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The Albanian Initiative: Coordinated Action Against Human Trafficking 2008 ANNUAL CONFERENCE REPORT



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CAAHT 2008 Annual Conference Report

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ACRONYMS AND DEFINITIONS

CAAHT	The Albanian Initiative: Coordinated Action Against Human Trafficking, USAID
COOPI	Italian Development Cooperation Office
CoP	CAAHT Program Chief of Party
CPU	Child Protection Unit
ICITAP	International Criminal Investigative Training Assistance Program, US Department of Justice
ICMPD	International Center for Migration Policy Development
ILO-IPEC	International Labor Organization - International Program on the Elimination of Child Labor
IOM	International Organization for Migration
LPC	CAAHT staff Local Program Coordinator
LGPA	Albania Local Governance Program, USAID
M&E	Monitoring and evaluation
MOLSAEO	Ministry of Labor and Social Affairs and Equal Opportunities
MoU	Memorandum of Understanding
NGO	Nongovernmental organization
NPF	Help for Children Foundation / Fondacioni "Ndhme per Femijet"
NPO	Non-profitable organization, the legal designation for NGOs in Albanian law.
NRC	MOLSAEO's National Reception Center for Victims of Trafficking
NRM	National Referral Mechanism
ONAC	Office of the National Anti-trafficking Coordinator, Ministry of the Interior
OPDAT	Overseas Prosecutorial Development, Assistance and Training, US Department of Justice
RA	Responsible Authority
SIDA	Swedish International Development Agency
SSPS	CAAHT staff Social Service Program Specialist
TIMS	Total Information Management System – an integrated database for the police in Albania.
UNDP	United Nations Development Program
UNIFEM	United Nations Development Fund for Women
USAID	United States Agency for International Development
Qarku / Qarqe	<i>Qarku</i> designates governmental administrative units in two ways. It is the term for the Regional Council of municipality and commune mayors/leaders of the <i>Qarku</i> region and it also designates the geographic boundary of that administrative unit. <i>Qarqe</i> is the plural of <i>Qarku</i> . There are 12 <i>Qarqe</i> in Albania: Shkodra, Kukes, Lezhe, Diber, Durres, Tirana, Elbasan, Korça, Fier, Berat, Vlora and Gjirokastra.
Prefect	The <i>Qarqe</i> are administered on behalf of the central government by 12 Prefects, appointed by the Prime Minister.

CHAPTER ONE

CONFERENCE OVERVIEW

CONFERENCE BACKGROUND AND PURPOSE

The 2008 CAAHT Annual Conference is the fourth 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. These four conferences have been pivotal events in the six-year CAAHT process of bring together anti-trafficking actors throughout Albania. The underlying philosophy of these conferences has been that Albania has a substantial “tool-kit” available to combat trafficking in persons. The task is building greater cooperation—particularly between civil society and government office actors—to utilize good practices and to enhance skills building to create consistent, good quality anti-trafficking programs and services throughout Albania.

The initial launch conference in May 2004 introduced the 88 participants to the goals and objectives of the CAAHT program. Participants engaged in small group discussions to identify which 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. Senior USAID, CAAHT, and Albanian central 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 and challenged 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 at the comparatively low 16%. While the overall increase in national participants indicated increasing “ownership” of the CAAHT process by Albanian partners, the conference identified the need to engage government partners more actively as a continuing key priority.

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

The 2008 Annual Conference emphasized sustainability of anti-trafficking work in Albania. The interest from the anti-trafficking community remains high, with 108 participants in attendance. Networks and systems for anti-trafficking were highlighted. Eleven presentations of good practices in practical collaboration for prevention of trafficking, awareness raising and assistance/reintegration for victims of trafficking were presented by teams from collaborating agencies, governmental

and nongovernmental. Recognizing that financial resources are an essential element of sustainability, a panel of “donors” predicted coming trends in international and domestic funding sources.

PROFILE OF PARTICIPANTS

Out of 201 participants from 178 invited to the 2008 CAAHT Annual Conference, 108 participants (53%) from 83 organizations (47%) attended.

TABLE 1: SUMMARY OF 2008 ANNUAL CONFERENCE PARTICIPATION

Type of Organization	Participant Invited	Organization Invited	Participant Attended	Organization Attended	Participants Attended Vs. Invited	Total Participation
Central Government	34	26	8	5	24%	7%
Regional/ Local Gov't.	71	71	40	33	56%	37%
NGO	51	46	38	31	75%	35%
International Organization	45	35	22	14	49%	20%
Total	201	178	108	83	53%	100%
Conference staff	13	4	13	4		

Both the Albanian civil society organizations and the regional/local government actors continued to be the major players in the 2008 Annual Conference, as in previous CAAHT conferences.

Regional/ local government participants came from ten of the 12 *Qarqe*.¹ They represented Prefects' Offices, Regional Anti-trafficking Committees and Technical Tables, Social Service Departments, Education Departments, Health Care Departments, Municipality Child Protection Units, and Anti-Trafficking or Border and Migration Police Units.

Central government representatives came from the Ministry of Labor, Social Affairs and Equal Opportunities, General Directorate of State Social Services, Ministry of Interior, General Directorate of State Police, and National Center for Reception of Victims of Trafficking.

Representatives of 31 non-governmental organizations, attended the Conference. Of these, 42% have never received a CAAHT grant. From the CAAHT grantees, participating organizations were not currently receiving CAAHT funding.

A complete contact list of people and offices/organizations represented at the Conference may be found in Appendix E.

¹ Tirana, Elbasan, Durrës, Shkodra, Lezhe, Fieri, Korça, Vlora, Berat and Kukës

CONFERENCE DESIGN AND METHODOLOGY

Following the form of the CAAHT Conferences in 2004, 2005 and 2006, every effort was made to design a conference experience that offered opportunities for dialogue, networking and active engagement of all attendees. The large group learning methodologies of presentation/discussion, panel with questions, large and small-group dialogue, visioning, and creative thinking were used throughout the two days.

The Conference was organized around one main theme: “Moving Forward in Sustaining Success.”

Day One Methods: 1) Creative thinking exercise, “Planting the seeds of sustainability” used the metaphor of sustaining a small business whose service was to deliver blooming plants to meetings and conferences, 2) Sharing good models of networking and anti-trafficking systems by eleven stakeholder representatives (delivered in two rounds twice) and 3) Identifying “Bold Ideas” heard throughout the day.

Day Two Methods: 1) The visioning exercise “Creating our Success” asked everyone to dialogue about the question: “Why is it that in 2010 the Albanian anti-trafficking community has received an international award for sustaining the anti-trafficking coordination contributing to the welfare of vulnerable populations?” 2) A panel of four members from the donor community spoke about “Future trends in support of anti-trafficking services in Albania”; questions and discussion followed the presentation, 3) *qarku*-level discussion addressed sustaining and expanding the anti-trafficking systems in each *Qarqe* and 4) a final group dialogue on questions and final thoughts concluded the Conference.

The use of these methodologies ensured that participants had maximum opportunity to share information and diverse perspectives with each other. There was a balance between creative thinking and very detailed realistic learning and conversation. Day One provided opportunity to think “outside the box” and transfer such thinking to the work of sustaining anti-trafficking efforts. This was augmented by detailed presentations on eleven successful collaborations between agencies. Day Two reminded all about the importance of having visions of success and balanced this with realistic input from the donor community and detailed dialogue at the *Qarku* level. As with other Conferences, participants were encouraged to mix and develop new connections during breaks and the reception and at lunches.



Day Two: Creating the Future - Table 11

CHAPTER TWO

CONFERENCE PROCEEDINGS - DAY ONE

THEME: MOVING FORWARD IN SUSTAINING SUCCESS

WELCOME

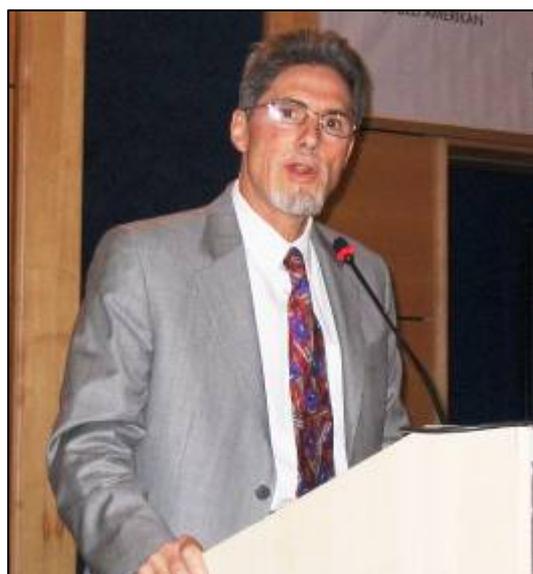
The 2008 Annual Conference of USAID project The Albanian Initiative: Coordinated Action Against Human Trafficking (CAAHT) was convened at the Sheraton Hotel in Tirana, May 27 and 28. The theme of this conference was “Moving Forward in Sustaining Success.”

The participants were welcomed by the Chief of Party, Sarah Stephens. She briefly recounted the history of the CAAHT project and acknowledged the renewal of the project for three additional years, until September 2009. She stressed that this renewal illustrated not only the commitment of USAID to Albania but also the success of the project and the participants at this Conference. She emphasized that a focus on sustaining success is a critical opportunity ahead of the CAAHT project and of all anti-trafficking actors.

She then introduced Mr. Stephen Cristina, Deputy Chief of Mission, United States Embassy and Ms. Iva Zajmi, Deputy Minister of the Interior, and invited both of them to address the gathering.

REMARKS OF MR. STEPHEN CHRISTINA

DEPUTY CHIEF OF MISSION, UNITED STATES EMBASSY IN TIRANA



Stephen Cristina welcomes participants to the 2008 Conference.

Summary The participants have a very important task, tackling one of Albania’s most serious and difficult issues that, in the eyes of the world, has limited Albania’s development and integration in the Euro-Atlantic community. But more importantly it is a humanitarian issue that affects the life of someone’s daughter, son, sister, neighbor, or friend. We have a responsibility to ourselves as a society not to ignore the exploitation and suffering of so many women and children, and to put right the wrongs it creates.

Albania has taken positive steps in its efforts to combat trafficking in persons, yet it continues to be a source country for transnational and internal trafficking of women and children. There is an urgent need for improved identification and referral of victims of trafficking at the borders and other points inside Albania.

The new 2008-2010 National Anti-trafficking Strategy is a welcome step, which sets goals to accomplish as well as the manner in which to achieve them. The United States Government urges the Government of Albania to use all necessary resources to make its implementation a top priority, and thus a reality.

USAID's CAAHT program has been an important part of a holistic approach to anti-trafficking, emphasizing components of prevention and awareness raising of this important problem, the reintegration of victims, and the coordination of efforts. Over the past decade, international players have carried the majority of the financial burden of assisting the people and government of Albania to confront trafficking in persons. It is time for the greater portion of this financial responsibility to be assumed by the Albanian Government.

REMARKS OF MS. IVA ZAJMI

DEPUTY MINISTER OF THE INTERIOR AND NATIONAL COORDINATOR FOR ANTI-TRAFFICKING OF HUMANS

Summary The new Anti-trafficking Strategy for 2008-2010 builds upon the framework of the previous Strategy Against Trafficking in Humans 2005-2007, preserving the same framework and organization. It is divided into actions in three main streams: prevention, prosecution and protection, and contains a chapter on coordination. In addition, there is a specific section dedicated to the Strategy Against Trafficking in Children 2008-2010.

Some of the new elements reflected in this strategy include:

- Increasing the number of the partner agencies by including such entities as the labor inspectorate, and local government at municipality and commune levels.
- Standard operating procedures and a supervising board for the National Referral Mechanism.
- Increased cooperation between different state agencies, such as the police – prosecutor's office, police – social service, to improve identification, investigation and prosecution of trafficking crimes.
- It requires, for the first time, financial budgeting by the implementing and supporting agencies.



Iva Zajmi addresses participants at the 2008 Conference.

The main purpose of the Strategy is to create a protection and reintegration network for the victims of trafficking through a functional National Referral Mechanism. In addition, it seeks to create a true network for prevention, protection and of integration directed by the Regional Anti-Trafficking Committees.

It is not a mere strategy for the fight against trafficking. It also is a strategy for the social inclusion and protection of fragile social categories. It is a document for the improvement of the work between police and prosecutors' offices as well as the

police and social services. This plan contributes to international and regional cooperation while also providing a joint work plan for local government units.

We believe in the Anti-Trafficking Strategy, join us!!! Contribute for a more human, a more safe, and a better Albania!!!

(For full text of the remarks of Mr. Cristina and Ms. Zajmi, please see Appendix B)

CONFERENCE GOALS AND AGENDA

DR. SHEILA RAMSEY, ENCOMPASS^{LLC}

After the departure of Mr. Cristina and Ms. Zajmi, an overview of conference goals and agenda was presented by the lead conference facilitator, Dr. Sheila Ramsey of Encompass^{LLC}, Washington DC. She began the overview by acknowledging the ten conference facilitators: five CAAHT staff, three staff of the Albanian National Training and Technical Assistance Center (ANTTARC), and two former CAAHT Staff². She asked how many participants present had been to other of the three previous conferences. Approximately one-fourth indicated that they had. She explained that the conference goals were to:

- identify effective systems and networking models;
- create ideas for sustaining anti-trafficking work in Albania; and
- create new connections for future actions.

In addition, she called participants' attention to the 'Guidelines for Effective Dialogue' located on their tables, encouraging all to "seek first to understand, to speak from their own perspective, to share ideas freely, to listen for deeper connections and questions, to allow and learn from diverse opinions and to make connections with others in the room". Data from a pre-conference survey indicated that participants at other conferences had appreciated the dialogue and interaction, the "World Café" format and the creative thinking exercises. She assured all that such traditions of CAAHT conferences would continue in this 2008 experience.

Following the overview, participants at round tables introduced themselves to each other by discussing: 1) their name and organization 2) why they decided to come to the conference and their expectations and 3) what it is that sustains them in this anti-trafficking work. Their expectations can be summarized as:

- Increase collaboration and cooperation with various anti-trafficking actors; how to ensure continuity of this.
- Explore the cooperation between local and central government, between government and NGOs, across regions, with police and schools.
- Learn about new ways and current mechanisms for creating sustainable work and how to consolidate collaboration; learn best practices,
- Share ideas in *qarqe*.

² The CAAHT program expresses its appreciation to our two former colleagues who graciously agreed to assist us as facilitators. Ms. Shpresa Spahiu, Tirana Manager for the Help for Children Foundation (NPF) and Ms. Elvana Gadeshi, Monitoring and Evaluation Specialist, USAID/Albania Local Governance Program (LPGA). We appreciate the cooperation from both NPF and the ALGP in allowing their staff to work with us.

- Learn what Regional Committees are doing, how they are being informed and what responsibilities they really have.
- Learn more about donors and the future financial situation.
- Learn what CAAHT is doing to help sustainability.
- Learn more about the specifics of awareness raising, prevention and child protection units (CPU).
- Learn about future steps.

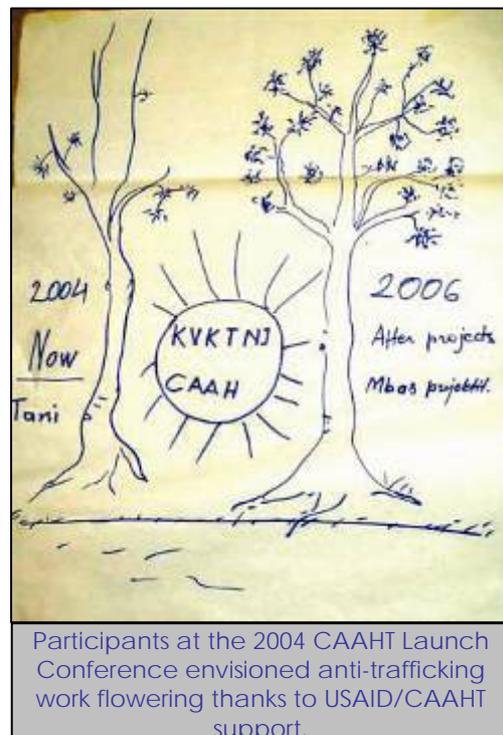
BRIEF UPDATE ON THE CAAHT PROGRAM

MS. SARAH STEPHENS, CHIEF OF PARTY, CAAHT

Summary Ms. Stephens began the update with reminding all of the purpose of the CAAHT project since its inception in 2004, which is to:

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

Recalling the tree pictured to the left, drawn by conference participants in 2004, she affirmed that the community of CAAHT partners – a significant portion of the “anti-trafficking community of Albania” – have made significant efforts in anti-trafficking over the past four years. This is, indeed, a tree bringing forth blossoms rather than one that has withered. She offered an overarching challenge that set a theme for the 2008 Conference: “How will the present networking, collaboration, co-operation, systems, and mechanisms continue when this USAID project is over?”



In reflecting upon this challenge from the CAAHT perspective, she noted the following key achievements of the CAAHT program:

- √ \$2,775,000 in grants provided to 23 NGOs over three major phases in 5 years;
- √ 442 women and children victims of trafficking received assistance and reintegration;
- √ 340 vulnerable women, boys and girls received prevention services;
- √ 50,104 women, men and children participated in anti-trafficking awareness raising;
- √ 2,248 government officials trained;

- √ 395 civil society actors trained;
- √ increased capacity of 14 NGOs based outside Tirana through training and support from CAAHT and between NGO partners;
- √ regional/local government and civil society cooperation in anti-trafficking strengthened;
- √ establishment of National Coalition of Anti-trafficking Shelters; and
- √ CAAHT partners' major contributors to draft National Anti-trafficking Strategy 2008-2010.

Since the beginning of the second half of the program in October 2006, CAAHT has published three major reports:

- *The State of Efforts to Combat Trafficking of persons in Albania: August 2006-July 2007*
- *The Impact Assessment of Activities to Prevent Trafficking in Persons in Albania: 2005-2006*
- *A Mid-term Assessment of CAAHT Co-ordination: September 2006*

All of these reports are available in Albanian and English on the CAAHT web site www.caaht.com.

In closing, Ms. Stephens referred to the four puzzle pieces presented in previous conferences. All the program achievements have been accomplished through interweaving of coordination, grants, technical input, and analysis of information.

She reminded everyone of the critical theme of this Conference: "Moving Toward Sustainable Approaches" by showing the drawing, made by a Conference participant in 2004, of a blossoming tree and as she asked the participants: "How will this tree continue to blossom after the CAAHT program ends? What can CAAHT do in the final year to support your sustainability?"

Ms. Stephens suggested that an indication of sustainability is the use of strong networks and so she was especially pleased to introduce Mr. Xheladin Qahi, Director of the National Reception Center for Victims of Trafficking under the Ministry of Labor, Social Affairs and Equal Opportunities, to announce the formation of the National Shelter Coalition.

INTRODUCTION OF THE NATIONAL SHELTER COALITION

MR. XHELADIN QAHI

DIRECTOR, NATIONAL RECEPTION CENTER FOR VICTIMS OF TRAFFICKING, MINISTRY OF LABOR, SOCIAL AFFAIRS, AND EQUAL OPPORTUNITY

Summary Mr. Qahi explained that the National Coalition of Anti-Trafficking Shelters is comprised of five government and non-government shelters that have been providing assistance and reintegration services to victims of trafficking in Albania. These include the

Vatra "Hearth" Psycho-Social Center in Vlora, "Different and Equal" Association in Tirana, "Another Vision" Association in Elbasan, "Life and Hope" shelter in Gjirokastra, and the "National Reception Center for Victims of Trafficking". It was established through process guided by the CAAHT program over a year (July 2006 to July 2007).
purpose of the Coalition, formed by an MOU dated 17 July 2007, is to:

Increase efficiency of support for victims; to give targeted assistance and to help other actors know if residential service is needed

- √ Increase the visibility of the Coalition
- √ Sustain an interactive referral mechanism
- √ Strengthen the proposals to international donors

During its first year of existence, the Coalition has already reached several notable achievements including:

- The NCATS' presentation to, and acknowledgement by, government structures and international organizations within a short period of time.
- An interactive referral system for victims of trafficking, as well as the provision of a full package of service for these persons in need.
- Substantial contributions to the drafting of the National Strategy Against Trafficking in Humans for 2008-2010.
- Submission of joint project-proposals to foreign donors, to ensure the sustainability of the Coalition, as well as the improvement of the quality of services in assistance to trafficking victims.

(For more complete details of this presentation please see Appendix C.)

PLANTING THE SEEDS OF SUSTAINABILITY: A CREATIVE THINKING EXERCISE

After the welcoming remarks and the overview of the conference, participants were invited to engage in their first interactive activity in their table groups. A pot of blooming flowers had been placed on each table. Participants were asked to imagine that they were in a small business the purpose of which was to grow flowers and then deliver blooming plants to conferences such as this one. They had to identify, outline and assess all the major activities in their business and discuss how to sustain these activities to ensure business success. At the conclusion of the exercise, they discussed how their findings could shed light on their efforts to sustain anti-trafficking efforts.

A summary of the main ideas for sustaining anti-trafficking work includes the need to:

- Know the specific needs to be addressed.
- Analyze situations and offer the right services.
- Share a common vision.

- Monitor and continually evaluate progress (where are we and where do we want to go?).
- Ensure continuous presence of competent human resources to deal with anti-trafficking.
- Secure continuous funding.
- Lobby with state agencies to contribute to funding and support of systems.
- Keep quality of services high.
- Maintain capacity of institutions and structures.
- Be up-to-date on changes in anti-trafficking events/successes.
- Continually “feed” the cooperation and co-ordination with other actors.
- Promote achievement and results; use media well.
- Implement good practices.
- Develop a national business plan to coordinate all actors and activities.
- Find additional partners who can help us succeed.

The facilitators noted that during this exercise, there was a lot of sustained engagement; the results indicate that the participants easily made the application of the metaphor to their anti-trafficking situations. The words “seeds, business plan, nurture and blossoming” were heard throughout the remainder of the conference.

(The complete list of “Ideas for Sustaining Anti-trafficking Success” generated by the Conference participants is available, upon request, from the CAAHT office.)



Participants were seated at tables of 12 in order to maximize opportunities for discussion and interaction.

SHARING GOOD ANTI-TRAFFICKING SYSTEMS AND NETWORKING MODELS

Each presentation was offered twice; participants were invited to choose two presentations to attend. Round One was before lunch and Round Two was after lunch. Selected CAAHT stakeholders had been invited to make the presentations; they had been guided to focus on the networking/collaboration/coordination aspects of their successes. A Conference facilitator was present in each group to ensure that the dialogue was focused and detailed. What follows is a brief summary of each session and the main points that were discussed. Data from Round One and Round Two are combined.

SYSTEMS FOR COOPERATION AMONG THE SAME TYPE OF SERVICE PROVIDERS

NATIONAL COALITION OF ANTI-TRAFFICKING SHELTERS

PRESENTERS Marjana Meshi, Director of “Different and Equal”, Tirana, and Suela Hana, Head of Social Services Sector, “National Reception Center for Victims of Trafficking”

Presentation summary

The presenters explained briefly the type of services provided for beneficiaries at the National Reception Center and the Different and Equal Reintegration Center (D&E). They also explained the differences as well as the similarities between the two shelters. The National Reception Center provides initial reception services only to victims of trafficking. “Different and Equal” provides a full package of services for victims of trafficking, including reintegration with all its phases. These services include psychosocial counseling, health care, life skills training, education and/or vocational training, and employment. Each beneficiary receives a combination services that best fit her particular needs and goals. Ms. Meshi explained that among the member organizations in the Coalition, victims of trafficking have access to a wide variety of services such as: initial reception, accommodation, recovering and reintegration are being provided to beneficiaries by the five shelters

Ms. Meshi described the establishment of the National anti-trafficking Shelter Coalition. The shelters began their formal collaboration, sharing their problem and concerns regarding the functioning of the shelters, through a series of meetings convened by the CAAHT program. During these meetings, a common commitment to each other emerged from the five shelters, resulting in their intention to formalize as the Shelter Coalition. The establishment of the Coalition came as a response to their increasing concerns about issues such as: improving services offered to victims of trafficking through coordination and collaboration amongst shelters and other partners, the notable decrease in the number of cases referred by police etc.

Ms. Hana explained that the Coalition was formed by mutual consent through a Memorandum of Understanding (MoU) signed in July 2007 among the five anti-trafficking shelters in Albania: “Vatra” reintegration shelter in Vlora, “Another Vision” shelter in Elbasan, “National Reception Center of Victims of Trafficking” in Tirana, “Life and Hope” transit shelter in Gjirokastra and “Different and Equal” reintegration shelter in Tirana. The five shelters established the *Interactive Shelter Coalition to Support and Protect the Victims of Trafficking in Albania*. She also described some of the content and nature of the Memorandum of Understanding as: the purpose and

objectives of the agreement; basic principles of the MoU; area of intervention and functioning of the agreement³.

Ms. Meshi explained that the coalition is working on a joint plan of actions. Its presidency will be shared by the members of the coalition on a rotational basis. She described some of the main activities of the working plan that have been already implemented, such as: lobbying as a coalition, as a single voice, to the responsible state structures and to other stakeholders; applying for funding as a Coalition to different donors; exchange experiences on the work in the shelters through joint meetings where technical staff is involved, etc. The Shelter Coalition was an important presence at the workshops organized by the Ministry of Interior/Office of National Anti-trafficking Coordinator on drafting the National Anti-trafficking Strategy 2008-2010.

Main points of discussions

- Participants asked how the system of referrals functions. The presenters explained that the referral occurs when the victim of trafficking expresses her/his desire to be assisted and is willing to go to the city of the receiving shelter. This may involve initial assistance at one shelter, and then referral to a reintegration center for longer-term assistance. Different state and non-state structures, persons, organizations are involved in the referral system.
- Some of the difficulties faced by the shelter coalition have been: the need for unified data on victims of trafficking identified and assisted; the lack of the accurate and unified definitions on trafficking; difficulties and obstacles faced in the reintegration process; lack of funding for the normal continuation of services provided to beneficiaries; etc.
- There is a need to include other partners in the provision of services and case management for victims of trafficking, for example the Ministry of Health.

BKTF (All Together Against Child Trafficking)

PRESENTERS Danjela Shkalla, Coordinator of BKTF, Tirana, and Monika Kondura, Legal Clinic for Minors, Tirana

Presentation summary

The presenters gave a general overview about how was BKTF developed and how it functions. It was founded after the first inter-ministerial conference “All Together Against Child Trafficking” held in November 2001, where the Albanian government publicly recognized the phenomenon of child trafficking in Albania. Some NGOs working on protection of children's rights decided to form a coalition with the same name as the conference. The Coalition was formally established on September 2, 2002, and legally recognized by the Albanian authorities on February 19, 2002.

The Coalition initially was comprised of nine members; today it has 16 members and three Advisory Board organizations⁴ working on combating child trafficking in Albania. These

³ Albanian NGO law does not allow government entities to belong to NGOs. Therefore, the creation of the Coalition through the MOU mechanism, rather than as an NGO, is a particular “good practice” because it enables the MOLSAEO National Reception Center to be a full member of the Coalition. The level of commitment and trust among members is also remarkable in as much as they have agreed to submit joint project proposals for funding that will be administered through an individual member organization. These proposals include funds for joint Coalition activities and funding support for individual member shelters (governmental and nongovernmental).

members cooperate to increase the effectiveness of interventions in the area of protection of children's rights. The main objectives of BKTF are to: ensure prompt and efficient services to combat trafficking in children through coordinated actions among its members, central and local institutions; ensure exchange of information; promote, strengthen and support the efforts of its members against trafficking in children; represent the joint efforts of the Coalition with State authorities; implement joint or individual action plans; and to develop relationships and improve recognition of the Coalition by State authorities in order to facilitate accomplishment of Coalition's goals, objectives and activities. It was formed and functions on a voluntarily basis, including voluntary funds contributed by member organizations. They also contribute their areas of expertise for different issues related to the fight against child trafficking. There is only one paid staff member, Ms. Shkalla, who is responsible for organizing meetings and other events.

During June to August 2007, BKTF conducted an awareness raising campaign against forced begging of children. The underlying purposes of this campaign are to increase public awareness, motivate people to treat children who are begging on the streets with respect, and to help them through services provided by different organization and specialized government bodies. Other actors involved in this campaign included the media, the Ministry of Interior, the Ministry of Labor, Social Affairs and Equal Opportunities, the Tirana Municipality, and students.

Main points of discussions

After the presentation was completed, the presenters asked participants about their work and projects.

- Representatives from Fier district are working on increasing birth registration within the Roma community through local registration offices.
- In Shkodra district: one of the agencies is providing psychosocial counseling for the victims of trafficking in collaboration with the Legal Clinic for Minors.
- In Vlora, the presence of female police officers and psychologist women in the structures of border police is increasing.
- A police officer mentioned that the Total Information Management System (TIMS) database is helpful.

ANTI-TRAFFICKING COORDINATION AT THE QARQE LEVEL

Berat Regional Anti-Trafficking Committee Technical Working Table

PRESENTERS Halim Koxhaj, Technical Secretariat, Berat, Mirella Buhuri, Association for the Protection of Women Rights, Berat, Elsa Rafeli, Kuçova Women in the Focus of Development, Kuçova

Presentation summary

Halim Koxhaj explained that the committee has been operating according to the Prime Minister's Order of June 2006, with the designated institutional members. It also has cooperated with local NGOs (CAAHT grantees) experienced in the field of anti-trafficking. Furthermore, the Committee has invited members from the

⁴ The members of BKTF are: Another Vision, Amaro Drom, Catholic Relief Services, CILPS (Center of Integrated Legal Services and Practices), Center for Legal Initiatives, Children of the World Albania-Human Rights (FBSH), "Education for Life" National Association, International Social Services Albania, Rromani Baxt Albania, Partners for Children, Save the Children – Albania, Terre des Homes, Tirana Legal Aid Society (TLAS), Help for the Children (NPF), World Vision – Mission in Albania, International Volunteers for Development (VIS). The Advisory Board is comprised of Unicef, IOM, and the CAAHT program.

Chambers of Advocacy and Commerce, as well as from religious clergy and media, who have supported it in different forms. The Committee has been engaged in the identification of problems and social groups at risk, the mapping of the *qarku*, as well as awareness raising and motivation work. Training for police officers about the legislation has been provided as well as awareness raising sessions for students. There was cooperation with the Advocacy Chamber and assistance/ reintegration shelters. Employment of vulnerable girls and women has been ensured through the cooperation with the Regional Employment Office. In cooperation with the local government, recreational centers in communes are being piloted to serve as places where girls and women come together to share information and enjoy time together.⁵ Members of the Committee have brought and shared information with one another in the meetings related to the abovementioned issues.

The presenters identified various challenges, such as:

- the State is still far from respecting standards;
- there are still strong prejudices against victims of trafficking;
- contact points and persons on the Technical Tables are replaced too frequently by new people;
- the Committee does not have a budget of itself, it depends on the Prefect's Office for supplies, internet and fuel;
- the Anti-trafficking Police are not trustworthy and competent yet; and
- deported girls find it difficult to denounce their traffickers in the presence of male police officers.

The presenters offered several recommendations:

- more training should be provided by the State;
- duties and roles of representatives in the Anti-trafficking Regional Committees and Technical Tables should be determined more specifically;
- officials should be allowed to stay in the office for longer periods of time – free from political influence;
- membership on the Regional Committees should be increased, including the Chambers of Advocacy and Commerce;
- female police officers should be interviewing deported females;
- adequate reception rooms at the Regional Directorate of Police in the Qarku with the proper audio-visual equipment are needed; and
- the Regional Committee should have decision-making competences over any member institution in the Quark, in order to intervene for emergency cases.

Main points of discussion

- Involvement of other structures to provide a contribution to the work of the Anti-Trafficking Regional Committee, such as the Advocacy Chamber, for legal assistance to victims and/or vulnerable persons.
- The State needs to take more responsibility for programs currently being implemented by NGOs. NGOs need to cooperate closely with State institutions.
- The programs of the anti-trafficking projects need to extend through the entire *Qarku*.

⁵ The vocational training, employment placement, counseling, and day center activities noted here are implemented by the two presenting CAAHT organizations.

- Identification of the vulnerable social groups was carried out mainly by the CAAHT grantee organizations that were familiar with families and groups in need.
- A database of trained persons should be established.
- “The cooperation is evident, and we want to take this positive experience to our *Qarku*.”
- There is success in the outlying communities that NGOs reach with their activities.
- School psychologists provide police officers with lists of vulnerable young girls and of potential traffickers (young men), so that they may be monitored with priority by police.

COOPERATING FOR AWARENESS RAISING IN SCHOOLS

YWCA and Xhezmi Delli school in Tirana

PRESENTERS Arjana Maci, Director of “Xhezmi Delli”, Tirana, and Nimfa Jaco, YWCA trainer, Tirana

Presentation summary

Ms. Maci emphasized the good cooperation between her school and the YWCA organization. She explained how the teachers collaborated with the NGO staff to increase the quality of the project. Ms. Jaco, the trainer, noted that the YWCA specifically designed the activities based on these needs. This cooperation will help to provide improved anti-trafficking awareness over the longer term, because the many children in these communities will continue to learn about these issues and be able to share with their brothers, sisters and parents what they learned.

During the activities with women and men, interactive methods were used, such as: discussions based on real cases that women and girls themselves have told; small group discussions; discussion of videos with stories of actual trafficking cases; workshops and social activities to build relationships. The activities built trust, encouraging an environment in which everyone could openly discuss their concerns.

The results of this project are tangible. The children express this in their discussions, in their drawings about the subject, and in the messages they develop and convey to their untrained mates. Parents also discovered their role and responsibilities to prevent trafficking through their participation in the workshops organized to increase their awareness. In addition, some of these participants were provided opportunities to build labor skills through vocational courses for janitors and gardeners.

Teachers identified the most at risk contingent among the children and, in cooperation with the student government, determined joint strategies with the trainers of this project to ensure their participation in the awareness raising activities.

To make the project sustainable, this experience must be expanded to other groups of minors and teenagers. As this year this school will experience the passing from the 8-year school system to the 9-year one the continuation of anti-trafficking activities in the school will allow the use of the knowledge that the children have received to be shared with the other children. The children that participated this year in the activities can serve as peers to train their mates.

The community considered the collaboration between the school and the NGO to be a success. It has brought the parents closer to the school, increased their support for education, and strengthened school-parent-child relationships.

Main points of discussion

- Collaboration between education institutions and NGOs can improve the likelihood of smooth project implementation. It is helpful to create an MOU between these entities to make the plans and responsibilities clear before the project begins. It is important to have the agreement and cooperation of the teachers before the NGO enters in schools to train teachers and children.
- Collaboration with community is also important. The good relationship those schoolteachers and the organization staff have with the targeted community helped them to ensure not only children's participation, but adult participation too. It helped in the selection process of the beneficiaries for the vocational trainings as well.
- Participants noted that the active and participatory methods used seemed effective and appropriate for the target group.
- It was suggested that the approach could be even better if there is an increase of the awareness raising activities provided not only for the participants in direct activities organized but in a parallel way for families, all children in schools, community etc.
- Collaboration with regional employment offices in *Qarku* helped the organization staff to find job opportunities for the beneficiaries at the conclusion of their vocational training.
- It is important to monitor activities regularly. This contributes to the quality of the activities and services provided. Seeking and using beneficiary feedback enables the project team to identify ways to improve the intervention and information provided.
- To ensure success in the implementation of such a complex intervention that includes children, teachers, parents etc. (especially if the target group is Roma and/or Balkan Egyptian communities) good coordination is needed with organizations that offer similar services in the same community. This helps ensure that activities are not duplicated, and encourages good collaboration with different levels of government.

COOPERATING FOR AWARENESS RAISING IN SCHOOLS

Ministry of Education/IOM – pilot program in Tirana

PRESENTERS Shpresa Rama, Inspector for the Ministry of Education and Science, Tirana, and Valbona Lenja, Program Coordinator, International Organization for Migration (IOM), Tirana

Presentation summary

The IOM and the Ministry of Education and Science have been cooperating to implement a project entitled "*Prevention of Trafficking in Human Beings in the Balkans through Educational Activities and Capacity Building of Schools*". This project is consistent with awareness raising activities envisaged in the National Anti-trafficking Strategy 2005-2007. The project intends to increase anti-trafficking awareness in schools and incorporate anti-trafficking themes in different subjects of the school curricula.

Project implementation started in July 2007 and is targeting students aged 14-18 in 100 schools in Tirana *Qarku* (urban and rural areas). Under the slogan "School benches barricade against trafficking" the project is sensitizing young female and

male students about the perils of human trafficking through informative sessions, educational seminars, and trainings.

To implement the project, IOM signed an agreement with the Ministry of Education and Science, which also envisaged cooperation with the Institute of Pedagogical Studies and the Curricula Development Department. Representatives of all involved institutions/agencies cooperated and worked together to design the campaign and tailor it according to the targeted age groups. Initially the project was tested successfully in ten schools. In addition, the project distributed 50,000 pens, book dividers, notebooks and pens to the students (all printed with the slogan “School benches barricade against trafficking”) and hundreds of posters, as well.

The Ministry of Education and Science and IOM intend to extend implementation of similar activities with schools in other *Qarqe* of Albania. Both institutions also intend to cooperate for the implementation of a new project targeting the Training Sectors/Units in all Regional Education Departments. This project will develop anti-trafficking training curricula that these sectors will use for training of schools teachers and psychologist throughout the country.

Main points of discussion

- Expand this pilot project in other regions/*Qarku*.
- Expand the target group of the intervention (including parents, other community members, etc).
- Tailor messages and information according to the age of the target group.
- Mainstreaming/including information on anti-trafficking related issues into the school curricula (mainly in the social subjects).
- Increase the number of teachers who are trained on anti-trafficking.
- Unify into a single operation/training all the modules that have been developed to date.
- Identify good practices in order to turn them into national operational standards.

COOPERATING TO PROVIDE PREVENTION SERVICES TO VULNERABLE CHILDREN

Murialdo Social Center and Fier Regional Employment Office

PRESENTERS Skender Malaj, Project Assistant, Murialdo Social Center, Fier, and Fatmira Vrushaj, Chief of Sector, Regional Employment Office, Fier

Presentation summary

The Murialdo Social Center is working to prevent human trafficking by helping minors leave living on the street. Their approach combines activities like cultural activities, sports, vocational education, and support for employment. “Murialdo” has been supported by local actors such as the Regional Employment Department, Education Department and especially by private business in Fieri.

They use a variety of ways to identify minors for vocational courses and employment. Factors taken into consideration include the demands of the labor market, the interests of the minors, and the requirements of the employers. The beneficiaries are identified through direct contact with other minors at the Center, outreach in the identified vulnerable areas, and referrals from other NGOs local government structures, police, and technical tables in Fieri.

The Center distributes leaflets with information on the vocational courses, and other alternatives to be found in the town of Fieri. The Center staff makes visits to the families of those who show interest in attending vocational education courses. They provide detailed information about education opportunities offered by “Murialdo” Social Center.

The vocational education programs are tailored to the individual needs of the minors. Students who have a “Murialdo” diploma are well received by the labor market and can find jobs easily. The key to success is the coordination and cooperation with other actors, especially with the Regional Employment Office. This interaction is defined through commitments elaborated in MOUs signed by the responsible parties.

Main points of discussion

- The close collaboration of “Murialdo” with local and central government institutions contributes positively to the sustainability of Murialdo Social Center
- “Murialdo” addresses and fulfills real/concrete needs of the people and labor market.
- Vocational education should be combined with human/civic education.
- Credibility accounts for sustainability.
- “Murialdo” offers an integration model for Roma.
- Good and real knowledge of the labor market helps “Murialdo” be better sustained.
- Employment of certified youth/people should be regulated through legislation.
- Collaboration, coordination, and information exchange in and through all sectors helps the Center provide integrated services.

COOPERATING TO PROVIDE PREVENTION SERVICES TO VULNERABLE CHILDREN

Fier Municipality Child Protection Unit

PRESENTERS Alma Agalliu, Head of the Child Protection Unit in Fier, and Matilda Sota, Psychologist, Regional Education Directorate, Fier

Presentation summary

One year and half ago, in cooperation with Terre des Hommes, a Child Protection Unit was established at the Social Service Directorate in the Municipality of Fier.

The key tasks of the Child Protection Unit are to:

- study the situation of children in Fier;
- promote community awareness of children’ rights and fight against their trafficking; and
- identify and manage individual child protection cases.

The Child Protection Unit has held meetings with all actors that are potential sources of information and collaborators in case management. At these meetings, these partners were informed about the plans for the CPU and the procedures to be followed for referring and managing of cases. Each case has a file with data, assistance priorities, and the person responsible for the case. The Child Protection Specialist at Municipality is responsible for the file. She plays the role of coordinating all other actors. The steps to be taken for the case, priorities and timelines are determined by the Child Protection Specialist and approved by her chief.

All case management procedures aim mainly at increasing safety and protection of children. Irrespective of whether all actors are willing to cooperate or not, if deadlines are strictly respected, the result is that the child is safe and thus safety is sustainable.

The creation of such a structure that plays the coordination role with several institutions is a very important step in the area of child protection. Its coordination role provides a multidisciplinary service for case management and a full package of services to children.

The Education Department is also implementing a project at schools on child protection. A Child Protection Specialist, either a psychologist or one of the teachers, has been designated at every school in Fier Municipality.

A factor that complicates the Unit's work is the lack of a legitimate and standard instrument for data recording for each case, supportive documents, and a format for cases referred to other structures when the Child Protection Unit cannot manage any more cases.

A measure that should be taken, at least for Fier Municipality, is the creation of psychosocial treatment centers for children and children reception centers. These would offer alternatives for children who live in dangerous environments and need to be sheltered somewhere else.

Although the number of children in need or trafficked can be reduced, there will always be children to be protected. Therefore, the child protection structures are necessary and represent "a stable structure in state institutions". This should always continue. The project of Child Protection Unit will not only be always vital, but a model that should be followed and applied at other institutions, such as communes.

COOPERATION TO ACHIEVE EFFECTIVE ASSISTANCE AND REINTEGRATION FOR TRAFFICKED PERSONS

Different and Equal (D&E) Reintegration Shelter and Tirana Municipality

PRESENTERS Esmeralda Laçi, Chief of the Social Services Sector, Tirana Municipality, and Stella Tanellari, Vice Director, Different and Equal, Tirana

Presentation summary

Ms. Tanellari presented the mission, goals and objectives of D&E. The shelter offers services to victims of trafficking such as accommodation throughout three phases of reintegration, assistance for their children, psychosocial counseling, vocational training, employment, health services and legal assistance. She noted that D&E is part of the National Coalition of Anti-trafficking Shelters.⁶

The focus of the presentation was on the collaboration that D&E has with other governmental institutions especially with the municipality of Tirana. Ms. Caçi described some of the results achieved from the collaboration between D&E and the Municipality:

- The children of victims of trafficking are enrolled in kindergartens.

⁶ See pages 9 and 11 for more information about the National Coalition of Anti-trafficking Shelters.

- D&E has helped increase the capacity of Municipality employees by providing training on anti-trafficking issues.
- Creation of a beneficiary program for the accommodation of victims of trafficking in which the Municipality and the organization each pay 50% of the rental costs.

Main points of discussion

- Concerning D&E's cooperation with governmental institutions regarding statistics on victims of trafficking, Ms. Tanellari explained that D&E contributes data to the ONAC database once a month. They have assisted 35 new cases in 2008 and 252 cases in total (counting hosted cases).
- The main factors that contribute to D&E's success are staff expertise, the full package of services offered, and the multidisciplinary staff.
- The weakest are within the full package of services is employment of victims of trafficking. D&E has found it difficult to find new jobs for the victims because of public attitudes and lack of cooperation with governmental structures. The collaboration between the government and NGOs should be strengthened in the future.
- There should be better coordination and sharing of responsibilities among governmental structures. Currently there is substantial overlapping of duties and responsibilities in different institutions. This is an urgent issue to work on.
- International trafficking of Albanians appears to be decreasing. However, there is an increase of internal trafficking⁷. This is very difficult to identify because internal trafficking is much more hidden than the international trafficking. NGO's, in collaboration with State, should work to prevent this wound of the Albanian society.

COOPERATION TO ACHIEVE EFFECTIVE ASSISTANCE AND REINTEGRATION FOR TRAFFICKED PERSONS

Vatra Psycho-social Center

PRESENTERS Brikena Puka, Shelter Coordinator, Vatra Psychosocial Center, and Edlira Zilja, Director, Regional Center for Professional Training, Vlora

Presentation summary

The "Vatra" Center has found that to be successful in the field of anti-trafficking attention must be given both to prevention and reintegration services for the trafficked victims. As part of its methodology to achieve this, the "Vatra" Center supported the creation of the RILAT network of local anti-trafficking institutions in Vlora. This network includes the Regional Directorates of Employment, Vocational Training, Education, Police, Prosecution Office, and the local Court. Through this collaboration, 132 girls and women have completed dressmaker courses free of charge. Sixty-one of them now are employed in different private entities.

The criteria for the selection of girls who receive reintegration services are established by the multidisciplinary staff team at the Center. Every girl entering the centre is provided with the opportunity to profit from individual program for their reintegration, including services such as vocational training, education, employment, housing, protection, etc.

⁷ Internal trafficking refers to trafficking of persons with the boundaries of the nation of origin or residence of the person at the time the trafficking began.

Main points of discussion

- “Vatra” Center has shifted in approach from rehabilitation services to integration services. In this process attention is given to the diversification of integration processes in order to have sustainable results in the future.
- The diversification of funding and services “Vatra” Center is critical to the Center’s success.
- In the early stage of the Regional Anti-trafficking Committee for Vlora *Qarku*, the cooperation was fruitful and effective. Unfortunately this is no longer true.

SUSTAINABILITY OF COMBINATION OF COMMUNITY SERVICES

Another Vision and Elbasan municipality

PRESENTERS Shefki Lika, Director of Social Services, Elbasan Municipality, and Arjan Çala, Director, Another Vision, Elbasan

Presentation summary

The Municipality of Elbasan, in cooperation with NGOs, has developed and is implementing the Zonal Social Plan. The Plan is a combination of social policies of local government and NGOs with community needs, especially needs of marginalized groups. The Plan has been developed in the framework of the decentralization of social services. It includes analysis of community needs (especially marginalized groups, ways to minimize problems through concrete projects, and support and finances for projects).

There is a functional network of services, which local government cooperates with NGOs to provide the services. The Municipality provides financial support to NGOs for different projects (10% of the project). NGOs focus on the real needs of the community and local government. Each member of this network carries out specific responsibilities based on their activity (for example regarding trafficked children, a case is identified through anti-trafficking tables, Another Vision shelters the victim of trafficking, other NGOs provide the necessary services--education, health, family assistance).

Main points of discussion

- Participation in the development of Zonal Social Plan is realized through participation of NGOs in its development and implementation. Also, real needs are identified and communicated by administrators of the area.
- The cooperation between the Municipality and NGOs is not formalized through any MOU. The cooperation has consisted of participation of NGOs in the development of the Zonal Social Plan and its implementation. It has been more a “gentlemen’s agreement.”
- The importance of the Zonal Social Plan relates to development of projects that deal with community needs. Municipal social workers cooperate with NGOs to plan and write the proposals based on the needs that have been identified by the Municipality as well as NGOs.
- The attitude of local government is very important for the cooperation between sectors and is key to meeting community needs. The sustainability of combined community services is determined by the policy of sustainability that is adapted by the Municipality of Elbasan. Moreover, local government should consider NGOs as

partners as Municipality of Elbasan is doing. The openness and transparency of NGOs toward local government also has been crucial.

- Funding is essential for sustainability of combined community services. The attitude of the governmental structures is the key for sustainability of financing; they should take over more funding for social services also provided by NGOs. The case of Municipality of Elbasan is encouraging. It contributes with funding (10% of projects) and partners with NGOs in different projects.
- The key to good cooperation is clear identification of roles and responsibilities between local actors and common interests.
- How can we extend the experience of Elbasan to other cities and all over Albania?
- A major point of the cooperation has been exchange of information on legislation.

INITIAL ASSISTANCE/IDENTIFICATION AND REFERRAL FOR TRAFFICKED PERSONS

Gjirokastra Community Center and the Border and Migration Regional Directorate

PRESENTERS Kristina Fidhi, Coordinator, Gjirokastra Community Center, and Vasil Valera, Director, the Border and Migration Regional Directorate, Gjirokastra

Presentation summary

Ms. Fidhi explained that the experience of the Gjirokastra Community Center “Life and Hope” Transit Shelter represents a unique case of a very good tri-lateral collaboration between the Shelter, the Border and Migration Police, and the Regional Police Directorate. This collaboration is largely attributable to the reorganization of the Albanian State Police that led to the creation of the Regional Border and Migration Police Directorate. To formalize the cooperation, the Center signed agreements with both police structures. Since the agreements were signed, Gjirokastra Border and Migration Police Directorate has been directly involved in the process of initial interviews at the Kakavija border point station in order to identify confirmed, presumed, and potential victims of trafficking. Additionally, police provide identification documents to women, girls, and children who are returned or deported.

Ms. Fidhi described the entire process for interviewing women and children to identify the confirmed, presumed, and potential victims of trafficking. The Shelter social worker who conducts the interview fills out a questionnaire (i.e. Annex 1 of the Joint Agreement on the Creation of the National Referral Mechanism), and based on the answers given by the person, decides initially whether s/he is a confirmed, presumed, or potential victim of trafficking.

Women and girls who are identified as confirmed, presumed or potential victims of trafficking are offered the opportunity to receive initial assistance at the “Life and Hope” Shelter. It is the only transit shelter in the country and provides accommodation and assistance for a maximum period of time of 15 days. Therefore, it is sometimes necessary to refer cases to other shelters for further and more specialized assistance.

Between July 2007 and February 2008, the Shelter has assisted more than 190 cases. Ninety-seven percent of them were referred from the Border and Migration

Police. The majority of these women and girls come from families with low social, economic and education status.

Mr. Valera confirmed the good cooperation with the Gjirokastra Shelter. He asserted that, overall, there is a decrease in the number of victims of trafficking or persons accommodated in the anti-trafficking shelters. He stated that the initial identification of victims of trafficking is carried out by the Border and Migration Police, through a female police officer, and the additional interview is then carried out by the Shelter.

In addition to organizational changes within the Albanian State Police, the appointment of a female anti-trafficking police officer at the Regional Border and Migration Police Directorate and at the Sector of Fight against Illegal Trafficking in the Regional Police Directorate has also played a crucial role in enhancement of cooperation with the Shelter and in the initial identification of victims of trafficking. However, continuous training is needed for relevant police personnel. Tasks and roles among all structures involved in the identification of victims are clear and are regulated by an Order signed by three ministers.

The major concern expressed by the Mr. Valera was the number of cases deported from Greek police authorities. It is problematic because not all the cases deported are related to trafficking of human beings. The Albanian State Police is currently working to prepare a Joint Technical Protocol with the Hellenic Police, which will ask from the later to provide all the necessary information for the people being deported. He also noted that another issue is illegal border crossings. The capacity of the Albanian State Police must be increased at exit points with other neighboring countries in order to better confront this problem.

Main points of discussion

- There is a need to establish premises at Regional Border and Migration Police Directorate and Regional Police Directorate to accommodate victims of trafficking.
- The National Anti-trafficking Shelter Coalition is looking at the possibility of financing assistance services through line item in the budget of the local government structure.

IDENTIFYING BOLD IDEAS FOR SUSTAINING ANTI-TRAFFICKING COLLABORATION

At the conclusion of the presentations, participants returned to the tables where they sat at the beginning of the Conference. They were asked to dialogue about “What was most interesting to me, what stood out to me?” from the presentations. Each table chose three of their boldest ideas to share with the plenary. Three ideas from each table were put on the wall. CAAHT facilitators grouped the bold ideas into the following main clusters.

Coordination is the bases of success.

- A coalition establishes credibility and increases the chances for success.
- The establishment of a Center for the protection of children/victims of trafficking in *qarku* through coordination actions.
- Institutionalization of coordination and collaboration among actors of the multidisciplinary groups in municipalities and *qarqe*.
- The good coordination model of the Child Protection Units needs to be expanded to commune level.

Collaboration

- Collaboration is necessary between State structures and civil society in order to prevent and decrease the factors that simulate trafficking of human beings.
- Joint work between State structures and NGOs should be done on identification of victims of trafficking.
- Increase the sustainability of NGOs through the financial contribution of the State.

Unification/standardization of standards and modules on trafficking at national level.

- Include standard modules in the school curricula in order to increase the knowledge in trafficking issues.

Increase the role of the state structures in ensuring the sustainability of services offered to victims of trafficking.

- State Social Services should be financially covered by the State. The State should be involved or co-finance NGOs and service providers

Establishment of a Social Fund at the municipality level.

- This will help to implement the social plans for vulnerable groups at regional level.

Lobbying with the Government to request that destination countries implement the laws and rules of the deportation processes.

Establishment of other social structures that will help to fight trafficking.

- Establishment of a counseling office for violated women
- Establishment of a structure for the psychological recovery of vulnerable groups (the presence of multidisciplinary groups at this structures is important).

Working on ensuring the functioning of the National Referral Mechanism and a unified database for victims of trafficking.

Knowledge about new and sophisticated trafficking trends.

Increased professionalism of the work done by media on trafficking issues.

Credible capacities already exist in the fields of prevention and assistance to victims of trafficking.

Enhance the functioning of the work done by Regional Committees. This will enhance the quality of anti-trafficking work.

(The complete list of "Bold Ideas" generated by the Conference participants is available, upon request, from the CAAHT office.)

Day One concluded with a networking reception at the Sheraton.

CHAPTER THREE

CONFERENCE PROCEEDINGS - DAY TWO

THEME: MOVING FORWARD IN SUSTAINING SUCCESS CREATING OUR SUCCESS

Participants were asked to brainstorm ideas, and then design a short creative presentation of their ideas in answer to the question:

Why is it that in 2010 the Albanian anti-trafficking community has received an international award for 'sustaining anti-trafficking collaboration which contributed to the welfare of vulnerable populations'?

TABLE 1

Actions resulting in the 2010 award

- The establishment of a unified database that can be used by the all involved actors (especially between State structures and civil society).
- The establishment of a large and common national network, with representatives of every single structure.
- Lobbying at the national level to enhance legislation (such as the witness protection law, compensation law for victims of trafficking, etc).

Presentation

The group prepared a poem to describe the trafficking situation in 2010.

*I saw Albania under a Unity veil
and its traces collected in history
far away from "country of origin in trafficking"
there where the freezing was terrifying.*

*Our seeds are very good
wandering, flying snow-drops
that fall on every Albanians' hair
saying "Stop trafficking".*

TABLE 2

Actions resulting in the 2010 award

- Full accomplishment of the 2008-2010 National Strategy on Anti-trafficking.

Presentation

The map of Albania pictured on this page was drawn by the group with many lines connecting the capitol of Albania to other districts and between different districts. It illustrates the very good coordination and collaboration between anti-trafficking actors all over Albania for the implementation of National Strategy against



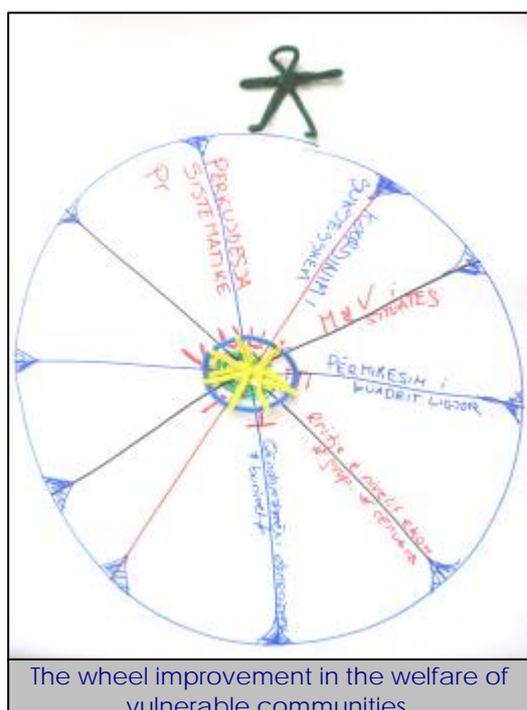
Table 2's map of coordinated anti-trafficking work in Albania.

Trafficking of Human Beings. The picture includes positive images of flowers and clouds. The black clouds are disappearing up into the sky and the white ones are covering Albania with light. Their vision was that in 2010 Albanians will say: "This was the last anti-trafficking National strategy for Albania".

TABLE 3

Actions resulting in the 2010 award

- Continuous and systematic care for victims of trafficking.
- Successful coordination at all levels between government and civil society.
- Continuous monitoring and evaluation of the situation.
- Enrichment and improvement of the anti-trafficking legal framework.



- Vulnerable groups have increased their economic status; their employment has been considered of priority.
- Sustainability related to donations and disbursement of state financial resources related to anti-trafficking.
- The presentation of the results by media has raised the awareness of the international opinion.
- The Transnational Referral Mechanism has been formalized and functions well.
- Simultaneous intervention in both the causes and consequences of trafficking.
- Good implementation of the National Anti-Trafficking Strategy and Action Plan by all actors.
- Preservation of the sustainability of human resources specialized in the field of anti-trafficking.

Presentation

The key concept the group wanted to convey was improvement of the welfare of vulnerable groups. They choose a wheel as an image of this positive development. Each line represents one of the elements (about 10) that put the wheel in balance and make it stand firm. At the center is the Roma community (the Roma flag), among other vulnerable communities, which represents the center of attention of all the efforts. Under the flag 'willingness' is written, which stands as the pivot of the elements. On top is the human resource that makes the wheel of well-being move.

TABLES 4+6

Actions resulting in the 2010 award

- The anti-trafficking legislation in Albania is improved.
- State structures lead the coordination/collaboration between different actors.
- Increased awareness raising to prevent the phenomena.
- The economic level of Albania is improved.

- More employment is available.
- Visa regimes are liberalized.
- Anti-trafficking work is continuing; it is based on the actual situation.
- Albania is the winner of the Eurovision festival with the song “No more.....”
- Albania is a member of NATO and the European Union.

Presentation

Participants at Tables 4 and 6 envisioned together a headline in one of the prestigious European newspapers declaring: “Albania Off of Trafficking Map”. This was illustrated with a chain that symbolizes the linkage and effective collaboration of all the anti-trafficking actors, with the State in the lead. At the top the chain, a flower has bloomed. The seeds of this flower will be saved to ensure continuity.

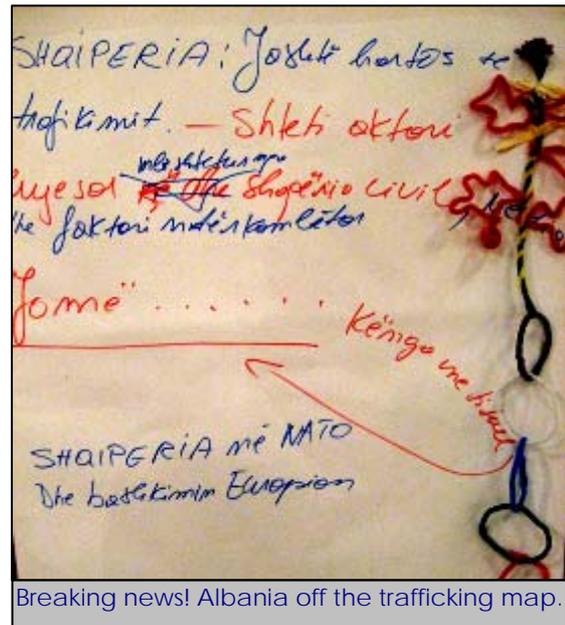


TABLE 5

Actions resulting in the 2010 award

- Full and comprehensive implementation of the National Anti-trafficking Strategy and Action Plan 2008-2010.
- The CAAHT tree has become a forest.
- Significant reduction in the numbers of victims of trafficking.
- Victims of trafficking and vulnerable individuals/groups are provided excellent services.
- The Government has been using confiscated assets of traffickers and pimps to compensate victims of trafficking and fund delivery of social services to victims and vulnerable groups.
- Albania has moved up to Tier 1 in the US Department of State Trafficking in Persons report.

Presentation

This message was prepared by the group:

Albania represents today the highest standards in the areas of prevention of trafficking, reception, and assistance/reintegration for the victims and potential victims of trafficking in human beings. The Albanian anti-trafficking community is honored and fully deserves this international award for the Sustainability of the Anti-trafficking Coordination and Collaboration.

TABLE 8

Actions resulting in the 2010 award

A commercial spot was presented by Table 8. It is the antithesis of a spot that was aired on several TV stations in Albania in recent years. In that spot, a young lady from a wedding celebration arrives on the edge of the abyss and the slogan is “you are not to be sold”. In contrast, the spot in 2010 - after the successful anti-trafficking work in Albania - has received a prize. It shows a young lady with torn clothes at the edge of the abyss helped by the warm hand of the State, NGO’s, and donors. She arrives at a wedding party in a white dress. She celebrates with family and friends. It closes with her at the beginning of a new future, standing on a brightly lit street, holding a child in her arms. The slogan is “*We left grief behind.*”

TABLE 9

Actions resulting in the 2010 award

A story about the international award for sustaining anti-trafficking coordination and collaboration was published in a national newspaper in Albania. Its headline was: “*Albania achieves big success in combating trafficking of human beings*”. The editor in chief of the newspaper initially reported some important highlights in combating trafficking phenomena in Albania.

The story describes the compelling messages of three important stakeholders addressed to the newspaper’s readers. The Minister of Interior, in charge of anti-trafficking issues, declared that as a result of concluding the National Strategy on Anti-trafficking, clear goals and objectives have been developed and relevant funds for the government have been mobilized. The representative from the NGOs put emphasis on the impact resulting from collaboration with other stakeholders and networking with other organizations working in the field. The representative from the business sector underlined the support provided to trafficked victims by supporting trafficked victims through employment programs and other integration services.

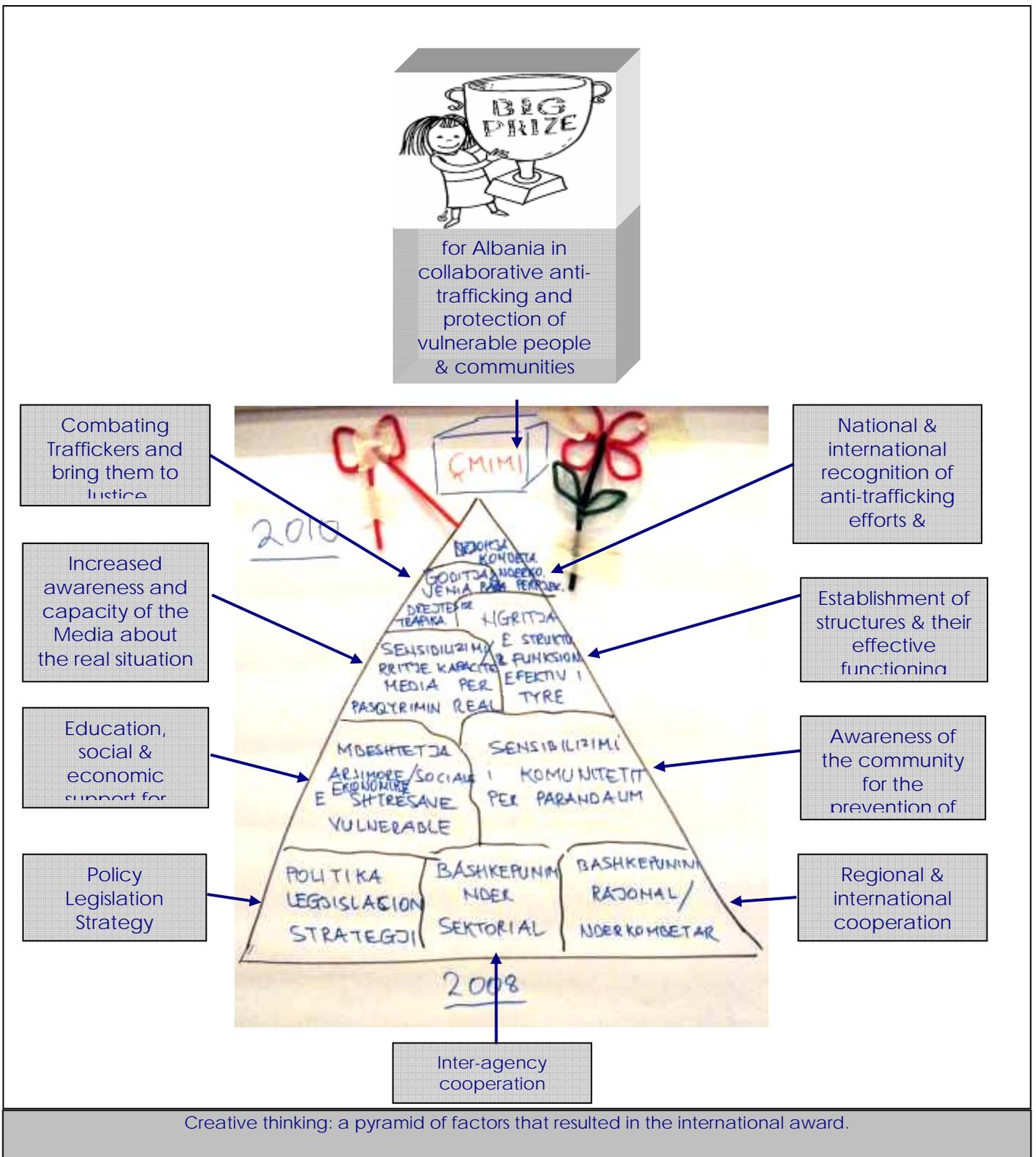
TABLE 11

Actions resulting in the 2010 award

- Strengthened role of the State.
- Awareness of the community as a result of coordinated campaigns (government and civil society).
- International cooperation, particularly with the neighboring countries.
- Social policies undertaken from the State.
- Implementation of laws and strategies.
- Awareness of media about the real situation of anti trafficking in the country and the media’s presentation of this reality.
- Support and assistance provided from the donor community to local non-profit organizations for more specialized work.
- Creation of relevant structures with qualification and training of respective staff.
- Increased educational level of the most vulnerable groups of the society (Roma and Balkan Egyptians).
- 2,000 children who had abandoned school, have now returned to school.

Presentation

Participants drew a pyramid composed of many blocks that represent specific events that qualified Albania to receive the international award.



FUTURE TRENDS IN FINANCIAL SUPPORT FOR ANTI-TRAFFICKING PROGRAMS AND SERVICES IN ALBANIA

PRESENTERS [Irena Taga](#), Director of the Anti-trafficking Unit in the Office of the National Anti-trafficking Coordinator, Ministry of the Interior

[Olsi Dekovi](#), Director of the Albania Office of the Council of Europe

[Nicoletta Giordano](#), Chief of Mission, International Organization for Migration, Tirana

[Albi Greva](#), Director, Vodafone Albania Foundation

CAAHT stakeholders particularly requested that this year's Annual Conference address the challenges of financial support for anti-trafficking. The CAAHT program invited the four-member panel listed above to provide insights into trends in funding and advice on how to seek sustainability in funding for anti-trafficking work. Sarah Stephens, CAAHT Chief of Party, moderated the panel. Each of the panelists gave a short presentation and answered questions from the floor. Their comments are summarized briefly below.

IRENA TAGA, OFFICE OF THE NATIONAL ANTI-TRAFFICKING COORDINATOR

Ms. Taga's presentation built on Iva Zajmi's presentation in the opening session of the conference, in which she highlighted the new National Anti-trafficking Strategy 2008-2010. She began by emphasizing that the aim of the National Strategy is very ambitious. It is specifically designed to support coordination and calls on all stakeholders to offer detailed plans about the actions they will undertake. In particular, Ms. Taga highlighted the elements for financial sustainability for the implementation plan of the new Strategy.

The strategy is based on the following principles:

- government ownership,
- civil society participation,
- treatment of victims based on human rights,
- interdisciplinary coordination and cross-sector responses at the Government level, and between government, intergovernmental organizations and NGOs, and
- systematic evaluation and sustainability in all areas.

Main challenges in the Strategy include:

- Ensuring comprehensive functioning of the Regional Anti-trafficking Committees through clear division of roles and responsibilities at the national, regional (Qarku) and local levels;
- Improving the identification process of potential victims of trafficking, internal victims of trafficking, and those exploited for forced labor, and their referral for specialized services;
- Increased focus on prevention efforts, delivery of social services, protection efforts and measures against domestic violence; and
- Ensuring sustainable funding for anti-trafficking structures and services, in light of decreasing donor funds.

In order to ensure implementation of activities envisaged in the Strategy and its Action Plan 2008-2010, the Government intends to increase its efforts to ensure

budgeting for most of the activities. Within 2008, the main Government institutions will develop their individual annual working plans and budgets for the implementation of their respective activities in the National Strategy. In addition, Government institutions will prepare annual financial reports on the expenses for the implementation of the Strategy. In the meantime, the ONAC will organize quarterly different Government agencies with donors and intergovernmental organizations. The latter will be invited to contribute, financially as well, to the implementation of different activities according to their areas of expertise.

The new Strategy and National Action Plan represent a new approach in relation to funding issues. The ONAC believes that now it is time for Government institutions to take their respective responsibilities to ensure comprehensive implementation of the Strategy.

QUESTIONS AND ANSWERS

Does the Government plan to finance civil society in the new Strategy?

- The National Strategy has an agenda for working; it can be used as a plan to start working on anti-trafficking.
- We recognize that external donor funds are decreasing; the Government will seek to fill this gap.

Does the Government have a specific budget in 2008-09 to supporting some of the points in the Strategy? If yes, which ones?

- The main agencies have committed to fund their activities designated in the National Action Plan.
- Within this year, all Government agencies will be responsible for budgeting for their responsibilities in the Strategy.
- The State should carry the main responsibility for services for victims of trafficking, so we need to provide the funds.

OLSI DEKOVI, COUNCIL OF EUROPE

The Council of Europe Convention on "Action against Trafficking in Human Beings" entered into force in February 2008. It has been ratified by 21 countries to date. The Convention aims to prevent trafficking, protect the human rights of victims, and prosecute traffickers. It recognizes trafficking to be a violation of human rights and of individual integrity. It applies to all victims of trafficking: women, men, and children alike; to all forms of exploitation (sexual exploitation, forced labor, servitude, removal of organs etc.) and it covers all forms of trafficking: national and transnational, related or not to organized crime. The Convention serves as the guidelines for the anti-trafficking work for member and non-members States of the Council of Europe. Its main elements include:

- Awareness raising for persons vulnerable to trafficking and actions aimed at discouraging "consumers" to prevent trafficking in human beings.
- Victims of trafficking must be recognized as such in order to avoid police and public authorities treating them as illegal migrants or criminals.
- Victims of trafficking should be granted physical and psychological assistance and support for their reintegration into society.
- Medical treatment, counseling, and information as well as appropriate accommodation are all among the measures provided. Victims are also entitled to receive compensation.

- Victims are entitled to a minimum of 30 days to recover and escape from the influence of the traffickers and to take a decision regarding their possible cooperation with the authorities. A renewable residence permit may be granted if their personal situation so requires or if they need to stay in order to cooperate in a criminal investigation.
- Trafficking is a criminal offence; traffickers and their accomplices will therefore be prosecuted.
- The private life and the safety of victims of trafficking should be protected throughout the course of judicial proceedings.
- It provides for the possibility to criminalize those who use the services of a victim if they aware that the person is a victim of trafficking in human beings.
- It provides for the possibility of not imposing penalties on victims for their involvement in unlawful activities, if they were compelled to do so by their situation.

The implementation of the Convention will be monitored by an independent body that will be established soon by the Council of Europe: Group of Experts on Action Against Trafficking in Human Beings (GRETA), composed by ten to fifteen experts and also by the Ministerial Committees (States party to the Convention).

Key elements of the Convention are incorporated in the new Albanian National Anti-trafficking Strategy 2008-2010. I believe that will help Government of Albania to monitor implementation of its anti-trafficking efforts better and to identify successes and gaps.

QUESTIONS AND ANSWERS

What support can Council of Europe provide or offer to develop a guiding methodology for drafting projects that can be funded by donors?

- We are not a donor; we do not give grant funds.
- The Convention can help anti-trafficking actors in Albania to monitor and better identify achievements and report on their anti-trafficking efforts.

Is any concrete plan for financing the implementation of the Convention?

- It is the responsibility of the signator countries to ensure implementation of the Convention. This includes financing those activities and programs.
- Implementation of the Convention will be monitored by an independent body titled “Group of Experts on Action Against Trafficking in Human Beings” (GRETA). It will be composed of 10 to 15 experts and will be established soon by the Council of Europe. In addition, the Ministerial Committees of the States party to the Convention will also serve a monitoring function.

NICOLETTA GIORDANO, INTERNATIONAL ORGANIZATION FOR MIGRATION, TIRANA

Ms. Giordano opened her remarks by explaining that the IOM relies on donors; it is not, itself, a donor. It does work with local implementers. IOM has focused on trafficking since 1999. It helps shelters, supports victim reintegration, and facilitates identification of victims of trafficking.

When she arrived in Tirana in 2007, it was - and continues to be - a time of assessment of anti-trafficking efforts. This includes a lively dialogue between social services, civil society, and the government.

She observed that donors have become much more demanding. Albania is now closer to NATO and European Union membership, so the standards are higher. Donors expect standards to be followed and improved; they expect the Albanian government to take a large role in financing the programs to meet those standards.

In particular, the donors say to the Government “tell us what you want in a coordinated manner; do not give us seven different ideas”. Donors like to fund systems and want clearly stated objectives. They want to see focus on trends of the current anti-trafficking situation.

Anti-trafficking efforts must be decentralized at the local level. Several actors must work together. There is particular need for better identification of victims of trafficking and expansion of services. Donors want coordinated demonstration of measured results, especially at the local level

“We need to get smarter;” not all donors are the same and they cannot be taken for granted. Look at the donor policy; pay attention to diversifying and mixing your funding sources

QUESTIONS AND ANSWERS

Is there a steering board of donors?

- There is no formal steering board, but donor coordination is increasing through several different mechanisms.
- Donors do work together; but donors want the Government to coordinate for them.
- Donors will now expect us to relate our goals and objectives to the National Strategy and will ask us how our programs support the National Strategy.

Why do donors fund individual projects and not joint ones?

- Most donors do not fund jointly.
- Most donors have separate standards.
- In approaching donors, have partners and market common actions to them; look closely at donor policies and eligibility issues and priorities.
- Get partners who can match different donor requirements.

Does IOM plan any technical support for the Border Police?

- IOM has activities to support the Border Police.
- Screening of returning migrants is still a need.
- There is need for facilitation of the communication between NGOs and Border Police.

ALBI GREVA, VODAFONE ALBANIA FOUNDATION

Mr. Greva began his presentation by explaining the new commitment to corporate responsibility that is emerging in the Albanian business community. Vodafone is at the forefront of this trend, having recently established the Vodafone Albania Foundation.

Corporate responsibility is founded on the understanding that it takes a whole society to improve Albania. Business draws on the resources of the general society, for example as it generates waste and uses energy. In turn, business needs to be responsible and contribute to society. This is a new concept in Albania.

He urged participants to discover what funding is available from business in Albania and to let the business community know what you need. "Tell us your priority issues," he said.

He observed that we live in an environment of competition. The business community has the opportunity to fund many things. He advised NGO participants to recognize that the civil society organizations must compete for donor funding.

"The donor will select the NGO that gives them the best services", he noted. "We want to see tangible results; if the results are not clear there is not much that business can brag about. Therefore, you must respond to the needs of the donors; you must think 'What does the door need?'"

He described the first round of project applications to the Vodafone Albania Foundation. They received 87 applications and funded seven. Many failed because they did not meet the proposal requirements. The Foundation took into consideration the reporting, evaluation, and auditing systems of the applicant organizations. They particularly scrutinized action plan. They could only consider NGOs with a tax registration number. The key to winning is to demonstrate efficiency and quality.

He concluded his remarks by affirming that "we build our reputations together; the more we cooperate the better it is for all of us".

QUESTIONS AND ANSWERS

Is North Albania included in the plans of the Vodafone Foundation for project funding?

- We do not look at locale; it is not a selection criteria.

What types of services can be financed by the Vodafone Foundation?

- The three priorities of the Vodafone Foundation are education, health, and environment. Within these priorities they emphasize assisting high-risk groups, like youth.

When will the Foundation be accepting project applications? What are the application criteria?

- Project applications are received in April, September, and January.
- This is the first year for the Albanian foundation. The international Vodafone Foundation is British; it is administered under British charity laws.
- Cost sharing is acceptable.
- We ask for letters of reference; we look at your sustainability.
- The Foundation does not fund government at all, either at the national or local levels.
- The grants are awarded for only one year.

Can the Vodafone Foundation offer training about how to apply for funding?

- The Foundation does not offer training about how to apply. Interested applicants need to read the application guidelines.
- Remember to ask your potential donors what their target priorities are.
- Will donors give training in project design? Ask them.
- Do donors have a risk map? You must find the local data and give it to the National Coordinator. It is through your data that such maps are made.

Ms. Stephens closed the session by thanking all of the panel members for their contributions. She observed, “you have challenged us and encouraged us. You have a lot of wisdom and commitment. You help us to recognize that donors are our allies.”

SUSTAINING AND EXPANDING ANTI-TRAFFICKING SYSTEMS IN OUR QARQE

Participants met in *qarqe* groups to discuss the following questions:

1. What are our accomplishments since the 2006 Conference?
2. What anti-trafficking systems are working well in our *qarku*?
3. How do we work with national anti-trafficking systems and procedures?
4. Who in our *qarku*, communities and/or at the national level can help us sustain our anti-trafficking work?
5. How will we elicit assistance from those who can help us?

What follows are the action plans per *qarku* and individual commitments from some participants.

BERAT AND GJIROKASTRA

Action Plan

- Organize the Regional anti-trafficking Committees to take the main role.
- Turn the Regional anti-trafficking Committees into decision-making bodies.
- Allocate a budget to Regional Anti-trafficking Committees.
- Strengthen the capacities of the Regional Anti-trafficking Committees.
- Exchange information among the *Qarqe*.

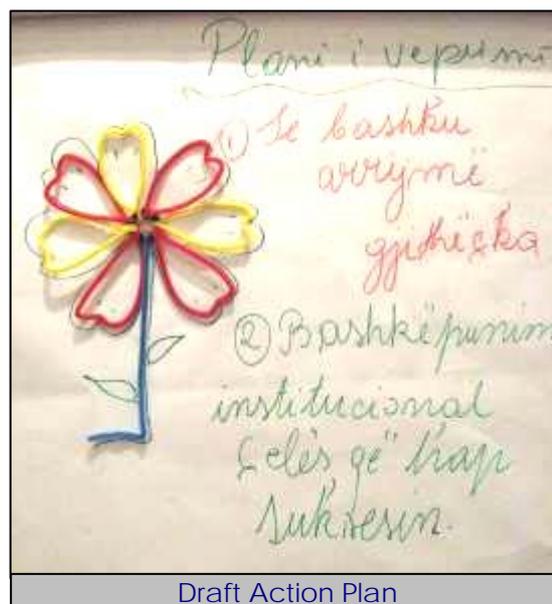
Steps needed to implement the Action Plan

- Based on the experience of the Berati Women’s Association, create Working Groups at the commune level, similar to the Regional Anti-trafficking Committees.
- Expand the Anti-trafficking Technical Tables with other actors such as representatives from the Chambers of Commerce and Advocates.
- Create a database.

LEZHE AND DURRES

Individual contribution

- Commitment and good will to contribute to the anti-trafficking efforts in the *Qarku*.



FIERI AND VLORA

Individual contribution

1. Matilda Sota, Psychosocial advisor, Terre des Hommes, Fier

- Help Roma children to enter and continue school.
- Build better collaboration with communes for child protection.
- Promote better functionality of the existing legal framework.

2. Skender Malaj, Murialdo Social Center, Fier

- Strengthen and sustain the good work for prevention of trafficking of human beings through: vocational education, employment opportunities, awareness raising activities, and extend the existing the coverage area with these kinds of services.
- Active participation in local government initiatives in the fight against human trafficking.
- Increase the number of services (they are considering the possibility of opening a new course for animators).

3. Eno Koleka, State Social Service, Vlora

- Be a contact point of the trans-national mechanism of referrals of the victims of trafficking.
- Be an active member of the Technical Table of the Regional Committee in the Fight Against Trafficking of Human Beings.
- Better identification of vulnerable groups.
- Lobbying local municipalities for the establishment of social plans and the funds needed to implement them.

TIRANA

Action Plan

- Better functioning Technical Tables and Regional Committees.
- A more active role of the municipality in anti-trafficking work.
- Preparation of a regional social plan (refer to Elbasan example).

Individual contribution

1. Christian Association for the Prisoners of Albania

- Provide support to victims of trafficking in the two prisons of Tirana.
- Support NGOs and especially shelters for a future cooperation on anti-trafficking issues.
- Seek to intercede between governmental social services and NGOs to help children of victims of trafficking.

2. National Organization “ Education for Life”

- Increase and improve the level of cooperation between actors.
- Support 30 street children in order to prevent any possible trafficking risks.

3. Different and Equal

- Direct assistance to the victims of trafficking.

- Increase the role of National Coalition of National anti-trafficking Shelters in order to increase the sustainability of services for victims of trafficking.
- Increase the capacity and collaboration of government and non-governmental actors in anti-trafficking field.
- Support a better functioning National Referral Mechanism.

4. ARSIS

- Direct assistance to trafficked children and those at risk.
- Encourage the collaboration among actors.
- Encourage collaboration at the international level.
- Social services in local and regional level.

KORÇA

Action Plan

- Technical desks at the prefecture level should be set up at the municipality level.
- Strengthen the technical capacities of human resources through training and technical assistance support from specialized organizations.
- Provide an ongoing contribution to increase society's awareness of anti-trafficking.
- Increasing coordination between various actors operating in anti-trafficking.
- Further develop anti-trafficking systems and reallocate funds for proper budgeting within the institutions of local government.

KUKES

Action Plan

- Improve legislation.
- Define roles and responsibilities for different institutions.
- Implement the agreement between ministries.

DIBER

Action Plan

Government

- As coordinator of the technical table, I will make efficient meetings of the table.
- Establish a nucleus of anti-trafficking in local governments (also communes) that can be coordinated by social workers.
- Complete the database.
- Improve cooperation with NGOs.
- Improve legislation for the central government level.

NGO-Agritra

- Raise the awareness of the community about anti-trafficking.
- Increase self-employment of women.
- Ask the government for funding.

SHKODRA

Action Plan

- Analysis of the existing trafficking situation in the Qarku: identification of the most affected and vulnerable areas and communities, identification of causes, etc.;
- Technical Working Table of Regional Anti-trafficking Committee should increase efforts for handling concrete cases.
- Clear and practical division of roles and responsibilities between anti-trafficking stakeholders.
- Provide vocational training and employment opportunities to vulnerable and at risk individuals.
- Anti-trafficking training for teachers and school psychologists.
- Increase awareness and information to the general public through the media.

Individual contribution

- Commitment and good will to contribute to the anti-trafficking efforts in the *Qarku*.
- Identify cases and develop concrete intervention plans, based on accumulated experience.
- Initiate a functional network of NGOs and local government agencies to develop practical and concrete solutions for cases that need comprehensive and different types of assistance.

INTERNATIONALS

Recommendations / contributions

- Registration of services being offered and their accessible database is needed
- Regional Anti-trafficking Committees should exercise a planning role for anti-trafficking programs and services in the *Qarqe*.
- The CAAHT through USAID may be able to provide maps of capacities.
- Other USAID programs should be encouraged to mainstream anti-trafficking in their projects.
- Create modules about how coordination happens for use for/by officers in the anti-trafficking field.
- In order to retain anti-trafficking expertise in government offices,
 - minimize turn over of employees, and
 - depoliticize offices and officers involved in anti-trafficking.
- Challenge the political parties to depoliticize offices and come to agreement about addressing anti-trafficking.
- Urge the Regional Anti-trafficking Committees to maintain a database of trained persons that feeds into the National Coordinator's Office database; share this information with other interested actors.
- Donors need to be coordinated, as well, for funding priorities.

(The detailed notes of each Qarku discussion are available, upon request, from the CAAHT office.)



Open Space Café – the conference closing activity

OPEN-SPACE CAFÉ: FINAL QUESTIONS AND CLOSING

Participants gathered in one large group and were offered the opportunity to ask any questions or offer any last thoughts. Three questions were asked. Sarah Stephens, CAAHT Chief of Party, responded.

What statistics does USAID rely on to quantify the number of victims of trafficking?

USAID tries to use a variety of sources. They include the ICITAP program, CAAHT grantees (especially the shelter organizations), data from destination countries, and reports from the government institutions of Albania. She commented that all these different reports tell slightly different parts of the story. Certainly, one of the biggest challenges has been getting an agreement over definitions, and coming to an agreement on who do we count as vulnerable populations, and presumed and/or actual victims of trafficking. There is an effort to try to establish more clearly defined definitions and categories. This will enable more consistent reporting and data gathering by the Government of Albania, and help to increase the comparability of the analytical data that USAID and the US State Department uses to draw their conclusions, which go into the annual Trafficking in Persons Report.

Which are the leading links in the anti-trafficking efforts?

The lead coordinating agency is the Office of the National Anti-Trafficking Coordinator in the Ministry of Interior, being the body that is assigned with the responsibility to synthesize the roles and responsibilities of multiple actors, governmental and non-governmental, in the country. There are other important government structures, including the Responsible Authority, the Regional Committees Against Trafficking in Humans, and the Child Protection Units. Anti-trafficking work is multi-faceted; it is not realistic to expect that only one body can be comprehensively responsible for everything. Almost every ministry, the local and regional representatives of those ministries, and their counterparts in the municipal levels and the communes have roles to play. The only way coordination happens is when everyone recognizes that they have a responsibility, and they do not look at a central authority to solve it all.

How do donors view the anti-trafficking work in Albania?

Donors are concerned about the degree of actual implementation and substance in anti-trafficking work; they want more focus on measuring what we do. There is currently too much focus on how many meetings we have and on writing of reports. They are also concerned that there is too much turnover of people in government offices; this produces a lack of continuity and a lack of skills transfer.

Ms. Stephens thanked the participants for their challenging questions and their encouragement over the life of the CAAHT. Her closing words were “We are so proud of all of you; we thank you for your creativity and your commitment. You ARE the source of success and we thank you for your good partnership.”

CHAPTER FOUR

CONFERENCE EVALUATION

Participants were requested to complete an evaluation form at the close of the conference, or when they had to leave the event. Thirty-six completed forms were returned, representing 33% of the total people in attendance.

QUANTITATIVE SECTION 1: TOWARDS MEETING GOALS AND OBJECTIVES

In the first section, the participants were asked to evaluate, on a five-point scale, how well the Conference met its goals and objectives. As Table 2 shows, the majority of the participants believe that the Conference *mostly* and *very much* accomplished its main goal and objectives.

One hundred percent of the respondents felt that the Conference met their expectations either *mostly* or *very much*. Over 52% stated it met their expectations *very much*, reflecting an almost 5% increase, compared to the 2006 Annual Conference (48%), in the number of participants who were very satisfied with the event.

TABLE 2: EVALUATING GOALS AND OBJECTIVES OF 2008 CONFERENCE

NOT AT ALL		LITTLE		SOMEHOW		MOSTLY		VERY MUCH		TOP 2 QUARTILES		TOTAL RESPONSES
#	%	#	%	#	%	#	%	#	%	#	%	
1.1 Did the conference meet your expectations?												
0	0.0%	0	0.0%	0	0.0%	17	47.2%	19	52.8%	36	100%	36
1.2 Did the conference provide information you can use to help you sustain your anti-trafficking activities?												
0	0.0%	0	0.0%	2	5.6%	15	41.7%	19	52.8%	34	94%	34
1.3. Did the conference provide skills and techniques that you can use to help you sustain your anti-trafficking activities?												
0	0.0%	0	0.0%	7	19.4%	12	33.3%	17	47.2%	29	81%	36
1.4 Did the conference contribute to networking and communication between government and civil society participants?												
0	0.0%	0	0.0%	1	2.8%	17	47.2%	18	50.0%	35	97%	36
1.5 Did the conference contribute to networking and communication among anti-trafficking actors in your Qark?												
0	0.0%	2	5.6%	5	13.9%	13	36.1%	16	44.4%	29	81%	35

Ninety-seven percent of the respondents believe that the Conference contributed *mostly* or *very much* to networking and communication between government and civil society participants. Over 52% of respondents gave the highest rating of *very much* with regard to how the Conference provided them with the information they can use to help them sustain their anti-trafficking activities.

Notably, only two respondents (about 6%) felt that the Conference offered *little* contributed to networking and communication among anti-trafficking actors in their respective *Qarqe*.

QUANTITATIVE SECTION 2: QUALITY OF CONFERENCE PROCESS

Respondents also were asked to rank on a five-point scale how well the CAAHT staff conducted the Conference in terms of presentations, translation, group work, materials provided, time allocated for activities and ability to participate in discussions. Their responses are shown in Table 3.

TABLE 3: QUALITY OF 2008 CONFERENCE PROCESSES

VERY POOR		POOR		SATISFACTORY		GOOD		VERY GOOD		TOP 2 QUANTILES		TOTAL RESPONSES
#	%	#	%	#	%	#	%	#	%	#	%	
2.1 Overall quality of presentations												
0	0.0%	0	0.0%	1	2.8%	19	52.8%	16	44.4%	35	97%	36
2.2 Quality of translation												
0	0.0%	1	2.9%	1	2.9%	10	29.4%	22	64.7%	32	94%	34
2.3 Quality of group work												
0	0.0%	0	0.0%	0	0.0%	8	22.2%	28	77.8%	36	100%	36
2.4 Quality of materials provided												
0	0.0%	0	0.0%	1	2.8%	11	30.6%	24	66.7%	35	97%	36
2.5 Time allocated for activities												
0	0.0%	0	0.0%	2	5.7%	13	37.1%	20	57.1%	33	94%	35
2.6 Ability to participate in discussions												
0	0.0%	0	0.0%	1	2.9%	9	25.7%	25	71.4%	34	97%	35

The overall responses indicate that the Conference participants were very satisfied with the quality of the 2008 Conference processes. Generally, the percentage of *very good* ratings correspond closely to the evaluations of 2006 and 2005 conferences, although the appreciation for the quality of presentations and translation decreased slightly, receiving more *good* than *very good* ratings for this year's Conference⁸.

The quality of group work was most appreciated by the respondents, a process that also received mainly *good* and *very good* rankings at the 2006 and 2005 conferences.

⁸ The rating of the Overall Quality of Presentations declined from 70% *very good* in 2006 to 44% in 2008, while the *good* rating increased from 26% in 2006 to almost 53% in 2008. In 2006, 87% of the respondents assessed the quality of translation to be *very good*; this declined to about 65% in 2008. The *good* rating increased from 11% in 2006 to almost 30% in 2008.

Ninety-seven percent of the respondents ranked the quality of materials and the presentations provided during the Conference as *good* and *very good*. This is consistent with responses for the 2005 and 2006 Annual Conferences.

One participant (about 3%) felt that the quality of translations was *poor*. Another one ranked it as *satisfactory*. The other 94% stated it was *good to very good*.

QUALITATIVE SECTION 3: IMPORTANT THINGS LEARNED

3.1. What were the two most important things you learned at the Conference?

All of the respondents also identified the most important thing they learned at the Conference. Their responses can be grouped into five major categories.

Eleven respondents highlighted **cooperation and coordination among all actors** as the most important thing they learned about. Six listed this as the second most important area of learning.

Eleven respondents also listed the experience of **learning by sharing experience**. Nine people highlighted this as the second most important area of learning.

Five respondents noted that they particularly valued learning about the new National Anti-trafficking Strategy. Three people felt that the National Strategy was their second most important area of learning.

Two respondents listed the information they gained from the “**Donor Panel**” as significant. Eight people stated that the panel stood out as their second most important area of learning.

Three respondents identified the experience of the **conference process** to be, in itself, a very important learning experience; while two people listed this area as their second most important learning.

For more detailed information about these responses, please see Tables 4 and 5 in Annex D.

The combined results from Tables 4 and 5 in Annex D, show the following:

TABLE 6: SUMMARY OF RESPONSES FOR RANKING TWO MOST IMPORTANT LESSONS DERIVED FROM THE ANNUAL CONFERENCE

Categories	Most Important Lesson	2 nd Most Important Lesson	Total Responses
Learning by sharing experience (small group work)	11	9	20
Cooperation and coordination among all actors	11	6	17
Donor panel	2	8	15
National Anti-Trafficking Strategy 2008-2010	5	3	8
Conference processes	2	2	4

3.2. Why were these most important?

Respondents were asked to explain why their first and second most important things learned are important to them. Seventy eight percent of respondents (28) replied

about their most important learning; 58% (21 respondents) responded about both their first and second choices. Some of their main comments include:

- It was relevant to my work.
- My anti-trafficking knowledge increased.
- What we learned here will help us to continue our work effectively.
- Because the phenomena of trafficking in persons is always changing.
- Because without coordination and working together, there is no success.
- Implementation of the National Anti-trafficking Strategy requires that the State is assuming its role, the active participation of trained and qualified NGOs, as well as participation and funding from Albanian and foreign donors.
- I learned new information to help me address some of the main difficulties I face.
- The donor panel was helpful because without financial and political support, success cannot be reached.
- In learning about the new National Anti-trafficking Strategy, I believe that the Government is now aware of its responsibility in the fight against trafficking in persons.
- The method of organizing the Conference is useful for organizing our meetings and seminars.

More detailed information about why respondents believed what they learned is important may be found in Table 7 in Annex D.

3.3. What excited you the most during the two-day Conference?

Three of the five areas of learning stood out for respondents as the aspects of their conference experience that most excited them. The vast majority of respondents found the conference process in itself to be the most exciting element of their experience. Twelve respondents were most excited by learning through the sharing of experience in small group discussions. Four respondents found that the cooperation and coordination among all actors stood out as the most exciting element of the conference.

3.4. What was NOT covered that should have been presented or discussed?

Only 39% of the respondents stated that there was something not covered that should have been presented or discussed during the Conference. Most of the respondents (9) listed issues related to discussions in small groups that should have been covered and presented during the Conference. A desire was expressed for more emphasis on international cooperation, particularly with neighboring countries. With regard to the “Donor Panel”, a respondent wished that the discussion could have been wider and deeper. It was suggested that participation from more donor agencies would have been helpful. Table 9 in Annex D contains more details about the responses to this question.

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

As Table 10 in Annex D shows, 47% of the respondents stated that they will take a specific action as a result of the information learned in the Conference. Some of their commitments include:

- Increasing the effectiveness of institutional actors who are included in the Regional Anti-trafficking Committees and Technical Tables.

- Developing a database of trained capacities.
- Conveying the information obtained in the Conference to communities and particularly to at-risk groups.
- Lobbying with the Municipality and communes for preparation of social plans and creation of social fund.
- Improving cooperation at local level and at the same time contacting actors from other *Qarqe*.

One of the participants emphasized that taking specific actions should certainly be accompanied with allocation of a respective budget.

3.6. Any other comments or suggestions?

Thirty nine percent of respondents provided other comments and suggestions in relation to the Conference. Apart from some participants (3) who have praised the Conference and wished further success to the CAAHT staff, the following suggestions and comments were offered:

- Such Conferences should be annually held, and not just once in two years.
- Please avoid using the same presenters twice for small groups. This does not allow them to participate in discussions in other small groups.
- The second day of CAAHT conferences and trainings should start earlier and finish earlier.
- CAAHT has given us the possibility to increase capacities to coordinate anti-trafficking actions with other local actors.

APPENDIX A

CONFERENCE AGENDA

Agenda

*Illyria Ballroom
Hotel Sheraton, Tirana*

**Tuesday, 27 May 2008
DAY ONE**

THEME: Moving Forward in Sustaining Success

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 new anti-trafficking strategy

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

09.50 Participants' introductions and expectations

10.05 Brief update on the CAAHT program/introduction of National Shelter Coalition

- Ms. Sarah Stephens, CAAHT Chief of Party
- Mr. Xheladin Qahi - Director, National Reception Center of Linza and Coordinator of the National Coalition of Anti-Trafficking Shelter (NCATS)

10.30 BREAK

10.45 Planting the seeds of sustainability: a creative thinking dialogue

Participants will engage in a creative thinking exercise as a "warm up" for exploring how to sustain their anti-trafficking collaboration and coordination.

12.00 Sharing good anti-trafficking systems and networking models

Participants will attend small group presentations and discussions with CAAHT stakeholder representatives. Participants will choose one of the following to attend:

Systems for cooperation among the same type of service providers:

- 1.) *National Shelter Coalition*
- 2.) *BKTF (All Together Against Child Trafficking)*

Anti-trafficking coordination at the *qarku* level:

- 3.) Berat Regional Anti-Trafficking Committee Technical Working Table

Cooperating for awareness raising in schools:

- 4.) YWCA – collaboration between NGO and schools for work with Roma community
- 5.) Ministry of Education/IOM – pilot program in Tirana

Cooperating to provide prevention services to vulnerable children:

- 6.) *Murialdo Social Center* - Education combined with vocational training and job placement
- 7.) Municipality Child Protection Unit

Cooperation to achieve effective assistance and reintegration for trafficked persons:

- 8.) *Different and Equal* - reintegration process for trafficked women and girls
- 9.) *Vatra* - vocational training and employment for trafficked and at-risk girls and women: GENCI

Sustainability of combination of community services:

- 10.) *Another Vision* and Elbasan municipality

Initial assistance/identification and referral for trafficked persons

- 11.) Referral from border points to *Gjirokastra Community Center*: ARBEN

13.15 Lunch

14.15 Sharing good anti-trafficking systems and networking models
Round Two: Participants will choose one presentation to attend.

15.45 Break

16.00 Identifying bold ideas for sustaining anti-trafficking collaboration: plenary discussion

17.00 - 19.00 Reception –Hotel Sheraton

**Wednesday, 28 May 2008
DAY TWO**

THEME: Moving Forward in Sustaining Success

- 09.00 Welcome and Review of Agenda for Day Two**
- 9.15 Creating Our Success**
In table groups, participants will offer their answers to the question: “**Why is it** that in 2010 the Albanian anti-trafficking community has received an international award for ‘sustaining the anti-trafficking coordination and collaboration which contributed to the welfare of vulnerable populations.’ Each table will make a 1-minute creative presentation of their main ideas.
- 10.15 Future trends in financial support for anti-trafficking programs and services in Albania.**
- 10.55 BREAK**
- 11.10 Small group discussions of donor panel to generate questions**
- 11.30 Questions/discussion with donors**
- 12.30 Sustaining and expanding anti-trafficking systems in our *qarqe***
Participants will gather in *qarku* groups to discuss:
 - What are our accomplishments since last year’s conference?
 - What anti-trafficking systems are working in our *qarku*?
 - How do we work with national anti-trafficking systems or programs?
 - What else do we need to be effective in our *qarku*?
 - Who, in our own communities/*qarku*, can help us sustain our anti-trafficking work
 - Who from the national level can help us sustain our anti-trafficking work?
 - How will we elicit assistance from all those who can help us?
- 13.30 Lunch**
- 14.30 Sustaining and expanding anti-trafficking systems in our *qarqe*, *continued***
- 15.00 Large Group Dialogue
Reflection/evaluation**
- 15.45 Close**

APPENDIX B

DIGNATARIES' WORDS OF WELCOME

MR. STEPHEN CRISTINA

DEPUTY CHIEF OF MISSION, UNITED STATES EMBASSY IN TIRANA

Good Morning Deputy Minister, Honorable Guests, Ladies and Gentlemen,

Let me begin by adding my welcome to this diverse group of organizations, government bodies, and individual actors. You have a very important task, tackling one of Albania's most serious and difficult issues that, in the eyes of the world, has limited this country's development and integration in the Euro-Atlantic community.

But more importantly it is a humanitarian issue that affects the life of someone's daughter, son, sister, neighbor, or friend. We have a responsibility to ourselves as a society not to ignore the exploitation and suffering of so many women and children, and to put right the wrongs it creates.

Albania has taken positive steps in its efforts to combat trafficking in persons, particularly in the realm of raising public awareness and improving services to achieve reintegration of victims of trafficking.

Despite this progress, Albania continues to be a source country for transnational and internal trafficking of women and children.

There is an urgent need for improved identification and referral of victims of trafficking at the borders and other points inside Albania. Systematic and thorough identification ensures that those with the greatest need for social assistance are able to receive reintegration and protection services.

It is important that all stakeholders are resolved to combat trafficking together – each Ministry of Government working together with local non-governmental organizations and international actors. And it is important that each understands its role in the fight.

I welcome the Deputy Minister's new 2008-2010 National Anti-trafficking Strategy, which will set goals to accomplish as well as the manner in which to achieve them. My Government urges the Government to use all necessary resources to make its implementation a top priority, and thus a reality.

Through USAID, we will continue to support and encourage your efforts to build a sustainable and effective network to prevent the trafficking of women and children and to restore the well-being of those who have suffered its consequences.

The CAAHT Program has been an important part of a holistic approach to anti-trafficking, emphasizing components of prevention and awareness raising of this important problem, the reintegration of victims, and the coordination of efforts.

Over the past decade, international players have carried the majority of the financial burden of assisting the people and government of Albania to confront trafficking in persons and to develop practical responses to protect Albania's citizens from the crimes of trafficking.

It is time for the greater portion of this financial responsibility to be assumed by the Albanian Government. The challenge is now yours to absorb the human and financial costs to ensure sustainability of concrete and comprehensive anti-trafficking programs and services in Albania.

As USAID phases out its anti-trafficking programs in 2009, we look forward to seeing the Albanian Government rise to the challenge of sustaining the important programs that have been put in place as well as developing new, innovative solutions of its own.

I believe that this conference will provide you with good models of effective networks and systems for increasing awareness about human trafficking, preventing trafficking in persons and reintegrating trafficked women and children that will be a practical “toolkit” for your use in this work. I hope you agree.

Thank you.

Ms. IVA ZAJMI

DEPUTY MINISTER OF THE INTERIOR AND NATIONAL COORDINATOR FOR ANTI-TRAFFICKING OF HUMANS The Importance of the National Strategy Against Trafficking in Humans 2008- 2010 – an old and new document

The actual Strategy builds upon the **framework of the previous strategy** Against Trafficking in Humans 2005-2007. It preserves the same framework and organization as the previous strategy; thus, it is divided into actions in three main streams: prevention, prosecution and protection, and it contains a chapter on coordination. A specific part of it is dedicated to the strategy against trafficking in children 2008-2010.

The following strategy for 2008-2010 has benefited by the implemented experience and drawn recommendations by the **Assessment Report** for the implementation of the National Anti-Trafficking Strategy for 2008-2010. It reflects also the suggestions collected carefully from a wide range of **consultations** with implementing and supporting agencies, governmental and non-governmental, during a three-month process in February-April 2008.

Above all, it reflects a **comprehensive framework of action**, in accordance to norms and requirements of the **international** agreements and developments. The Strategy provides also for a **wider degree of engagement** for the state implementing agencies at central and local levels, by making them directly responsible for the undertaking of its implementing obligations at a very practical level.

In a general level the Strategy brings some new things:

- It makes the strategy **more implemental at the national level** by determining a work map of concrete activities and agencies for all existing partners in the strategy.
- **It widens the number of the partner agencies** of the strategy by including, for the first time, instruments such as: the labor inspectorate, local government at municipality and commune levels.
- It **uses the NRM** by providing it with standard operational procedures and with a supervising board.

- It aims at establishing a **wide, real, and effective network for the identification and protection of vulnerable persons** by promoting their involvement into the society, as for example: the protection of children who have abandoned the school, stopping the illegal labor, assistance to families in a difficult social condition.
- The strategy has as a strong point the **decentralization of duties** down to the smallest units of the local government in municipalities and communes.
- The strategy stresses on the improvement of the **identification and investigation** by increasing the cooperation between different state agencies, such as the police – prosecutor's office, police – social service, etc.
- The strategy provides for **an alliance between the state and non-state organizations**, which is seen as a point of strength in the community impact and intervention.
- The strategy provides for **concrete engagements** by the partner offices, and requires, for the first time, even the planning of financial engagements by the implementing and supporting agencies.
- The strategy underlines even **elements of international and regional cooperation**, as an important part of the success in the fight to attack and to prevent trafficking.
- The strategy is a realistic, self-implementing document, with concrete responsibilities and deadlines, which requires full engagement of all partner links at both political leaders and implementers' levels.
- It determines a **strong national ownership over the document**, and expresses a high degree of the planning of activities and responsibilities. Its completion will require real coordination of works and seriousness in undertaking the duties.

General

The main purpose of the Strategy Against Trafficking in Humans is to create a *protection and reintegration* network for the victims of trafficking through a Functional National Referral Mechanism.

The strategy is focused on creating a *true network of protection and of integration, as well as of prevention* directed by the Regional Anti-Trafficking Committees. It provides for the creation of units and networks at municipality and commune levels, capable to reintegrate children back to school or to address the needs of persons at social risk.

The strategy does not leave behind aspects of *investigation and prosecution*, by bringing them to a more effective and professional level through the establishment of capable procedures to identify the traffickers and to punish them.

The strategy speaks about the coordination, by enriching it, both at coordinating the work and activities, and in the coordinating the budgets and activities.

It has benefited by the wider discussion ever made, thus it is an open, transparent and all-inclusive document.

Differently from the first Strategy for 2005-2007, it is a concrete document, a work plan with deadlines and responsibilities that should be followed.

It *is shared with you today*, in order to make it clearer and to involve all of you in it with engagements in the activities or other support.

It is not a mere strategy for the fight against trafficking, but also a strategy for the social inclusion and the protection of fragile social categories; a document for the improvement of the work of police – prosecutor’s office and of police – social services; a plan that contributes to the international cooperation and the regional one of Albania; a joint work plan for the local government units.

We believe in the Anti-Trafficking Strategy, join us!!!

Contribute for a more human, a more safe, and a better Albania!!!

APPENDIX C

INTRODUCTION OF NATIONAL SHELTER COALITION

MR. XHELADIN QAHI

DIRECTOR, NATIONAL RECEPTION CENTER FOR VICTIMS OF TRAFFICKING

K.K.S.A.T **N.C.A.T.S**

Koalicioni Kombëtar i Strehëzave Antitrafik

National Coalition of Anti-Trafficking Shelters

Honorable Ms. Sarah,

Honorable representatives of Government and non-government organizations,

Dear participants,

It is an honor to be invited to speak on behalf of my colleagues – the members of the National Coalition of Anti-Trafficking Shelters – and provide you with a general overview about the establishment and functioning of the Coalition.

Through the continuous support of the CAAHT program, both government and non-government shelters that provide assistance and reintegration services – such as the “Hearth” Psycho-Social Center, “Different and Equal” Association, “Another Vision” Association, “Multifunctional Reception Community Center”, and “National Reception Center for Victims of Trafficking” - have periodically met and convened round tables with the purpose of coordinating their actions and providing qualitative and contemporary services.

During these gatherings, the need for coordinating actions and support to targeted vulnerable groups emerged, and the establishment and functioning of a cooperative network among the shelters was consequently considered of a paramount importance. This structure was formalized on 17th July 2007, when the executive directors of all five shelters agreed to create the National Coalition of Anti-Trafficking Shelters (NCATS).

All the parties of this agreement decided that NCATS would refer to the National Strategy Against Trafficking in Humans 2005-2007 and the National Referral Mechanism (NRM), as four of the member organizations of the Coalition are already members of the NRM, and we hope that all NCATS members will be signatories of the NRM in the National Strategy Against Trafficking in Humans for 2008-2010.

The main objective of the National Coalition of Anti-Trafficking Shelters is to enhance the collaboration and cooperation among the shelters and coordinate their activities, services, assistance, and rehabilitation and reintegration assistance to victims of trafficking.

From the time of its creation almost one year ago, the NCATS has conducted its whole activity in fulfilling the predetermined objective, and the achieved results in the anti-trafficking field have been obvious. Among these activities, I would like to highlight the following:

- The NCATS' presentation to and acknowledgement by government structures and international organizations within a short period of time.
- The effective and qualitative functioning of the interactive referral system for victims of trafficking, as well as the provision of a full package of service for these persons in need.
- The continuous and considerable contribution of NCATS during the joint meetings for the drafting of the National Strategy Against Trafficking in Humans for 2008-2010, as a powerful mechanism having the appropriate experience in the field.
- The drafting of project-proposals for foreign donors in order to ensure the sustainability of the Coalition, and improve the quality of services offered to trafficking victims, for which we hope that very soon we will have their attention and support.

By thanking CAAHT for the initiative and contribution given to the NCATS since its inception and continuity, I take the chance to appeal from this panel to all other donors that are present in the room, as well as to the Albanian Government representatives, to support and promote in the future the positive role of CAAHT for the appreciation and empowerment of NCATS.

Concluding my speech, on behalf of NCATS, I would like to thank and express gratitude to all the organizers of this Conference, and wish you further success in your work.

Thank you!

APPENDIX D

CONFERENCE EVALUATION

TABLES OF RESPONSES TO QUALITATIVE QUESTIONS

TABLE 4: MOST IMPORTANT THING LEARNED AT THE CONFERENCE
Cooperation and coordination among all actors (11 responses)
<ul style="list-style-type: none">• Extent of cooperation.• Importance of cooperation among actors.• Cooperation with different donors.• Inter-agency cooperation.• Cooperation among <i>Qarqe</i> should be continuous and systematic, taking into account legislation improvement.• Ways to coordinate actions among actors within the region.• Coordination of actions among local government, NGOs and donors.• Cooperation between local government and civil society actors.• Main actors introduced to ways of coordinating the work in the fight against trafficking.• How to organize the cooperation among different actors.• Coordination of work among institutions.
Learning by sharing experience (small group work) (11 responses)
<ul style="list-style-type: none">• Strengthening of our work.• Perfection of anti-trafficking efforts.• Identification of ideas to ensure sustainability.• Work and achievements of main actors in the fight against trafficking, e.g. NGOs.• Learning about the experience on referrals from border crossing points to the Gjirokastra Community Center.• Activity on sustainability of anti-trafficking services.• Positive experiences shared in the small groups.• New ideas (elements of trafficking) discussed.• Introduction to main actors involved in the fight against trafficking of human beings.• Better functioning of Regional Anti-trafficking Committees/Technical Tables.• Experiences of groups on the sustainability of fight against trafficking.
National Anti-Trafficking Strategy 2008-2010 (5 responses)
<ul style="list-style-type: none">• Results of the Anti-trafficking Strategy.• Discovered that many participants lacked knowledge of the Anti-trafficking Strategy, National Referral Mechanism, and legal framework.• Government commitments to the National Anti-trafficking Strategy.• Application of a new contemporary Strategy in the fight against trafficking.• The Anti-trafficking Strategy 2008-2010 is being completed and expectations for the prevention of trafficking in persons are envisaged.
Donor Panel (2 responses)
<ul style="list-style-type: none">• Existence of Vodafone Foundation.• Donors' ways of providing funding.
Conference process (2 responses) (3 responses)
<ul style="list-style-type: none">• Continuance of successful work of this Conference.• Inclusion of many actors and donors.• Work in groups.

TABLE 5: SECOND MOST IMPORTANT THING LEARNED AT THE CONFERENCE**Cooperation and coordination among all actors (6 responses)**

- Coordination among actors to combat trafficking of human beings.
- Coordination is the key to success.
- Cooperation between Government and civil society actors.
- Coordination of anti-trafficking efforts among all actors: Government + NGOs.
- Coordination of actions.
- Inter-agency relationship.

Learning by sharing experience (small group work) (9 responses)

- Admirable awareness.
- Positive experiences.
- General positive evaluation about anti-trafficking situation up to now.
- Strengthening of the role of the State; necessity of effective anti-trafficking round tables/meetings.
- Creation of joint/common success.
- The ease with which we can reach our goals, if we want to.
- Comprehensive and overall information referred/shared/presented.
- Need for budget allocation.
- Information exchange.

National Anti-Trafficking Strategy 2008-2010 (3 responses)

- Anti-trafficking Strategy 2008-2010 and some of its elements.
- Launch of the new National Anti-trafficking Strategy.
- Preparation of the Strategy for success.

Donor Panel (8 responses)

- Donors' point of view.
- Financing of round tables from different donors.
- Introduction to donors and ways how to reach them.
- Expectations of donors to contribute to NGOs support.
- Discussions at donor panel.
- Donors' statements about taking responsibilities to support projects, as well as the criteria for applicants.
- New trends of donations/donors.
- Cooperation during donors' panel regarding budget/funding of projects.

Conference process (2 responses)

- The way the Annual Conference was conducted.
- Sharing of similar experiences.

TABLE 7: WHY WERE THESE LESSONS LEARNED IMPORTANT ?

Category	Reason 1 st lesson is important	Reason 2 nd lesson is important
<p>Learning by sharing experience (small group work)</p>	<ul style="list-style-type: none"> • It was relevant to my work. • Knowledge is increased. • Sustainability and continuance of our reintegration services to victims of trafficking is necessary. • Because thinking and ideas are consolidated about roles and work of actors in handling cases. • Because an effective service should be maintained and improved. • Because these were the aims of my participation in the Conference. • In order to continue our work effectively. • Because phenomena always change. • It will help improve our organization. • Sustainability is a result of project implementation. 	<ul style="list-style-type: none"> • They analyzed our actions. • Puts us in a better working position. • Only with joint success can we reach the purpose. • With anti-trafficking efforts, there is the chance to catch most important moments. • Without financing there is no activity. • Because it sustains the achievements.
<p>Cooperation and coordination among all actors</p>	<ul style="list-style-type: none"> • Because possibilities and chances are extended. • Because without coordination and working together there is no success. • In order to support different projects in the fight against trafficking. • Because it solves quickly the cases presented. • Because coordinating all anti-trafficking structures, all chains would function normally. • Because to implement the National anti-trafficking Strategy, the role of State, active participation of trained and qualified NGOs as well as the participation and funding from Albanian and foreign donors are needed. • Because it guarantees sustainability. • Because these are main aspects in which I face difficulties. • In order to have results and sustainability. 	<ul style="list-style-type: none"> • Exchange of information among actors. • Because without these two main factors/ elements, there is no qualitative and sustainable anti-trafficking service. • When there is cooperation among actors, the sustainability of anti-trafficking work is ensured. • Because to fight trafficking we need coordination of actions.

	<ul style="list-style-type: none"> • Because coordination of work leads to the appropriate fight against trafficking. 	
Donor Panel	<ul style="list-style-type: none"> • In order to apply for funding. • Because without financial and political support, success cannot be reached. 	<ul style="list-style-type: none"> • The trend of cooperation and collaboration should be part of programs. • Because they make possible the program continuance and sustainability. • Financing of these structures from different donors would provide technical assistance to them. • It is important to understand priorities of donors and specific areas where they provide funding. • Because we learned about contribution work of donors and criteria of applying for funding. • Donors' support would ensure the sustainability of fight against trafficking.
National Anti-Trafficking Strategy 2008-2010	<ul style="list-style-type: none"> • They stimulate and motivate the sustainability. • Because without Government participation and coordination, the Anti-trafficking Strategy will remain on paper. • To achieve the desired results. • Because the Government is now aware of its responsibility in the fight against trafficking in persons. 	<ul style="list-style-type: none"> • Because part of its implementation would be all actors, including the NGOs. • Indicates Government commitment. • A Strategy prepared with the input of all Regional anti-trafficking Committees is more sustainable.
Conference process	<ul style="list-style-type: none"> • As humankind is always looking for new things. • Because we need to exchange more information to make the cooperation successful. 	<ul style="list-style-type: none"> • Continuance of Regional Anti-trafficking Committees and support given to trafficked persons. • The method of organizing the Conference is useful for organizing our meetings and seminars.

TABLE 8: WHAT EXCITED YOU MOST DURING THE CONFERENCE?**Conference processes (16 responses)**

- Good participation from many actors.
- Interactive way of conducting the Conference; new developments in the context of anti-trafficking actions.
- Organization and presentation of the Conference.
- Seriousness of Conference work; technical assistance through concrete examples and exchange/sharing of good experiences/practices.
- Striking elements to make the comparison with the trafficking phenomenon.
- Organization of the Conference; coordination and exchange of experience.
- Harmonious organizing of activities and sessions within the Conference.
- Great commitment and professional approach in organizing and conducting the Annual Conference.
- Donors' panel; flower exercise and its parallelism with steps of anti-trafficking actions
- Flower exercise.
- Way the Conference was organized into small groups; expression of free ideas/thinking.
- Inclusion of local donors to support the fight against trafficking, ensuring the sustainability of these efforts.
- The wonderful way of organizing the Conference.
- Participation in the Annual Conference.
- Seriousness of Conference work.
- Inclusion of many NGOs in anti-trafficking projects; inclusion of many donors in funding.

Learning by sharing experience (small group work) (12 responses)

- Exchange of experiences and work in working groups.
- Work in working groups was admirable.
- Sustainability and expansion of anti-trafficking systems in our *Qarku*.
- Participation in discussions.
- Exchange of experiences and acquaintance with successful practices
- Sharing of best practices; use of creative exercises.
- Constructive debates in the small groups.
- Working in small groups.
- The fact that now capacities in fighting trafficking have been enhanced.
- Very good discussions; method of utilizing the presentations.
- Discussions between the representatives of NGOs and local government.
- Proper presentations as well as the increase of knowledge on institutions that participate in the fight against trafficking.

Cooperation and coordination among all actors (4 responses)

- The fact that Albanian NGOs have started collaborating.
- Cooperation and communication among groups; creative spirit/motive.
- Willingness to cooperate.
- Experience of cooperation in Elbasan and Fier *Qarqe*.

TABLE 9: WHAT WAS NOT COVERED DURING THE CONFERENCE**Learning by sharing experience (small group work) (9 responses)**

- Same things are always discussed.
- Role of Central government.
- Work carried out by State institutions and non-governmental organizations was well presented. The coordination and management of these activities should be better presented at *Qarqe* level.
- According to information I have (probably insufficient) and the group I was in, it is perceived that beneficiary NGOs of projects/donations use their funding more on their salaries and infrastructure rather than in the interest of persons and communities funds are addressed to. What is the percentage/structure of donation?
- If there was a full participation (from all the invitees) the work of Regional anti-trafficking Committees would have been better discussed.
- Improvement of criminal legislation.
- Legislation.
- Centralization of information and provision of forms for information needed; Action Plan for Regional Anti-trafficking Committees.
- Centralization of tasks and responsibilities for each institution.

Appropriateness, Relevance and usefulness of the Conference (2 responses)

- Discussion with donors should have been wider and deeper.
- Participation of more donors.

National Anti-Trafficking Strategy 2008-2010 (2 responses)

- We could exchange more concrete experiences on project implementation from different NGOs in the context of the Anti-trafficking Strategy.
- The new National Anti-trafficking Strategy 2008-2010.

Cooperation and coordination among all actors (1 responses)

- International cooperation, particularly with neighboring countries.

TABLE 10: Specific actions that participants will take as a result of the Information learned in the Conference**Learning by sharing experience (small group work) (8 responses)**

- Interview all victims of trafficking, women and children and bringing traffickers to justice.
- Increase effectiveness of institutional actors who are included in the Regional Anti-trafficking Committees and Technical Tables.
- Database for the use of trained capacities.
- As a representative of Durrës Social Service, I think I received sufficient training to assist and intervene in the process of reception and treatment of trafficking cases.
- I will convey the information obtained in the Conference to communities and particularly to at-risk groups.
- Training at local government level (commune, municipal units).
- Strengthen existing capacities.
- Lobbying with Municipality and communes for preparation of social plans and creation of social fund.

Cooperation and coordination among all actors (7 responses)

- Make contacts with other NGOs.
- Actions that could be taken can be materialized among many actors that operate in the area of social services.
- Extend the Technical Tables with more members such as Chamber of Commerce, Lawyers Associates, etc.
- We will improve the cooperation at local level and at the same time we will make contacts with other actors from other *Qarqe*.
- I will use the cooperative relations with main actors of fight against trafficking in order to help victims of trafficking.
- Organizing cooperation among all interested parties.
- Cooperation with organizations (NGO, local government and other institutions) in order to minimize the factors that lead to trafficking.

Donors' panel (1 responses)

- We will increase the possibility of presenting anti-trafficking project proposals to local donors.

Conference process (1 responses)

- The method of training.

3.6. Any other comments or suggestions?

Thirty nine percent of respondents provided other comments and suggestions in relation to the Conference. Apart from some participants (3) who have praised the Conference and wished further success to the CAAHT staff, the following suggestions were offered:

- The role of the State should be strengthened with more structures.
- Such Conferences should be annually held, and not organized once in two years.
- Sound equipment/system could have been of better quality.
- It should be taken into account that small group presenters cannot follow the discussions in other groups.
- Other round tables of this level would have been encouraging, motivating and fruitful.
- The preparation, unification, and acquaintance with contents of concrete procedures and models necessary for treatment of trafficking cases.
- Have a better geographical distribution of anti-trafficking projects.
- CAAHT has given us the possibility to increase capacities to coordinate anti-trafficking actions with other local actors.
- The Legislation and the division of tasks should be clear.
- Conferences/training during the second day should start earlier and finish earlier.
- There should be such activities more often.

Organization or Institution / Organizata ose Institucioni	Participant / Pjesëmarrësi	Position / Posti	Address / Adresa	Town / Qyteti	Office phone / Telefoni	Mobile / Celulari	E-mail
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Anti-Trafficking National Coordinator's Office / Zyra e Koordinatorës Kombëtare Antitrafikim	Ms. / Zj. Iva Zajmi	Deputy Minister of Interiors (National Coordinator for Anti-Trafficking) / Zv. Ministre e Brendshme (Kordinatorë Kombëtare Antitrafik)	Ministria e Brendshme	Tiranë	042 233540	069 2089391	at_nationalcoordinator@yahoo.com
Anti-Trafficking National Coordinator's Office / Zyra e Koordinatorës Kombëtare Antitrafikim	Ms. / Zj. Irena Taga	Director / Drejtoreshë	Ministria e Brendshme	Tiranë	042 226801--3889	069 2240837	anja_idem@yahoo.com
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Responsible Authority - Directorate of Border Police and Migration / Autoriteti Përgjegjës - Drejtoria e Policisë Kufitare dhe Migracionit	Mr. / Z. Genc Merezpa	Chief of the Green Border Sector / Shef i Sektorit të Kufirit të Gjellbër	Drejtoria e Përgjithshme e Policisë	Tiranë	042 226 932 / 228 206		merepezag@mrp.gov.al
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National Reception Center for Victims of Trafficking, Linza (MoLSAEO) / Qendra Kombëtare për Pritjen e Viktimave të Trafikimit	Ms. / Zj. Suela Hana	Coordinator / Koordinatorë	Ministria e Punës, Ceshtjeve Sociale dhe Shanseve të Barabarta	Tiranë	048 302537	068 2450117	suelahana@yahoo.com
Local Government / Pushteti Lokal							
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Anti-Trafficking Office / Zyra Antitrafik	Mr. / Z. Dritan Musaj	Chief / Shef	Drejtoria e Policisë së Qarkut	Kukës	0242 3382	068 4012603; 069 4106258	
Anti-Trafficking Office / Zyra Antitrafik	Mr. / Z. Artan Balla	Chief / Shef	Drejtoria e Policisë së Qarkut	Peshkopi		069 4105686	

Organization or Institution / Organizata ose Institucioni	Participant / Pjesëmarrësi	Position / Posti	Address / Adresa	Town / Qyteti	Office phone / Telefoni	Mobile / Celulari	E-mail
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Anti-Trafficking Office / Zyra Antitrafik	Mr. / Z. Edmond Shqau	Chief / Shef	Drejtoria e Policise se Qarkut	Elbasan	0544 0820	069 4111713	
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Anti-Trafficking Office / Zyra Antitrafik			Drejtoria e Policise se Qarkut	Fier	0342 1519		
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Regional Directorate for Border Points and Migration / Drejtoria Rajonale për Pikat Kufitare & Migracionin	Mr. / Vasil Valera	Director / Drejtor	Drejtoria Rajonale e Policisë së Qarkut	Gjirokastrë			valerav@mrp.gov.al

Organization or Institution / Organizata ose Institucioni	Participant / Pjesëmarrësi	Position / Posti	Address / Adresa	Town / Qyteti	Office phone / Telefoni	Mobile / Celulari	E-mail
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Regional Employment Directorate / Drejtoria Rajonale e Punesimit	Ms. / Z. Fatmira Vruzhaj	Specialist of Labor Relations / Specialiste për Marrëdhëniet e Punës	Drejtoria Rajonale e Punesimit	Fier	0342 2413		
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Another Vision / Tjeter Vizion	Mr. / Z. Arian Cala	Director / Drejtor	L. Aqif Pasha, Rr. Ali Arapi, Nr.19	Elbasan	054 53397	069 2124108 / 068 2078901	tjetervizion@gmail.com
ARSIS - Association for the Social Support of Youth / Shoqata per Mbeshtetje Sociale ndaj te Rinjve	Ms. / Zj. Natassa Arapidou	Office Coordinator / Koordinatore e Zyres	Rr. Ismail Qemali. Nr. 34, Kati 3	Tiranë	042 249879	068 3149879	infotirana@arsis.gr
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For the Protection of Urban and Rural Women's and Girls' Rights Association / Shoqata "Per Mbrojtjen e te Drejtave te Gruas Qytetare dhe Fshatare"	Mrs. / Zj. Mirela Buhuri	Project Coordinator / Koordinatore Projekti	Lagja 28 Nentori, Agjensia	Berat	0323 0804 / 0323 7678	069 2694141	mbuhuri@yahoo.it
Help for Children Foundation / Fondacioni "Ndhime per Femijet"(NPF)	Mrs. / Zj. Shpresa Spahiu	Office Coordinator / Koordinatore e Zyrës	Blv. Gjergj Fishta, Kulla Begeja, Kati 4	Tiranë		069 2265971	NPFTirana@icc-al.com
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Kucova Women in the Focus of Development / Grate e Kucoves ne Fokusin e Zhvillimit	Mrs. / Zj. Elsa Rafeali	Executive Director / Drejtore Ekzekutive	Klubi "Gruaja & Jeta", L. Llukan Prifti, Blloku nr. 2	Kuçovë	0311 2537	069 2612047	elsarafeali@yahoo.com
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Organization or Institution / Organizata ose Institucioni	Participant / Pjesëmarrësi	Position / Posti	Address / Adresa	Town / Qyteti	Office phone / Telefoni	Mobile / Celulari	E-mail
NGOs / OJF-të (continued)							
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