute for Development Research and Alternatives

The purpose of this research was to determine participant prevention activities funded by the CAAHT program

- Remembered the anti-trafficking messages they learned.
- Took any actions as a result of participating in the CAAHT activities.
- Felt less at risk of being trafficked due to their participation in the activities.

The research covered 2,456 respondents from 12 prefectures, 35 cities, and 241 villages. The majority of respondents—63.4%—were women, with those under 18—about 51%—as the most represented group.

Findings indicated the following:

- Participants in CAAHT grantee prevention activities have retained the messages of the activities.
- More than one-fourth of them have taken some action after the activity.
- Those that reported they have been in danger of trafficking largely said the prevention activity contributed to reducing their risk by providing needed information and knowledge.

The CAAHT acknowledged IDRA for its dedication and commitment to producing this excellent program in a very short time.



The “Lessons Learned” wall of highlights for participants from their experiences during the first day of the conference

# Chapter Three: NGO and Government Presentations

## Day One Theme

### Identifying Good Program Models and Lessons Learned

During the morning of day one, 17 CAAHT grantees presented summaries of their programs and the results. The grantees repeated each presentation once for 34 presentations; this arrangement allowed participants to hear four of the 17 grantee reports.

During the afternoon of day one, 17 representatives of the central and local government presented summaries of their initiatives. The representatives repeated their presentations once for 34 presentations. This arrangement allowed participants to hear four of the 17 government reports.

All presentations were 30 minutes long. The presenter spoke for ten minutes, and the attendees engaged in discussion for 20 minutes. Highlights of each presentation and group discussion follow.

## CAAHT Grantee Presentations

**Awareness raising and skills building with Roma girls and women** —  
Ms. Donika Godaj, YWCA, *Albania*

### *Highlights of presentation*

- The project implemented with the CAAHT funds was a continuation, building on four years of continuous work with the Roma community. You must develop relationships and establish contacts with them in order for them to accept and work with you.
- Project objectives were to inform and conduct awareness raising activities with the Roma community through training women and offering their children educational activities.
- The project was implemented in four areas of Tirana: Allias, Yzberisht, Rrapi i Treshit, and Lagja 10 and Breg Lumas.
- The main conditions that lead to trafficking of the Roma include extreme poverty and the Roma's conservative mentality, as well as other factors.
- Identifying the best and most efficient ways to intervene was important. The film/documentary presentation was one of the most efficient ways to give messages and transmit them to a large number of Roma communities.
- Getting the Roma communities to trust you is a key to success. They must trust the people with whom they work.
- Using the trained women as peer educators in their community and using them to reach larger numbers was effective.

### *Highlights of the discussion:*

The main discussion related to the needs of the Roma communities.

**Question:** Which needs does the YWCA consider priorities?

**Answer:** From the YWCA's experiences, the Roma communities have particular need for legal services; they must register their children so they become less vulnerable to trafficking; and they need outside assistance to help them get out of poverty.

**Question:** How can we do something about employment for the women of the Roma communities?

**Answer:** The YWCA is offering vocational courses in babysitting, cooking, and handicrafts, in which they perform well.

**Question:** Are the participants in the YWCA activities only women?

**Answer:** Yes. YWCA works with women and children only, but through them, messages are conveyed to the husbands and fathers.

**Question:** As the Roma people are always moving, how do you identify and stay connected to them?

**Answer:** The YWCA keeps in contact with the women that they use as contact points all the time, not only when there are projects to implement. It is most important to go there and meet with them even when we do not have projects for them.

**Question:** Does YWCA think that there is a good way to attract the Roma people and offer them micro-credit? (Until now, 13% of the clients for PSHM — Albanian Partners in Micro-credit — are Roma people.)

**Answer:** Participants were optimistic about this good opportunity and we need to educate them better to help them understand the full benefits of this help.

- De-stigmatization of the Roma people must start at school because schools are the first places of help for these communities.

### **Vocational training and job placement as tools to prevent trafficking of young women and children** — Ms. Arta Dyrmishi, *In Help of Urban and Rural Women*, Berati

#### *Highlights of presentation*

- The organization has provided 30 information sessions on trafficking for about 400 young women and girls from both urban and rural areas of the prefecture. This group was among the 600 that participated in the vocational courses: tailoring, embroidery, hairdressing, and computers. The organization provided certificates of qualification to these trained women and girls.
- Awareness raising sessions were conducted with middle and high school students; about 210 sessions were held at nine schools for 1,600 students. Three dramas with anti-trafficking topics were given.

- Summer camps for children were conducted.
- There has been a strong cooperation with the school directors, heads of communities, anti-trafficking police, employment office, local NGOs, and the Regional Anti-trafficking Committee.
- Psychosocial, legal, and medical assistance was provided to victims of trafficking and visits to homes/families of actual and potential victims were conducted.
- The project with the CAAHT program has helped continue the work with other organizations.
- There has been cooperation with the Regional Anti-trafficking Committee to overcome challenges regarding potential and actual cases of trafficking.

#### *Highlights of the discussion:*

**Question:** Can government specialists of the table prevent a case, as there is no NGO in the prefecture in the table as well?

**Answer:** The presence of civil society is necessary and very helpful, because its presence is more familiar and comfortable to the community and provides necessary information to the table.

**Question:** How can the State help employ persons at risk?

**Answer:** Close cooperation with the employment office guarantees the employment of those at risk where priority is given to them. Two hundred girls and young women who went through the vocational courses and were certified have been employed.

**Question:** What are the other 400 doing?

**Answer:** They are looking for job opportunities and evaluating the offers. Thirty out of 200 were actual victims of trafficking.

- Regarding the possibilities of cooperation, through the Regional Committee, the door should be open to NGOs, so that we may provide our assistance as well.

#### **House to house awareness raising to reach vulnerable communities and individuals** — Ms. Miranda Fishka, *Institute for Gender Applied Policies*

#### *Highlights of the presentation*

- We implemented this project in the rural areas of Lezha, Mirdite, Prenjas, Lushnje and Devoll.
- The target group is 12 to 16-year-old girls.
- Its services included awareness raising, prevention, advising and informing.
- The methodology included situation analysis, data analysis, determining intervention areas, training animators, home visits, and distributing information.
- In the areas where the project was implemented, partners included village elderly, the Education Directorate, Social Department, and the police.

### *Highlights of the discussion*

- We focused on the mentioned areas because of their specific needs. There are other at-risk areas—the city of Pogradeci and districts of Devoll and Shkodra.
- It is important to establish partnerships with different stakeholders—village elderly, Education Directorates, and the Social Department—for the successful implementation of such projects.
- There were initial difficulties with home visits because of different social and infrastructure problems.
- The contribution of teachers for the implementation of such projects is very important.
- It is important to measure success/results of such projects.

### **Community-based programming to prevent trafficking in children —** Mr. Arjan Çala, *Another Vision*

#### *Highlights of the presentation*

- “Another Vision” implemented the CAAHT-financed project entitled Prevention and social integration of children at risk or victims of trafficking within Elbasani’s Prefecture from May 2005 to July 2006.
- The project’s main goal was the rehabilitation and social integration of trafficked children and prevention through contribution of different social services within the prefecture of Elbasani. The project was aimed at providing the children and their families with the necessary instruments to face and prevent human trafficking.
- Objectives include strengthening staff capacities; providing trafficking prevention and residential and integrative services; and coordinating work with other anti-trafficking actors.
- A thorough needs assessment of both community and staff capacity preceded and determined the successful achievement of the project objectives.
- Strengthening the professional and educational capacities of operators who are working in the anti-trafficking field is one of the project’s key successes. The project helped increase the staff capacity (knowledge, skills, and behavior). The staff increased their knowledge on how to treat child victims of trafficking and those at risk of trafficking. The staff has improved communication with children by being calmer, softer in their communication with children, and more effective in the decision-making process.
- Important results were achieved in the shelter community services and protected and high autonomy apartments services. Out of 35 children and young people, 18 women benefited from residential services. These services increased the autonomy of youth and helped with their ability to face life’s problems. Vocational training has helped increase youth employment. (For example, five females attended sewing and cooking courses and four males attended auto-mechanics and welding courses.) The shelter has taken care of child registration at school and their social

life. Another Vision has become a reference point for institutions and families at risk.

- Another Vision also has organized different educational, cultural and social activities that help prevention by increasing school attendance, decreasing illiteracy, improving the social-cultural life, etc. They organized these activities in Gramsh, one of most problematic districts relating to trafficking, as well as in Elbasani.
- One other important success of the project was the coordination between the organization and other national and international actors. Another Vision joined the National Referral Mechanism for victims of trafficking, the national anti-trafficking network, the Elbasani Regional Committee Technical Anti-trafficking Table, and the MOLSAEO working group to draft national standards for residential centers for trafficking victims.

### *Highlights of the discussion*

- Participants discussed need identification, where they emphasized coordinating actions with other actors including police, prosecutors' offices, the Director of Education, schools, municipality, NGOs, etc.
- The establishment of high-autonomy apartments was appraised to be a positive experience as it closes the reintegration cycle for persons at risk.
- Services that prevent, protect, and integrate are key for decreasing trafficking within the country.

### **School-based prevention activities** — Mr. Robert Stratoberdha, *NPF*

#### *Highlights of the presentation*

- The NPF aims to prevent school abandonment and its consequences by providing educational, social, and economic support to children and their families who could become victims of abuse, exploitation and trafficking.
- NPF believes that schooling / education is the best way to remove children from the streets and make them feel safe from trafficking or other forms of abuse and exploitation.
- Approximately 80% of the beneficiaries come from Roma and Gypsy communities. They are in special, integrated classes where they learn the school curricula. Based on their performances, they are then integrated in the normal education system or go to vocational training courses.
- NPF's motto for encouraging vocational training is "Future parents-future workers," which means that if beneficiaries receive proper training, they could become professionals and support their families in the future.
- A teacher from the state educational system and a social worker (a "social teacher") tutors the children. The social teacher also looks after the social-economic problems of the children in their families.
- NPF-organized special classes serve as a good model for the Ministry of Education and Science to initiate in different areas of the country "Second Chance" classes that comprise children who have abandoned school.

### *Highlights of the discussion*

- It is widely recognized that for children from Roma and Gypsy communities to integrate fully into normal life, government and non-government structures should solve the social-economic problems. Governments should develop programs to increase employment opportunities for these people.
- Sixty percent of the beneficiaries who participate in the special classes are boys, while 40% are girls. This mentality and culture of these communities do not allow girls to attend schools because they marry young.
- Eighty percent of those who participate in the special classes go to normal schools, while those over the age of 16 take vocational training courses.
- School is the best place for integration of children from marginalized communities, and it is a human right.
- Legislation is in place, but government needs to take all necessary measures to enforce these laws.

### **Reintegration assistance to former victims of trafficking in Albania**

— Ms. Marjana Meshi, *Different & Equal*

### *Highlights of the presentation*

- The program for reintegration assistance for former Albanian trafficking victims was implemented in three phases:
  - Accommodation of trafficked victims in the reintegration shelter.
  - Semi-independent life for beneficiaries.
  - Independent life for beneficiaries.
- The organization's service packages available during these phases include: accommodation, security and reintegration plans, medical assistance, psychological counseling, negotiation with family, legal support, social activities, education assistance, vocational training, employment, monitoring of independent life, financial support for accommodation, etc.
- For the period January 2005–August 2006:
  - Sixty-eight cases benefited from reintegrated services.
  - Forty-five beneficiaries were monitored and assisted after they left the shelter.
  - Twenty-eight beneficiaries attended vocational trainings, and eight began attending school.
  - Twenty-six beneficiaries were employed.
- Conclusions/results from the project
  - Cooperate with other partners.
  - Focus more on post-shelter assistance.
  - Have different training for the staff.
  - Share experiences with other NGOs.

### *Highlights of the discussion:*

- In their discussion, participants focused on the role of “Different and Equal” as a reintegration center rather than just a “waiting” shelter. The shelter offers not only accommodation and security services but also reintegration services that include but are not limited to psychological counseling, employment assistance, vocational trainings, assistance to earn educational degrees, social activities, etc.
- Participants asked more information on the process of dealing with a specific case. The presenter gave more information in details.
- They asked about how the organization measures its success/ failure. This is done by monitoring on regular basis all the work done to reintegrate the former victims of trafficking and evaluating the quality of services provided to them. The evaluation is conducted through direct contacts of management staff with beneficiaries to ask them about the quality of services provided during their reintegration process, as well as the problems or negative situations they might have faced. The organization uses evaluation forms that contain questions for the beneficiaries from which the management staff can identify positive or negative results in order to improve the work done in the future.
- Participants in the discussion asked for cooperation contacts and links with D& E organization in the future.
- Some other specific issues discussed were:
  - What are the relationships between the victims of trafficking and their families? The presenter explained that in the beginning of the reintegration process, most of the beneficiaries have little or no contact with their families. Organization staff members sometimes serve as negotiators and intermediaries with families. They have worked seriously with the families of the shelter beneficiaries, which has resulted in many former victims being accepted by, or reestablishing good relations with, their families.
  - What are the vocational trainings in which the beneficiaries most often participate? Some of the vocational courses in which the beneficiaries usually participate are: culinary, hairdresser, foreign language and sewing courses.
  - What is the procedure that the organization follows to find jobs for beneficiaries? The organization offers employment assistance to former victims of trafficking through relations the organization has with governmental employment service office, through contacts with different businesses, and also checking employment announcements in the newspaper.
  - What is the attitude of beneficiaries towards the staff members? The relations between staff members and beneficiaries are very good. At the beginning the beneficiaries may be a little bit distant and mistrustful, which is normal taking into consideration the psychological trauma they have been going through. But over time, as a result of services provided by the shelter’s staff, the communication atmosphere among them usually becomes increasingly positive.
- Another important issue discussed was the role of religion in the reintegration of victims of trafficking. Participants discussed how religious training may be incorporated into the package of services that the organization offers to the beneficiaries. Some participants described religion as an important tool that could help in the reintegration of victims of trafficking. It was suggested that some

religious sessions could be part of the services package that the organization offers. The beneficiaries could attend religious sessions on weekly basis in church or mosque according to their faith. Being devoted to God, could help them finding relief from their desperate past and reclaim their lost hope for a better future.

## **Educating the public through public media outlets** — Ms. Daniela Kurti, *Rruga me Pisha Foundation*

### *Highlights of the presentation*

- *Rruga me Pisha* is the first Albanian Soap opera written and interpreted by Albanian artists. It began as a collaboration between BBC World Trust Service Trust and Radio Tirana.
- The soap opera promotes tolerance and understanding in Albanian society, which they achieve through precise and objective information that helps Albanians understand better the current situation in Albania.
- Why a soap opera? Because it encompasses a large audience made of different age groups, it evokes keen social problems in a very sensitive way, and it conveys humor, drama and passion in an entertaining way.
- *Rruga me Pisha* has contributed significantly to changing the existing mentality and approaches toward prostitution and human trafficking.
- The *Rruga me Pisha Foundation* is collaborating with several government institutions and local and foreign NGOs that have actively assisted the foundation with meeting its objectives.

### *Highlights of the discussion*

- Soap Opera radio is a powerful tool for conveying messages not only to the public, but also to politicians, decision makers, and other celebrities who have the power to do something about trafficking of human beings. By shaping these messages artistically, the soap opera conveys the anti-trafficking messages to larger audiences with greater impact.
- The anti-trafficking movement, covered in an artistic way by electronic media (radio, or TV), has a stronger impact on people than does the written media. Others can replicate such projects that sensitize public opinion on social issues in other parts of Albania.
- *Rruga me Pisha* reaches different strata of the population with particular attention given to school-aged pupils. So far, with the suggestions of project management board, soap opera topics suitable for schools pupils have been selected. These topics are included on separate CDs that are distributed to school pupils, which serve as powerful tools for education.
- This very precious media experience combats the trafficking of human beings. As such, other media must embrace this experience to have a bigger impact on the public opinion. Such sensitizing and educating initiatives serve as sources of hope in combating the trafficking of human beings and other negative social phenomena.

## **Improved protection through offering of legal services to vulnerable or at-risk communities** — Ms. Holta Kotherja, *Legal Clinic for Minors*

### *Highlights of the presentation*

- The Legal Clinic offers legal and psychological assistance relating to birth registration, registration of unregistered families and children, assistance during the interrogation of children who are victims or witnesses to the prosecutors and police, and care giving.
- The Legal Clinic trains police and offers legal expertise and legal aid.
- Referrals from different organizations help the Legal Clinic to identify cases. These include especially BKTF and legal aid organizations, the police and prosecutor's office, courts, registration offices, and social services at municipalities.
- Legal aid consists of legal representation at court, presence during the interrogation by the police or prosecutor, legal advice, facilitation during the administrative procedures, etc.
- Psychological assistance consists of the presence of the psychologist during the interrogation by the prosecutor, emotional support for child victims, facilitation of family relations, psychological reports for the court, case referrals to other organizations.
- Legal and psychological aid has helped 532 children; 33 cases have been about deported children.
- Police training sessions have focused on interview techniques and children's rights. Ten one-day sessions were organized in ten *qarqe*.

### *Highlights of the discussion*

**Question:** How many of the children who have benefited from legal aid have had connection with trafficking?

**Answer:** There are no exact data. Some of the children have been victims or potential victims of human trafficking.

- Legal Clinic is a project. In the future, such services can be incorporated as a function of governmental institutions.
- We need to amend registration laws.
- A major issue is taking care of children without parents.
- While it is important to handle cases that others bring us, we must also be proactive in addressing children's needs.

## **Mediation and conflict resolution techniques to decrease stigmatization and improve reintegration of victims of trafficking** — Mr. Oltion Kadaifciu, *Albanian Foundation for Conflict Resolution*

### *Highlights of the presentation*

- AFCR conducted a project to increase conflict resolution, reconciliation, and mediation for civil society organizations and local government institutions

involved in anti-trafficking. Moreover, AFCR local offices deal concretely with mediation of existing conflict cases, focusing on mediation between victim and family. The most important step towards reintegration in the society is the reconciliation with the family and being accepted and not stigmatized. This process will, in the long run, decrease the stigma towards the victims and will make society more accepting of such human suffering.

- Project objectives to improve the reintegration included:
  - Increase the capacity of these structures to deal better with conflict cases between family and victims of trafficking.
  - Increase the training capacities of the involved actors by creating a sustainable structure.
  - Offer reconciliation and mediation for concrete cases between victim and family or other parties.
- Using appropriate survey and research techniques, they developed two manuals and corresponding training modules that demonstrated how to apply basic conflict resolution and mediation skills in cases related to vulnerability to trafficking and reintegration of victims of trafficking. Training participants considered the content and form of the produced manuals as good quality.

#### *Highlights of the discussion*

- Participants wanted to know about the concrete mediation of the cases and the techniques used. The AFCR representative described several specific cases from the organization such as victim-family conflict, or family-family conflict. Some of the conflicts that he reported to the group were resolved, some were in process, and some have not been able to be resolved.
- The AFCR representative gave participants additional information about the collaboration with and help provided by other organizations for the identification of the cases assisted by AFCR. He noted that they have had a good collaboration with anti-trafficking police officers, who have become one of AFCR's primary referral sources.
- Participants wanted information about specific conflicts and their solutions. These kind of specific cases of conflicts were explained to the group during presentation. The participants discussed particularly about this issue because they wanted to suggest some more ideas about solutions.

#### **Awareness raising and skills building with Roma girls and women — Ms. Maringlena Meminaj, *Vatra Psycho-Social Center***

#### *Highlights of the presentation*

- According to Vatra's data, about 50% of women and girls trafficked for prostitution purposes were from the Roma community.
- The problems of working with the Roma community include their high illiteracy levels, unregistered children, massive unemployment, young marriages, trafficking and exploitation of children for begging, and exploitation of women and girls for prostitution.

- Intervention should take into consideration characteristics of Roma community.
- The main objectives of Vatra’s intervention include sensitizing Roma youth and the general community about the dangers of human trafficking; identifying families affected by trafficking; working with the local government to present identified problems, and helping find solutions.
- Different activities help solve these problems: education for high school youth, education for women, community seminars, and other activities, including TV programs, information dissemination, etc.
- Eight women and girls participated in vocational courses and received medical, legal and psychosocial assistance.

### *Highlights of the discussion*

- Employment of Roma women and girls is important: it helps specific cases but also serves as a model for others.
- There is need for cooperation with the employment offices.
- Those who have received vocational training can work in the areas from which they come and in large cities.
- The mentality of Roma communities combines with the difficulties originating from the stereotypes of other people about Roma people.
- The high level of illiteracy is a major obstacle for training and education in Roma communities. We must find the best approaches, especially through simplification.
- It is difficult to contact and identify potential beneficiaries. The government must do something about their registration.
- There are also other difficulties including cases where the Roma people sell or misuse equipment that the government gives them.
- It is important to know how the Roma communities function: certain individuals dominate them, mobility is difficult, and there are differences between Roma communities.
- Numerous Roma associations — often organized based on tribes — make it difficult to implement projects. Vatra has cooperated with Amaro Drom.

### **Building capacity of local government structures to provide effective prevention and protection services for women at risk — Ms. Enkelejda Cenaj, VMA-Kukësi**

#### *Highlights of the presentation*

- This project enabled local structures to improve and fully take over social services regarding trafficking issues. VMA Kukësi worked closely with government officials to achieve this.
- VMA advised commune-level social administrators and health officials about their roles and responsibilities, and trained them how to provide social services to their communities within the framework of the National

Strategy for Social Services. This included learning techniques and methodologies for case identification and tracking.

- VMA, in cooperation with the Department of National Social Services of Kukësi, trained and assisted local structures to enable them to design job descriptions and terms of reference for social administrators of targeted communes.
- A Steering Committee and networking between targeted communities were established based on the example of municipality. This has evolved into the Prefect-led Regional Committee in the Fight Against Trafficking in Human Beings.
- A referral mechanism for all communities was established to help community social administrators address the issues of trafficking in an effective manner.
- They helped local communities establish anti-trafficking action plans, based on the National Action Plan.
- They created training with student governments and front line workers (social administrators, police inspectors, teachers, etc.) to help targeted groups organize awareness raising activities in their own communities.

#### *Highlights of the discussion*

- In different regions, some NGOs deal with anti-trafficking issues, and government structures have difficulty identifying those who might help them in the work of the Regional Anti-trafficking Committee.
- Donor organizations should coordinate better how to identify these gaps to ensure better geographical distribution of funds and projects.
- Government and non-government structures should cooperate to identify areas of intervention and to develop projects that contribute to the joint anti-trafficking efforts in each *qark*.
- CAAHT or other donors should lobby with central government structures to ensure that standards developed by government agencies reflect good practices identified during project implementation.
- It is important to develop training modules for capacity building of the government structures involved in the anti-trafficking efforts in the *qarqe*.

#### **Vocational training and job placement as tools to prevent trafficking of young women and children** — Fr. Carmelo Prestipino, *Murialdo Social Center*

##### *Highlights of the presentation*

- The center works mainly with 14- to 25-year-olds by providing three-, six-, nine-month and two-year long vocational courses for auto mechanics, carpenters, electricians, office assistants, translators, etc.
- The center provides a youth center for cultural and sports activities.
- The center is both regional and national with work that focuses on the Roma community and on providing literacy courses. In cooperation with the

Regional Education Directorate, a strategy for education has been devised and applied. Schooling was provided, and anti-trafficking topics were addressed with the students. Work was conducted with about 40 children and youth who had dropped out of school, which resulted in 25 returning to school.

- The project equips the youth with skills that they can apply in their country so they don't feel driven to leave the country and fall prey to trafficking. The youth have a desire for vocational training, and this gives a push to the projects. Their needs and desires are taken into consideration and an individual project is developed based on them.
- The Roma children and young girls seem to be more at risk. Therefore, 20 Roma girls took tailoring courses, and 70% of them are attending the second year of the course.
- The primary project challenges were with school abandonment legislation and that not all of the employers wanted employees from the Roma community.
- The Center has a list of 100 employers where the youth intern from 8:30 to 14:30. After this, they come to the center for courses until 17:00. The center monitors the employers, and the interns can obtain full employment after completing the courses. During the recent project, 60% of 49 youth had employment after the MOLSAEO trained and certified them.
- The value of the project is that the youth feel their life and family situation has improved and that the circle of beneficiaries got bigger through the support of CAAHT.

### *Highlights of the discussion*

- MOLSAEO and the donor organization monitor the project's funds.
- The Regional Education Directorate made it possible to identify and register the Roma children.
- Youth obtain jobs after turning 16 and upon completing the professional courses.
- There are no economic benefits for the employer currently. They are motivated by the desire to develop a new generation.
- A member from PSHM (Albanian Partners in Micro-Credit) noted that he has observed two women who took office assistant courses at Murialdo who are now performing very professionally in their jobs.
- Both private and state enterprises have cooperated closely.
- Roma teachers are preserving the positive values of their tradition so as not to lose them in school/training.
- The regional Employment Office handles employment.
- Participants wanted to share information and contacts with the Center.

## **School-based prevention activities** — Ms. Aida Orgocka, *Christian Children's Fund, Albania*

### *Highlights of the presentation*

- The project *Addressing the unattended migration of children through the initiatives of local groups of interests* encouraged communities to discourage the illegal migration of children in and out of Albania. The project was implemented in several villages of Kukësi, Has and Tropoja regions in cooperation with Parents Associations in Kukësi and Has, the Youth Forum of Dibra and New York University in Tirana.
- The main objectives of the projects included:
  - Increasing the collaboration between schools and the community.
  - Increasing the impact of teachers and administrators on child trafficking.
  - Conducting information and education campaigns in schools.
- The organization of groups of interest allowed for collection of data about children at risk, who was taking care of them, and whether or not they were enrolled in schools or other institutions.
- Because of project implementation in the villages of Shishtavec, Gjinaj, Pac, etc., there have been many successes.
- An awareness raising campaign distributed 1,500 flyers and 150 posters with anti-trafficking messages.

### *Highlights of the discussion*

**Question:** What made you successful in the project implementation?

**Answer:** The particularity of this project was the very special target audience to whom it was addressed. This audience had never been exposed to such initiatives in the past. Beside this, the involvement of representatives for various interest groups (teachers, parents, outstanding figures of the community) and their high level of voluntarism contributed significantly to the success of the project.

The involvement of other relevant government authorities (the police departments, prosecutors and judges) was also important to the success of the initiative.

Trafficking of children is a business. For the families at risk, the sensitizing component is not sufficient to prevent trafficking of their children; raising awareness must be done in conjunction with economic, financial and education assistance to help sustain anti-trafficking in the future.

For the successful implementation of such a project, it is very important to know the inside spiritual world children, their wishes and their concerns.

Setting up special anti-trafficking structures within the local government is an important instrument to combat human trafficking. Awareness raising activities must address all the actors involved, from local government and civil society.

## **Awareness raising and skills building with Roma girls and women — Ms. Aida Mosko, *Dorcas Aid International, Albania***

### *Highlights of the presentation*

- This ten-month project was implemented in the *qark* of Korça. It was focused on prevention of trafficking in families at risk. The project cooperated with different government institutions and NGOs in the area of Korça municipality.<sup>2</sup>
- The main goal of the project was prevention of trafficking of children and girls in Korça. Main interventions included encouraging the interest of at-risk children in school; providing vocational and employment training; informing families about their rights and duties; and providing economic support for each family.
- The identification of beneficiary groups was done in collaboration with other institutions including anti-trafficking police, Legal Clinic for Minors, NPF, Emanuel, and Tabita. Cooperation with the Directory of Education, school directories, and the municipality that provided the facilities and materials for different trainings, education and other activities planned in the project was considered very important.
- One important achievement was social and educational reintegration of Roma children. Eighty children went back to school and normal social life. Eighty-one percent of these children passed to the next level at school. Some special classes were opened for these children, and close contact was kept with their families; summertime camps were organized; and visits to each family were conducted to establish good connections through conversation and economic support.
- Another achievement was vocational and employment support. Twenty-eight persons aged 14 to 18 attended vocational training courses. Employment opportunities will be offered to them in collaboration with the private companies. Twenty-five companies are contacted and some of them have promised employment. Vocational training courses have been identified in accordance with labor market needs.
- Roma families received economic support. Eighty families receive food, clothes, medicines, and school materials. The organization prepared individual plans for each specific case reflecting the support needed. Each week the organization staff meets with at-risk families. The meeting focuses on each family member's rights and obligations.
- Some participants exchanged contact information with each other and with the presenter.

### *Highlights of the discussion*

- Working with the families is important. During Dorcas' first visits, it gave families some financial support that made these families interested in

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<sup>2</sup> *Editor's note:* Dorcas Aid International coordinated this project. Implementing partners funded under this project included: Tabita, Ndihmë Për Fëmijët (Help the Children) and Emanuel Foundation.

further collaboration. Then the teachers who visited the families focused on the Roma children's positive characteristics as a way of increasing family interest in the project.

- One of the participants stressed the importance of establishing connections with Roma families and paying attention to all their needs: cultural, artistic, and sport, not just the financial ones. The project's motto was to make the Roma people feel part of the community.
- Participant discussion focused on the differences of working with the Roma people as compared to Egyptians: the nomadic lifestyle made working with the Roma people more difficult.
- Participants considered the work done with the families as a whole, not just the children, as positive.
- Cooperation with other government structures is a necessary for working with the Roma people. Including the Roma community within government structures will also be important in future work.
- Government should work more on helping these target groups in the future. While the business communities wish to employ Roma people who have attended different vocational trainings, the Employment Office has not paid any real interest to this issue.

### **Short-term accommodation for initial assistance for victims of trafficking** — Ms. Kristina Fidhi, *Gjirokastra Community Center*

#### *Highlights of the presentation*

- The need to monitor of the situation of trafficking in the south of Albania as well as the lack of institutions and structures to work with trafficking victims were two main reasons that motivated the creation of this project. In particular, this revealed the need for short-term accommodation for female victims of trafficking and others being identified at the border points with Greece.
- Beneficiaries consider the services offered by the temporary center as useful. Accommodation and other services offered in temporary centers are chances for victims to reflect.
- A relatively large number of trafficking victims, including children, frequents temporary center. Fifty percent of the children are from the Roma community.
- The collaboration with the Regional Directorate of Police is very efficient. In addition, collaborative relations are established and maintained with local institutions.
- Providing professional training to possible trafficking victims is very important.

#### *Highlights of the discussion*

- Such a center is necessary for the region.
- It is important to improve relations with different actors.

- It is important to improve relations with families and relatives of victims of trafficking for their reintegration in society.
- It is necessary to separate centers for women and children.
- The time that victims can receive treatment needs to be extended beyond that currently available in the transit situation.
- There is a need for collaboration in preventing and investigating trafficking cases.
- There are increased risks for trafficking victims who denounce their traffickers.

## **Reintegration Assistance to Former Victims of Trafficking in Albania**

— Ms. Entela Avdulaj, *Vatra Psycho-social Center*

### *Highlights of the presentation*

- “Vatra” shelter provides a safe and comfortable environment where the girls and women can get access to accommodation, counseling, medical and legal assistance and reintegration facilities.
- Reintegration of the girls and women in the communities of origin is sometimes accomplished in cooperation with other shelters
- Direct reintegration of women and girls in normal social life is promoted through education, vocational training, employment and raising small family and individual businesses.
- To help ensure further post-shelter rehabilitation and reintegration “Vatra” establishes contact with, and provides counseling for, the families of the victims.
- Post-shelter reintegration assistance, in the form of a rented flat, is available for former victims of trafficking who have passed through all the previous phases of reintegration program.
- “Vatra” staff continues the partnership with the State as a part of the work group in the framework of the implementation of the National Anti-trafficking Strategy for 2006 to 2007.

### *Highlights of the discussion*

**Question:** What is the situation concerning the families accepting their daughters back?

**Answer:** This is a very important part of reintegration and in many cases “Vatra” provides counseling for the families and the beneficiaries together, to establish a new relationship between them.

**Question:** What is the possibility for former victims to reintegrate into normal life?

**Answer:** There are many problems and the difficulties with reintegration. There are also achievements.

- The anti-trafficking police sectors can take a crucial role in the reintegration process. “Vatra” talked about its experiences with good models of the anti-trafficking police sectors.

## **Coordination with local government structures and communities to increase awareness and responsiveness/commitment to trafficking**

— Ms. Anila Trebicka, *Women in Development, Shkodra*

### *Highlights of the presentation*

- The project implemented with CAAHT had three main directions:
  - to make the local government, the local institutions and other entities aware of the phenomenon of trafficking, the risks and the consequences that it brings, in order to increase their level of responsibility and commitment.
  - to help in the creation of local capacities in the struggle against human trafficking.
  - to help educate and raise awareness in the communities in rural areas that a responsible and committed society respects and protects the rights of the individual, helps in the prevention of violence and trafficking, and therefore contribute to a total mobilization against these phenomena that incriminate the entire society.
- It was important to establish cooperation agreements with local leaders such as the Head of the Regional Council; the Directors of the Regional Directory of Education, the Education Offices in Malesi e Madhe and Puka, and the office of Social Services in the Municipality of Shkodra, as well as the Vice-prefect of Puka and the Directors of the organizations “Hope for the Future”, “Source Center for the Family”, and the “Center of Integrated Services and Legal Practice”.
- Training of Trainers (TOT) was provided in two phases. The first phase aimed mainly in raising the knowledge of participants about the phenomenon of trafficking and developing their training skill. The second phase focused on strengthening participants’ knowledge and training skills, according to the needs identified during the first phase of the TOT, in methodology and in content as well.
- Immediately after the completion of the training seminars, different community based activities were organized to raise the awareness of the community about anti-trafficking issues. The participants in the training sessions played a very important role in the realization of these activities. Additionally, the directors of the schools cooperated in providing the facilities and enabling the participation of the pupils, parents, local power, community etc. Participants also included representatives of local power such as heads and vice-heads of communes, directors of education offices, and older men of the villages. In general, these activities were welcomed by the participants.

### *Highlights of the discussion*

**Question:** How difficult was it to get the local government participants to be part of the project?

**Answer:** They have been very open to collaboration in this project.

**Question:** How were the target groups selected?

**Answer:** WID conducted a needs assessment in these communities. WID is also very familiar with this area.

**Question:** Is ten months long enough to ensure the collaboration of all the actors?

**Answer:** Yes, if you establish contacts with them, if they are regular members of functioning Regional Committees, and if they have representatives from different agencies.

**Question:** How do you stay in contact with the people trained under this project, and how do you keep them updated?

**Answer:** WID staff meets with these trainers and provides them awareness raising information collected from different sources.

## **Government Presentations**

### *Recent developments in the work of the Regional Committees in the Fight Against Trafficking in Human Beings*

**Tirana—Prefect's Office** (Technical Secretariat) — Mr. Arben Mani

#### *Highlights of the presentation*

- The Committee has conducted a needs assessment of the anti-trafficking work in our *qark*.
- The presence of the Tirana prosecutor office on the Committee has been requested, but up to now they have not participated.
- The Technical Table has decided the main directions of the committee work, setting the priorities and creating a strategy that the committee will have to implement to achieve its objectives.
- Young children are the largest at-risk group in the *qark*. Poverty, families with problems, school abandonment increase the problem of trafficking.
- This year the number of children dropping out of school decreased. In 2005/2006, there were 137 dropouts, and for the previous six years there were 1,250 dropouts.
- The Regional Committee has identified five trafficking cases in the last nine months: four were women and one was a child. The traffickers were brought to justice.

#### *Highlights of the discussion*

- The Technical Table cannot fully help trafficked children who come to the Anti-trafficking Police Office. There is a need for more coordination of efforts.
- Sharing of information and experience is very useful.

- NGO participation (civil society) is helpful because they have experience in prevention, awareness raising, and reintegration, especially D&E which is an experienced NGO.
- There is need for coordination of the work for the reintegration of victims in finding jobs and housing.

### **Elbasani—Prefect's Office (Technical Secretariat) — Mr. Admirim Kongoli**

- Mr. Kongoli presented the work that the Regional Committee and Technical Table have done during this period. He mentioned that the Technical Table had existed in the past in a voluntary way. In June, the Technical Table was institutionalized.
- At the first formal meeting of the Technical Table of Elbasani, it was decided that a regulation manual should be prepared to specify the way the Technical Table functions. The draft is already prepared and will be approved at the second meeting in December.
- During this period, it identified cases of trafficked victims and those at risk and they are finding solutions.
- Twenty cases have been registered as at risk of trafficking. Six have already been resolved. The other cases are still pending.
- They have identified the number of children who have dropped out of school: 224 children with 116 in the city and 108 in the suburbs and villages. The committee is working on these cases in cooperation with other NGOs and government structures operating in Elbasani.
- Elbasani included all the actors and vice-prefectures of Peqin, Librazhd and Gramsh in the table and gave each the duty of creating mini Technical Tables in their regions.
- Mr. Kongoli focused on the work that the Technical Table has done in raising public awareness on the role and functions of Technical Table and the Regional Committee.

#### *Highlights of the discussion*

- The participants discussed the positive experience of Elbasani in anti-trafficking work and the importance of including all actors that deal with anti-trafficking work.
- The Elbasani experience was positive because the Technical Table in the *qark* had been established two years ago. In Elbasani, NGOs work on anti-trafficking issues, and they have been helpful to the Technical Table by providing solutions and support. The work of governmental structures without NGOs collaboration would be very difficult and incomplete.
- Elbasani Technical Table is operational. It helps not only in treating different cases but also in prevention of trafficking.
- The participants focused on the importance of the establishment of governmental structures dealing with anti-trafficking issues. They stressed that the role of these structures should be increased in the future.

- Some participants emphasized the regulations manual of Elbasani as a good model.

## **Durrësi—Prefect's Office (Technical Secretariat) — Mr. Dilaver Tepelena**

### *Highlights of the presentation*

- Based on the Prime Minister's Order, in Durrësi the Regional Anti-trafficking Committee has established the Technical Secretariat which meets every two months. The Technical Secretariat has developed the regulation in accordance with the Order and guidelines.
- Its location makes Durrësi an attractive place for illegal activities, including human trafficking. However, because of strong governmental institutions, Durrësi has had only one case of trafficking during the last three months.
- The registration of population influences the anti-trafficking efforts. Many families are not registered, and their family members might be potential victims of human trafficking; it is difficult to identify them. Enforcement of laws is a very important step in dealing with these issues.
- Attention is paid to the integration of children who have dropped out of school. In the framework of the "Second Chance" project, five teachers are working with four schools from the poorest zones for 25 weeks. Such work will help anti-trafficking efforts and improve social conditions. An issue to be addressed is to give these children some kind of certificate. It might not be the same as regular pupils because then other children might dropout from school thinking they can complete classes the other way. In this context, there is coordination between the Education Directorate and different NGOs.
- The Regional Employment Office of Durrësi is implementing different projects taking into consideration the labor market needs and focusing on the most problematic areas. The Regional Committee has required public and civil society institutions to coordinate for better results.
- The Municipality has designated a fund for poor families. Such measures will have an impact on minimizing human trafficking.
- On the occasion of International Human Rights Day, 10 December, the Regional Committee is going to organize activities (leaflet, posters, demonstration of the youth parliament, painting exhibition, musical concert, and round table on local TV) focusing on anti-trafficking with the contribution of both governmental and non-governmental organizations.

### *Highlights of the discussion*

- Second Chance is a project of the Ministry of Education that aims at integrating children from poor areas that have dropped out of school.
- An issue that has come up from the discussions at the Regional Committee is the need to increase the presence of the police at school through organizing different presentations on different topics, including anti-trafficking.
- The main cause of human trafficking is poverty, especially in rural areas.

- A major issue is the lack of mechanisms to determine the poverty level. Because of the high level of informality, it is difficult to identify the real needs.
- The government spends a lot for employment but in an old-fashioned and ineffective way. The importance of professional schools/education that have a greater impact on employment must be emphasized.
- A major issue is registration of children. This might require coordination of different institutions starting at the maternity hospital.
- A high level of informality aggravates the social problems and decreases the possibility of identification.
- The projects for children who have dropped out of school seem to contradict the law on education as eight years of education is obligatory. Children staying at home because of a blood feud are another major issue. On the other hand, the Regional Education Directorate should have its strategies to manage this process.
- Hidden dropouts are more dangerous because they alter how much intervention is needed. The Education Directorate should cooperate with other institutions to find effective mechanisms for monitoring school attendance.
- There is a tendency toward a decrease in trafficking abroad and an increase in trafficking domestically.
- Governmental institutions have a positive approach and predisposition for working with NGOs.

### **Lezha—Prefect's Office (Technical Secretariat) — Mr. Ndrek Mhillaj**

#### *Highlights of the presentation*

- Based upon the Order of the Prime Minister, an order was issued by the Prefect for the establishment of the Technical Table as well. A list of contact information with all the members of the Regional Committee and the Technical Table were compiled by the technical Secretariat. A scheme for communication and links was presented to the group. The Technical Table was convening once every two weeks in the beginning to clarify the duties and responsibilities, as described in the order and guidelines, and verbatim were kept of the meetings. Media have been invited.
- The cooperation between the members and how they would operate was discussed; especially regarding how to work with the schools.
- Cases of traffickers and victims, potential and actual, were addressed.
- The Second Chance project, promoted by the Education Directorate, appointed five teachers who would hold follow-up classes with children who had dropped out of school.
- The main challenges include a lack of anti-trafficking NGO presence, in the prefecture and on the Regional Committee and Technical Table. This presence helps fight trafficking by reaching out to the community, because it is difficult for the government officials to do that. A second challenge is that the majority of Roma children are not registered.

- A large number of young boys and girls don't have social and employment opportunities; therefore, they try to leave the country or may get involved in criminal activity.

### *Highlights of the discussion*

**Question:** What needs have the directorates of health, police, education (*qark-level* education and local school directorates) addressed and what information is provided by them?

**Answer:** Statistics on children who have abandoned the schools are kept, and one case of trafficking and three at risk were addressed and followed up.

- A Regional Coordinator should coordinate projects between civil society and government.
- The Technical Table is not fully capable of addressing trafficked child cases that come to the Anti-trafficking Police Office.

**Question:** What competences do we have as government officials to go to the family/individual?

**Answer:** The continuation of the assistance to the victim is achieved through cooperation between the government and NGOs, which is happening now. It was fragmented before, but the Order has changed this.

- Sharing experience and information is very useful.

### **Vlora—Prefect's Office** (Technical Secretariat) — Ms. Dorotea Konomi

#### *Highlights of the presentation*

- The Regional Anti-trafficking Committee and the Technical Working Table were established, and the first meeting was organized.
- An inner regulation for the functioning of the Committee and the Technical Working Table were developed.
- Government institutions were confident with each other and had good relations with the NGOs that are represented on the Committee. They have given their feedback and expertise. Their coordination is very important in the work of the Technical Working Group.
- The Psycho-Social center “Vatra” has played an important role by running the work at one of the most important shelters in the country. This center has provided a lot of information, data and experience in prevention, assistance and reintegration.
- Internal trafficking has been discussed during the meetings and is recognized as a problem for both the anti-trafficking police in Vlora and the shelter in “Vatra.” Many girls and women, victims or potential victims of trafficking, have been accommodated in the shelter.
- A good collaboration was established between all the partners.

#### *Highlights of the discussion*

- The identification of concrete cases of trafficking and reintegration.

- The Technical Working Table has a clear view of the current situation of trafficking, due to the help given from the NGOs.
- This conference is helping identify good practices and models for the future.
- The members of the Technical Table, such as the Prosecutor office, should be more active and collaborative.

## **Dibra—Prefect's Office (Technical Secretariat) — Mr. Hajri Begu**

### *Highlights of the presentation*

- The Regional Anti-trafficking Committee and the Technical Working Table were established and have met twice during this period.
- An Action Plan for the *qark* and a regulation for the functioning of the Committee and the Technical Working Table were developed.
- Dibra *Qark* is used as a route for trafficking of illegal migration to European Union countries: Dibra-Macedonia-Greece, or Dibra-Macedonia-Kosovo-Slovenia.
- Trafficking has not been a major problem for Dibra, with only 16 cases from 2002 to 2006.
- Internal trafficking is becoming a problem, especially for young girls from Dibra who study in Tirana as they fall victim or are forcefully exploited.
- Children are exploited for begging and for smuggling of goods over the Macedonia border; they are minors and legislation doesn't apply to them.

### *Highlights of the discussion*

- Identification of concrete cases of trafficking is difficult because they are often transnational.
- Information of the institutions represented in the Committee is superficial due to lack of understanding of the phenomenon or of roles and responsibilities. For that reason, training is needed for members of the Committee.
- The Technical Working Table is working to conduct a study on the current situation of trafficking and to identify vulnerable communities.
- The conference is helping us to identify good practices and models that the Dibra Committee might use in its anti-trafficking work.
- Dibra *Qark* has difficulty identifying children who have abandoned education. There are discrepancies in figures reported by the Regional Education Department from the real ones, which are lower. This happens because children move with their families from Dibra to other *qarqe*. Even if they continue education in their new location, they are considered to have abandoned school as they don't report back to the Regional Education Department of Dibra.



Mr. Hajri Begu (in blue shirt) from the Dibra Technical Secretariat reports on the work of his qark Regional Committee during its first five months in existence.

## **Berati—Prefect’s Office (Technical Secretariat) — Mr. Halim Koxhaj**

### *Highlights of the presentation*

- The Regional Anti-trafficking Committee and the Technical Working Table were established and the first meeting was organized.
- A regulation for the functioning of the Committee and the Technical Working Table was developed, whereas the Action Plan for the *qark* is in its final stages and will be approved in the second meeting of the Committee, by the end of November 2006.
- During 2006, police authorities reported only two cases of trafficking, while internal trafficking and exploitation is becoming an issue of concern.
- The Prefect, in cooperation with the Municipality and some business representatives, is working to improve the conditions for initial reception and interviewing in the existing facility at the Police Directorate.
- Government institutions have a good relationship with the NGOs that are represented on the Committee and their feedback and expertise is especially important in the activity of the Technical Working Group.

### *Highlights of the dialogue*

- It is difficult to receive information about concrete trafficking cases. It is essential to increase the trust of the public in the law enforcement structures.
- Cooperation depends on good will. On the Berati Committee, both government and non-government structures work pretty well together and they feel as equals.

- The Committee needs more support from the government through clear instructions and allocation of funds.
- Legislation is in place and, according to international standards, authorities should take relevant measures to enforce the laws.
- In accordance with the objective of the National Coordinator's Office, the Committee will require hotels and motels not to rent rooms to minors.

### **Korça—Prefect's Office (Technical Secretariat) — Ms. Donika Ristani**

#### *Highlights of the presentation*

- A Technical Secretariat (Table) of the Regional Anti-Trafficking Committee has been established near the Prefect's Office with the participation of representatives from the Prosecutor's Office, the Directorate of Police, the Intelligence Service, Regional Directorate of Social Service, Directorate of Economic Assistance at the Municipality, Employment Office, Directorate of Education, and non-profit organizations such as Terre des Hommes and Korça Women. The purpose of this structure is to collect information on trafficking issues and report it to the Regional Committee.
- The Table meets once every two months. Numerous cases are reported in its meetings. They are discussed and intervention plans are developed. Cases have been about women and girls trafficked and/or re-trafficked.
- Vulnerable groups at the Korça *Qark* are identified. Every administrative unit, in cooperation with the local government and other institutions, identifies persons at risk and categorizes them: children, youth, women, senior citizens. The groups most at risk are women and girls that have been abused and/or divorced, orphan children, and street children. Within the legislative framework, it is possible to economically assist them through local governments and different NGOs.
- Children that have dropped out of from school are also identified and different measures to decrease their numbers are taken. Eighty percent of these children are from the Roma and Egyptian communities. In cooperation with the Directorate of Education, some of these children have returned to school.
- Employment opportunities are offered to people at risk. The Employment Office, in cooperation with the representatives of other institutions participating in this Table, has employed four women from the Roma community with two others expected.
- The Technical Table has emphasized the need to open a shelter for the victims of human trafficking in Korça.

#### *Highlights of the discussion*

- Good cooperation has been established with many NGOs, especially Terre des Hommes and Korça Women. These organizations deal with the identification of trafficking cases. Also, the Employment Office has cooperated with businesses to identify employment opportunities for trafficking victims.

- There are five Roma associations in Korça that do not cooperate with each other on different problems including trafficking. They do not cooperate with other governmental and non-governmental institutions.
- The rate of school dropouts has decreased. Previously, from April to May, the classrooms were almost empty because children would emigrate; presently the situation has improved. However, we should emphasize that trafficking methods have become more sophisticated. People move together with their families, with the destination changing from Greece to Macedonia.
- The representative of the Deputy-Prefect at the Technical Table should cooperate with local actors especially on data, which has been inaccurate. The Deputy-Prefects of Pogradeci and Puka should establish a network of local institutions and organizations and find the way to collect information relating to the situation in this area. Pogradeci has two border points and trafficking is present.
- The Office of Social Services that monitors NGOs in Pogradeci can have the information on anti-trafficking from these organizations.
- The Representative of the Technical Secretariat of the Regional Committee of Vlora appreciated the work of NGOs and their cooperation at the Technical Secretariat.

### **Gjirokastra—Prefect's Office (Technical Secretariat) — Mr. Foto Sofo**

#### *Highlights of the presentation*

- A main task of the Regional Committees is to collect information from different institutions relating to anti-trafficking.
- They support marginalized groups and persons at risk.
- The Committee is working on developing programs that fighting human trafficking.
- They are working on creating an agreement between the Prefect's office, police, directorates of education, health, and the Intelligence Service (SHISH).
- The Committee is organizing Technical Tables.
- The Committee will meet periodically.

#### *Highlights of the discussion*

- The Committee cooperates with NGOs as needed; not continuously.
- It is necessary to determine the role of NGOs and for Committee members to take this role into consideration.
- It is necessary to exchange information and reconcile anti-trafficking data with NGOs.
- It is important to increase the role of NGOs in Regional Committees.

- There is a need to increasing the capacity (training) of members of the Regional Committees and institutional development/organization of this structure.

## **Fieri—Prefect's Office (Technical Secretariat) — Mr. Luan Muçaj**

### *Highlights of the presentation*

- Since its creation, the Technical Table has achieved results in the following areas:
  - identifying problems about the collection and dissemination of data;
  - identifying, referring and solving concrete cases of trafficking;
  - presenting problems that require specific action to be undertaken to prevent trafficking and to protect families, groups, persons, and families at actual and potential risk of trafficking; and
  - monitoring the implementation of local anti-trafficking duties.
- The State Social Service has provided information about the trafficking of children, especially for those communities with a high population of Roma people.
- The Anti-trafficking Police office has worked in the prevention as well as investigation of criminal activities and detention of suspected criminals. They cooperated in the “Clean Sea” anti-trafficking operation which resulted in four criminal proceedings against cases of trafficking in humans that the Prosecutor’s office is handling.
- The Regional Employment Office, a member of the Committee, has implemented an employment program for about 120 unemployed persons, including those at risk.
- NGOs have played an important role by providing valuable information, statistics, and experience in prevention and assistance, including the Murialdo Social Center, Terre des Hommes, DEA Association, and the Hearth Psycho-social Center.
- The Regional Committee and Technical Table are implementing a full program in cooperation with the above-mentioned NGOs by focusing their concrete work in determining the required actions to solve the primary problems at the prefecture level and implementing the National Anti-trafficking Strategy.

### *Highlights of the discussion*

- The Roma communities are grouped in the communes of Levan and Mbrestar. The difference stands in the fact that these communities are physically concentrated. Good reintegration work was made in Levan, where the children are attending school. Only the families that did not receive back their land properties, according to the Law. No. 7501, have more economic problems; therefore, these families face the risk of trafficking. Also, in a number of Roma communities, the Roma civil society has been active in fixing the infrastructure of the communities.

- Priority for employment was given to about 120 persons representing at-risk groups including: divorced women, young girls, widowed mothers with children, and trafficked girls.
- Begging is noticed among the Roma families mainly where there are cases of tutors that exploit the children. Giving money directly to beggars should not be encouraged. Instead, awareness should be raised about how giving money to NGOs that provide educational sessions and vocational courses for these problematic communities would be better.
- Problems shared in other tables are similar to those expressed in the Fieri table. One common problem is that the law for compulsory school attendance needs to be updated and adapted to the new socio-economic reality. There used to be a register of fines, which has been removed now. Nationally, 7% of the children have abandoned the school of which 6% are from the Roma community.
- Coordination between police and Education Directorates should be stressed in the work plan of the Regional Committee.
- Registration of the Roma children: we should enter into their mentality, to understand how to intervene in solving the problems this community faces. Awareness among this community on the education/schooling of children should be raised.
- The model of the Women in Development project in Shkodra for training of trainers should be applied in Fieri as well.

### **Kukësi—Prefect's Office (Technical Secretariat) — Mr. Azem Tema**

#### *Highlights of the presentation*

- The Regional Anti-Trafficking Committees ensures the involvement of all government mechanisms, coordination of their actions, and awareness raising for the entire community about combating trafficking of human beings.
- In the *qark* level Action Plan approved, there are clear tasks, defined in precise terms, for government institutions and NGOs, accordingly. Part of this action plan was to set up the Technical Desk with NGOs operating in anti-trafficking.
- An important achievement of the Anti-Trafficking Committee is preparation of its bylaws and the bylaws for organizing and the functioning of the Committee and Technical Desk.
- The *qark* of Kukësi is a major transit location for trafficking of human beings into Western Europe via Albania-Kosovo-Serbia and Albania-Montenegro-Slovenia-Italy. In this framework, the cooperation of *qark* with relevant authorities is in an international context.
- In the course of carrying out its activities, the Regional Anti-Trafficking Committee is closely collaborating with Regional Social Service, Regional Employment Office, Victims of Mine Association and other NGOs.

### *Highlights of the discussion*

- The Regional Anti-Trafficking Committees are very useful organizations, but they cannot be considered as the “saviors” of the situations. Their content must be improved especially in the field of capacity building. Nevertheless their role is more coordinating; therefore they mustn't be overloaded with operational tasks that can be carried out with more efficiency by other actors.
- The exchange of experiences between such committees is very important and must be done on regular bases; therefore more attention has to be paid to networking.
- It is still early to judge about the performance of such committees, because the first phase is negotiating with other institutions, establishing collaborations, etc.
- So far, the technical desks have made detailed needs assessments of the committees, which have been presented to the government. If the government will not respond to the assessed needs, the efficiency of the committees will be in jeopardy.
- The Anti-Trafficking Committees must report annually to demonstrate commitment to performing their work.

### *Objectives and current activities of the municipality child protection structures*

#### **Pogradeci Municipality Child Protection Unit — Mr. Sokol Lako**

### *Highlights of the presentation*

- The Office of Protection of Children Rights is a result of the collaboration between the Municipality of Pogradeci and Terre des Home. This office is an integral part of the municipal administration. It aims at protecting and promoting children rights through needs identification of children and their families, and offering services in accordance with the legislation and standards of social services.
- The main duties of this office include identification of children abandoned, abused, exploited and trafficked, as well as children at risk; cooperation with other institutions, public or private, to improve the situation of children and their families; establishment of a database on children rights and their protection; and promotion of children's rights and their protection in respective institutions and community.
- Although new, the office is producing results. It has identified the needs of families in difficult economic and social conditions through family visits, contacts on the street, and exchange of information with local institutions. Based on these needs, individual intervention plans for each child are developed.
- In cooperation with NGOs dealing with children and the community, it has organized different awareness and cultural and sport activities.

- In cooperation with the foundation Nehemia and children of the “Rilindja” private school, food and material assistance was distributed on the International World Food Day for 112 children identified by the office.
- The office plans to organize different vocational courses aimed at employment of poor families to help improve their economic conditions.
- *A success story:* A 2-year-old Roma child was not accepted at day care because the school management claimed there was no place. The employee of the Office learned about this case by accident when she saw the child in midst of used clothes his mother was selling and intervened to register the child at day care center.

### *Highlights of the discussion*

- Such an office is a good initiative that should be supported by all governmental and non-governmental institutions. In this context, the Office should promote itself and work to increase the awareness of all community actors.
- The Roma community presents many problems in relation to children’s rights, including both the community and families understanding these rights and protecting them. More work should be done to involve this large community of about 3,000 Roma people in Pogradeci in education activities that increase awareness about children’s rights.
- Different characteristics/problems of this community (early marriages, working on the street, etc.) should be taken into consideration when working with Roma people. A way to involve them can be found. For example, in the context of New Year festivities, an activity has been organized with Roma children in Korça that was a success. Also, the Municipality can involve Roma people with different jobs.
- The Office of Children’s Rights should cooperate with other institutions and refer different cases to them (*e.g.*, referring them to schools) and look for expertise outside the Office for different problems.
- The Office should fill vacancies and receive training to increase the capacity of staff. Gradually, this office can distribute social assistance funds.

### **Kukësi Municipality Child Protection Unit — Ms. Klodiana Pacara**

#### *Highlights of the presentation*

- The Kukësi Municipality Child Protection Unit, (referred to hereafter as the Office) is attached to the Municipality of Kukësi and offers preventative and protective measures for children at risk.
- The Office offers its services through organizing public debates at schools, preparing and disseminating public awareness materials (for example, flyers, posters, banners) to identify children at risk, provide psycho-social services to the marginalized people, and to draft action plans for case intervention.
- To provide such services, the Office, in conjunction with other institutions, has set up several structures, including a multidisciplinary group for case

management and a Steering Committee that advocates and lobbies for protecting children's rights.

- To ensure the implementation of above mentioned services with high quality, the Office has developed training activities for local government officers and other sector representatives that increase their capacities for child protection.

#### *Highlights of the discussion*

- So far, the interest of the community towards children has been very low and less attention has been paid to the children's problems. This project has increased the sensitivity of parents and other community members to children's rights, which somehow has been neglected so far.
- Another important benefit of this project is that outstanding issues and problematic cases are treated directly by the Office, rather than leaving them to be addressed spontaneously.
- The identification of precise responsibilities and accountabilities is key to avoiding the overlap between Child Protection Units and Regional Anti-trafficking Committees.
- The precise identification of target groups is another important problem, the accuracy of which represents a key factor in combating trafficking of human beings. Therefore, drafting of accurate methodology in this regard is a guarantee for the efficiency of the project.

### **Elbasani Municipality Child Protection Unit — Mrs. Nadire Kreka**

#### *Highlights of the presentation*

Mrs. Kreka gave a brief presentation on the Child Protection Unit of Elbasani, which focused on the role and functions of this unit. The unit offers several services to the children including: social and psychological services, educational support, intermediary and health support, counseling, information, vocational services, legal support etc.

#### *Highlights of the discussion*

- Participant discussion focused on the criteria that the unit uses to help children and families in need. Specific questions included:
  - How many families does this unit help?
  - Does the unit help only the children or also their families?
  - Is the children's protection unit part of the Technical Table?
- The presenter provided specific examples of what they have done to get children back to school.
- There is a national strategy for minorities that should be used to improve the work in helping children in need.
- The children's protection unit should have a more general panorama of the problem and should sign an institutional memorandum of understanding with the other NGOs and actors to create a complete solution scheme of services.

- Before the unit undertakes any initiative, it should have correct information on the impacted community.

## **Tirana—Municipality Child Protection Unit — Ms. Gladiola Musabelliu**

### *Highlights of the presentation*

- Intervention by the municipality has focused in two directions: social services for street children and monitoring of children labor.
- Social services for street children focuses on the following:
  - Data collection about street children
  - Coordination of work
  - Referral of these children to NGOs so that the children may benefit from the NGOs' social services.
  - A network of public institutions including the regional offices of the Health Authority, Education Directorate, and State Social Services has been created to ensure that some services are offered to children (e.g., vaccinations, education).
- Monitoring of child labor focuses on the following:
  - Difficult economic conditions, immigration, fragility of public institutions, causes of child labor, etc. The municipality has cooperated with the Ministry of Labor to implement this project.
  - To deal with child issues, the Committee of Local Action participates with representatives of the municipality, Labor Inspectorate, Regional Education Directorate, Directorate of Police, Ministry of Interior, and various NGOs. The main tasks of the Committee of Local Action are discussion, deciding, monitoring, and coordinating work about these cases.
  - Multi-disciplinary monitoring groups have joined with representatives from different public and non-governmental institutions (municipal units, department of Human Resources at the Municipality, Regional Education Directorate, Directorate of Police, different NGOs, etc.). Their main tasks are identification, referral, continuous monitoring, and counseling.

### *Highlights of the discussion*

- We should not stop at identification. Concrete steps should be taken in addition to referrals.
- Lack of developed social policies is a major issue.
- Participants asked how the non-profit organizations are involved in the work of the CPU. There is no criteria for this selection. But the CPU has worked with the organizations that have been active in this area.
- There is a legal issue — the municipality cannot forcefully remove children from the streets. On the other hand, in this area the municipality cannot contract out services. Therefore, they refer these cases to NGO/NPOs.

- It is important that law is enforced; but the legislation regarding parents who do not take care of their children should be improved. What can be done for unregistered children? Presently, the municipality can do nothing to help with these issues.
- Identification of street children is important. Registration had been achieved through communicating with different NGOs active in the area.
- Referring different cases to NGOs has been a way to do something for street children, as the municipality cannot contract out such services.
- Most of street children's families have exploited them by taking advantage of people's pity. Some children come from other districts, and these children have no shelter. These children's cases should be monitored. However, there are also children who stay at day centers and still beg on the streets.
- Demographic movement has created serious problems relating to registration, education, and assistance for children from other districts who have come with their families to Tirana.

## **Responsible Authority—National Referral Mechanism for Victims of Trafficking**

**Ministry of the Interior** — Mr. Saimir Boshnjaku, Chief of Foreigners and Migrants Office

### *Highlights of the presentation*

- This authority was established six months ago. It has monitoring and controlling functions.
- It is established based on an agreement with the Ministry of Foreign Affairs, Ministry of Interior, and Ministry of Labor, Social Affairs, and Equal Opportunities.
- The agreement with Greece for assistance and protection of children has been signed. There are signed agreements for the protection of victims with EU countries. Cooperation agreements have been established with international and local NGOs. It has partnered with major foreign and local actors such as IOM, ARSIS, ICMPD, etc.
- It has established a phone line covering all of Albania and a help line to report trafficking cases. It intends to establish a database.
- It has reactivated a reception facility for the victims of human trafficking at Rinas airport.

### *Highlights of the discussion*

- There is a discrepancy between the information the NGOs and governmental institutions have.
- There are cases of misuse of confidentiality.

- The relations of this structure with the social society organizations are very important.
- It is important to strengthen relations between the police and NGOs.
- It is important to coordinate between the border police and anti-trafficking police.
- It is important to clearly determine the role of the main actors in anti-trafficking.
- Cooperation with the victim/potential victims is very important.
- It is important to cooperate with the prosecutor's office to punish traffickers.

## **Standards for Services to Victims of Trafficking**

**Ministry of Labor, Social Affairs and Equal Opportunities** — Ms. Anila Selmani, Specialist in the Sector for Relations with NGOs

### *Highlights of the presentation*

- As part of it's process of evaluating the protection of these beneficiaries and the centers which serve them (private and international organizations), the Ministry of Labor, Social Affairs and Equal Opportunities took the initiative to draft Standards for Services to Victims of Trafficking.
- These standards constitute the main document for all the standards that have been drafted until now, including Child Standards in the Residential Centers, as well as those in process. These standards offer a sustainable base and principles of assistance to all clients groups and to all sorts of services for all the sectors.
- The Standards for Services of Victims of Trafficking have common points with the General Standards, but these standards analyze, in a specific manner, the services that should be offered to this special group as well as offering criteria, rules and results for residential and daily centers for victims of trafficking.
- The representative of the Ministry explained the basic principles on which the Standards for Services for Victims of Trafficking are supported.
- At the end of her presentation, the specialist from the Ministry explained the field that the standards are covering like the objective and sort of services; need assessments and assistance plan for the beneficiaries, rights and duties, etc.

### *Highlights of the discussion:*

- The members of the group were interested in treatment of different standards, and they asked about how to draft the standards. The representative of the Ministry analyzed these questions and explained the contributions and involvement of all the groups and members who worked on drafting the standards.
- During the drafting of standards, there have been referrals to the following: the UNICEF guidelines on the protection of the rights of child victims of

trafficking in Southeastern Europe, strategies against trafficking approved from Council of Ministers, European and international covenants in the fight against trafficking, etc.

- The process of drafting the standards was an open one. It was the product of experts from active organizations that have services centers working with specialists from Ministry of Labor and State Social Service and the public residential center. It was supported by international intergovernmental organizations such as UNICEF and OSCE.
- The draft was reviewed and commented on by the service providers and other interested actors.
- The working group has identified 12 standards, which constitutes the standards draft. For each standard there are criteria and indicators that will measure quality.

# Chapter Four: Day Two - Sustaining Our Anti-trafficking Work

## World Café

On Day Two, the Sheraton ballroom was transformed into a large café. Music was playing; participants were seated four to a small table. The tables were covered with paper for drawing, markers, a small vase of flowers and a candle. The Albanian and English power point slides welcomed people to the “CAAHT ‘Sustaining the Future’ Café.” This methodology focuses on creating opportunities for “conversations about things that matter.” The Café began with a warm up, followed by three rounds of conversation. The Café Warm Up asked all to identify the learning and insights they had gained as they had engaged in the four presentation/discussions of Day One. Following this, there were three rounds of 20-minute conversations. Rounds One and Two focused on the question: “What do we need to do now to further sustain success in our anti-trafficking work?” In round three, participants reflected on the question: “What are the key ideas—the themes—in our conversations? What lies at the heart of our conversations?”

*Café Warm Up:* The following are themes reflected in the insights and learning from the CAAHT Grantee and Government presentations of Day One. There were 107 comments.



Participants engaged in conversations with more depth in small groups at the World Café.

### Theme:

- Conference Methodology (24)<sup>3</sup>
- Learning Specific New Ideas (18)
- Learning more about the NGO Community (14)

<sup>3</sup> The numbers in parentheses represent the number of respondents who mentioned the topic.

- The Opportunity to Share Best Practices (14)
- Collaboration Between NGOs and Government (11)
- Learning More about Regional Committees (8)
- Good Practices in Working With the Roma Communities (7)
- Sharing of Information (6)
- Learning more about CAAHT (5)

### **Café—Rounds One and Two:**

**Question 1:** “What do we need to do now to further sustain success in our anti-trafficking work?”

In Rounds One and Two, participants discussed the following:

- The critical role of media and schools in awareness raising
- The need for increased training for police, customs officials, NGO staff, and community leaders
- The need for increased employment opportunity for women at risk
- The need to change mindsets and upgrade practices for reintegration;
- How victims can increase self-awareness to become part of the anti-trafficking fight
- Getting more in-depth knowledge of at-risk groups
- The need to include religious communities as well as judges and prosecutors in anti-trafficking work
- The critical role played by the newly appointed Regional Committees and the necessity for them to clearly understand the situation on the ground in local situations
- The need for unified procedures among a wide variety of actors
- The overwhelming importance of ongoing collaboration and cooperation among the media, education, families, shelters, police, all NGOs, and government, at all levels.

**Question 2:** “What are the key ideas—the themes—in our conversations? What lies at the heart of our conversations?”

Themes arising in the two rounds of Café conversations included:

- Government and civil society are in the same boat now.
- Awareness-raising is a key to success.
- We have opened a road together, and now it is the time to pave it!
- The media has a pivotal role to play

## Identifying Actions in Qark Groups

After the Café, participants were reseated into *qark* groups. Each *qark* group was asked to imagine the situation regarding trafficking in their *qark* in 2009. Each individual wrote descriptions or drew images from their vision on paper shared with their table members.

Following this, the *qark* members engaged in an open dialogue about the actions they needed to take to bring this vision into reality. After brainstorming, each *qark* chose five actions they deemed most critical.

Five chosen actions per *qark* are detailed below. *For all actions per qark, see Appendix C.*

### Qarqe: Gjirokastra and Berati

Five chosen actions:

1. Improvement of legislation.
2. Strengthening/increasing the capacity of structures that work in anti-trafficking, especially the police.
3. Categorization of data.
4. Development of joint action plans and unifying the procedures.
5. Anti-trafficking experts stay in their jobs.

### Qarqe: Dibra and Kukësi

Five chosen actions:

1. Improve legal framework and standards.
2. Raise awareness in schools and for the general public.
3. Improve cooperation and coordination between government structures and NGOs to improve and ensure full provision of services to victims and those in need.
4. Increase government commitment through allocation of relevant financial resources, especially to the government institutions represented in the Regional Anti-trafficking Committees.
5. Increase participation from the media and the religious community in the anti-trafficking efforts.



Mr. Azem Tema from the Office of the Prefect and Mr. Jonuz Kola from VMA, both from Dibra and Kukësi qarqe group, show how government and civil society are “on the road together”.



Participants in Fieri and Vlora *qarqe* discussion group listen intently to one another.

### **Qarqe: Durrësi and Elbasani**

Five chosen actions:

1. Efficient work and coordination of the Regional Committees.
2. Creation of action plans that will clearly define the needs for capacity building in the technical working groups.
3. Retaining qualified and trained specialists who know the anti-trafficking topic.
4. Using the knowledge and expertise of the experienced NGOs to help the work of the Regional Committee.
5. Victim's integration and work possibilities as well as returning them to normal life. Can the Regional Committees coordinate the vocational courses offered by local government and NGOs in our *qarqe*?

### **Qarqe: Shkodra and Lezha**

Five chosen actions:

1. Vocational courses/development for the target groups and legal migration.
2. Mini cooperatives in the mountainous areas that finance projects against trafficking.
3. Better coordination of donors through establishing a coordination structure at qark level.
4. Increasing the capacity of people that will do the job at governmental institutions.
5. Increasing the awareness of target groups—people in need—based on identification of their needs using new appropriate strategies.

### **Qark: Korça**

Five chosen actions:

1. Establishing shelters with an appropriate and professional staff.
2. Training of local governmental structures that deal with anti-trafficking work.
3. Educational and social integration of vulnerable children/youth through supportive policies from the state and civil society organizations.
4. Coordinating actions among all actors focused on anti-trafficking work
5. Ensuring effective work of respective structures in anti-trafficking work for prevention, protection, and integration.

## **Qarqe: Vlora and Fieri**

Five chosen actions:

1. Lobbying the NGOs for mediation and enhancement of a legal framework.
2. Creating awareness campaigns and activities to prevent and fight corruption in the anti-trafficking framework.
3. Organizing educational sessions and awareness to sensitize communities about the prejudices and stigmas for trafficking victims.
4. Increase training for professionals dealing in anti-trafficking issues, especially for police, and ensure stability in their positions (to avoid frequent replacements of trained and experienced staff). This should be done by the responsible institutions and organizations of the field.
5. Offering scholarships from state institutions and NGOs for potential victims of trafficking who are from poor families and cannot afford school.

## **Qark: Tirana**

Five chosen actions:

1. Increasing professional capacities (e.g., judicial capacity) within respective standards through financial and technical support.
2. Collaborating among all actors without any political bias.
3. Better functioning of Regional Committees; signing a memorandum of understanding
4. Raising public awareness on Regional Committees and Technical Tables' roles and respective functions (media). Better understanding of the *qark's* situation relating to making future decisions.
5. Collaborating with different organizations/institutions in destination countries.

## **Actions to Sustain Anti-trafficking Work**

In the final session, participants formed working groups based on one of the nine action themes that they wanted to explore deeper. The five critical actions per *qark* were clustered into nine action themes. This methodology, once again, ensured that participants were interacting with new group members and increasing their networking opportunities.

Three questions guided their discussion

1. Why did you choose this action to explore?
2. Why is this action important for sustaining anti-trafficking work?
3. How can we make this happen?

**Action Theme One:  
Practical/concrete functioning of the Regional Anti-trafficking  
Committees (nine members)**

**Question 1:** Why did you choose this action to explore?

This theme was important because this issue is now becoming part of our everyday work and responsibilities.

**Question 2:** Why is this action important for sustaining anti-trafficking work?

- Implementation of the Prime Minister's Order for the establishment of the Regional Anti-trafficking Committees.
- Coordination of efforts from all actors.
- Analysis of the current trafficking situation in the qark.

**Question 3:** How can we make this happen?

- Allocation of state funds to support the Regional Anti-trafficking Committee.
- Development of Qark Action Plans with concrete short- and mid-term objectives; assignment of responsible institutions, and establishment concrete timelines.
- Assurance of participation from NGOs with appropriate expertise in the Committees.
- Definition of roles and responsibilities of the Committees members in terms of anti-trafficking work as well as capacity building for agencies/institutions represented in the Committees that mainly focuses on the Technical Working Table members.
- Identification of vulnerable or at-risk communities.

**Action Theme Two:  
Legal Framework—(two members)**

**Question 1:** Why did you choose this action to explore?

- The issue of Legal Framework is connected with my everyday job and with my profession as prosecutor.
- As a social worker in a shelter for victims of trafficking, I had many cases that lost the chance of having the right judgment for their traffickers.

**Question 2:** Why is this action important for sustaining anti-trafficking work?

- We want to do something concretely for the victims who wish to denounce their traffickers or for those who want compensation for their exploitations.

**Question 3:** How can we make this happen?

- Information and knowledge about the existing legal framework must be spread to all actors dealing with anti-trafficking issues.
- Lobbying of the institutions and NGOs working in this field to the institutions that are responsible.

- To identify with the courts/judiciary the problems/gaps in the existing legal framework. For example: involvement of Human Rights Convent in Penal Code of Albania.
- Implementing actors include the Ministry of Justice, Ministry of Interior, and different organizations.

### **Action Theme Three:**

#### **Increase government commitment through allocation of relevant financial resources, especially to the government institutions represented in the Regional Anti-trafficking Committees – (five members)**

**Question 1:** Why did you choose this action to discuss?

This issue is important because the presence of international donors will be limited and ceased one day. Therefore, it's up to the Albanian Government to make anti-trafficking mechanism continue functioning. Without proper financial support obviously, everything will be scrambled down.

**Question 2:** Why is this action important for sustaining anti-trafficking work?

- Commitment from the government.
- Sustainability in its policies.
- Bigger responsibility, seriousness, and transparency.

**Question 3:** How can we make this happen?

- Lobbying of government institutions to decentralize the social fund that will be used even for anti-trafficking directions. So far, a relevant strategy for this fund has been drafted, but its implementation has not started yet.
- Making local government institutions hand over the implementation of some of social services to NGOs, which have better knowledge performing more efficiently.
- Creating fiscal incentives to release the sponsorship of business from fiscal obligations. Even though it is stipulated by law, in Albania, all business organizations that can contribute social and humanitarian activities are not tax-free by the Tax Department.

### **Action Theme Four:**

#### **Collective plans for capacity building, training and their sustainability of the Regional Committees – (16 members)**

**Question 1:** Why did you choose this action to discuss?

- Group members were from civil society and the government and were members of the Regional Anti-trafficking Committee. They all see this as a key to helping the Regional Committees get results. All the Regional Committees need capacity building and member trainings.

**Question 2:** Why is this action important for sustaining anti-trafficking work?

- Understanding the Regional Committee needs is important because government representatives must change in order to move forward in concrete ways based on each qark's needs. Understanding the capacity-

building process and training of the technical working group members and Regional Committees members is key to the success of those committees because they will create the plans and strategies based on their needs to succeed in their work to combat trafficking of human persons.

**Question 3:** How can we make this happen?

- Needs assessment and training.
- Creation of a plan for capacity building and training and implementation of this plan.
- Creation of one operational anti-trafficking office with a technical expert within the Regional Committee. This will help sustain anti-trafficking work.
- Real exchange of information and experience/expertise within the Committees and between their members.

**Action Theme Five:**

**Cooperation with the media – (six members)**

**Question 1:** Why did you choose this action to discuss?

- As a journalist for the *Rruga me Pisha* project, I think that the media can have more influence than the government in anti-trafficking. I would like to learn how I can influence more.
- I believe that the media will change its attitude toward anti-trafficking.
- I see media as an instrument through which we can sensitize not only the community but also the actual and potential victims of trafficking.
- Often, I have been frustrated when I have read articles on this issue. I would like to learn more about trafficking and what the media can do to improve their work.
- I work with street children and am very frustrated that the media often abuses children in front of journalists and their cameras.

**Question 2:** Why is this action important for sustaining anti-trafficking work?

- Commitment of the media and awareness of the community and all actors in anti-trafficking work would increase the responsibility of the central and local government.
- To influence the media to respect professional ethics.
- To increase the media responsibility toward the public.

**Question 3:** How can we make this happen?

- Including the media in our projects.
- Keeping the media informed of our actions.
- Training on anti-trafficking, children's rights, professional ethics (e.g., privacy issues, not using cases for commercial purposes, etc.).
- Encouraging investigative journalism.

- Enabling formats and space in the media by the actors themselves.

### **Action Theme Six:**

#### **Collaboration/coordination among all actors at the regional and national levels – (five members).**

**Question 1:** Why did you choose this action to discuss?

- We need a better coordination to have success in our anti-trafficking work.
- We can share our experiences and establish new relations in regional level.

**Question 2:** Why is this action important for sustaining anti-trafficking work?

- Responsibility
- Defining roles
- Improving work future work.

**Question 3:** How can we make this happen?

- Need to have an anti-trafficking regional coordinator to coordinate the work among committee, Technical Table, and anti-trafficking actors out of these structures.
- Preparation of a standard manual of policies and procedures for a better functioning of Regional Committee and Technical Table.
- Sensitizing of community/ civil society related respective to anti-trafficking actors' functions and roles.
- Cooperation among different NGOs to refer inter-regional trafficking cases.

### **Action Theme Seven:**

#### **Awareness and education to target group – (15 members)**

**Question 1:** Why did you choose this action to discuss?

- I am interested in this cluster because I am a trainer.
- To experience exchange of training with children
- For the importance of education and awareness in the anti-trafficking work .
- Working directly with target groups is more effective.
- Considerable number of trafficked children.
- Importance of prevention of trafficking phenomena.

**Question 2:** Why is this action important for sustaining anti-trafficking work?

- Receiving information.
- Prevention of human trafficking.
- Reintegration of the victims.
- Concrete counseling assistance.

- Achievement of results.

**Question 3:** How can we make this happen?

- Educational and financial support to vulnerable groups.
- Educative, artistic, sport activities and summer campuses.
- TV shows.
- Creating positive models.
- Distribution of awareness materials.
- Motivating vulnerable groups through material and moral incentives.
- Encouraging target groups in volunteer work.
- Visits to families at risk.
- Legal and financial support.

## **Conference Closing**

All participants completed a formal evaluation. (See Chapter Three).

Following this, Sarah Stephens closed the Conference by using some unofficial methods of assessment. She asked participants to use an “applause meter” to show how well the Conference had met initial expectations. After explaining the method, she asked participants to indicate their response to the expectations of

1. Learning About the CAAHT Program
2. Sharing Information
3. Making New Connections
4. Starting Concrete Steps for the Regional Committees

All four expectations received significant applause, with the clear “winner” being Sharing Information.

She also asked for a show of hands indicating how many had engaged in at least two significant conversations with people they had never met before this Conference. Approximately 75% of people in the room indicated a positive response. She then asked how many had exchanged name cards/email addresses with new people. Again, there was a very favorable response to this question.

In her closing remarks, Ms. Stephens recalled the words of US President John F. Kennedy: “...ask not what your country can do for you—ask what you can do for your country.” She also reminded all of President Kennedy’s ability to inspire with vision. She linked his words to the need of the anti-trafficking community to ask themselves how they can support the work of the Regional Committees to create success for all.

## Chapter Five: Conference Evaluations

Participants were provided with an evaluation form with a quantitative section that collected data on achieving workshop objectives and processes and a qualitative section where participants could enumerate what they thought was important, what they thought had not been covered but should have been, and what concrete steps they felt they would take next. There were 50 responses (crude return rate of 37.8%).

### Quantitative Section 1: Towards Meeting Goals and Objectives

Participants were asked to rank, on a four point scale, how well the conference met the main goals and objectives:

Evaluating the Goals and Objectives of the Conference	No #	Some what #	Mostly #	Very Much #	Very Much %	No response	Totals
1.1 Did the conference meet your expectations?	0	0	26	24	48%		50
1.2 Did the conference provide information you can use?	0	4	24	22	44%		50
1.3. Did the conference provide skills and techniques that you can use?	2	12	14	20	40%	2	50
1.4 Did the conference strengthen networking and communication between government and civil society participants?	0	6	17	26	52%	1	50
1.5 Did the conference improve networking and communication among anti-trafficking actors in different <i>qarqe</i> ?	0	5	17	26	52%	2	50
1.6 Did the conference result in plans for better anti-trafficking coordination and work together?	0	5	16	28	56%	1	50

The percentage of participants who felt that the conference met their expectations very much increased by 9% when compared to the 2005 Annual Conference, from 39% to 48%. Similarly, more than 50% of the respondents gave the highest ranking to the networking and improved-coordination aspects of the conference.

## Quantitative Section 2: Conference Process

Participants were asked to rank on a four-point scale how well CAAHT conducted the conference, in terms of

Evaluating the Quality of the Processes of the Conference	Poor (Number)	Average (Number)	Good (Number)	Very Good (Number)	Very Good (Percentage)	No response	Totals
2.1 Overall Quality of Presentations and audio/visual	0	2	13	35	70%	0	50
2.2 Quality of Translation	0	1	5	41	82%	3	50
2.3 Quality of Group Work	0	1	13	35	70%	1	50
2.4 Quality of Materials Provided	0	0	17	33	66%	0	50
2.5 Time Allocated for Activities	0	1	14	34	68%	1	50
2.6 Ability to Participate in Discussions	0	2	10	38	76%	0	50

The general response indicates that conference participants were well satisfied with this year's conference processes. Overall, the percentage of "very good" ratings correspond closely to those of the 2005 Annual Conference. However, top ranking for "time allocated" jumped to 68% from last year's 45%. The top ranking for "ability to participate in discussions" increased substantially, from 61% in 2005 to 76% this year.

## Qualitative Section 3

Responses noted in bullet point below each question highlight some of the main responses quoted from the comments in the evaluation feedback.

### 3.1. What were the two most important items you learned/did at the conference?

- Exchange of experience and ideas for future project plans (11)<sup>4</sup>
- Importance of and more cooperation between government structures and NGOs in the fight against trafficking in human beings (8)
- Importance of coordination in anti-trafficking actions (5)
- The conference methodology and way of organizing the work in groups can help anti-trafficking work (5)
- Information about the Regional Committees in different *qarqe* (3)

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<sup>4</sup> The numbers in parentheses represent the number of respondents who mentioned the topic.

- Continuation of and importance of fight against trafficking in human beings (3).
- Learning more about the work of the NGOs and profit from their practices (3).
- The creation of the CAAHT project and the vision (3).
- Learned more about how this is organized in Albania (2).
- Coordination of actors and activities are both important (2)
- Getting new ideas/techniques for the anti-trafficking fight (2)
- World Café was very productive (2)

### **3.2. Why were these most important?**

- The things that we learned here will help to improve our work to fight trafficking of human beings better (3).
- To improve and be more efficient in our work (3).
- The fight against trafficking is complex and needs complex work. (2).
- Sustainability in the fight against trafficking is important (2).
- There is more knowledge for me in anti-trafficking now and the importance of the social community in this fight.
- The conference was new experience, and productive.

### **3.3. What was NOT covered that should have been covered/presented/discussed?**

- Practical actions showing the ways of treating the problems. (2)
- The conference covered all issues. (2)
- What national or regional authorities do to take over the responsibilities from the NGOs and the international organizations.
- Nothing was mentioned about the transnational dimension of trafficking and the need to exchange experience at the transnational level.
- Representatives from the media should have come to learn.
- It would have been better to present to us the new techniques.
- Not being transparent with the budget for the projects.
- The coordination of actions between NGOs and government
- There should have been concrete proposals for the cooperation in the future.
- More information for the target groups.
- A demonstration to show the cooperation between different actors would have been helpful.

**3.4. Do you think that you can take any specific action as a result of the information you learned in the Conference? If yes can you describe briefly.**

- Thirty-four respondents answered “Yes” to this question. Additional comments included:
- I will share information about the work at Murialdo Social Center with colleagues in Greece, who will be able to inform youth about the services of MSC and give them a chance to start something positive after their deportation.
- I will work with my organization to transmit these ideas to the community to achieve good results in anti-trafficking.
- In the future my role in the anti-trafficking table will be more effective to do the best for the community or for the persons in risk.
- It will raise the quality of the work and this is a result of this training.
- More educative sessions and more cooperation between Municipality and the Regional Education Directorate.
- This training will help me to give this experience to other local actors and organize more activities for the children.
- Being part of the anti-trafficking Technical Table, I will add my ideas and reflect to make the anti-trafficking fight stronger.
- I will try to promote more cooperation between government and NGOs.
- To propose everything that was discussed in the conference to the Regional Committee.

**3.5. Any other comments or suggestions?**

Nineteen respondents simply stated “thank you!” in this box. Other comments included:

- Great conference!
- The reporting out wasn’t so interesting. It could be kept shorter and get the information through the flip charts and drawings instead.
- Good work; well done; congratulations!
- Very well organized, with different structures participating.
- I am looking forward to the next one!



CAAHT 2006 Annual Conference Staff:

(front row, left to right) Fioralba Cako, ANTTARC Trainer and Finance Manager; Vera Xhokaxhi, ANTTARC Trainer; Entela Lezo, CAAHT Finance Manager; Klodian Dyrmishi, CAAHT Driver/Logistician; Alketa Gaxha, CAAHT Grants Specialist; Arjana Haxhiu, ANTTARC Trainer; Sheila Ramsey, EnCompass Lead Facilitator; Dolor Tozaj, CAAHT Local Program Coordinator.

(back row, left to right) Ines Xhellilaj, CAAHT Program Specialist; Myftar Doçi, ANTTARC Program Director; Genc Pasko, ANTTARC Trainer; Etion Parruca, CAAHT Assistant for Administration & Resources; Sarah Stephens, CAAHT Chief of Party.

# Appendix A

## Welcoming Remarks

### Mr. Stephen Cristina

*Deputy Chief of Mission of the US Embassy*

#### Welcoming Remarks

Good Morning Deputy Minister Zajmi, dear Sarah, Honorable Guests: I would like to add my welcome to the 2<sup>nd</sup> Annual USAID Coordinated Action Against Human Trafficking Conference.

The United States Government, through USAID, will continue supporting and encouraging your efforts to build a sustainable and effective network of government and civil society actors that can prevent the trafficking of women and children in Albania and restore the well-being of those who have suffered the terrible consequences of this crime.

As Secretary of State, Condoleezza Rice has said, “The movement to end trafficking in persons is more than a human rights objective; it is a matter of global security.” Promoting democracy and human rights is the most effective long-term strategy for ensuring stability.

Poverty, economic deterioration, conflict, and population displacement, conspire to provide a source of poor and vulnerable individuals—mostly women and children—upon whom traffickers prey.

The U.S. Government's approach to combating trafficking in persons is an integrated one, based on prevention, protection and assistance for victims, and prosecution of traffickers.

The U.S. Government is supporting this comprehensive approach in Albania with several initiatives: first, ICITAP provides training to police and consultation to the National Anti-trafficking coordinator; second, OPDAT, which provides prosecutorial training and capacity building; and third, USAID's anti-trafficking programs that prevent and protect vulnerable women and children.

Successful anti-trafficking initiatives are reinforced by programs that support economic development, good governance, education, health, and human rights, and have the committed participation of civil society, government, and law enforcement.

The State Department's annual Trafficking in Persons report raises the attention of the international community where we need to focus our efforts to combat trafficking. Trafficking in persons is a form of modern-day slavery, and we should all strive for its total abolition. We have a responsibility to ourselves as a society to not turn a blind eye to the suffering of so many women and children.

I couldn't agree more with Sarah that we are here, US government and USAID to help, but ultimately it is up to you; the challenge is now yours to turn this administrative design for cooperative and comprehensive anti-trafficking prevention and assistance work into concrete programs and services. This conference is designed to introduce you to many good practices models from projects in Albania that are available for your use in this work.

(Speaking in Albanian) At the end, I thank you very much and wish you a successful work.”

## **Ms. Iva Zajmi**

*Deputy Minister of the Interior and National Anti-trafficking Coordinator*

### **Government Commitments and Strategy in Anti-trafficking**

I am really honored to address here at this conference most of the major anti-trafficking actors, who have undertaken great responsibilities upon themselves. It is also difficult for me to speak now, after the flattering remarks from Ms. Stephens, whom I thank for her support.

The fight against trafficking is an obligation of the Albanian Government towards its citizens, as it constitutes a violation of the human rights.

I will try to do my best in this position to achieve further progress in the anti-trafficking efforts.

This forum is one of those where for the first time the anti-trafficking community started to seriously discuss about anti-trafficking initiatives. This is due to the commitment of the US government, that has been in the *a vanguard* of the concrete support to the Albanian government in its efforts to combat trafficking in human beings.

Many of the action that government is undertaking now, have originally started in the CAAHT events/activities (especially the Regional Anti-trafficking).

The advantages of the CAAHT approach is that it has been closely cooperating/coordinating with actors at local levels, including both, government and non-government structures.

### **Some Achievements**

Albania is part of the international protocols and convention to fight organized crime and trafficking of human beings.

We have good legislation and relevant law enforcement structures, including special units of the anti-trafficking police, Serious Crimes prosecutors' Office and Serious Crimes Court.

Trafficking is not just a law enforcement issue, but comprises other agencies and institutions. For that reason, a National Coordinator's Office with staff was established, to monitor and supervise the implementation of the comprehensive strategies that have been approved by government.

The Responsible Authority has been established; it will coordinate the referral process for initial assistance and protection and long-term rehabilitation of all victims of trafficking in close cooperation with the Ministry of Foreign Affairs, Ministry of Labor, Social Affairs and Equal Opportunities and the sheltering centers for victims of trafficking.

Training sessions were conducted throughout the country for police officers, in the area of the provision of legal and psychological assistance to child victims, witnesses or those at risk of trafficking.

Also, in the context of the cooperation of the Responsible Authority with all the involved parties, a “help line”, a country-wide, toll-free telephone line for denouncing cases of trafficking will be launched today. This line will aim to assist all citizens or subjects who need help or want to share information on this matter.

## **Objectives for the Rest of 2006**

A database will be established within the Responsible Authority, where representatives of the Ministry of Interior, Ministry of Foreign Affairs, Ministry of Labor, and leaders of Centers of Protection of Victims of Trafficking will record cases of victims returned, referred, handled and protected in Albania.

In the context of the activity of Local Anti-trafficking Committees, commence local campaigns to remove children from the streets, register them in schools, fight against regular prostitution etc., in cooperation between police, prosecutor’s office, social services represented on the committees etc.

The proposal of a new provision in the Penal Code on the Exploitation of Children for forced labor purposes, as well as the planning for a new social-educational package-deal of assistance for these children and their families in the form of employment, education and other kind of aid.

The initiation of a campaign with the Ministry of Tourism in compiling an Joint Operational Regulation for the Tourism Agencies that prohibits the sexual exploitation of women and children in their settings.

The undertaking of a national advertising campaign on the risk of trafficking as well as other specialized campaigns with youngsters, children from diverse ethnic groups, etc.

It is important to stress that we have to work together, if we want to achieve success. We are all equal, and each of us is important/indispensable in its role.

# Appendix B

## Conference Agenda

### Agenda for Day One

**Thursday 16 November 2006.**  
**Illyria Ballroom at Hotel Sheraton, Tirana**

08.30 Registration with Coffee/Tea available

**09.00 Welcome and Introduction**  
Ms. Sarah Stephens, CAAHT Chief of Party

**Welcoming Remarks**  
Mr. Stephen Cristina, Deputy Chief of Mission, United States Embassy

Government Commitments and Strategy in Anti-trafficking  
Ms. Iva Zajmi, Deputy Minister of the Interior

[Pause for departure of Mr. Cristina, Ms. Zajmi and media]

**09.45 Overview of Conference**  
Dr. Sheila Ramsey, Conference Facilitator, EnCompass, LLC

Participants' Introductions and Expectations

**10.05 Overview of CAAHT results 2004–2006**  
Ms. Sarah Stephens, CAAHT Chief of Party  
Mr. Dolor Tozaj, CAAHT Local Program Coordinator

**CAAHT Grantee Prevention Activities Impact Survey**  
Ms. Elona Boce, Institute for Development Research and Alternatives

10.40 BREAK

11.00–13.30 ..... Sharing Good Program Models and Ideas from CAAHT Grantees

Thirty-minute, small group presentations and discussion with CAAHT grantee representatives. Participants may attend four different talks over this 2.5-hour session. Presenters will offer each talk two times.

### **Session I: 11.15–11.50 and Session III: 12.25–13.00**

1. **Awareness raising and skills building with Roma girls and women** — Ms. Donika Godaj, *YWCA, Albania*
2. **Vocational training and job placement as tools to prevent trafficking of young women and children** — Ms. Arta Dyrnish, *In Help of Urban and Rural Women, Berati*
3. **House to house awareness raising to reach vulnerable communities/individuals** — Ms. Miranda Fishka, *Institute for Gender Applied Policies*
4. **Community based programming to prevent trafficking in children** — Mr. Arjan Çala, *Another Vision*
5. **School-based prevention activities** — Mr. Robert Stratoberdha, *NPF*

6. **Reintegration assistance to former victims of trafficking in Albania** — Ms. Marjana Meshi, *Different & Equal*
7. **Educating the public through public media outlets** — Ms. Daniela Kurti, *Rruga me Pisha Foundation*
8. **Improved protection through offering of legal services to vulnerable or at risk communities** — Ms. Holta Kotherja, *Legal Clinic for Minors*
9. **Mediation and conflict resolution techniques to decrease stigmatization and improve reintegration of victims of trafficking** — Mr. Oltion Kadaifciu, *Albanian Foundation for Conflict Resolution*

## **Session II: 11.50–12.25 and Session IV: 13.05–13.35**

10. **Awareness raising and skills building with Roma girls and women** — Ms. Maringlena Meminaj, *Vatra Psycho-Social Center*
11. **Building capacity of local government structures to provide effective prevention and protection services for women at risks** — Ms. Enkelejda Çena, *VMA-Kukësi*
12. **Vocational training and job placement as tools to prevent trafficking of young women and children** — Fr. Carmelo Prestipino, *Murialdo Social Center*
13. **School-based prevention activities** — Ms. Aida Orgocka, *Christian Children's Fund, Albania*
14. **Awareness raising and skills building with Roma girls and women** — Ms. Aida Mosko, *Dorcas Aid International, Albania*
15. **Short-term accommodation for initial assistance for victims of trafficking** — Ms. Kristina Fidhi, *Gjirokastra Community Center*
16. **Reintegration assistance to former victims of trafficking in Albania** — Ms. Entela Avdulaj, *Vatra Psycho-social Center*
17. **Coordination with local government structures and communities to increase awareness and responsiveness/ commitment to trafficking** — Ms. Anila Trebicka, *Women in Development-Shkodra*
18. **Role of media in the overall efforts of the anti-trafficking community in Albania** — Mr. Raimond Kola, *Professional Journalists of Gjirokastra*

13.35 LUNCH

14.35 Sharing Good Models and Ideas in Central and Local Government

Initiatives

Thirty-minute small group presentations and discussions with central and local government representatives. Participants may attend four different talks over this 2.5-hour session. Presenters will offer each talk two times.

## **Session I: 14.45–15.20 and Session III: 15.55–16.30**

### *Recent development in the work of the Regional Anti-trafficking Committee*

1. **Tirana—Prefect's Office** (Technical Secretariat) — Mr. Arben Mani
2. **Elbasani—Prefect's Office** (Technical Secretariat) — Mr. Admirim Kongoli
3. **Durrësi—Prefect's Office** (Technical Secretariat) — Mr. Dilaver Tepelena
4. **Lezha—Prefect's Office** (Technical Secretariat) — Mr. Ndrek Mhillaj
5. **Vlora—Prefect's Office** (Technical Secretariat) — Ms. Dorotea Konomi
6. **Dibra—Prefect's Office** (Technical Secretariat) — Mr. Hajri Begu

### *Objectives and current activities of the Child Protection Structure*

7. **Pogradeci Municipality Child Protection Unit** — Mr. Sokol Lako
8. **Kukësi Municipality Child Protection Unit** — Ms. Klodiana Pacara

### *Responsible Authority—National Referral Mechanism for Victims of Trafficking*

9. **Ministry of the Interior** — Mr. Saimir Boshnjaku, Chief of the Sector for Foreigners and Migrants

## **Session II: 15.20–15.55 and Session IV: 16.30–17.00**

### *Recent development in the work of the Regional Anti-trafficking Committee*

10. **Berati—Prefect's Office** (Technical Secretariat) — Mr. Halim Koxhaj
11. **Korça—Prefect's Office** (Technical Secretariat) — Mr. Koço Bello
12. **Gjirokastra—Prefect's Office** (Technical Secretariat) — Mr. Foto Sofo
13. **Fieri—Prefect's Office** (Technical Secretariat) — Mr. Luan Muçaj
14. **Kukësi—Prefect's Office** (Technical Secretariat) — Mr. Azem Tema

### *Objectives and current activities of the Child Protection Structure*

15. **Elbasani—Municipality Child Protection Unit** — Mrs. Nadire Kreka
16. **Tirana—Municipality Child Protection Unit** — Ms. Gladiola Musabelliu

### *Standards for Services to Victims of Trafficking*

17. **Ministry of Labor, Social Affairs & Equal Opportunities** — Ms. Anila Selmani, Specialist in the Sector for relations with NGOs

**17.00–19.00** ..... **RECEPTION:** Metropolitan Restaurant, Hotel Sheraton

## Agenda for Day Two

**Friday, 17 November 2006**

**Illyria Ballroom at Hotel Sheraton, Tirana**

For day two, we will use a new method for engaging in creative conversation—“World Café.” Based on the idea that our best conversations happen when we are having a coffee, we will turn the Sheraton Hotel ballroom into a café. During the “World Café,” we will talk with each other about how to develop effective anti-trafficking programs; increase the role of local and central government institutions in protecting Albania’s women and children from the threat and consequences of trafficking; and develop strategies for cooperation among the government, civil society, and the international community to sustain these systems.

### **Conversation is the Mother of Invention**

*When the human mind and heart are fully engaged in exploring questions that matter, new ideas often begin to surface. When we practice deep listening, collective wisdom emerges. We can shape our future through conversations that have true meaning for all of us.*

### **Principles of World Café Conversations**

1. Collectively, we have access to all the wisdom and resources we need.
2. Compelling questions encourage collective learning.
3. Intelligence emerges as people connect to each other, sharing diverse perspectives and discoveries.
4. The future is born in webs of human conversation.

### **Guidelines for World Café Conversations**

- ✓ Engage in each conversation with the intention of learning from other people and discovering new knowledge from the connections of diverse perspectives.
- ✓ Move from table to table having conversations with different people. In the CAAHT Café, we will have three rounds of conversation with each conversation focusing on a specific question.
- ✓ Understand that each table has one Host who will stay at the table and not be a Traveler.
- ✓ Learn that the Host welcomes others to the table, briefly summarizes the main points of the previous conversation, and helps everyone participate.
- ✓ Recognize that there is time for conversation and there is time for quiet reflection. When you see other people with raised arms, please stop talking and raise you arm also. Soon, the room will become quiet, and we will discuss the next step.
- ✓ Enjoy and see what you discover!

**THEME: CAAHT “Sustaining the Future” Café**

- 09.00** Introduction to Café Principles and Guidelines
- 09.30** Café Warm Up: Summary of DAY ONE highlights
- 09.55** World Café: Sustaining Our Success—Round One
- 10.35** World Café: Sustaining Our Success—Round Two
- 11.10** World Café: Integration—Round Three

**THEME: Moving Forward in Sustaining Success**

- 12.00** Identifying Actions in *qark*-level Groups
- 13.30** LUNCH
- 14.30** Open Space: Sustaining anti-trafficking Work
- 16.00** Reflection/Evaluation and Closing Activity
- 16.30** Close

# Appendix C

## All Actions from Qark Discussions

### Qark Groups: Gjirokastra and Berati

#### All actions

- Need identification.
- Information, awareness of community of anti-trafficking structures and services offered by these structures.
- In school programs, including topics dealing with trafficking and fighting against it.
- Improvement of legislation.
- Strengthening/increasing the capacity of structures that work in anti-trafficking, especially the police.
- Categorization of data.
- Development of joint action plans and unifying the procedures.
- Anti-trafficking experts stay in their jobs.

### Qark Group: Dibra and Kukësi

#### All Actions

- Improve leg framework.
- Train anti-trafficking police.
- Ensure stability/continuity for anti-trafficking police in their respective offices (not change them time after time).
- Improve coordination and cooperation between government structures and NGOs by defining responsibilities and accountability for each actor.
- Participation of the religious community in the anti-trafficking efforts.
- Improve prevention through awareness raising activities in schools and for the general public (public opinion).
- Improve and ensure provision of relevant services to victims.
- Develop Qark Action Plans.
- Develop individual Action Plans for each institutions represented in the Committee.
- Identify best practices and develop unified standards.
- Capacity building for members of the institutions represented in the committee.

- Participation of media in the anti-trafficking efforts to ensure reporting of government actions to combat trafficking and to increase trust of public opinion in the government structures.
- Allocation of funds to support the work of the committees.

## **Qark Group: Durrësi and Elbasani**

### **All Actions**

- Efficient work and coordination of the Regional Committees.
- Creation of the action plans that will clearly define the needs for capacity building in the technical working groups.
- Keeping in work the qualified and trained specialist that know the anti-trafficking topic.
- Using the knowledge and expertise of the experienced NGOs to help the work of the Regional Committees.
- Victim's integration, work possibility and returning them in the normal life. Can we Regional Committees work for a plan to coordinate the vocational courses offered by local government and NGO's in our *qarqe*?

## **Qark Groups: Shkodra and Lezha**

### **All actions**

- Learning new professions by women and girls combined with the social support/encouragement for this purpose.
- Governmental institutions should seriously deal with the situation of children, especially from Roma communities and remote rural areas especially focusing on registration, legalization, law enforcement (involvement of the police, etc.).
- Vocational courses/development for the target groups and legal migration.
- Mini cooperatives in the mountainous areas.
- Better coordination of donors through establishing a coordination structure at qark level.
- Improving the education system by giving more weight to professional schools based on the labor market needs.
- Increasing the awareness of small and medium businesses through support by the respective governmental institutions to create new jobs and by differentiating people according to the needs.
- Fighting the invisible trafficking (marriages for economic reasons in mountainous areas, unidentified trafficking of women and girls in large cities connected to prostitution, etc.).
- Transforming the fight against human trafficking into a problem of the whole Albanian society.

- Increasing the awareness of rural families and especially mothers of human trafficking.
- Increasing the capacity of people that will do the job (at governmental institutions).
- Legal education of school children (teens).
- Increasing the awareness of target groups (people in need) based on identification of their needs using new appropriate strategies.
- Establishing some unified regulations for NGOs dealing with these issues.
- Giving priority to activities in accordance with the characteristics/traditions of specific groups (for example Roma) and use this activities to encourage a new way of life for their social integration.
- Establishing rehabilitation centers.

## **Qark Group: Korça**

### **All Actions**

- Establishing shelters with an appropriate and professional staff.
- Training of local governmental structures that deal with anti-trafficking work.
- Educational and social integration of vulnerable children/youth through supportive policies from the state and civil society organizations.
- Increasing economic and professional level of target groups.
- Different educational activities for children/youth during summer season.
- Coordinating actions among all actors focused on anti-trafficking work
- Sensitizing of public opinion in anti-trafficking work of human beings.
- Ensuring effective work of respective structures in anti-trafficking work for prevention, protection, and integration.
- Collaborating with families to address anti-trafficking problems.
- Coordinating better among governmental structures and NGOs in providing social services for victims and families at risk.

## **Qark Group: Vlora and Fieri**

### **All actions**

- To be implemented in continuity the anti-trafficking initiatives that are already undertaken.
- Vocational training for potential victims and life skills lessons
- Awareness campaigns for the youth on the negative consequences of trafficking.
- To eliminate corruption in courts.

- Sustainability and continuity of prevention projects.
- Legal enhancement.
- Avoid prejudices to victims of trafficking
- The earned experience at this conference has to be extended at the regional level, in all municipalities.
- Lobby of the NGO-s for mediation and enhancement of legal framework.
- Awareness campaigns and activities in order to prevent and fight corruption (in the anti-trafficking framework).
- Educational sessions and awareness to sensitize community for the prejudices and stigma existing for the victims of trafficking.
- More training for the professionals who are dealing in anti-trafficking issues (especially Police officers) and their carrier proceeding. (this should be done by responsible institutions and organizations of the field)
- Offering from state institutions and NGO-s scholarships for potential victims of trafficking that are part of pore families that can not afford schooling of their children.

## **Qark: Tirana**

### **All actions**

- Increasing professional capacities (ex. judicial capacity) within respective standards.
- Collaboration among all actors without any political bias.
- Financial and technical support.
- Better functioning of Regional Committees, signing a memorandum of understanding.
- Raising public awareness on Regional Committees and Technical Tables' roles and respective functions (media).
- Understanding committee members' responsibilities. Better understanding of qark situation relating to decision making in the future.
- Sharing information.
- Collaboration with different organizations/institutions in destination countries.