



International Federation of Red Cross and Red Crescent Societies

Belarus Red Cross Society

International Organization for Migration

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Mid-Term Review Report

Strengthening national mechanisms for the reintegration and rehabilitation of victims of human trafficking in Belarus, Moldova and Ukraine

Mid-term Review

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Republic of Belarus

Warning!

The report contains confidential information
(contact data of the people, directly involved in to processes of identification
and referring of the trafficking victims).

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Acronyms and Abbreviations

CES	Common Economic Space
EC	European Commission
EU	European Union
IFRC	International Federation of Red Cross and Red Crescent Societies
IOM	International Organization for Migration
M&E	Monitoring and Evaluation
NGO	Nongovernmental organization
NRM	National Referral Mechanism
RC	Red Cross
ToR	Terms of Reference
VoT	Victims of Trafficking

Executive summary

The Mid-Term Review was carried out by one National Consultant in December 2012. The review over covered a period of project implementation from 15 April 2011 till November 2012. This review covered activity on the territory of Republic of Belarus only. Particular fields-trip focus was made on Gomel, Mogilev and Minsk region of Belarus.

The key findings

The relevance to external environment may be described in terms of dynamic changing of problem indices, especially in terms of the focus of labor migration.

Strong point of the project is its combination of the very practical thematic work (assistance to the target group, especially to the victims of trafficking) and policy-level work on development of national referral mechanism.

Strong point of the project strategy is that referral mechanism was established on decentralized principles. It means multi-disciplinary groups were established at a local (regional) level and secure local ownership of the project activity.

All local stakeholders and project implementation partners are satisfied with quality of project management, service, advice and assistance, delivered by the project coordination team. Target groups and stakeholders are satisfied with amount and quality of the products/services delivered by the project.

Quality of IOM rehabilitation center work and IOM service on identification and referring of the victims is produced at high level.

The establishment of multi-disciplinary coordination group was one of the key outputs of the project, significantly contributed to the strengthening of the national mechanisms for the reintegration and rehabilitation of VoTs in Belarus.

There is the difference between national legal framework and international agreements (for example – Palermo protocol¹) on victim identification criteria.

Referral mechanism is established at the regional (oblast) level (excluding Minsk and Minsk region). In Minsk and Minsk region, lacks of referral mechanisms were compensated by IOM activity. There are no signed documents on national level referral mechanism yet. Actors use the existing legal framework (law and national program) for coordination on national level.

Review indicated general raise of awareness of the trafficking-related issues, contribution to the technical capacity of the RC branches and fact of provision of the wide range of trainings.

The system of referral mechanism still significantly depends on personal qualification of the personnel, involved into the process.

Sustainability of Minsk rehabilitation centre is a challenge as long as its maintenance costs remain highly dependent on external financial support.

¹ The Convention against Transnational Organized Crime, with the Protocol to Prevent, Suppress and Punish Trafficking in Persons, especially Women and Children (Palermo Protocol), adopted by the United Nations in 2000 in Palermo, Italy.

Conclusions

The project is still relevant, consistent with respective IFRC strategic priorities and policies and coherent to the national state policy of combating the trafficking of human beings. **The grade of the project relevance is A, very good.**

Key project stakeholders properly involved into the planning process. The project document provides clear and comprehensive vision of the project logic, approach and strategy. Targets and indicators for both direction of the project activity are appropriate. **The overall grade of the quality of the project design is A, Very good.**

Efficiency of implementation and quality of management of the project as Very good (Grade A). Project activities were planned, coordinated and managed properly. Project team managed technical delays and gaps in financing, that objectively appeared and the team was flexible enough to manage project targets it time. Stakeholders and implementation partners are in general satisfied with the quality of project management. Project implementation process was properly documented.

Effectiveness of implementation as Very Good (Grade A). Project is effective, key outputs are delivered and their contribution to the outcome is provided as originally planned. Project used resources cost effectively and was able to synergise activities and outputs to maximize benefits. System of technical monitoring was effective. M&E system of the project can be improved in terms of the conceptualization of the achievements of the projects and using them as a contribution to the national and international policy documents and processes.

Project impact and sustainability as Very Good (Grade A) with remark of weak sustainability and local ownership of rehabilitation and shelter infrastructure.

The project has positive impact at the local level in raising awareness of the trafficking-related issues, changing behavior of the decision-makers at the local level, committing significant steps to the creation of institutional memory in terms of NRM. Project seems to be sustainable at operational and on output levels. The weak point in terms of sustainability – is the rehabilitation and shelter infrastructure.

Key recommendations

To establish mechanism of review/update of the agreements (memorandums) in light of possible changes of national legislation.

To establish (or strengthen existing) cooperation with relevant educational institutions (Police Academy, Academy of Postgraduate Education etc.), used for professional development of the management and operational staff of the police, schools etc. Start communication about development of a special course on identification and referral of the trafficking victims.

To explore further possibilities for handing over IOM-led identification and referral activities in Minsk to local actors. This transition should include the strategy of handing over of the rehabilitation activity (in framework of IOM rehabilitation center activity). The transition strategy should be based on a deeper and comprehensive assessment of the situation.

To add directors of the schools as a target group to the future activity of the trafficking-prevention projects as they play a key and very important role in identification, referral of the victims of pedophilia and sex exploitation. Pay special attention to issues of confidentiality of the case details.

To consider organizations of faith-based sector as stakeholders in the identification, referral and rehabilitation processes. These organizations can be an actor in area of prevention activity. Experience of Moldova's IOM can be used.

To develop organizational development and capacity building plans of RC. Pay special attention on analytical structure (something similar to the think-tank) of the RC, responsible for M&E processes, impact monitoring. This structure can analyze, evaluate and conceptualize the achievements of the RC projects and strengthen policy-level activity of the projects and RC. Thus can contribute to the national and international policy development processes and can help to recognize RC as a policy-level actor. RC policy work in trafficking-related area can be one of the products of this structure as well.

The review develops a number of recommendations on the project planning and implementation, project follow-up and on organizational and institutional development of the RC presented in the report

Key lessons learned

Prevention activity contributed greatly to the victims-identification process. It is critically important to coordinate project activities with others dealing with prevention.

There were good practices, that nurses were invited to the training workshops on trafficking and NRM together with RC staff. There were a number of identification cases, where information about the possible victims came from people visiting the "Helping Hands" centers for assistance. Nurses usually have stronger links with the local community and a proper training for them was a good strategy.

Project contributes a lot to the confidentiality of the investigation process. Practically, the police use RC infrastructure for investigation interviews with victims as even a visit of a victim to the special police department can broke confidentiality and endanger a victim. The practice of such cooperation of the police and NGOs is one of the best-practices outputs of the project.

Implementation of the national project activity by the national actor secures higher local ownership of the project. It was a good practice, when international organization (IRFC) did not implement project activity by itself, but used capacity of the member organization (RC).

Introduction

The Mid-Term Review of the project “Strengthening national mechanisms for the reintegration and rehabilitation of victims of human trafficking in Belarus, Moldova and Ukraine” was carried out according to the ToR (Annex 1) and was initiated by the IFRC Country Representation in Belarus in order to analyze the results of the project implementation in this country. A key purpose of the review was to help all stakeholders reflect on what has worked well and what has not, and thus learn from the review process.

The review covered a period of project implementation from 15 April 2011 (when the original project document and the budget were formally approved), till November 2012. This review covered activity on the territory of Republic of Belarus only. Particular field-trip focus was made on Gomel, Mogilev and Minsk region of Belarus.

To grade the project performance, the following scale is used in the present document:

- Grade A, Very good, the highest performance level
- Grade B, Good
- Grade C, Problems
- Grade D, serious deficiencies, the lowest performance level

During review process, there were 17 interviews conducted, more than 40 documents were presented and requested for desk review (for the full list – see annex 2). Interviews were organized in Minsk and during field trips to Gomel and Mogilev.

The following methods were used to review the collected data :

- Desk review of relevant documents including the Project Document, interim narrative report and other relevant documents;
- Interviews with the project staff and key stakeholders;
- Field visits to Gomel and Mogilev.
- During the meetings held at the premises of partner organizations, a method of external observation was used as well

The collection of data for the qualitative analysis was performed in the form of semi-structured interviews with key respondents. Most involved respondents were interviewed personally (in Minsk or during field-trip), and some respondents were interviewed by phone. Basic questions of the interview were grounded on the ToR and preliminary analysis of the documents.

The evaluation of documentation was performed by the method of expert analysis as well as through the appraisal of stakeholders’ involvement into the processes of the project design and monitoring. The list of the reviewed documents is provided in Annex 2.

Evaluation of project relevance was based on official documents of strategic and policy nature provided by respective parties, as well as on the information and announcements available in open sources.

Project implementation overview and desk review summary

The overall objective of the project is “To strengthen national mechanisms for the reintegration and rehabilitation of victims of human trafficking (VoTs) in Belarus, Moldova and Ukraine by increasing the involvement of the National Red Cross Societies in VoTs identification, referral and assistance to ensure sustainable access to services for VoTs”.

There are three specific objectives of the project:

1. To strengthen concrete governmental efforts in building National Referral Mechanisms (NRMs) in Belarus, Moldova and Ukraine
2. To integrate the existing networks of the National Red Cross Societies in Belarus, Moldova and Ukraine into the functioning NRMs for more effective VoT identification, referral and monitoring
3. To ensure continuous provision of quality rehabilitation and reintegration services for VoTs in Belarus, Moldova and Ukraine.

Project holder is International Federation of Red Cross and Red Crescent Societies (IFRC). Project is supported by the EU. Project was implemented in partnership with International Organization for Migration, National Red Cross Societies (in case of Belarus - Belarus Red Cross Society). Belarus national partners are Ministry of the Domestic affairs, Ministry of Foreign Affairs, Ministry of Labour and Social Protection, Ministry of Education, Ministry of Health, Ministry of Information of the Republic of Belarus.

Approved project implementation period is 15.04.2011-15.04.2013. The active stage of the project started from September 2011.

Project total budget is EUR 799 968. According to the budget, for the action on the territory of Republic of Belarus about EUR 225 000 was pledged. This budget was divided between two action implementers (RC and IOM) in roughly equal proportions.

Findings and conclusion(s)

Relevance

According to official materials of MFA of Belarus, over past years the Republic of Belarus established itself as an active and consistent advocate of various efforts aimed at combating the trafficking in human beings. In recent years Belarus «has coordinated four international conferences on problems of organizing efficient collaboration of countries, international organizations and NGO in combating human trafficking. Three conferences took place in Moscow, one was held in New-York. These events attracted high level representatives of governments and specialized international bodies, including the Director General of the International Labor Organization»².

All actions, related to the trafficking issue, initiated by Belarus within UN were aimed at elaboration and adoption of the UN plan on combating human trafficking, that guarantees efficient coordination of actions of all international forces, including UN member states, international and local organizations, business communities, civil sector and mass media.

During many conferences and other public events (for example, in October 2012, Minsk, the Alliance against Trafficking in Persons Conference "An Agenda for the Prevention of Trafficking in Persons: non-discrimination and empowerment"), experts underlined efforts and achievements of the Belarusian authorities in combating trafficking at the national and international levels. Special attention was paid to the adoption in 2012 the Law "On Combating Trafficking in Human Beings" and the implementation of the third state anti-trafficking program.

At the moment, there are several factors that stimulate labor migration from Belarus. First of all, it is an economic factor - the level of wages in the country is lower than in the major

² <http://mfa.gov.by/en/organizations/issue/trafficking>

cities of Russia and Ukraine, not to mention Europe. The second factor - open borders with the countries of the CES and the Ukraine, as well as partial harmonization of labor laws within the CES, which facilitates employment in these countries. The third factor - the economic crisis of 2011 has undermined the expectations of the citizens, which also stimulates the flow of people. According to various estimates, from 500 thousand to 1.5 million Belarusian citizens currently work abroad, and according to unofficial sources the outflow rate is increasing since spring 2011.

The relevance to external environment may be described in terms of dynamic changing of problem indices, especially in terms of the focus of labor migration. These factors contribute to the on-going project relevance actualization.

According to IOM statistics, there is the following dynamics of the number of victims of trafficking: 2010 - 151, 2011 - 142 people, 2012 - 170 people. Stable and high number of victims identified in connection with Russia as destination country – for the period from 2007 to 2011 we can see an increase from 82 to 94 people, with an increase up to 104 people in 2012). The problem of labor slavery with male victims: thus, in 2010, a steady increase in numbers: 2010 - 52 people, 2011 - 65 people, 2012 - 92 people. So far stream of labor migration of able-body population, particularly male, is growing. This trend is also confirmed by interviewed respondents – at present, the main stream of putting in applications about facts of labor slavery is connected with problems of labor migration.

According to IFRC “Policy on Migration” document³, anti-trafficking issue is one of the priorities of IFRC. This document does not describe specific approaches (like establishment/contribution to the national referral mechanism), but generally the project approach is within the framework of the IFRC migration policy.

As a conclusion, review considers that the project is still relevant, consistent with respective IFRC strategic priorities and policies and coherent to the national state policy of combating the trafficking of human beings. The grade of the project relevance is A, very good.

Quality of design

Strong point of the project is its combination of the very practical thematic work (assistance to the target group, especially to the victims of trafficking) and policy-level work on development of national referral mechanism.

Strong point of the project strategy is that referral mechanism was established on decentralized principles. It means multi-disciplinary groups were established at a local (regional) level and secure local ownership of the project activity.

All Belarusian key stakeholders were able to clearly and informatively explain the logic of their participation in the referral mechanism, established by the project. The stakeholders didn't give any specific recommendations about significant changes in the project strategy.

Project was limited in cooperation with faith-based stakeholders. Not any religious or faith-based organization becomes a part of the multi-disciplinary groups. And it is known, that clergies can be one of the good source of information about victims and can establish effective recognition mechanism. Some project partners in regions (for example, Mozyr, Gomel region) established bilateral relationships with social department of the Belarussian Orthodox Church and indicated this cooperation as successful. They have experience in using Orthodox and Catholic Churches infrastructure as a temporary shelter for victims. On

³ IFRC Policy on Migration, November 2009

the other hand, capacity of the faith-based sector in Belarus in trafficking-related area is very weak and an establishment of the cooperation with this sector on institutional level without faith-based sector capacity building activities can be problematic.

Key stakeholders were interviewed during project planning process, but not always stakeholders understood, that this interview was part of a planning process. Presentation of the future project concept as well as detailed description of the planning process gives people opportunity to understand this process and contribute to the management capacity building of the local partner organizations.

It is a cross-country project, covering the territory of Belarus, Moldova and Ukraine. Cross-country part of the project activities was planned and implemented, but from practical point of view, Belarusian actors were able to identify a limited contribution of cross-country approach to the specific project outputs and outcomes for Belarus. Amount and quality of joint activities can be increased during the planning process of similar projects in future.

As a conclusion, review confirmed proper involvement into the planning process of the key project stakeholders. From Evaluator's point of view, project design is based on the proper problem analysis and appropriate involvement of stakeholders. The project document provides clear and comprehensive vision of the project logic, approach and strategy. Targets and indicators for both direction of the project activity are appropriate. In future, project designers should pay specific attention to planning cross-country approach of the project to make it more practical and more recognizable by stakeholders. The overall grade of the quality of the project design is A, Very good.

Efficiency of implementation and quality of management

It is well known, that in Belarus there is quite a strict system of national approval, monitoring and control system for the projects, supported by international agencies and donors. All projects transfers are registered in special state department and at the end of the project all project document can be a subject to control. Funds are transferred to the specially-opened bank account and bank's obligation is to monitor project expenses in accordance with the budget. As a result, any project implementers are very limited in opportunity to make any mistake or develop corruption as well as for the system to make any misappropriation of funds impossible.

Umbrella of international actors of the project have also had a positive effect in terms of quality of the project management, ability to use experience and advice of experienced experts and managers. Speaking in the voice by international organizations can increase lobbying efficiency of the project and its status. From the Evaluator's point of view, for this project, balance of the benefits and costs of the international organizations as implementers was adequate and configuration of the partners was relevant. But for the future, it is recommended that such projects should have additional phase of delegation of the best-practice, achievements, competences etc. to the national stakeholders/institutions. Present project concept refers to this issue in the description of sustainability strategy, but there is no specific actions and resource allocation for.

On a local level, there are not so many stakeholders, especially non-state actors, involved in to trafficking-related activities. Anyhow, some local NGO's (for example, in Gomel), who are involved into the trafficking-prevention activity and not part of the project, are well informed about the RC work and multi-disciplinary groups role and are using benefits of the mechanism for their beneficiaries. It means that RC on the local level successfully coordinates project activity not only with formal project partners, but also with other relevant stakeholders.

All local stakeholders and project implementation partners are satisfied with quality of project management, service, advice and assistance, delivered by the project coordination team.

As a conclusion, review considers efficiency of implementation and quality of management of the project as Very good (Grade A). Project activities were planned, coordinated and managed properly. Project team managed technical delays and gaps in financing, that objectively appeared and the team was flexible enough to manage project targets in time. Stakeholders and implementation partners are in general satisfied with the quality of project management. Project implementation process was properly documented.

Effectiveness

As mentioned above, the project has combined practical thematic work (assistance to the target groups, especially to the victims of trafficking) and policy-level work on development of the national referral mechanism.

Thematic-level outputs (direct assistance to the victims, trainings, capacity building etc.) were successfully delivered. Target groups and stakeholders are satisfied with amount and quality of the products/services delivered by the project. RC was able to synergize project activity with on-going RC activity on the local level (discussion of the trafficking-related issues during humanitarian aid distribution for vulnerable groups). Quality of IOM rehabilitation center work and IOM service on identification and referral of the victims are delivered at high level. IOM also mobilized resources of another project as well as IOM's own resources to secure high quality and amount of service. So we can say with certainty, that involvement of the Belarus Red Cross Society in VoTs identification, referral and assistance of ensuring sustainable access to services for VoTs was successfully achieved.

Main Policy-level output of the project is establishment of multi-disciplinary coordination group on the local level. There is a special multilateral agreement (memorandum) signed, making work of this group legal and official. Such groups are established and agreements signed in each region of Belarus (excluding Minsk and Minsk region). This document has formalized and legitimized the VoT referral mechanism on the regional level. This was one of the key outputs of the project, which significantly contributed to the strengthening of the national mechanism for the reintegration and rehabilitation of VoTs in Belarus.

Interviews with key stakeholders on the regional level (case of Mogilev and Gomel) also confirmed, that RC is actively involved into the VoTs identification, referral and assistance as well as actively uses opportunities, provided by the established multi-disciplinary coordination group and signed agreement. So, we can state, that project is highly effective, key outputs are delivered and their contribution to the outcome is provided.

Concerning the issue of the outputs' direct contribution to the achievement of desired/planned outcomes, there is an issue, influencing the ability/access of/for some target groups to the referral mechanism. There is the difference between national legal framework and international agreements (for example – Palermo protocol) on victim identification criteria.

For example, Belarusian competent authorities is very limited in assigning the status of victim in labor slavery cases. And, as it was mentioned by local people during field visits working with victims, labor slavery cases now were one of the main problems on the local level. Second problem, which can be indentified from the project activity, is that labor slavery is a subject of administrative investigations, not criminal ones. And administrative investigation is not a party of the agreements of legal assistance with, for example, Russian

Federation. As a result, Belarusian police is very limited in investigation of labor slavery cases of, happened, for example, at the territory of Russian Federation.

These both cases limit very much the assistance to the labor slavery victims, as in Belarus, officially, they are not victims at all (have no proper assigned status) and can be rehabilitated only as vulnerable people.

For time being, this problem is solved using alternative identification by RC (on the bases of Palermo protocol criteria). And multi-disciplinary group members agree to accept this identification during rehabilitation and reintegration process as well as referral mechanism.

As a conclusion, review grades effectiveness of implementation as Very Good (Grade A). Project is effective, key outputs are delivered and their contribution to the outcome is provided as originally planned. Project used resources cost effectively and was able to synergize activities and outputs to maximize benefits. System of technical monitoring was effective. M&E system of the project can be improved in terms of the conceptualization of the achievements of the projects and using them as a contribution to the national and international policy documents and processes.

Impact and sustainability

The main contribution of the project activity to the overall objective happened in two ways: 1) establishment of the direct bilateral relations between stakeholders 2) and legitimization of the cooperation via agreements (memorandum) signed on regional level. Referral mechanism includes wide range of state actors into the rehabilitation and reintegration process. After project intervention, stakeholders were able to use agreement as formal basis for official request of assistance or action.

Referral mechanism is established at the regional (oblast) level (excluding Minsk and Minsk region). In Minsk and Minsk region, lacks of referral procedures were compensated by IOM activity. There are no signed documents on national level referral mechanism yet. Actors use the existing legal framework (law and national program) for coordination on national level.

In Minsk and Minsk region the IOM office coordinates the identification and referral of the VoT. During reviews it was impossible to deeply research the cause-and-effect relationship between missing mechanism similar to the one created in other regions of Belarus and active participation in identification, referral and reintegration of VoT.

On the one hand, IOM activity can be considered as one of the reasons for national state actors and NGOs not taking a coordination role in VoT finding and referral issues. On the other hand, Minsk situation differs from other Belarus regions and it would be incorrect to think that IOM activity does not allow developing a referral mechanism like the one in regions.

In any case, one of the main challenges for the sector of the actors, involved into the trafficking-related activity on national level is a development of the strategy to delegate these roles to the local/national structure or institution(s). This strategy should be based on a deeper and comprehensive assessment of the situation.

Interviews indicated general raise of awareness of the trafficking-related issues, contribution to the technical capacity of the RC branches and fact of provision of the wide range of trainings. Significant contribution to the institutional capacity of the regional RC branches became an establishment of personal contacts with key stakeholders (mentioned above) on local level. The experience of management and implementation of the EU-

supported project is a contribution to the IFRC Belarus office and national RC organization capacity. Review can not indicate significant project impact on management capacity of the local RC branches.

The strategy of sustainability of the project is mainly based on the capacity of the RC network. This strategy seems to be relevant, as far regional staff and volunteers will continue RC operational activity using existing RC infrastructure and funding. The trafficking-related issue has evidently become one of the RC operational activities.

The system of referral mechanism still significantly depends on personal qualification of the personnel, involved into the process. It means that in case of key staff members on local level are changed, additional training for new staff members will be required. RC has a capacity to provide these trainings, but it has limited funding for logistical support of the training process (reimbursement of travel and accommodation costs for participants).

As the Law "On Combating Trafficking of Human Beings" and the third "State anti-trafficking program" are adopted, proper monitoring and reporting will be requested by the Ministry of internal affairs from the local state actors. This will ensure that national state actors still follow agreements, used in established referral mechanism.

Regional RC branches are actively using the Minsk rehabilitation center service. This center belongs to the IOM and it is part of the referral mechanism. The project has partly contributed to the coverage of the current expanses of the rehabilitation center (cost of the rehabilitation of specific victims, referred in framework of the established mechanism; salary of the center staff). Sustainability of Minsk rehabilitation centre is a challenge as long as its maintenance costs remain highly dependent on external financial support. IOM indicates decrease of the formal average cost of expenses of rehabilitation of one victim, as now a number of services for the victim can be delivered via referral mechanism (for example, vocational educational training for unemployed people now can be delivered by unemployment service agency).

Interviewees indicate rising of awareness about trafficking issues for state and non-state actors on the local level. For example, there are a lot of cases, when local police referring trafficking victims, which are identified as victims according to Palermo Protocol criteria, but not identified as victims according to local legislation.

As a conclusion, review grades project impact and sustainability as Very Good (Grade A) with remark of weak sustainability and local ownership of rehabilitation and shelter infrastructure.

The project has positive impact at the local level in raising awareness of the trafficking-related issues, changing behavior of the decision-makers at the local level, committing significant steps to the creation of institutional memory in terms of NRM. Project seems to be sustainable at operational and on output levels. The weak point in terms of sustainability – is the rehabilitation and shelter infrastructure.

Lessons learned

Project concept did not cover the prevention approach, as this activity was covered by other projects, implemented by the Belarus Red Cross, IOM and other NGO's. During review, the local RC organizations staff underlined, that prevention activity contributed greatly to the victims-identification process. It is critically important to coordinate project activities with others dealing with prevention. This should be taken into consideration during future project planning process. In case of lack of parallel prevention activity in the target region, prevention component should be a part of the project.

There were good practices, that nurses were invited to the training workshops on trafficking and NRM together with RC staff. There were a number of identification cases, where information about the possible victims came from people visiting the “Helping Hands” centers for assistance. Nurses usually have stronger links with the local community and a proper training for them was a good strategy.

Project contributes a lot to the confidentiality of the investigation process. Practically, the police use RC infrastructure for investigation interviews with victims, as even a visit of a victim to the special police department can break confidentiality and endanger a victim. The practice of such cooperation of the police and RC is one of the best-practices outputs of the project.

Another case where project significantly improves quality of the investigation process is the work on cases of pedophilia and with underage victims. According to procedures, psychologist should be an obligatory part of an investigation process. School-psychologists used by police broke confidentiality of the process and victims because of lack of awareness about the problem. Practice in Gomel, where properly trained psychologist of RC for such cases is used is one of best-practices and can be a part of the referral mechanism procedures in future.

Implementation of the national project activity by the national actor secures higher local ownership of the project. It was a good practice, when international organization (IRFC) did not implement project activity by itself, but used capacity of the member organization (RC).

Recommendations

The review develops a number of recommendations on the project planning and implementation.

There are a number of recommendations for follow-up of the project, based on the findings of the review. Such recommendations are about existing challenges and issues of future development of the NRM and national strategies targeting support and reintegration of victims of human trafficking. These issues should not be considered as a weakness of the project, as they were not a part of the project concept, but were discovered during the project implementation.

Finally, there are some recommendations on organizational and institutional development of the RC. These recommendations are based on relevant stakeholders’ suggestions.

Project planning and implementation

1. The work on national agreement or similar document should be continued to institutionalize NRM.
2. To establish mechanism of review/update of the agreements (memorandums) in light of possible changes of national legislation.
3. To establish mechanism of formalization and legalization of best-practices, gained by the local and national stakeholders (including issues, mentioned in this report).
4. To explore further possibilities for handing over of IOM-led identification and referral activity in Minsk to local actors. This transition should include the strategy of handing over of the rehabilitation activity (in framework of IOM rehabilitation center activity). The transition strategy should be based on a deeper and comprehensive assessment of the situation.

5. Some recommendations and ideas on how to establish rehabilitation infrastructure, in addition to the one existing IOM rehabilitation center:
 - a. To consider the use of the infrastructure of the local social centers and similar structures to adopt them as replacement/alternative for the IOM rehabilitation center.
 - b. To consider cooperation with faith-based sector about use parish- and monasteries-based infrastructure for rehabilitation centers.
 - c. To consider replication of the experience of Republic Moldova in creation of the network of shelter-apartments.
 - d. The crisis room at some of the institutions with around the clock duty and seeing where you can spend the night - for example – hospital.
6. To establish (or strengthen existing) cooperation with relevant educational institutions (Police Academy, Academy of Postgraduate Education etc.), used for professional development of the management and operational staff of the police, schools etc. Start communication about development of a special course on identification and referral of the trafficking victims.
7. To add directors of the schools as a target group to the future activity of the trafficking-prevention projects as they play a key and very important role in identification, referral of the victims of pedophilia and sex exploitation. Pay special attention to issues of confidentiality of the case details.
8. For the future, it is recommended to plan additional specific project phase, dealing with dissemination of the best-practices, achievements, competences etc. to the national stakeholders/institutions. Present project concept refers to this issue in the description of strategy of sustainability, but there is no specific action and resource allocation for this issue.
9. In future, project designers should pay specific attention to planning cross-country approach of the project to make it more practical and more recognizable by stakeholders.

Project follow-up

10. To consider organizations of faith-based sector as stakeholders in the identification, referral and rehabilitation processes. These organizations can be an actor in area of prevention activity. Experience of Moldova's IOM can be used.
11. To implement a number of activities (joint trainings, study trips etc.), able to build bilateral relationship at middle-level management (chiefs of departments level) between local police departments (dealing with trafficking-related cases) in Belarus and Russia (especially in Moscow and St. Petersburg). Personal-level relationship can be helpful in identification and investigation process in cases where formal legal framework is not perfect. Monitoring of these cases can create a basement for future improvement of the legal framework and significantly improve quality of work with trafficking victims on international level.

Organizational and institutional development

12. To develop organizational development and capacity building plans of RC. Pay special attention to analytical structure (something similar to the think-tank) of the RC, responsible for M&E processes, impact monitoring. This structure can analyze, evaluate and conceptualize the achievements of the RC projects and strength policy-

level activity of the projects and RC. Thus can contribute to the national and international policy development processes and can help to indentify and recognize RC as a policy-level actor. RC policy work in trafficking-related area can be one of the products of this structure as well.

13. It is recommended to pay specific attention to the organizational development and management capacity building issues on the local level. Trainings and consultations can be adjusted by including management topics in addition to the thematic content. Clear explanation of all management actions of the project managers can also increase management capacity of local managers.
14. To consider use of some modern technical approaches to optimize financial and administrative procedures on local level (for example, use of the corporate bank card for buying goods for the victims instead of using system of invoice/bank transfer, as it is very time-consuming in the regions). Proper advisory service can be part of the future projects.

Annexes

Annex 1. Review terms of reference

Mid-Term Review of the Project

“Strengthening national mechanisms for the reintegration and rehabilitation of victims of human trafficking in Belarus, Moldova and Ukraine”

Project data:

Reference of the Call for Proposals:	EuropeAid/128764/C/ACT/Multi
Title of the Call for Proposals:	Thematic programme of cooperation with third countries in the areas of migration and asylum
Lot N° and title:	Lot 2: Eastern Migratory Route, sub-lot H: Support for national strategies targeting support and reintegration of victims of human trafficking
Name of the applicant:	International Federation of Red Cross and Red Crescent Societies
Title of the action:	Strengthening national mechanisms for the reintegration and rehabilitation of victims of human trafficking in Belarus, Moldova and Ukraine
Location of the action:	Belarus, Moldova, Ukraine
Number of the proposal:	DCI-MIGR/2010/255-867

2. PURPOSE OF THE REVIEW

This mid-term review of the Project has been initiated by the IFRC Country Representation in Belarus in order to analyze the results of the project implementation in this country. This review will be conducted under overall supervision of IFRC Representative in Belarus, as well as Planning, Monitoring, Evaluation and Reporting (PMER) Department of the IFRC Europe Zone Office.

The review is being undertaken in order to independently assess:

- The appropriateness of project’s objectives to the real problems, needs and priorities of the target groups/beneficiaries and the quality of the design through which these objectives are to be reached.
- The efficiency of project implementation considering how well means/inputs and activities were converted into expected results. .
- The effectiveness of the project in terms of achieving its planned specific objectives. The likely overall impact of the project at overall objective level and the sustainability of benefits arising from the project; and

Furthermore, the review will identify key lessons learned and best practices relevant for future programme/project planning with respect to supporting cooperation of established sites on provision of support to the victims of trafficking in humans. It will also provide specific recommendations regarding any follow-up actions to effectively sustain or improve support to the programmes/projects in this sphere in the future.

The main stakeholders to be involved in the review are:

- Representatives from participating organizations (IFRC, IOM, Belarus Red Cross) involved in planning, management and resource allocation decisions making relevant to supporting implementation of the project;
- Representatives of the headquarters and branches of the Belarus Red Cross involved into the project implementation;
- Representatives of some relevant government authorities regional level;
- Service recipients from 2 regions.

A key purpose of the review is to help all stakeholders ('core learning partners') reflect on what has worked well and what has not, and thus learn from the review process.

3. REVIEW SCOPE

The review shall cover time period from 15 April 2011 when the original project document and the budget were formally approved, through to November 2012.

The geographical coverage of the review includes the Republic of Belarus with particular focus on the project regions/cities: 2 sites to be identified.

The project's thematic area is support for national strategies targeting support and reintegration of victims of human trafficking.

The key (guiding) questions to be answered by the review are as follows:

Relevance:

- *Was the project design consistent with and supportive of relevant partner government priorities and policies?*
- *Was the project consistent with relevant IFRC strategic priorities and policies?*
- *Are the project objectives of the project still relevant?*

Quality of design:

- *Were project objectives clear, realistic and appropriately documented (e.g. through a Logframe Matrix)?*
- *Were project stakeholders appropriately involved in project formulation/design?*
- *Did the project have adequately clear indicators (and targets), and were the proposed 'means of verification' (sources of information) appropriate and practical?*
- *Are project objectives clearly understood and supported by the partners?*

Efficiency of implementation and quality of management

- *Were activities effectively planned, managed and monitored on an ongoing basis?*
- *Were sound financial management systems and practices used, which provided timely, accurate and transparent information on project expenditures and procurement?*
- *Was the pace of activity implementation satisfactory (or were there any significant delays)?*
- *Are stakeholders generally happy with the quality of project management?*
- *Has the project adequately documented, reported and disseminated information on what it is doing/has achieved?*
- *If appropriate how flexible is the project in adapting to changing needs.*

Effectiveness

- *Were project outputs delivered as planned?*
- *Was the quality of project outputs satisfactory, and was this appropriately monitored by the project?*
- *Have project outputs directly contributed to the achievement of desired/planned outcomes (immediate objectives), and what is the evidence?*
- *Is there any evidence of unplanned outputs or outcomes, either positive or negative?*
- *Has the project used resources cost effectively to maximize benefits?*
- *Where unforeseen challenges to the implementation of the project handled creatively and effectively?*

Impact and sustainability

- *What are the direct impact prospects of the project at overall objective level, what impacts are already apparent and what impacts appear likely?*
- *To what extent does/will the project have any indirect positive and/or negative impacts on the planned target groups or other non-targeted communities arising from the project?*
- *Did the project take timely measures for mitigating the unplanned negative impacts? What was the result? Are any external factors likely to jeopardize the project's direct impact?*
- *To what extent will the benefits generated through the project be sustained after the end of donor funding?*
- *What is the level of ownership of the project by the target groups and will it continue after the end of external support? What is the level of policy support provided and the degree of interaction between project and policy level?*
- *How well is the project contributing to institutional and management capacity?*
- *What, if any, are the identified threats to sustainability of benefits, and have these being appropriately addressed/managed by the project?*

Lessons learned

- *Have any significant lessons been learned in the process of implementing this project, for example with respect to project design, project management and coordination, including financing and monitoring/review arrangements; promoting prospects for the sustainability of benefits, including promoting partner ownership and mobilizing partner resources?*
- *What best practices emerged from the project implementation? What is the potential and options for replication and knowledge sharing?*

4. REVIEW METHODS

It is anticipated that the following methods will be used by the review consultant:

- Preliminary desk review of all relevant project documentation, as provided by IFRC and independently accessed by the evaluator (e.g. from the web or through other professional contacts/sources). The desk review must be summarized and included in the review report.
- Preparation of questionnaires that will be administered to all key informants and key players, implementing partners, senior officials from the relevant government authorities of the project territories, and clients of the services.
- Ongoing email and phone communication with stakeholders as required, including with respect to confirming all field work arrangements, meetings, etc.
- Field visits to 2 regions in order to collect data from the representatives of local program beneficiaries;
- Interviews with key informants and key players (face-to face or by telephone): IFRC, National Society, implementing partners, and relevant government authorities of the project territories, and clients of the services.
- Review/inspection of relevant documents, administrative and financial records.
- Presentation of preliminary review findings at a debriefing at the IFRC RR office in Belarus.
- Final reflection on and analysis of all available information, preparation of the draft review report and submission to IFRC; and
- Preparation of the final review report, following feedback from IFRC on the first full draft.

Following acceptance of the final review report, IFRC will then be responsible for disseminating the results of the review to key stakeholders. This is likely to include a specific presentation and 'workshop' event.

Key reference documents for the review will include:

- Grant Contract (Special Conditions);
- Grant Application;
- Project Budget;
- Project Logframe;

- Partnership Agreement (IFRC and IOM);
- Operational Contract (IFRC and Belarus Red Cross);
- Informal Update;
- Interim Report and updated Implementation Plan.

5. REVIEWTEAM COMPOSITION

The project is to be evaluated by an independent external expert. The evaluator will not act as representative of any party and should remain independent and impartial throughout the review.

Required area of expertise of independent review expert includes:

- University degree or equivalent back ground in social sciences or related disciplines, with specialized training areas such as evaluation, social statistics, qualitative research and analysis;
- 5-8 years progressive experience in research design methodology (qualitative and quantitative studies); prior experience in planning, designing, implementing, analyzing, and reporting results of qualitative and quantitative studies (survey design and implementation; social sciences research);
- Prior involvement in trafficking related project/programme evaluation would be an asset;
- Personal skills: capability to work with diverse stakeholders; communication; strong drafting skills; analytical skills; negotiation skills;
- Language skills: fluency in English, native Russian.

The consultant will be selected by the IFRC RR in Belarus through a competitive process.

6. PLANNING AND IMPLEMENTATION ARRANGEMENTS

Management

The review will be managed by the IFRC RR in Belarus.

Logistical support

IFRC RR office and Belarus Red Cross will provide support as required in facilitating contact with stakeholders.

The review consultant will be fully responsible for providing his/her own lap-top computer, and for his/her communication and report production costs. Secretarial support will not be provided by the project.

6.3. Timeframe for the review process

The review will be undertaken over roughly a two-week period, starting with the desk review of project documents and preparation of the questionnaires in December 2012, and ending with the production and submission of the final review report by 24 December 2012. The review consultant will provide up to a total of 14 working days input over this time period:

Preparation, field trip and reporting: 14 days: 4 days preparation and desk review, 1 day travel + 3 days in the field (Minsk, Mogilev and Gomel) + 4 days of preliminary findings and draft report writing + 2 days final report writing.

6.4 Budget

The budget for the review will include consultancy fees, accommodation & transportation costs.

6.5 Expected deliverables

The expected deliverables from the review consultant will be:

1. Development of a sound methodological approach, including tools, templates, and instruments.
2. A first full draft of the review report. The review report should be brief and concise, preferably of not more than 15 pages, and it should include: executive summary, findings, conclusions and recommendations on the collected data and specific objectives.
3. The final review report, taking into account comments provided by IFRC on the first draft to be submitted by 24 December in English.

7. PAYMENT

IFRC will issue a short-term consultancy contract to the successful candidate. The daily fee for services will be assigned according to IFRC salary scale for external consultants and will be based on the candidate's qualification and competency level. The total fee will be calculated based on the agreed number of working days allocated to perform the requested tasks. All payments to the consultant will be made by the bank transfer in local currency.

8. Application procedure

Applicants are requested to send Curriculum Vitae and an application letter to IFRC Regional Representation in Belarus by e-mail sergei.boltrushevich@ifrc.org

The deadline for applications is 28 November 2012.

Annex 2. Documents reviewed

№	Document Title	File Name	Lang.	Comments
1	Annex III. Budget for the Action	Budget_final_30_Mar_2011 - revised 02.10.12.xlsx	Eng	Annex III. Budget for the Action
2	Annex 1, Updated action plan	DCI-MIGR2010255-867 Annex 1 Updated implementation plan.pdf	Eng	Strengthening national mechanisms for rehabilitation and reintegration of victims of human trafficking in Belarus, Moldova and Ukraine Contract number: DCI-MIGR/2010/255-867
3	Strengthening national mechanisms for rehabilitation and reintegration of victims of human trafficking in Belarus, Moldova and Ukraine, <i>Interim report, 15 April 2011 – 15 April 2012</i>	DCI-MIGR2010255-867 Interim Report.pdf EU project Update - January 2012.pdf	Eng	
4	Strengthening national mechanisms for the reintegration and rehabilitation of victims of human trafficking in Belarus, Moldova and Ukraine. Project update DCI-MIGR/2010/255-867	IFRC Description of the Action 2011.docx	Eng	
5	Agreement between the International Federation of Red Cross and Red Crescent Societies and the International Organisation for Migration concerning the Implementation of the project “Strengthening national mechanisms for the reintegration and rehabilitation of victims trafficking in Belarus, Moldova and Ukraine”	IOMFederation Agreement EuropeAid Grant Agreement NO DCI-MIGR2010255-867.pdf	Eng	
6	Logical framework for the project	Logical Framework_Final 20 Jan 2011.xlsx	Eng	

7	Standard operational contract between the International federation of Red cross and Red crescent societies and Belarus red cross society concerning the Implementation of the project “Strengthening national mechanisms for the reintegration and rehabilitation of victims trafficking in Belarus, Moldova and Ukraine”	operational contract Belarus eng.pdf	Eng	Signed 09.06.2011.
8	European Union contribution agreement with an international organizations, DCI-MAGR/2010/255-867	PA_EZO_EUUKr_BEL_MOLD_UKR_April2011.pdf	Eng	Between The European Union and International Federation of Red Cross and Red Crescent Societies Signed 18.04.2011.
9	General information about project	презентация проекта для партнеров и сотрудников.doc	Ru	Project “Strengthening national mechanisms for the reintegration and rehabilitation of victims trafficking in Belarus, Moldova and Ukraine”. General information about project
10	Memorandum of cooperation among Brest regional executive committee, Brest regional executive committee’s Education Directorate, Brest regional executive committee’s Public Health Directorate, Brest regional executive committee’s Committee of labor, employment and social protection, Brest regional executive committee’s Internal Affairs Directorate, The Brest regional Bar, Brest frontier group, Public organization “Business women club” Brest, Public organization “Business women club Bona” Kobrin, Public organization “Business women club Southwest” Pinsk Brest Regional office BRSC, Representative office of IOM in the Republic of Belarus	Brest.tif	Ru	
11	Check list of expected and reached results and indicators	indicators check-list.pdf	Ru	
12	The IOM Handbook for Direct Assistance for Victims of Trafficking.	IOM Handbook_chapter 3_rus.doc	Ru	

	Chapter 3 Referral and Reintegration Assistance			
13	The IOM Handbook for Direct Assistance for Victims of Trafficking. Chapter 4 Shelter Guidelines	IOM Handbook_chapter 4_rus.doc	Ru	
14	The IOM Handbook for Direct Assistance for Victims of Trafficking. Chapter 5 Health and Trafficking	IOM Handbook_chapter 5_rus.doc	Ru	
15	The IOM Handbook for Direct Assistance for Victims of Trafficking. Chapter 6 - Cooperation with Law Enforcement Agencies. Appendices 307	IOM Handbook_chapter 6_rus.doc	Ru	
16	The IOM Handbook for Direct Assistance for Victims of Trafficking. Preface. Chapter 1 - Security and Personal Safety. Chapter 2 - Screening of Victims of Trafficking	IOM Handbook_Introduction_chapter 2_rus.doc	Ru	
17	Memorandum of understanding among Mogilev regional executive committee, Mogilev regional executive committee's Internal Affairs Directorate, Mogilev regional executive committee's Committee of labor, employment and social protection, Mogilev regional executive committee's Public Health Directorate, The Mogilev regional Bar, Mogilev Regional office BRSC and Representative office of IOM in the Republic of Belarus	Меморандум (Могилев).pdf	Ru	The beginning of the file also contains «Brest.tif»'s text (document №10)
18	Redirection mechanisms of victims of human trafficking on national level. Combine efforts for protection of rights of human	мехнаизм перенаправления ЖТЛ.pdf	Ru	Published by OSCE's Office for Democratic Institutions and Human

	trafficking' victims. Handbook.			Rights (ODIHR), 2004
19	Monthly narrative report, 15 October – 15 November 2012 y.	Образец промежуточного отчета.pdf	Ru	
20	9th Annual RC/RC European Anti Trafficking Meeting	9th ATN Cyprus 2012_final.pdf	Eng	
21	Human Trafficking. RC/RC ANTI TRAFFICKING NETWORK MEETING. Cyprus, 08 November 2012	ANTI TRAFFICKING NETWORK MEETING - Cyprus Presentation.pptx	Eng	Presentation
22	9 th Annual RC/RC European Anti Trafficking Meeting	Article IFRC Migration NewsI_ATN Cyprus 2012_final.docx	Eng	
23	European RC/RC network in response to human trafficking. Updated: July 2012	European RCRC Anti Trafficking Network Paper- July 2012.pdf	Eng	
24	Policy on Migration	Migration Policy_EN.pdf	Eng	
25	Struggle against human trafficking the Republic of Belarus. Statistic data from period September 2002 – September 2012.	Statistics.pdf	Ru	
26	Regional meeting of National Red Cross and Red Crescent Societies leaders. RESOLUTION. Minsk, September 24-26, 2012	Resolution_ENG.docx	Eng	English version
27	Regional meeting of National Red Cross and Red Crescent Societies leaders. RESOLUTION. Minsk, September 24-26, 2012	Resolution_RUS.docx	Ru	Russian version
28	Document example	Образец направления.pdf	Ru	Document example – Application for assistance in education and registration for residents with specified capacities
29	Gomel regional organization BRCS, Minutes of the meetings №1 of Regional group responsible for reintegration and rehabilitation of victims of human trafficking.	Протокол заседания МРГ.pdf	Ru	Meeting dad 09 October 2012 y.
30	TENTATIVE AGENDA. International Conference “Development of National Referral Mechanism for Protection and	Draft Agenda1 eng.doc	Eng	English version. Minsk, Belarus – 12-13 December, 2012.

	Assistance of Victims of Human Trafficking”			
31	TENTATIVE AGENDA. International Conference “Development of National Referral Mechanism for Protection and Assistance of Victims of Human Trafficking”	Draft Agenda1 rus translated.doc	Ru	Russian version Minsk, Belarus – 12-13 December, 2012.
32	List of guests – members of IOM representative office - residents in Hotel “Minsk” (request №13.11.2012r. from 12/ADM/158-2)	List of hotel guests.doc	Ru	
33	List of participants of International conference “Development of National Referral Mechanism for Protection and Assistance of Victims of Human Trafficking”	LIST OF PARTICIPANTS.FINAL.xls	Ru	Minsk, Belarus – 12-13 December, 2012.
34	Law of the RB “About social services”		Ru	As amended and supplemented from 29.06.2012.
35	Law of the RB “About ratification of Protocol to Prevent, Suppress and Punish Trafficking in Persons, Especially Women and Children, supplementing the United Nations Convention against Transnational Organized Crime”		Ru	Accepted 3.04.2003 by House of Representatives
36	Law of the RB “About Anti-human-trafficking”		Ru	Accepted by House of Representatives 14.12.2011
37	Decree of the President of the RB “About government program for suppress anti-human-trafficking, irregular migration and connected with them unlawful acts for 2011-2013”		Ru	From 02.10.2010r. №518
38	Government program for suppress anti-human-trafficking, irregular migration and connected with them unlawful acts for 2011-2013 yy.		Ru	Approved by Decree of President of the RB from 02.10.2010y. №518
39	Information from official Internet-resource of MIA RB	http://mfa.gov.by/en/organizations/issue/trafficking/)	Ru	Information concerned development of anti-human-trafficking in RB from year 2000.

40	Anti-human-trafficking in Republic of Belarus.	3 Противодействие торговле людьми в Республике Беларусь (информация).docx	Ru	Information given by Ministry of Labor and Social Protection of Republic of Belarus
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Annex 3. List of persons interviewed

<i>№</i>	<i>ФИО</i>	<i>Организация / должность</i>	<i>Телефон / факс / эл.почта</i>
	MINSK		
1	Sue le Mesurier	Manager Migration Unit International Federation of Red Cross and Red Crescent Societies, Chemin des Crêts	sue.lemesurier@ifrc.org tel. +41 22 730 4369
2	Zlatko KOVAC	International Federation of Red Cross and Red Crescent Societies Country Representative Belarus and Ukraine	Email Zlatko.Kovac@ifrc.org Skype zlatko_work
3	Ekaterina LELEKA	Project coordinator for prevent human trafficking, Belarus International Federation of Red Cross and Red Crescent Societies	+375 29 706 60 81, +375 44 718 03 44
4	Victoria KLIMOVA	International Organization for Migration (IOM), Minsk, Belarus Reintegration Assistant	Mobile: +375.29.6900552 Email: vklimova@iom.int
5	Sergei BOLTRUSHEVICH	Coordinator for Belarus International Federation of Red Cross and Red Crescent Societies	Phone: +375 (17) 223 72 37 Mob. +375 29 68 09 038 Email sergei.boltrushevich@ifrc.org Skype sergei.boltrushevich
6	Taisia ZMACHINSKAJA	Administrator of rehabilitation center (IOM, Minsk)	Mobile: +375 29 1922757 tzmachynskaya@iom.int
7	Ekaterina BABAIEVSKAJA	Psychologist of rehabilitation center (IOM, Minsk)	Mobile: +375 29 670 01 27
8	Irina ALKHOVKA	Chairman of board of International Public Association "Gendernye perspektivy" ("Gender possibilities")	Phone: 375-17-211-02-51 ialkhovka@yahoo.com
9	Elena NESTERUK	International Public Association "Gendernye perspektivy" ("Gender possibilities") / Manager of "La Strada" program	phone: +375-17-211-02-51 Mobile: +375-29-165-31-65

			lastrada@infonet.by
10	Natalia ZHAK	International Organization for Migration Project manager	Phone: +375-17-284-46-91 e-mail: nzhak@iom.int
11	KORKUT Natalia Nikolaevna	Chief officer of Refugees' External labor migration and the Place of refuge, Main Directorate of citizenry and migration of Internal Affairs Directorate	Telefax: 0232-71-08-98; mobile: +375-29-313-51-17
12	KHIKHOL Ruslan Aleksandrovich,	Police Lieutenant Colonel Senior operative authorized officer of priority cases, Main Directorate of Drug Control Service and Combating against organized crimes, Gomel regional executive committee's Internal Affairs Directorate, Criminal Militia	phone: +375 232-70-36-53 mobile: +37529-604-11-21
13	SMOLJAK Alla Voktorovna	Chairman of Gomel Regional Organization BRCS	phone: 8-0232-74-43-47 mobile: +37529-645-56-12
14	HORELIK Tatiana Vladimirovna	Regional coordinator in Program against Human Trafficking Crimes, Gomel Regional Organization BRCS	phone: 8-0232-74-81-84 mobile: +37529-348-05-90
15	SHESTOVETS Zhanna Aleksandrovna	Psychologist of Information-consultative centre "Ruki Pomoschi" ("Helping arms"), Mozyr regional organization BRCS	phone: 02363-2-21-73; mobile: 029-537-38-62, 044-711-96-62;
16	TRUBAROVA Elena Viktorovna	Chairman of Gomel primary organization of Public association "Belorussian Association of Young Christian Women"	mobile: 029-657-18-84;
17	TIMOSHENKO Elena Hrihorjevna	Nurse of Gomel Regional Office BRCS	Phone: 8-0232-35-68-77
20	NIKITIN Andrei Aleksandrovich	Chairman of Mohilev Regional Office BRCS	mobile: +37529-6320868
21	TCHERNIAKOV Yuriy Viktorovich	Senior operative authorized officer of priority cases, MIA, Main Directorate of Combating against organized crimes and corruption, Department of Mohilev oblast	Phone: +37520-6467292
22	DOBRINSKAJA Laura Petrovna	Chief Specialist of Mogilev regional executive committee's Department of Education	Phone: +375-222-253504
23	ZHDAN Liudmila Alekseevna	Chairman of Bykhov Regional Office BRCS, Nurse	mobile: +37529-2409640
24	BIRJUKOVA Tamara Fedorovna	Project's Nurse	mobile: +37529-1388626

