

Mid-term Review

Youth volunteering to fight trafficking in human beings and abuse in Belarus

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In brief

Youth volunteering to fight trafficking in human beings and abuse in Belarus is a tripartite knowledge- and capacity building project. It aims at addressing trafficking in human beings (THB) and abuse by:

- strengthening and expanding the means of assistance to victims of trafficking (VoTs) and abuse and
- prevention activities among youth who are at risk of being trafficked through a joint effort between Belarus RC Icelandic Red Cross (IRC) and IFRC.

Project objectives and expected results

Overall objective:

To combat trafficking and abuse through prevention and increased support to Victims of Trafficking in Belarus by building capacity of Belarus RC and involving civil society organisations and government authorities.

Specific objective:

Awareness raising, support and re-integration of victims of trafficking and abuse with strengthening capacities of and cooperation between Belarus RC and relevant state and non-state actors.

Expected results:

- 1) Improved access to re-integration, psycho-social support, education and legal services for victims of trafficking and abuse in Belarus.
- 2) Improved awareness of potential victims of THB and abuse through preventive actions such as peer education and community based initiatives developed by volunteers.
- 3) Enhanced exchange and cooperation between Red Cross, civil society and authorities to combat trafficking, abuse and promote best practices.

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Abbreviations

EATN	European Anti-trafficking Network
EU	European Union
HQ	Headquarters
IFRC	International Federation of Red Cross and Red Crescent Societies
IOM	International Organization for Migration
NGO	Non-governmental Organization
MoU	Memorandum of Understanding
RC	Red Cross
RCRC	Red Cross and Red Crescent
THB	Trafficking in Human Beings
VoTs	Victims of Trafficking

1. Executive Summary

1.1. Introduction

The project 'Youth volunteering to fight trafficking in human beings and abuse in Belarus' is built on the long-standing efforts and expertise in anti-trafficking work established within the Belarus RC since 2005. Since 2005, the Belarus RC has implemented a number of projects to fight trafficking in human beings and abuse; many in cooperation with several external partners, including the European Union, different Red Cross National Societies in the region as well as the International Organization for Migration (IOM). During the previous projects, the Belarus RC has already managed to contribute at national level to an improved identification process and re-integration support of victims of trafficking (VoTs). In cooperation with national stakeholders, efficient mechanisms have already been built in the country and the position of the Red Cross Society together with other civil society actors strengthened in order to ensure more efficient protection and prevention for already identified and potential victims.

The current project is the continuation of a previous successful cooperation between the Belarus RC and the Icelandic Red Cross (IRC). The previous project under the title 'Youth volunteering to prevent trafficking in human beings' started in 2011 and concentrated on combating human trafficking in Gomel region. It aimed at enhancing cooperation between state authorities, the Red Cross and partner NGOs, on re-integration activities and the improved awareness of potential victims. After three years of implementation, it was completed in May 2013 with great success in Gomel region. It efficiently managed to strengthen cooperation between project partners and resulted in the continuation of the project cycle for another three years.



Mid-term review session at the Red Cross regional branch in Vitebsk.

The project 'Youth volunteering to fight trafficking in human beings and abuse in Belarus' was launched in January 2013 with the purpose to combat trafficking and abuse through prevention and increased support to victims of trafficking in Belarus by building capacity of the Belarus RC and involving civil society and authorities. The IFRC Country Representation in Belarus commissioned this mid-term review to assess and comment on the project progress and implementation up to September 2014, as well as to document lessons learnt,

achievements and challenges and provide recommendations and ideas to take forward to 2015.

1.2. Summary of key findings and conclusions

Relevance

Anti-trafficking work is long-established within the Belarus RC, nevertheless the project's objectives remain highly relevant in the country. Despite continued efforts, trafficking in human beings continues to be an issue in Belarus. Most of the cases concern trafficking for sexual and labour exploitation. According to newest tendencies, more and more persons fall victim of trafficking internally in Belarus than outside of the country. Most recently, minors and children also increasingly fall victims to child pornography and other forms of sexual abuse. The vulnerability of already identified and potential victims is deepened by the unfavourable economic situation at the countryside of Belarus. Awareness-raising campaigns within the project primarily target risk groups in remote areas and re-integration assistance is provided for returning citizens and already identified victims in Belarus.

The project's objectives and design is fully brought into line with key priorities, policies, plans and international commitments of the Belarus Government in its work to combat trafficking in human beings. Over the years, the Belarus Government has made the fight against trafficking in human beings as one of its key priorities not only at national level but also in its foreign policy. The Belarus RC is an active partner in the National Referral System and has so far developed and extended its cooperation with state authorities during the project implementation period.

The project objectives also strengthen the implementation of various IFRC policy and strategic documents, including: IFRC Policy on Migration (2009), Resolution No. 3 Migration: Ensuring Access, Dignity, Respect for Diversity and Social Inclusion (2011) and most recently the Florence Call for Action (2014). The project also contributes to the work and strategy of the European Anti-trafficking Network (EATN), composed of Red Cross and Red Crescent Societies in Europe Zone and established among others with the purpose to strengthen and promote the exchange of experiences, information and best practices among RCRC National Societies and with other stakeholders.

Efficiency of implementation

The Belarus RC successfully coordinates project activity on the local level not only with formal project partners, but also with other relevant stakeholders. One of the biggest benefits of the current project design is that it enables the Belarus RC to transplant the already tested prevention and awareness-raising model in Gomel to Vitebsk and Minsk regions. The already experienced staff and volunteers from Gomel region are able to provide support and training for volunteers and staff engaged in the anti-trafficking program in Vitebsk and Minsk region, which ensures continued success and mentoring within the programme.

The current project also has a comprehensive approach to anti-trafficking work, since it contributes not only to increased access to prevention, protection and re-integration assistance but also results in enhanced advocacy and cooperation with key external stakeholders. Awareness-raising activities were especially successful in reaching out to risk groups by designing and implementing project activities in remote areas of the countryside.

Project activities have been planned, managed and monitored effectively. Due to administrative hurdles, the fine-tuning of the project took a bit longer than originally expected at the beginning, but

project activities were generally on schedule. All of the stakeholder representatives interviewed were satisfied with the quality of project management and level of cooperation.

The monitoring of project activities follow standard IFRC reporting procedures. At the local level, activities are monitored by Red Cross branches, who report monthly to the Belarus RC Headquarters (HQ) in Minsk. All activities have been well documented. Capturing national media attention has turned out to be somewhat challenging, but information about the project activities was well disseminated in various local media reports.

Adapting to changing needs has been handled by the project management flexibly. When for example the Red Cross Branch in Vitebsk region identified new trends of victims being recruited on the internet and children increasingly becoming victims of different forms of sexual abuse as a result, in cooperation with IOM, the branch managed to develop and extend its awareness-raising activities and interview techniques fit for working with children.

Effectiveness of implementation

Within the project cycle, the Belarus RC has managed to maintain and improve individualised access to re-integration assistance, psychosocial support, education and legal services for victims of trafficking. Individualised support also ensures gender sensitive approach in re-integration assistance, which it is channelled also to other project activities. Individual cases of re-integration assistance are followed up to 1,5 years by regional RC staff.

The Belarus RC is an essential and indispensable partner for key national stakeholders in anti-trafficking work. These external partnerships have been extended extensively during the last years and at this stage involves a wide range of Departments from the Ministry of Interior (Department of Migration, Department of Education and Culture, Department on Combating Human Trafficking), local and regional authorities, civil society organisations, international organisations and educational establishments. The cooperation with external partners in practical terms is translated into a number of joint projects, regular consultations and signing of cooperation agreements.

The project also manages to efficiently involve and engage volunteers from different age groups. Volunteers organising information sessions receive in-depth training and information material prior to their activities and also take ownership of their part in project activities. Beneficiaries of info sessions are actively engaged in the sessions thanks to the interactive and creative methodology developed respectively for the present project.

Impact and sustainability

Although feedback from beneficiaries has not been collected systematically during every project activity, all stakeholder representatives interviewed reported that beneficiaries (both of awareness raising activities and of re-integration assistance) are overall satisfied with the project activities. It is difficult to follow up the impact of the project with concrete statistical data, but there is a general feeling among state and non-state representatives interviewed that Belarus citizens are more and more aware of the risks of trafficking in general. At the end of information sessions, this is measured by filling in questionnaires about the topic with participants of the workshops. According to feedback from Belarus RC branches, after RC prevention activities a national telephone Hot-line against human trafficking registers more calls and also more VoTs apply for assistance – both are indicators of impact.

Institutional sustainability of project activities is ensured by a number of cross-links to other projects', NGOs' and state authorities' activities, and the extensive volunteering network of Belarus RC. Both the Belarus RC Headquarters in Minsk and regional branches in Vitebsk and Gomel demonstrated a substantial level of ownership of the project. They have developed and extended their working relationships with state and non-state actors. Most of the participants of the review agreed that the project would link very well to other organisations' efforts regarding drug prevention, combating labour and sexual exploitation as well as domestic violence. Furthermore, MoUs signed between the Red Cross and the concerned agencies at regional level with purpose of coordinated response to trafficking in human being add to the sustainability of the project outcomes. The MoUs formalize the responsibilities and liability of every agency in the process of victim assistance and referral.

Unplanned outputs and challenges

In administrative respect, the fine tuning of project was turned out to be a challenge at the beginning of the project implementation period. Compensating the relatively late start of project activities, it is recommended to potentially extend the project implementation period with a further couple of months after the end of 2015.

Contrary to planned activities, engaging previous victims as peer consultants at info sessions has proved to be one of the biggest challenges. Previous victims are usually re-traumatized every time they need to talk about their previous experiences. Having lived and worked in the shadow, they need long time to rebuild their self-worth and to be able to talk publicly about what they have gone through without feeling humbled.

Although activities have been well documented and disseminated in local media, cooperation with national media has turned out to be somewhat difficult. The main result behind this – as suggested by Belarus RC staff – is that most journalists are interested primarily in individual cases, not necessarily in the topic of human trafficking itself.

The project has also resulted in some indirect and unplanned benefits. Organising competition and providing support for small scale community-based volunteering projects has allowed the Belarus RC to gain visibility locally and to establish the practice of volunteering at a number of partner institutions and organisations.

Lessons learned and best practices

One of the most important lessons learned of the project so far is that in order to have a comprehensive approach, combining three components of counter trafficking work (prevention, assistance and advocacy) is a very useful design to combat trafficking in human beings. Prevention activity contributed greatly also to the victims-identification process by gaining visibility for Red Cross activities in general.

The project has also showed that involving as many external partners as possible in the project (including state and non-state organisations) helps to extend the project's potential outreach and impact. It has been critically important to coordinate project activities with others dealing with prevention, protection and assistance for potential and already identified victims of trafficking (VoTs). Another important lesson is related to the special status of Red Cross organisations. Victims

of trafficking primarily trust the Belarus RC because of its work based on humanity, neutrality and impartiality – therefore also ensuring confidentiality during investigation process. This also means that ensuring full confidentiality during re-integration assistance activities for former VoTs should remain a priority at all times.

The project has resulted in a number of practices and solutions that can be considered as best practices recommended for replication. Among them, the tool to measure the impact of information sessions by filling in questionnaires with beneficiaries before and after information sessions. Also, introducing creative methodology at information sessions was a very useful way to get participants actively engaged in the dialogue. Another important practice to ensure and sustain the quality of information sessions is organising introductory trainings for potential educators and ensuring regular mentoring for them. Organising small grants competition for community-based volunteer activities, also for partner institutions and organisations, has proved to be a good way to extend project activities, gain visibility of the Red Cross and establish the practice of volunteering widely in the local community. Leaflets and print-out materials produced by the Belarus RC were made use of at these activities. Placing information boards at schools and at public spaces proved to be a very useful methodology for public awareness raising, too.

Summary of recommendations

In light that trafficking in human beings is to persist in Belarus within the near future and that the Belarus RC is already embedded at the counter trafficking institutional structure established at national level, it is recommended that Belarus RC continues working in this field. Using the already available technical expertise within the European Anti-trafficking Network, it is recommended that the exchange of experience with other Red Cross and Red Crescent National Societies and between volunteer groups is strengthened. Even though engaging former VoTs has proved to be challenging, the Belarus Red Cross shall further explore possibilities for engaging former VoTs in the general activities of the organisation. To compensate the relatively late start of the activities, it is suggested that the project implementation period shall be extended with a couple of additional months after the end of 2015.

It would be good for future sustainability if the Red Cross team in Minsk region also gains access to re-integration assistance, psycho-social support, education and legal services for victims of trafficking and abuse. Some of the interview subjects made reference to that re-integration assistance may also be needed in other regions of Belarus, not directly targeted by this project.

Helping Hands Centres within the project provide excellent individually tailored re-integration assistance to former VoTs. However, material circumstances of the centres both in Vitebsk and Gomel could be somewhat improved.

Project implementers have identified the general difficulty that there is little understanding within journalists about the topic of THB. To overcome some of the hardness of the cooperation and to increase journalists' literacy on THB and responsible reporting, it is recommended that the Belarus RC organises training for journalists on THB (potentially in cooperation with other, already existing partners).

1.3. In numbers¹

It is estimated that in 2013-2014, at least 250 volunteers have worked to meet the project objective and at least 75 victims of trafficking received re-integration assistance at the Helping Hand centres in Gomel and Vitebsk region.

No. of people the project has reached in 2013-2014: at least 6,500 youth at risk gained benefit from awareness raising campaigns, at least 5,000 representatives of local communities were reached with indirect and general information about human trafficking. At least 200 young volunteers carried out project activities, approximately 70 staff and volunteers were trained on activities to combat human trafficking.

Number of small scale projects implemented in 2013-2014: 3 - Minsk; 14 - Vitebsk; 23 - Gomel

1.4. Financial situation

The total pledged amount for three years is CHF 262,382, out of which during the review period CHF 157,443 (approximately 60 per cent) was spent.²

2. Background

2.1. Purpose of the review

According to the Terms of Reference (See Annex I) the purpose of this mid-term review was to analyse and comment on the project progress up to September 2014 and review the process of implementation. The primary purpose of the review was to assess:

- Review the relevance, efficiency and effectiveness of the project.
- Extent to which the project was able to achieve the project objectives to date and progress towards achieving results.
- Identify key risks and challenges.
- Provide lessons learned and recommendations for the remaining project period until end of 2015.

Overall, the key purpose of the review was to help all stakeholders to reflect on what has been achieved so far during the first half of the project implementation; and assess if there is a need to adopt current project design in order to achieve project results by the end of the project implementation period.

2.2. Methodology of the review:

The analysis is based on a combination of techniques in order to collect the information required: desk study, interviews with key informants, field visits. In accordance with the Terms of Reference, a number of relevant documents were examined and studied (see Annex II: List of Documents Reviewed for details) prior and parallel to the interviews with key informants and field visits.

¹ Final figures will be provided with the narrative report for 2014.

² The available figures do not yet include all expenditures for December.

During the field visit, individual and group interviews were conducted with representatives of the Headquarters and regional branches of the Belarus RC as well as of authorities at the local and central level. Furthermore, beneficiaries and educators of information sessions from partner organisations (see Annex III: List of Persons Interviewed for details) participated as well at individual and group interviews. The results of this mid-term review is based on the qualitative and quantitative data retrieved from available project documents and from interviews with different interview subject groups.

Limitations

Due to strict confidentiality regulations, interviews were not conducted with beneficiaries of re-integration assistance services, namely former victims of trafficking during the field visit. Nevertheless, feedback from this group was available during the interviews conducted with RC staff working at Helping Hands Centres.

Since the project is not yet in its final phase, it is difficult to draw accurate conclusion on the final impact of the project – also, some of the statistical data supporting the realisation of indicators is not yet available for the past two years. However, since the project represents the continuation of a number of previous anti-trafficking projects and initiatives implemented by the Belarus RC, the impact of the current project will most likely follow and be built on the impact of the previous projects.

Thanks

The reviewer would like to thank all the staff and volunteers of the Belarus RC representatives, partner state and non-state organisations who generously participated at the interview sessions and shared their ideas, knowledge and suggestions during the review mission. The reviewer would like to particularly thank Ms Ekaterina Leleka, Belarus RC project coordinator, for arranging all the meetings and interviews, providing full and complete assistance during the field visit and translating from Russian to English language.

3. Key findings and conclusions

3.1. Relevance

Relevance of the project objectives

Trafficking in human beings is one of the most serious problems in Europe involving Belarus and the Nordic countries. Belarus is geographically located at the crossroads between East and West. This geographic location and an essentially open border with Russia contribute to an increasing number of Belarusians being trafficked. Belarus is both a source and a transit country for women, men, and children subjected to sex trafficking and forced labour.³

With regards to gender ratio, in general less men than women have been identified as victims over the past several years, nevertheless, it is possible to detect a gradual increase of the number of identified men observed in recent years. All signs, however, indicate that the scope of the problem of trafficking of adult men could be far larger than the current data indicate. Especially in light of the fact that Belarusian men seeking work abroad are increasingly subjected to forced labour. One of the

³ US Report on Trafficking in Persons, 2014. p. 94. Available at: <http://www.state.gov/documents/organization/226845.pdf>

main reasons for the underreporting of the number of adult male victims of trafficking is that victims are hardly ever identified, but are rather treated as irregular migrants and deported without their cases being investigated.

Trafficking is also diversified in terms of its methods and forms. Traffickers increasingly use informal social networks to approach potential victims. Female victims, when recruited, are often notified about the prospect of working in the sex industry but misled about the conditions and wages. Many women are invited to render escort services or to be engaged in the promotion of consumption at entertainment facilities; however, upon arrival, they are placed in the conditions in which they are forced to provide sex services.

Cases of forced recruitment, when former VoTs engage in finding 'replacements' for themselves to buy their freedom, are not uncommon. Trafficking for labour exploitation, particularly in construction, has been gaining prominence, with people being lured into exploitative conditions through promises of high wages abroad. The production and distribution of child pornography through the Internet is of growing concern, too.

Consistency with Belarus government priorities and policies

Belarus implemented a series of measures aimed at preventing trafficking, ensuring the effective prosecution of traffickers, assisting victims of trafficking and strengthening international cooperation in this area. According to the most recent UNODC report on global trends of human trafficking, during the period from 2002 to August 2013, in Belarus, 22 criminal organizations (including 21 transnational) and 83 organized groups involved in human trafficking were eliminated, 4,959 victims of trafficking detected and 2,001 persons convicted, including 737 to prison sentences. More than 15 ministries and departments, the mass media and international and nongovernmental organizations have been involved in anti-human trafficking activities.⁴

The National Coordinator for Combating Trafficking in Human Beings in Belarus is the Ministry of Internal Affairs, whose structure has created a specialized service of the Office for Drug Control and Combating Trafficking in Human Beings. The State Programme to Combat Trafficking in Persons, Illegal Migration and Related Illicit Activities for the period 2011-2013 focused on the areas of prevention, prosecution and victim support.⁵ As far as the rehabilitation and social integration of victims are concerned, the national legislation foresees the provision of safe shelter, legal assistance, medical care, psychological assistance, assistance in finding permanent employment and compensation for the damage caused by the crime.

According to official data given by the Ministry of Foreign Affairs of Belarus, 'the Republic of Belarus was one of the first countries, among CIS member-states, proceeded large-scale activities to tackle trafficking in persons'. 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 'hosted four High-level international conferences, regarding promotion of better coordination and interaction between countries, international organizations and NGO in combating human trafficking. Three conferences took place in Moscow, one was held in New York. The high-

⁴ UNODC (2014) Global report on trafficking in persons. p.11 Available at: <https://www.unodc.org/unodc/data-and-analysis/glotip.html>

⁵ Titarenko, Larissa (2013) Combatting Human Trafficking in the Republic of Belarus. CARIM-East Explanatory Note 13/28. Available at: http://www.carim-east.eu/media/exno/Explanatory%20Note_2013-28.pdf

level representatives of governments and specialized international bodies, including the Director-General of the International Labour Organization participated in these events.’⁶

On 30 July 2010, the UNGA adopted the Global Plan of Action to Combat Trafficking in Persons, also initiated by Belarus. The Plan prescribes specific measures for all stakeholders in the issue of human trafficking and encourages a greater degree of cooperation among all of them. The events marking the first World Day against Trafficking in Persons on 30 July 2014 ‘provided Belarus with an opportunity to maintain momentum in promotion of its most prominent initiative’. On that day, the foreign ministry held a round table dedicated to this issue with support from the Minsk offices of the International Organization for Migration (IOM) and the UNDP.⁷

Consistency with the IFRC strategic priorities and policies

According to IFRC ‘Policy on Migration’ (Policy), anti-trafficking 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. According to Article 5.2 of the Policy *‘there are circumstances that expose migrants to heightened and acute risks to their physical integrity and well-being. This is the case when they are subject to refoulement, sexual and labour exploitation, and human trafficking.’*

The project also contributes to implementing the International Red Cross and Red Crescent (RC/RC) Conference Resolution No.3 on Migration. The document among its five priorities calls for the rights of migrants to be upheld, encourages to promote diversity and social inclusion and calls for strengthened cooperation with States, National Societies, international organisations and the private sector. The project also contributes to the work and strategy of the European Anti-trafficking Network (EATN), established among others with the purpose to strengthen and promote the exchange of experiences, information and best practices among RC/RC National Societies and with other stakeholders.

3.2. Efficiency regarding the specific objectives of the project

Planning, management and progress per timeline

The project objectives were formulated according to the relevant problems identified in the project proposal. The objectives are sufficiently clear and complement very well the Belarus governments’ and partner organisations’ efforts to fight trafficking in human beings, to promote citizens’ legal literacy in terms of employment locally and abroad,⁸ as well as to provide assistance to already identified victims.⁹ Since there are limited assistance services available for already identified victims within state structure (there exist so called ‘crisis rooms’ that function as short-term shelters for victims and the state also runs a telephone Hot-line which provides information on different criteria of legal employment), Belarussian NGOs’ awareness-raising and re-integration assistance activities are unique in terms of filling an existing humanitarian need in the country.

⁶ <http://mfa.gov.by/en/organizations/issue/trafficking>

⁷ Gubarevich, Igor: Combatting Human Trafficking: Belarus Leads International Efforts. Belarus Digest 04.08.2014. Available at: <http://belarusdigest.com/story/combating-human-trafficking-belarus-leads-international-efforts-18780>

⁸ For example, information video on the state/IOM-run hotline services: <http://iom.by/ru/2012/12/03/hot-line-russian>

⁹ For example, IOM Office in Belarus: System of social sub-contraction in action: First agreement between the state and the NGO signed on state co-funding of services on psychological and social support of victims of human-trafficking and domestic violence. 08.08.2014. Available at: <http://iom.by/en/2014/08/08/social-sub-contraction-in-action>

The overall objective, specified expected results, activities and objectively verifiable indicators are documented in the Logical Framework Matrix. One of the biggest strengths of the current project design, as already mentioned, is that it successfully builds on the previous counter trafficking work and experience available within the Belarus RC. The already experienced staff and volunteers from Gomel region are able to provide support and training for volunteers and staff engaged in the anti-trafficking program in Vitebsk and Minsk region, which ensures continued success and mentoring within the programme.

A designated project coordinator is responsible for the project management at regional level, who is supported by the project coordinator at the Belarus RC Headquarters. Evaluation of the staff performance is based on Belarus RC monitoring and evaluation system. In Minsk, activities are coordinated from the HQ directly with active participation of Minsk regional branch. This design allows the Belarus RC on the local level to successfully coordinate project activity not only with formal project partners, but also with other relevant stakeholders. All local stakeholders and project implementation partners are satisfied with the quality of project management.

Although systematic feedback from all beneficiaries of the project (including participants of information sessions and beneficiaries of re-integration assistance) is not always available, interviews with colleagues of the Helping Hands Centre indicate that former victims appreciate the comprehensiveness of the re-integration package. Also, educators of the information sessions reported that participants are open to the new information in general, and following the sessions they become more sensitive to nuances of legal documents and more attentively protect their data suitable for personal identification.

Monitoring and disseminating project outputs



Newspaper article on project activities at Red Cross regional branch in Vitebsk

Project activities have been monitored effectively. The monitoring of project activities followed standard IFRC reporting procedures. At the local level, activities and financial expenditure were monitored by Red Cross branches (project and financial coordinator), who reported monthly to the Belarus RC Headquarters in Minsk and by Belarus RC Headquarters to IFRC office in Belarus. All activities were well documented. Capturing national media attention has turned out to be somewhat challenging, but information about the project activities was well disseminated in various local media reports.¹⁰

Adapting to changing needs have been possible both with regards to objectives 1 and 2 of the project. Since re-integration assistance is based on individual needs, the current practice allows

¹⁰ For example: IOM Office in Belarus: Meeting of the Multi-Disciplinary Task Force, Vitebsk. 19.05.2014 Available at: <http://iom.by/en/2014/05/19/mdg-vitebsk>

tailoring re-integration service provision according to the most relevant and pressing shortages former victims identify.

According to accounts given by the psychologist working at the Helping Hands Centre in Vitebsk, there is a growing tendency that children become victims of different forms of sexual abuse. Since re-integration assistance for children requires special approach and interview technique, as soon as the new tendency was identified, the service provision methodology of the Helping Hands Centre in Vitebsk was creatively adjusted to the needs of children victims in partnership with IOM in Vitebsk.

Also, adapting information sessions to newly emerging trends and forms of exploitation and trafficking has been possible. For example, as soon as volunteer groups in Vitebsk learned about the increasing phenomenon of traffickers using social media for their purposes, they started to talk about the rules of safety use of internet within information sessions. Cooperation with external partners in general has proved to be an important factor that allowed the Belarus RC of being able to adapt to changing needs flexibly.

Cooperation with other partners

The cooperation with other partners has been very successful and efficient within the project. These partnerships primarily support information and service provision provided within the project and extend activities performed by the Belarus RC. Potential victims for example learn about the services offered by the Helping Hands Centres from different external sources, including the Police, and the website of the Executive Committee.

Another example, legal counselling that is not available within the local Red Cross branch in Vitebsk is outsourced to an external legal firm. Similarly, thanks to an extended network of cooperating partners of local Red Cross branches, further referrals from the Helping Hands Centres to specialized hospitals as well as to relevant state authorities are existing practices within the project. Cooperation with other partners play an important role also in re-integration assistance. Another example, vocational trainings for former victims are implemented and organised jointly with the regional Labour Committee and the Helping Hands Centre of the regional Red Cross Branch.

3.3. Effectiveness of implementation

The project outputs were generally delivered as planned and contributed to the achievement of desired and planned objectives and outcomes. During the project period at least 75 former victims have been assisted in the Helping Hands Centres. Not less than 70 staff and volunteers were trained. 11,500 beneficiaries were reached directly and indirectly with the information sessions¹¹.

Outcomes regarding objective 1: Improved access to re-integration, psycho-social support, education and legal services for victims of trafficking and abuse in Belarus

Re-integration assistance for former victims of trafficking is provided at the Helping Hands Centres in Gomel and Vitebsk region. Since Belarus is primarily source and transit country for trafficking in human beings, re-integration assistance is provided for Belarus citizens exclusively. According to the information given by colleagues working at the Helping Hands Centres, there are three main groups

¹¹ Final figures will be provided with the narrative report for 2014.

within beneficiaries of re-integration assistance: 1) victims of labour exploitation, 2) victims of sexual exploitation, 3) minor victims.

Re-integration assistance is provided based on individual needs of beneficiaries. Since individual needs may depend on age, experience or family background of the person, the re-integration package is only partially standardised. At the beginning of the service provision, former victims fill in a questionnaire that will form the basis of further planning of assistance. Red Cross staff of Belarus follows cases up to 1.5 year. Nevertheless, experience shows that former victims might need support again, and colleagues of the Helping Hands Centres are ready to support them again at later stage.

The standard re-integration assistance package is composed of psychosocial support (individual and family), health assistance, legal assistance as well as distribution of hygienic and food parcels. As already highlighted, assistance and support activities can be adjusted flexibly. In previous cases, former victims have been provided beyond the standardised package with for example furniture (double decker bed for kids), heating, table tennis or education materials. When needed, they have also the possibility of receiving vocational training and the necessary equipment for the respective profession.

Gender concerns are properly addressed within the project. Although the Helping Hands Centres support more female than male beneficiaries, this tendency is connected to the general phenomenon of identifying more female than male victims of trafficking. Overall experience shows that former victims feel more comfortable about asking help from the Helping Hands Centres than from the Police. Re-integration assistance provided by the Helping Hands Centres also support investigation procedure and prosecution of traffickers by ensuring emotional support and security for victims during these processes.

Outcome regarding objective 2: Improved awareness of potential victims of VoTs and abuse through preventive actions

Awareness raising activities are organised in various forms within the project. Volunteers of both Red Cross and partner organisations carry out information sessions and awareness raising activities within the project, which ensures impact beyond the capacities of the Belarus RC. The most important partners are: local Departments on Drug Control and Counter Trafficking in Human Beings of the Criminal Police of the Ministry of Interior, centres for social support, the Belarusian Young Christian Women`s Association, the NGO 'La Strada', IOM, educational and youth departments of the executive committees, schools, Border Guards Service, Belarusian Youth Union and local mass media.

A small-grant competition for community-based volunteering activities has been organized in Gomel, Minsk and Vitebsk regions every year starting from September 2013. Regulations on the small-grant competition containing criteria for designing community based volunteer initiatives were developed and disseminated to youth volunteer groups in Gomel, Minsk and Vitebsk regions, through the Red Cross volunteer database. Young people were invited to develop local initiatives aiming at the prevention of domestic violence and trafficking in human beings. Information about the competition was also disseminated through educational institutions. The Belarus RC provided information, leaflets, free trainings, joint development of documents and presentations, free premises, free multimedia, free copying service, media coverage, permissions to stay away from some classes in

school, and funds for coffee-break refreshments for the small-scale projects implemented by partner organisations.

Volunteers of the Belarus RC receive a standardised training before they become educators and trainers within the project. The Belarus RC has developed a standardised methodology and tool to train future trainers. This part of the project is again fully aligned with the Belarus RC's general activities aiming to combat human trafficking and to work with youth and vulnerable people. A newly developed strategy for development of the volunteer movement in the Belarus RC stipulates, among other things, the development of a training and educational system within the Belarus RC. The Belarus RC has also set up a database of trainers, which ensures future sustainability of its volunteering network.

The development of peer education to prevent trafficking in human beings and abuse is progressing well as support for volunteers ensured from the HQ of the Belarus RC and by Gomel regional branch. Belarus RC staff successfully motivates its volunteers in different forms. In 2014, the Vitebsk regional branch for example organised summer camp for volunteers of the project.



Photo Voice, Title: 'Daddy I need you'

cartoons specifically designed for the topic. As a standardised method, a questionnaire is filled in with participants before and after the information session to measure how effective the training has been in delivering its messages. This technique has proved to be an efficient way to receive feedback on the success of the training sessions.

Volunteers implementing awareness raising activities successfully manage to reach out to youth from remote areas. Information sessions are organised for example in small villages and orphanages. However, they are also able to reach adult target groups by organising events jointly with trade unions at factories or even at night clubs. Some of the information sessions are jointly organised with the police in schools. Information sessions at schools are especially successful with the involvement of teachers, who are able to reach out to the whole family, not only to children.

In Gomel, one of the volunteer activities is implemented in a crisis room set up by state social services with the technical support of Belarus RC. The place primarily functions as a shelter where victims of violence and trafficking, but also ex-prisoners, families with many children and people

An innovation in the project is the methodology used during information sessions. Educators and trainers use different interactive methods to attract participants' attention. Methods, such as Photo Voice, Forum Theatre and role plays have been a very successful approach to actively engage and involve participants. At some of the sessions, trainers read poems written by former victims or play board games together with the group, but they often organise film clubs, too. Special methodology is used for work with children.

They are introduced to the topic in a language that is suitable for their age and watch

with disabilities can stay for a short period. The Gomel regional branch has a very strong cooperation with the state social services and also organised training for social workers on trafficking.

Also in Gomel, on 18th October 2014, the EU Anti-trafficking Day, one of the volunteer groups organised information distribution on the train to/from Russia. These kind of activities are usually sufficiently covered by different media reports at the local level.

Outcome regarding objective 3: Enhanced exchange and cooperation between Red Cross, civil society and authorities

The Belarus RC successfully cooperates with a number of external actors: civil society and state authorities, as highlighted already in outcomes regarding objectives 1 and 2. The solid cooperation between governmental and non-governmental stakeholders has been the most effective way to assist victims and prevent residents falling victims of trafficking. The regional branches of Vitebsk and Gomel have successfully developed and extended their areas of cooperation between civil society organisations and state authorities.

Information about re-integration assistance organised within the Helping Hands Centres is regularly provided by the police, Ministry of Interior and Executive Committee. The Labour Committee itself is involved in the re-integration assistance by providing vocational trainings for former victims. Re-integration assistance provided by the Belarus RC is also important for the Police during investigation and prosecution procedures of traffickers. Since former victims are re-traumatized every time they need to talk about their previous experiences, psychosocial support provided by the Helping Hands Centres is necessary to ensure former victims' emotional security during court procedures. Cooperation with a number of non-state actors in awareness-raising activities has largely developed after organising competitions for community-based initiatives to support. Overall, the general perception of external actors is that the Red Cross is essential in addressing trafficking in human beings in Belarus, both in prevention, assistance and during prosecution procedure.



Photo of the new signed MoU in Vitebsk with partners.

The cooperation with partner organisations is formalised in the form of regular multidisciplinary team meetings twice per year. The main responsibility of the task forces organized on the regional level is to identify, refer and provide assistance to VoTs; to strengthen National Referral Mechanism and to share experience, information and latest statistics in the field of combating and prevention of trafficking in human beings. The Belarus RC has been providing technical back-up support for the multidisciplinary team in the last two years in Vitebsk and Gomel. As a new outcome of the cooperation, the Vitebsk regional

branch has just signed an amended version of Memorandum of Understanding with partners re-confirming the commitment by all partners to continue working collectively in combating trafficking in human beings. The MoUs formalize the responsibilities and liability of every agency in the process of victim assistance and referral.

The standard MoU contains the following sections:

- List of organizations signing the MoU (e.g. in Vitebsk in 2014 the following organizations signed MoU: regional executive committee, committee on labour and social protection, regional educational department, regional health department, regional department of the Ministry of Interior, regional prosecutor's office, regional court, regional investigation committee, Polotsk district border committee, regional association of lawyers, Vitebsk regional branch of Belarus RC, NGO 'Belarusian women union', IOM; the representatives of the Youth Palace and of volunteers` brigades were invited as guests for the purpose of sharing their experience in prevention of THB among target groups.);
- List of Belarus RC internal documents relevant to counter trafficking activities (e.g.: internal laws of Belarus, international documents, reference to plan of action, etc.);
- Obligations of partners: to organize sustainable referral system in anti-trafficking field, to meet at least twice a year, to participate in joint activities;
- The coordinating agency (e.g.: in Vitebsk the regional Executive Committee is the coordinator for implementation of the MoU, Vitebsk regional branch of Belarus RC is responsible for minutes and other technical issues, in some other regions local Belarus RC branch is coordinating – but this may differ from region to region);
- Partners will use the principle of confidentiality in their work;
- Validity of the MoU

3.4. Unplanned outputs and challenges

The project has also resulted in some indirect and unplanned benefits. As referred to it earlier, supporting community-based initiatives to fight trafficking in human beings has substantially increased the number of local partners and visibility of the Red Cross. In some communities the practice of volunteering has also been established for the first time following the implementation of these small-scale projects.

The project implementation generally faced no significant unforeseen challenges. A couple of minor difficulties have emerged but they did not threaten the overall realisation of the project's objectives. As already mentioned earlier, fine tuning of the project was difficult at the beginning of the project implementation period. Compensating the relative of delay of activities in time and financial expenditure, extending the project implementation period with a couple of further months might be necessary.



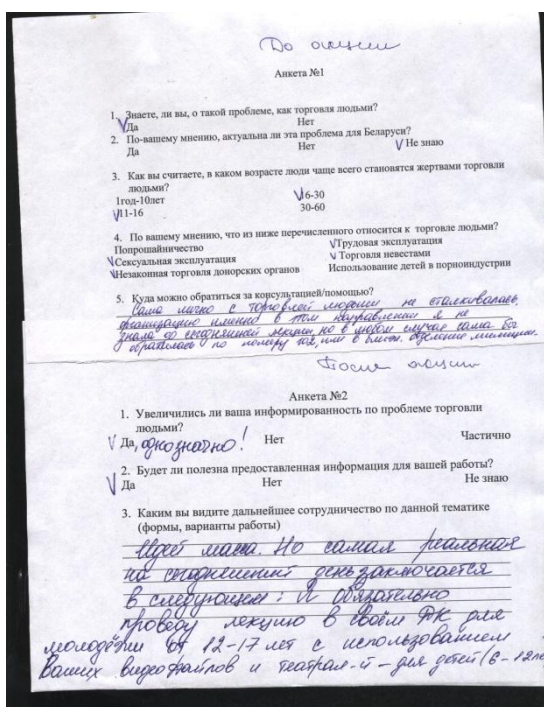
Red Cross Museum at a local school in Vitebsk.

In contrast to planned activities, for example engaging former victims of trafficking as peer consultants at info sessions has proved to be challenging. Understandably, former VoTs do not feel comfortable talking about their previous experiences publicly even if they are no longer under threat. At some of the information sessions, trainers still managed to read poems written by some of them as part of the rehabilitation process. Also, cooperation with the media – especially national media – went somewhat difficult during the project implementation, but regional activities were well disseminated in local media reports. National media have stayed to be interested primarily in stories of individual cases, not much in the topic of trafficking in human beings itself.

3.5. Impact and sustainability of the project

Impact

All interviews with relevant stakeholders underpinned that the project has already produced direct impacts, which largely build on the good results the previous projects had brought. As a result of the project activities, services provided for VoTs have enhanced, cooperation between relevant stakeholders has been maintained and extended and the general population in the target regions has become more aware about the dangers of trafficking. No unplanned negative impact was observed or reported.



As already referred to it previously, there are a couple of difficulties that hinder collecting quantitative data on the project’s direct impact. Nevertheless, some of the activities have been monitored with qualitative methods. Participants of information sessions for example fill in questionnaires before and after information sessions. Overall, educators of information sessions confirmed during the interviews that people who participate at these workshops become more cautious and aware of risks of unsafe employment conditions and trafficking. The representative from the Ministry of Interior also underlined, that in 2014 they have received again more requests to their telephone Hot-line than before, which once more underlines that the general population is becoming more and more literate on the rules of safe employment. Teachers also highlighted that parents have become more aware of

The photo above is an example of an already filled in questionnaire (before and after the information session). In the first part the person says she/he is not sure whether we THB exists in Belarus, selects young persons as potential risk group. In the form below the person explains that her/his knowledge on THB improved greatly, the information will be further used, and says that wants to organize a lecture for young people on THB in her/his local community.

the risks their children face, also as a result of the joint sessions.

Institutional sustainability

The development of a network composed of state and non-state actors involved in an open and productive dialogue on the challenges of human trafficking has already been established and keeps

contributing to securing the sustainability of project outcomes. The MoUs, now newly signed in both Vitebsk and Gomel, also formalize the responsibilities and liability of every agency in the process of victim assistance and referral. Many activities within the project link very well to other actions performed by partner organisations, including drug prevention, combatting labour and sexual exploitation, HIV prevention and domestic violence. The project has already contributed to establish and promote the practice of volunteering in many local communities. The already available know-how as well as volunteers and staff ownership of project activities also strengthen institutional sustainability of the project.

State and non-state partners confirmed that they appreciate the Red Cross and would like to continue their cooperation in the future. Most predictably, counter trafficking activities will stay high on the agenda of state authorities and many partner NGOs. With the signed MoUs the partners can be sure that work continues regardless, and that governmental structures will be active in trying to find sources of funding and ways to support NGOs working in the field. In addition, Belarus RC has direct access to resources and experiences of other National Societies through the European RC/RC Anti-trafficking network. This also increases the possibility of their cooperation on future projects of this kind.

The only external factor that could potentially reduce the direct impact is the lack of external funding to continue the project activities after 2015 and losing or reducing availability of qualified and trained staff to work with VoTs.

4. Lessons learned and best practices

One of the most important lessons learned of the project relates to the project design. Combining three components of counter trafficking work (prevention, assistance and advocacy) has proved to be a very useful design to combat trafficking in human beings. Prevention activities have also contributed greatly to the victims-identification process by gaining visibility for Red Cross activities in general. At the same time, assistance to VoTs would not be sustainable without good cooperation with relevant government authorities.

The project has also showed that involving as many external partners as possible to the project (including state and non-state organisations) helps to extend the project's potential outreach and impact. It has been critically important to coordinate project activities with others dealing with prevention, advocacy and assistance activities. Another important lesson is related to the special status of Red Cross organisations. Victims of trafficking primarily trust the Belarus RC because of its work based on humanity, neutrality and impartiality – therefore also ensuring confidentiality during investigation process. This also means that ensuring full confidentiality during re-integration assistance activities for former VoTs should remain a priority at all times.

The project has already resulted in a number of solutions that can be considered as best practices recommended for replication. Among them, the tool to measure the impact of information sessions by filling in questionnaires with beneficiaries before and after information sessions. Also, introducing creative methodology at information sessions was a very useful way to get participants engaged in the dialogue. Another important practice to ensure quality of information sessions is organising introductory training for potential educators and to ensure regular mentoring for them. Organising small grants competition for community-based volunteering activities, also for partner institutions

and organisations, has proved to be a good way to extend project activities, ensure sustainability and gain visibility of the Red Cross, as well as to establish the practice of volunteering widely. Leaflets and print-out materials produced by the Belarus RC were made use of at these activities. Placing information boards at schools and at public spaces proved to be a very useful methodology for public awareness raising.

5. Recommendations

As already mentioned, since fine-tuning of the project proposal was a longer process than expected and project activities could only start at the end of July 2013, the implementation plan had to be reviewed with a number of activities planned for 2013 rescheduled for 2014. To compensate the relatively late start of the activities, it is suggested that the project implementation period shall be extended with a couple of additional months.

In light that THB will most likely remain to persist in Belarus within the near future and that the Belarus RC is already embedded at the counter trafficking institutional structure established at national level, it is recommended that Belarus RC continues working in this field. Using the already available technical expertise within the European Anti-trafficking Network, it is recommended that the exchange of experience with other Red Cross and Red Crescent National Societies and between volunteer groups is strengthened. It has also been already proved in previous projects that involving beneficiaries in the work of the Red Cross itself has many positive impacts, therefore it is recommended that the Belarus RC further explores possibilities for engaging former VoTs in the general activities of the organisation itself.

Re-integration assistance for former VoTs has been efficiently and effectively maintained and extended respectively. Still, it is recommended that the already existing Red Cross Helping Hands centres in Vitebsk and Gomel are further strengthened and developed, as well as the Red Cross team in Minsk region also gains access to re-integration assistance, psycho-social support, education and legal services for victims of trafficking and abuse. Some of the interview subjects made reference to the fact that re-integration assistance may also be needed in other regions of Belarus, not directly targeted by this project. Thus ensuring that every victim will get the support needed and will not be left out is important to take into consideration when planning long-term sustainability of the project's impact.

Helping Hands Centres has been providing excellent individually tailored re-integration assistance to former VoTs. However, both in Vitebsk and Gomel the material conditions of these centres could be further improved. Since the psychologist colleague of Belarus RC in Vitebsk started to work more extensively with children, a special space for interviewing children suitable for individual consultations in general could be developed. Since ensuring confidentiality is one of the fundamentals in providing assistance to former VoTs, and the space for individual consultations is ensured in the building of the local branch of the RC in Gomel itself, a separate entrance for to the building could be opened for beneficiaries of re-integration assistance.

As already mentioned earlier, cooperation with the national media has proved to be somewhat challenging. Project implementers have identified the general difficulty that there is little understanding within journalists about the topic of THB. To overcome some of the hardness of the cooperation and to increase journalists' literacy and responsible reporting on THB, it is

recommended that the Belarus RC organises training for journalists on THB (potentially in cooperation with other, already existing partners).

ANNEXES

ANNEX I: Terms of Reference of mid-term review

Mid-Term Review of the Project

“Youth volunteering against trafficking in human beings and abuse”

1. BACKGROUND

Youth volunteering to fight trafficking in human beings and abuse in Belarus is a tripartite knowledge- and capacity building project. It aims at addressing trafficking in human beings (THB) and abuse by:

- strengthening and expanding the means of assistance to victims of trafficking (VoTs) and abuse and
- prevention activities among youth who are at risk of being trafficked through a joint effort between Belarus RC, IRC and IFRC.

Project objectives and expected results

Overall objective:

To combat trafficking and abuse through prevention and increased support to Victims of Trafficking in Belarus by building capacity of Belarus RC and involving civil society and authorities.

Specific objective:

Awareness raising, support and re-integration of victims of trafficking and abuse with strengthening capacities of and cooperation between VoTs and abuse, Red Cross and relevant state and non-state actors.

Expected results:

- 4) Improved access to re-integration, psycho-social support, education and legal services for victims of trafficking and abuse in Belarus.
- 5) Improved awareness of potential victims of VoTs and abuse through preventive actions such as peer education and community based initiatives developed by volunteers.
- 6) Enhanced exchange and cooperation between Red Cross, civil society and authorities to combat trafficking, abuse and promote best practices.

2. PURPOSE AND SCOPE OF THE REVIEW

The purpose of this mid-term review is to analyze and comment on the project progress up to date and review the process of implementation of the project. The review will see how the project is progressing, document lessons learnt, achievements and challenges, and provide recommendations and ideas to take forward to 2015.

The review will cover a period from 2013 through to September 2014. The geographical coverage of the review will be meetings in Minsk, Gomel and Vitebsk, Belarus.

The final product will be a shared responsibility of Belarus RC, IRC and IFRC led by IFRC's Europe Zone Senior Migration Officer. The review report will be shared with Belarus RC, IRC and IFRC who in turn will take the responsibility of disseminating the outcomes to relevant interested partners.

Key review issues will be to establish:

- Review the relevance, efficiency and effectiveness of the project.
- Extent to which the project was able to achieve the project objectives to date and progress towards achieving results.
- Identify key risks and challenges.
- Provide lessons learned and recommendations for the remaining project period until end of 2015.

3. REVIEW QUESTIONS

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

Relevance:

- *How relevant is the project regarding the beneficiary requirements, local context and needs ?*
- *How well was the target group identified?*
- *How do the beneficiaries view the comprehensiveness of package of services offered to or directed towards them?*
- *How does the project complement intervention of other actors, most importantly relevant Government departments?*

Efficiency

- *Has the project progressed as per planned timeline – including preparation, planning, to implementation?*
- *Can the project objectives be achieved within the overall timeframe?*
- *Has the project adequately documented, reported and disseminated information on what it is doing/has achieved so far?*
- *To what extent Belarus RC coordinate with other actors to achieve better results?*
- *If appropriate how flexible is the project in adapting to changing needs?*

Effectiveness

- *Were the activities conducted in a planned and timely manner?*
- *What progress has been made towards achieving the project overall and specific objectives?*
- *Is the project effective in delivering the expected results?*
- *Where unforeseen challenges to the implementation of the project handled creatively and effectively?*
- *Were gender concerns and considerations mainstreamed into the project?*

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?*
- *What difference has the project made for/with the planned target groups or other non-targeted groups?*
- *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?*
- *What is the level of ownership of the project by the target groups?*

- *What are the main factors affecting, either positively or negatively, prospects of sustainability of project outcomes?*
- *What is the potential for sustaining and continuation of the emerging results and impacts after 2015?*

Lessons learned

- *What are the lessons learned during this period which can be used to guide the next programme cycle and/or other programmes?*
- *What best practices emerged from the project implementation? What is the potential and options for replication and knowledge sharing?*
- *For whom could these lessons have relevance and how do they relate to any innovative aspects of the project?*
- *Do lessons learned indicated any need for changes in project design in the future to ensure better sustainability?*

4. REVIEW METHODS

The review will use a consultative and participative approach. Methods of data collection and analysis to be discussed and defined by the review team, however they should include at least:

- Analysis/review of relevant project documentation
- Interviews with key stakeholders including HQ and project staff and volunteers, relevant authorities and other stakeholders
- Interviews with clients of the services at individual or/and group meetings
- Presentation of preliminary review findings at a debriefing in Belarus
- Final reflection on and analysis of all available information, preparation of the draft review report and submission to Belarus RC, IRC and IFRC for inputs.
- Preparation of the final review report, following feedback from Belarus RC, IRC and IFRC on the first full draft.

Basic questions of interviews will be based on the ToR and preliminary analysis of the available documents.

The data collected in the review will be gender sensitive, checking among other if and how vulnerability of women differs from that of men and will be confidential.

The review will use the following data sources:

- Project proposal, logframe, budget;
- Project narrative pledge based report for 2013.

5. REVIEW TEAM COMPOSITION

The project is to be reviewed by IFRC Europe Zone Office Senior Migration Officer.

6. EXPECTED DELIVERABLES

The review team will provide:

- a) **A debriefing on findings** – in country to IFRC head of office, Belarus RC management and project staff at the end of mission to discuss initial findings, conclusions and recommendations.
- b) **A draft review report** – after returning from the field visit. The draft will be shared with Belarus RC, IRC and IFRC for comments. The review report will be brief and concise, preferably of not more than 15 pages, and it will include: executive summary, findings, conclusions and recommendations on the collected data and specific objectives.
- c) **The final review report** – taking into account comments provided by Belarus RC, IRC and IFRC on the first draft.

ANNEX II: List of Documents Reviewed

1. Analysis/review of relevant project documentation:

- Youth volunteering to fight trafficking in human beings and abuse in Belarus, Project Proposal
- Youth volunteering to fight trafficking in human beings and abuse in Belarus, Logical Framework
- Youth volunteering to fight trafficking in human beings and abuse in Belarus, Budget
- Youth volunteering to fight trafficking in human beings and abuse in Belarus. Pledge-based Report from 29th January 2014
- Strengthening national mechanisms for the re-integration and rehabilitation of victims of human trafficking in Belarus, Moldova and Ukraine, Final Report
- Strengthening national mechanisms for the re-integration and rehabilitation of victims of human trafficking in Belarus, Moldova and Ukraine, Final Review, Republic of Moldova
- Strengthening national mechanisms for the re-integration and rehabilitation of victims of human trafficking in Belarus, Moldova and Ukraine, Final Review, Belarus
- 10 Annual RC/RC European Anti-trafficking Network Meeting, Croatia, November 2014
- European RC/RC Network in Response to Human Trafficking, Updated in July, 2012
- Policy on Migration, International Federation of Red Cross and Red Crescent Societies, November 2009
- Resolution No3 of the 31st International Conference of The Red Cross and Red Crescent on Migration, December 2011

ANNEX III: List of persons interviewed

1. Participants at interviews in Vitebsk

Galina Zhelanova	Chairlady of Vitebsk oblast branch of Belarus RC
O.Gorbachev	Head of department of Vitebsk administration of internal affairs, Vitebsk oblast executive committee
O.Gurchenko	Deputy head of Administration of Pervomajskij district of Vitebsk
S.Nikitin	Head of the trade unions committee of the department of sport and tourism of Pervomajskij district of Vitebsk
A.Naletsкая	Chief specialist of the department of education, sport and tourism of Pervomajskij district of Vitebsk
V.Klimentenok	Director of school #23 of Vitebsk
A.Moskalenko	Secretary of the primary organization of Belarusian Republic Youth Union of school #23 of Vitebsk
T.Avtuhova	Director of school #45 of Vitebsk
E.Podlivahina	Head of volunteer group, teacher of history of school #45 of Vitebsk
Valentina Galalyuk	Chairlady of Pervomajskij district Red Cross branch, oblast team leader in the project
O.Krylova	Child counselor, school #23 of Vitebsk

2. Participants at roundtable discussion in Vitebsk

G.Zhelanova	Chairlady of Vitebsk oblast branch of Belarus RC
V.Ivanova	Psychologist, school #23 of Vitebsk
A.Moskalenko	Secretary of the primary organization of Belarusian Republic Youth Union of school #23 of Vitebsk
O.Krylova	Child counselor, school #23 of Vitebsk
E.Arystangalieva	Computer operator, school of village Novka, Vitebsk district
O.Bulavka	Deputy head on activities of newspaper "Zhicce Prydzvinnya" ("Life of the region on Dvina river")
E.Nezhurina	Editor-in-chief, newspaper "Vityaz"
D.Zezyulya	Volunteer from television factory "Vityaz"
O.Vorobyova	Child counselor, gymnasium #5 of Vitebsk
K.Beresnev	Volunteer, gymnasium #5 of Vitebsk
A.Gubina	Volunteer, gymnasium #5 of Vitebsk
Y.Shchepinova	Volunteer of Miory district branch of Belarus RC
A.Liskova	Chairlady of Miory district branch of Belarus RC
A.Matvejchuk	Volunteer, student of the 3 rd year, state medical university in Vitebsk
N.Kuhareva	Volunteer
Diana Senchenko	Psychologist of Vitebsk RC "Helping hands" centre
M.Dolgaya	Director of the educational centre for the trade unions workers
L.Zvolinskaya	Director of the culture centre, village Ruba, Vitebsk district
M.Gajdar	Handicrafts teacher, school of village Novka, Vitebsk district

3. Participants at interviews in Gomel

Tatyana Gorelik	Oblast team leader, Gomel oblast branch of Belarus RC
N.Medvedeva	Chief accountant, Gomel oblast branch of Belarus RC
Olesya Kostyuk	Psychologist, Gomel oblast branch of Belarus S RC
T.Tarasova	Leader of volunteer group of Svetlogorst territorial centre for social services
S.Zadorozhnyuk	Leader of volunteer group of Gomel state medical university
R.Hihol	Detective assigned to lead the investigation on extremely important cases, department on drug control and combating human trafficking of criminal police of the administration of internal affairs of Gomel oblast executive committee, police lieutenant colonel
E.Trubarova	Head of primary organization of Gomel of Belarusian association of young Christian women
V.Usova	Head of the volunteer group, school #8 of Kalinkovichi
N.Korkut'	Police lieutenant colonel, department on citizenship and migration of the administration of internal affairs of Gomel oblast executive committee

4. Participants at interviews in Minsk

Viktor Kolbanov	Secretary General, Belarus RC
Sergei Boltrushevich	Head of IFRC office in Minsk
Ekaterina Leleka	Head of international, Belarus RC, project coordinator
E.Sveshnikova	PR officer, Belarus RC HQ
A.Karpenko	Chairman of the volunteer council, Gomel region