



Anti-Trafficking and Information Dissemination (TPID)

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I. Executive Summary

Program History

IREX submitted the original three-year TPID proposal in response to an open-ended Annual Program Statement (APS) issued by USAID in spring of 2001 for programming during fiscal year 2002-2004. The proposed approach was designed to primarily fund crisis centers to engage in anti-trafficking public awareness activities and support services, supplemented by some other organizations to provide job-skills, leadership and business trainings. The crisis centers were already experienced in working with women in crisis and using empowerment models, and were well-situated to interact with at-risk women and girls. IREX also had a previous working relationship with many through its domestic violence program that was due to end in 2002. To those crisis center partners organizations specializing in job skills and entrepreneurship training were brought on board to provide the women with the skills needed to improve their economic situation.

The program activities were divided into two categories: (i) information, counseling and training, and (ii) empowerment training. In the first year, TPID focused on crisis centers in Krasnodar, Yekaterinburg (Sverdlovsk), and Petrozavodsk (Karelia). Training was provided by the Moscow-based organizations Syostri and ABA-CEELI's social advocacy training program, and the Foundation for Independent Radio Broadcasting produced a set of eight 14-minute anti-trafficking programs that were broadcast on Radio Russia and 50 regional stations. In years two and three, other organizations received grant funding to expand the reach of the project to additional organizations in the first three regions and in Rostov, Chelyabinsk, and Kaliningrad. The Russian Association of Crisis Centers based in Moscow was also funded.

Program Extension

The TPID program was extended into a fourth and fifth year, but the focus on crisis centers ended due to the limited funding. Instead, the additional funds were used to "roll out" TPID activities to the southern regions: Rostov, Volgograd, Adegeya, Krasnodar. The FY 2005 program extension came from the distribution of performance funds to "rollout" the activities to southern Russia (Rostov, Volgograd, Krasnodar and Adegeya) and FY 2006 from leftover funding divided between IREX's TPID and the other USAID-funded trafficking program run by Winrock International in the Russia Far East. The additional TPID funding for the fifth year went to the Rostov partner, Association of Journalists "Aksinia," and the Krasnodar partners, Club for the Unemployed and Vektor Plus.

TPID Activities

Section II summarizes the activities of all TPID organizations engaged in **anti-trafficking** activities and **job-skills, leadership and business trainings**. This section is divided into two sub-sections, treating both of these main program components separately. While much of IREX partners' activities are similar in many respects, this section attempts to highlight some of the varied approaches and techniques that make each center unique and interesting. This section presents some of the unique achievements of IREX's partner organizations. These achievements include:

- Provision of **Counseling** through **hotlines** and **individual counseling**.
- Creation of **economic alternatives** for at-risk group through trainings;
- Stimulating **media campaigns**: the production of newspaper articles and interviews on radio and TV promoting trafficking awareness.
- **Training of trainers** for several different audiences: NGO leaders from throughout the region interested in trafficking, human rights, and/or women's issues; teachers and other educational professionals involved in extracurricular educational activities; and employment service professionals involved in job skills training.
- **Outreach and information campaigns** for area schools and universities, for city administration officials, law enforcement structures and migration and passport and visa services: informational lectures in both the capital city and other major population centers in each region. The lectures are accompanied by informational materials (handouts) distributed to students during meetings.

- Coordination between **law enforcement agencies and NGOs** on identifying and taking action against illegal firms offering work abroad and other issues through a series of round tables and seminars.
- **Training for journalists:** since journalists represent an important tool in TPID anti-trafficking efforts, all three partners carried out specially designed seminars to teach them how to make public the problem of trafficking and observe corresponding ethical norms.
- **Training for social workers** led to the creation of mutually beneficial partnership between them and anti-trafficking NGOs.
- **Anti-trafficking brochures:** their publication and dissemination helped partners to better raise awareness about the problem of trafficking and to cover a wider audience through distribution to libraries at local schools and institutes.

Regional Reach of TPID Program

The chart below details the regional reach of the TPID program based on the location of TPID partner organizations.

REGIONS WITH TPID ACTIVITIES (# of organizations)				
2001-2002	2002-2003	2003-2004	2004-2005	2005-2006
Moscow (3)	Moscow (1)	Moscow (1)		
Krasnodar (1)	Krasnodar (4)	Krasnodar (5)	Krasnodar (1)	Krasnodar (2)
Sverdlovsk (1)	Sverdlovsk (4)	Sverdlovsk (6)		
Karelia (1)	Karelia (4)	Karelia(4)		
	Rostov (1)	Rostov (1)	Rostov (1)	Rostov (1)
			Volgograd (1)	
		Kaliningrad (1)		
	Chelyabinsk (1)	Chelyabinsk (1)		

IREX's network of centers located in **Sverdlovsk, Moscow, Volgograd, Kaliningrad, Cheliabinsk, Rostov-on-Don, Krasnodar, and Karelia** regions includes a total of 23 engaged primarily in anti-trafficking activities – including operating information lines, spreading information to schools and universities, and meeting with government officials and NGOs to promote the issue. Seven organizations located in the capital cities of Petrozavodsk, Ekaterinburg, and Krasnodar work exclusively on job skills, leadership, and business trainings. Job skills and leadership courses are taught by one organization, whereas business trainings are conducted by another organization.

Taking into consideration USAID suggestions and TPID's program experience, IREX designed and implemented a cycle of anti-trafficking activities in four southern regions of the Russian Federation: the Rostov Region, the Krasnodar Region, the Republic of Adygeya and Volgograd. IREX selected the Aksinya Association of Journalists to implement their anti-trafficking project entitled "Do Not Risk-2" in the Rostov Region, The Club of the Unemployed to realize their project "Center of Anti-Trafficking" in the Krasnodar Region and the Republic of Adygeya, and the Volgograd Resource Center for NGOs to carry out public awareness campaigns in Volgograd.

In the final year of the project, TPID partners' work included:

- **Labor market survey:** IREX and its local partners examined the local job markets and designed their training courses relying on these findings.
- **Targeting and outreach:** IREX and its local partners consider necessary to target the truly vulnerable and not just any young women interested in job training and support. The TPID partners worked in close cooperation with employment services and Committees on Youth and Education to reach those who really needed informational and/or educational support in their intention to build their life at home.
- **Empowerment training:** Empowerment training included the examination of several components, such as self-knowledge, communication and negotiation skills, health issues, gender awareness, violence against women awareness, and information about resources available through the local social welfare system.
- **Appropriate job training:** TPID local partners provided training, and coordinated with other training institutions, which started conducting vocational courses for at-risk women. Types of job training included computer skills, office administration, book-keeping and secretarial skills.
- **Small Business Training and Grants:** During the reporting period, "Vector Plus Education" Center conducted 5 business trainings for 101 at-risk women and provided 10 Counseling for the

former trainees with the total duration of 161 academic hours. The most committed trainees prepared 7 business plans that would be examined by the expert panel and the best one will be supported by IREX

- **Counselling services:** During the reporting period, the IREX partners continued to work directly with at-risk groups through conducting informational lectures on anti-trafficking (13 meetings with 1800 at-risk women and girls), help lines' operation (over 500 referrals) and individual counselling (more than 50 personal Counseling).

Section III provides an overview of IREX's administration of the TPID program, covering all of the activities that support partner organizations in the field. IREX worked to increase the capacity of the crisis centers and other NGOs to conduct anti-trafficking work and to develop a regional network for the delivery of anti-trafficking information, education, and support services through various trainings and Counseling to support and improve partner organizations' performance.

This section also details the work done by IREX in providing informational support to partner organizations, both in the form of monitoring and monthly bulletins, as well as the support and expertise that it has brought to its partners in creating successful anti-trafficking campaigns. Finally, an overview of IREX's grant support – including small grants from business development and stipends for internships. In addition to this, program activity relating to attracting new, well-qualified partners to join the TPID network is also explored in this section.

II. Partner Activities

INFORMATION AND COUNSELING

Over the course of the project, IREX selected partners for the TPID project among crisis centers for women (initially specializing in domestic violence issues), youth organizations, or NGOs dealing in human rights. All organizations operate telephone information lines and provide information and counseling in person, often with the assistance of legal or psychological experts.

At the start of the program, public awareness campaigns were aimed at targeting trafficking schemes and warning potential victims of the danger of entering into unorthodox employment schemes with unknown job brokers, while psychological and legal Counseling for women in need of counseling services were to provide help to survivors of trafficking and their relatives or raise the self-esteem of women at risk.

By reaching out to local government personnel, law enforcement officials, journalists, local universities, and other NGOs, IREX's TPID partners have increase awareness in their local communicates and surrounding areas. The exact total number of impacted people is immeasurable; however, approximately 60,000 people during the life of the project received information about the problem of trafficking directly through the centers mentioned below.

A. CHELYABINSK

Informational Center of Public Associations Support, Sodeistvie Chelyabinsk

Organization Profile:

The center began working in 1997 and is one of the founding members of the Angel Coalition. In addition to providing social, psychological and legal support for women, the center is also and NGO Resource center and is recognized as one of the leading NGOs in Chelyabinsk.

Sodeistvie has worked with a number of funding organizations (Ford Foundation, IREX, National Democracy Institute) on gender-related projects. Under the TPID program, the center is in charge of anti-trafficking hotline in the region, individual psychological and legal Counseling, training programs, and public awareness campaigns.

Sodeistvie over the course of the project has conducted public awareness campaign through informational lectures, round tables, seminars, as well as through the dissemination of handout materials; creating economic alternatives for at-risk women by providing them with the possibility to participate in business trainings (job skills, leadership, PC, and micro entrepreneurship); establishing and strengthening cooperation with government bodies in order to join efforts in solving the problem of trafficking.

Activities April – September 2003:

Sodeistvie held a round table on April 2, 2003 on cooperation between state authorities and the community in solving the problem of human trafficking. The round table was held in the Legislative Assembly of Chelyabinsk Region and attendees included high level officials from different local governmental structures. Representatives of non-governmental organizations from the Chelyabinsk region also participated in the round table discussion. Participants shared ideas for possible cooperation on the issue of trafficking and discussed the Draft Law on Anti-Trafficking. The round table resulted in a verbal understanding of future partnership between the Migration Service, Passport and Visa Service, Department of Internal Affairs, and legislative and executive state bodies and the community. Following the round table, in May Sodeistvie published an informational bulletin, which included statements of all participants and review of international and Russian legal documents related to human trafficking.

Sodeistvie conducted a training for 10 journalists on June 20, 2003, which helped educate a team of like-minded professionals on how to effectively inform the public about human trafficking issues. Elena Uporova, producer of the Independent Radio Fund, served as a trainer for this event, which included a detailed examination of the problem of trafficking, standard and alternative methods of communication, ethics of working with victims and relatives, and information sources.

Sodeistvie conducted three job skills trainings in June 2003. With the help of Family of the World trainers, the center organized three separate seminars lasting four days each, for a total of 48 at-risk women and girls.

Sodeistvie held four separate lectures for approximately 100 people, which included students and members of the general public. In these meetings, center representatives informed participants about the problem of trafficking, described the activities carried out by the center, and disseminated informational material.

Sodeistvie participated in a two-day training in April 2003, conducted by the specialists of Ekaterina Crisis Center (Ekaterinburg), which covered topics including phone counseling in crisis situations. Sodeistvie's telephone consultants took part in the training. Since April 2003, the center's psychologist and lawyer have given 24 and 20 individual Counseling, respectively. The information line, which opened at the center at the end of March, registered 160 calls between April and September.

Activities April – September 2004:

During the reporting period April – September 2004, Sodeistvie responded to 259 calls on its assistance hotline and provided 33 personal Counseling. Using an information hotline and performing personal Counseling, Sodeistvie staff served 182 people on issues related directly to trafficking and international employment during the reporting period. One service regularly offered by the center was legal consultation for students and their parents applying for educational exchange and work programs in the United States. During such Counseling, the on-site lawyer thoroughly examined contracts and payment agreements and suggested revisions and additions to further ensure the security of the client. At the end of every consultation, clients were provided with safety information and emergency contact lists for their countries of destination.

From April – September 2004, Sodeistvie put particular emphasis on joint trainings on anti-trafficking and employment, which were conducted in Chelyabinsk as well as in other towns of the region in cooperation with the local Regional Career Guidance Center. The center conducted a total of 13 trainings for 168 seeking work. The trainings each lasted 2 days and covered such topics as the problem of human trafficking, the potential risks of being trafficked, effective job searching skills, and how to build successful business relationships.

Furthermore, Sodeistvie staff implemented a very effective program innovation in cooperation with local governmental departments. Working with the Department of Youth Crime in the Ministry of Internal Affairs, Sodeistvie ran trainings on youth crime and anti-trafficking specially designed to help law enforcement agencies refine their approach to the related issues of human trafficking and youth crime.

Partnership and Development

After many unsuccessful attempts to engage the Prosecutor General's Office on the issues of human trafficking and cooperative Anti-Trafficking, in April 2004, Sodeistvie and the Ekaterina Crisis Center managed to meet with the Deputy Prosecutor General and outline the scale of human trafficking in the Urals. After discussing statistics on human trafficking, real stories of victims, and the impact the non-governmental sector has had in the region, Sodeistvie, the Ekaterina Crisis Center, and the Prosecutor General's Office decided to explore further avenues of governmental-NGO cooperation in anti-trafficking and to conduct roundtable discussions on human trafficking for representatives of law enforcement organizations.

On May 6, 2004 Sodeistvie held a round table discussion dealing with the dangers of international exchange and employment programs administered by disreputable firms. The round table was attended by representatives of Migration and Passport and Visa Services, youth organizations, trade unions of several educational institutions and Committee on Youth Affairs. Although the participants admitted the necessity and positive influence of seeing other countries, they emphasized the

importance of preventive work among students, including informational lectures on trafficking, safety plans, and the importance of collecting emergency contacts in students' destination countries.

In June 2004, Sodeistvie published a brochure devoted to the results of the March conference and presented the results to assembled law enforcement and non-governmental organizations. Law enforcement representatives in attendance once again underscored their desire to work together against modern slavery.

In September 2004, Sodeistvie carried out a final meeting for all project participants and colleagues, presented their latest brochure on trafficking.

B. KARELIA

Maya Women's Crisis Center Petrozavodsk

Organization Profile:

Maya is a member of both the Russian Association of Women's Crisis Centers (RAWCC) and the Crisis Centers Network of the Barents region, a network that includes municipal and public crisis centers for women of Sweden, Norway, Finland and the Northwest region of Russia. Maya opened in October 1999. The crisis center closely cooperates with public organizations and municipal services, such as the Center for Social Services, shelters for women and children, the Republican Center for Assistance to Family and Children SAMPO, and others. The center has agreements of mutual cooperation with the Ministry of Internal Affairs of Karelia, the City Committee of Internal Affairs, Legal Clinics at the Petrozavodsk State University and other human rights organizations.

Maya is TPID's leading partner in Karelia, coordinating the public awareness campaign in the region and running a crisis hotline that also serves as an anti-trafficking informational line. The center's head is also employed at the City Administration Department of Informational Relations, which has proven very significant in arranging contacts with local stakeholders and government officials. Maya employs a team of professional psychologists and legal experts and as of August has official permission to use the premises of the local Social Rehabilitation center to host the center's clients (victims of violence and trafficking).

Maya's general activities have included raising public awareness about violence against women; assisting women in defending their rights; legal, psychological Counseling; supporting women's initiatives, interacting with all public structures; and creating and maintaining a database of all the organizations and services where the clients of the crisis center can get assistance.

Activities January – April 2002:

Prior to the official start-up of the program "Crisis center for women" in January 2002, Maya already began tackling women's trafficking in Petrozavodsk. Their work involved collecting information about the problem; meeting with the police's passport and visa departments, prosecutor's office, and social security departments; and an analysis of the requests that were received on the hotline of the crisis center.

The center staff discussed the problem at meetings of the Network of Crisis Centers of Barents region, which include crisis centers from Scandinavia and the rest of the Barents Sea region. They worked to develop mechanisms to render aid to Russian women who approached crisis centers of Nordic countries. Such mechanisms include crisis centers, especially in Finland and Sweden, providing addresses of embassies to Russian women who were victims of trafficking. The work of the crisis center in the Network of Crisis Centers of the Barents region is ongoing. The center maintains that these types of activities will contribute to an effective implementation of an anti-trafficking program in the Republic of Karelia, which is a border territory of the Barents region.

Public Awareness

The work of the Maya center in 2002 began with dissemination of information about the operation of their existing hotline, as well as the launch of their new activities under the TPID program. Center representatives placed announcements in papers, including the number of the hotline in phone directories distributed both in the city and in the northwest of Russia. Center representatives also informed local communities about the program at meetings and a seminar in which consultants of the center participated.

On January 17, 2002, at a session of the working group for the municipal program "Woman," Maya made a presentation on the trafficking project. The activities of the center Maya were also reflected in the report on the Republican Program "Women of Karelia" in the Women and Violence section for 2001.

The center also participated in developing the Statute of the Crisis Center in the Republican Center of Helping Families and Children. After the January 23-25 meeting in Moscow, center representatives gave interviews to journalists of the press service of the Ministry for Social Security and Media. The interviews are published in Severnyi Kurier Republican paper (published 5 times a week) and Karyalan Sanomat paper in the Finnish language (distributed both in Karelia and Finland).

Students of psychological departments of Karelian Institutes and Universities have expressed interest in the program, requesting opportunities to intern at the crisis center. The center now hosts students researching anti-trafficking issues.

In March, Maya staff organized roundtables for the city administration, law enforcement agencies, and local community representatives.

On March 7 Ms. Merzova met with the Chairman of the Government of the Republic of Karelia, Mr. Sergey Katanandov, where she introduced the center's current activities in the field of anti-trafficking. Merzova succeeded in receiving the support of the Chairman in developing a network of crisis centers and their services inside the region.

Counseling

From January to April 2002, there were 178 appeals to the crisis center, including phone calls and personal Counseling. The calls were primarily from women who had experienced different forms of exploitation. A police detective referred one young woman who tried to commit suicide. Another referral was from a psychologist of a children's hospital for an 18 year-old mother, who was leaving the maternity ward with nowhere to go. Both cases involved violations of labor laws.

From January – April 2002, the center also received appeals from seven young women who wanted to earn money abroad. In all cases these women had heard about the program and decided they would like to have more information regarding the risks. The center believes that the calls were all referrals, recommended by previous callers, promising a great word-of-mouth response to the center.

Partnership and Development:

Municipal and civic leaders from border cities of the Republic addressed the center with requests for methodological help on best practices for conducting traffick prevention campaigns.

Activities April-September 2003:

- Registered **293 calls** via center's hotline, of which 15% were trafficking related. Since traditionally Karelian women go to Finland for seasonal work in the fields, those referrals mostly handled issues with Finnish employers. Many Finnish employers pay less than agreed upon or require more work, and the women traveling to Finland do not sign contracts. The center has been instrumental in informing the public of their rights with respect to employment abroad – even if not directly related to trafficking, per se.
- Received **one call** from a man trafficked to the Moscow region and provided him with psychological consultation.
- Conducted **an informational lecture**, which was held in the Petrozavodsk Pedagogical University in April 2003 within the frames of the public awareness campaign. Also, **project presentations** were made for the Karelia Government, representatives of the Ministry of Labor and Social Development, as well as delegations from Norway and Sweden.
- Organized a **discussion** on the City Day in one of the city cafes, where the center's specialists disseminated informational materials and provided Counseling for everyone interested.
- Took part in a **meeting** of the Petrozavodsk Committee on Women's Issues in August 2003 and initiated **negotiations** with the republic's Migration Service to improve investigative services.

Activities April – September 2004:

Counseling:

During April – September 2004, Maya received 246 hotline calls and provided 31 in-person Counseling; the majority of the phone referrals and Counseling were related to seasonal employment in Finland. Clients were worried about the safety of their employment abroad, and asked the center's lawyer to verify all articles of the agreement and to provide any information that might be critically important in case of trafficking. For instance, in June the center was approached by a 49-year old teacher who became a victim of fraud. According to the signed contract, the company Russkiy Razmer was to provide informational assistance to secure employment in Finland for a 250-ruble prepayment. Moreover, the woman was obliged to return 20% of her income to the firm. After money had been paid, no one contacted the woman. To investigate the case, the center contacted the Federal Migration Service, which filed a criminal case against Russky Razmer.

Media outreach has contributed to the growth in counseling. In July 2004, a woman called the hotline, who had been brought to Karelia from Ufa in a domestic trafficking scam. Promised profitable employment in Karelia, the woman was forced to work at a local bazaar, living and sleeping on-site in her off hours. After a few months in the bazaar, she saw information about the Maya Crisis Center in a local newspaper contacted them. Maya provided psychiatric counseling and helped her return home through relatives in Ufa and the Petrozavodsk Migration Service.

Informational Seminars and Training

In May 2004 the center's specialists held an **informational lecture** for students of Karelia Pedagogical University with the participation of mass media. The meeting included the presentation of Maya activities in anti-trafficking field, a review of the problem of modern slavery, employment home and abroad, necessary safety measures for going abroad, and emergency contact information in different countries. Moskovski Komsomolets wrote a large article on the lecture.

Partnership and Development

During the reporting period, Maya continued working in the most successful direction of their activities – media and public outreach on trafficking. In the course of six months, Maya representatives participated in 16 large events in Republic of Karelia, as well as in Finland, and took this opportunity to present their project on anti-trafficking. On April 2, the center participated in the round table on supporting women in difficult life situations organized by their former partner, the Republican Crisis Center for Women and Children. In May, the center's director, Elena Merzova, took part in the City Commission on women's issues, attended the meeting of Legislative Assembly of Karelia, presented the center's activities at the meeting of the Council of NGOs under the Chief of Legislative Assembly, and spoke during a seminar on cooperation between law enforcement and public organizations.

Maya sent its delegates to attend several related events in Finland. In June 2004, the center participated in a Karelian-Finnish forum on women and reported on their anti-trafficking and human rights efforts in Russia.

Nine articles on human trafficking were published with input from the center between April and September 2004. In August, director Elena Merzova gave an extensive interview for the "Gubernia" newspaper. This meeting led journalists to investigate seasonal employment and trafficking in Finland more frequently.

Yaroslavna Women's Public Organization Kostomuksha

Organization Profile:

Yaroslavna has been supporting local women since 1999 when the center started providing Counseling to victims of domestic violence, sexual harassment and the unemployed. Though in most cases Counseling provided only psychological, rather than legal, support, this work was an important opportunity for trafficking victims to seek help.

The local mining industry employs men, primarily, leaving women underemployed or unemployed. Few other opportunities force them to consider the illicit sex trade or seek foreign marriage. Furthermore, illegal work in Finland is an attractive source of income for Russian women, which increases the dangers of trafficking in this city as well.

Yaroslavna developed a project that includes a trafficking hotline, personal legal and psychological Counseling, job skills and leadership trainings, a micro-entrepreneurship training program, an informational campaign, and outreach to local government bodies.

Activities April – September 2003:

Yaroslavna registered a total of 377 calls, most of which (65%) were directed to the center's job skills and micro-entrepreneurship training program. Eleven percent of calls were related to questions about marriage abroad, including questions about- or reporting on dubious marriage agencies. Yaroslavna provided a total of 55 individual Counseling. The center's psychologist and legal adviser provided the Counseling. Some women turned to the center for employment assistance. Six women requested legal advice on foreign ex-husbands' obligations after divorce.

Yaroslavna organized computer skills, micro-entrepreneurship and job skills trainings, which attracted 150 at-risk women and provided a series of informational lectures in May 2003 at schools in Kostomuksha and in the neighboring city of Segezha.

During this period, Yaroslavna held meetings with representatives of firms that issue visas, city passport services, and heads of social services and organized meetings with State Duma Deputy of the Republic of Karelia, Anton Myaki. Yaroslavna also developed strong contacts with the local marriage registrar's office and presented a security plan and the center's contact information to women that plan to marry foreigners.

Yaroslavna organized tours through the Republic of Karelia, together with the deputy head of the Department on Social Policy regional administration. The tours visited Kem and Loukhi regions, meeting with heads of local government and presenting Yaroslavna's anti-trafficking project, which raised awareness of the issue among local stakeholders.

In July 2003, Yaroslavna launched its website related to trafficking, www.womcenter.narod.ru.

Activities April - September 2004:

Yaroslavna specialists continued to offer psychological and legal support to women interested in marrying foreigners (mostly from neighboring Finland), or who had married foreign men and now found themselves in abusive marriages. Specialists provided 83 in-person Counseling. A majority of the 81 phone calls received concerned legal aspects of marriage in Finland, questions on receiving Finnish citizenship, legal aspects of raising children born abroad before and after marriage, and information on relevant Finnish legislation.

Seminars and Training

From April – September 2004, Yaroslavna carried out 2 trainings on job skills in which 23 women participated. Informational seminars continued to play an important role in the center's work. Yaroslavna staff conducted 5 lectures for 118 students in local colleges and secondary schools. The lectures included not only general information on the problem of trafficking, but also showcased an educational film by the Alexandra Crisis Center of St. Petersburg and includes practical information anti-traffic safety. In April-June 2004 the center's director, psychologist and volunteers visited 4 towns – Sortavala, Kalaamo, Belomorsk, and Muyezer – and conducted informational lectures for representatives of women's organizations and local authorities in the areas. Ironically, Belomorsk municipal authorities refused to admit the existence of human trafficking in their town, reasoning that, since there was no mention of it in the town charter, it could not be happening.

Partnership and Development

On June 7-9 2004, the local authorities of Oulu held a seminar to develop a joint prevention strategy for years 2004-2006 focused on the most acute social problems in the bordering regions. The event gathered more than 50 participants from Finland and Karelia, including representatives of local governmental administrations, relevant ministries, and NGOs. Attendees resolved to create a network of interested organizations to work together in violence prevention. Another positive result of the seminar is the willingness of Finnish colleagues to finance future joint seminars on violence and Anti-Trafficking.

On June 16-19 2004, Yaroslavna held an international seminar with Swedish colleagues to elaborate on plans for future cooperation in anti-trafficking. Swedish public organizations and authorities had

participated in the international conference held by Yaroslavna in March 2003, resulting in an agreement to work out joint trafficking seminars.

C. KRASNODAR

Obereg Women's Crisis Center Krasnodar

Organization Profile:

The Obereg Crisis Center has been operating since 1998. Obereg has focused mostly on domestic violence issues, providing psychological and legal Counseling free of charge. Their target audience is women and members of their families, victims of domestic violence, officials, civic organizations, and law enforcement bodies.

The center is in charge of carrying out individual Counseling and trainings, conducting public awareness campaigns and providing anti-trafficking hotline Counseling. Obereg provides assistance, including legal support, through its information line. Additionally, the center provides informational and resource support to partners in Armavir, Novokubansk, and Novocherkassk (Rostov-on-Don region).

Activities January – March 2002:

From February 1 through March 10, Obereg made up a strategic plan for the first year of the anti-trafficking project. Phone Counseling were not conducted in January and February as planned, however, phone lines had not yet been installed after moving to a new office.

Counseling

Staff conducted 13 personal Counseling with women who wanted to work abroad, 22 Counseling for the staff and consultants of law enforcement and state departments on the problem of trafficking, and 9 Counseling for representatives of mass media. Also, more than 20 Counseling were conducted over the Internet in conferences and forums on job opportunities.

In March alone, the center staff conducted 142 personal Counseling with women who wanted to work abroad, 37 Counseling for law enforcement officials on trafficking, and 9 Counseling for journalists. Also, more than 63 Counseling were conducted over the Internet in conferences and forums on job opportunities.

Public Awareness

Also this period, Obereg conducted 27 meetings with high-ranking officials of state and law enforcement departments in Krasnodar. Fifteen contacts with representatives of staff agencies and job exchanges were made for the purpose of information dissemination about the trafficking issue and the program. Eighteen letters were sent to mass media outlets with a set of questions to promote attention to the issue.

In March, 2,000 leaflets with the contact information and program description were distributed in universities, colleges, and schools. These leaflets were also posted on billboards and bus stops in the city. Local radio transmitted a 15-minute program on the project.

A round table with law enforcement officials was conducted on March 29. Center staff also prepared a media campaign plan and training program.

Partnership and Development

Negotiations took place for cooperation with the Committee on Affairs of the Youth of the Krai Administration to conduct trainings in the Krai. Five Krai department agreed to disseminate information packages and questionnaires about the issue. Two television companies and one radio station also agreed to report on trafficking issues more frequently.

Activities April – June 2002:

Hotline

The Krasnodar Crisis Center was the last to install the dedicated hotline which began operating from May 22.

In June, following a training with the Moscow-based "Syostry ," the center organized a training for first tier of hotline consultants. The training was conducted by the specialists of the territorial center of assistance for family and children "Family."

Counseling

In April the center staff conducted a total of 56 individual Counseling. Thirteen were for girls, 9 for their relatives and friends, 2 with state officials, and 1 with a reporter investigating trafficking issues.

In May the center staff conducted 11 personal Counseling with women who wanted to work abroad, five Counseling for the staff and consultants of law enforcement and state departments on the problem of trafficking, and three Counseling for representatives of the media.

In June the center conducted 45 total individual Counseling. Eighteen women required psychological assistance due to low self-esteem.

Public Awareness

In April, 500 posters about dangers of trafficking were placed on billboards in the central street of the city. Between April 8 and 21, social advocate Anastasia Denisova and the center's volunteers distributed three thousand leaflets among the students of the Kuban State University and the Pedagogical Institute. Also, three radio programs on trafficking and the center's activities were broadcast on local radio. Two programs on trafficking were broadcast on local television.

On April 5-6, the center's social advocate and a lawyer conducted a seminar on legal issues connected to trafficking for the hotline operators and the center's volunteers.

In May, the center staff held 7 meetings with city and regional officials, and 5 meetings with employment agencies and the municipal labor board to involve them in the public outreach on trafficking. Seven employment agencies began distributing information on the program. The center advertised the job skills and business trainings in local media.

In June, Obereg conducted 10 meetings with high-ranking local officials and 8 meetings with employment agencies and the municipal labor board to disseminate information on the project, trainings, and trafficking problem on the whole. The center took a leading role in the selection process for participants of the job skills and business trainings.

Partnership and Development

In April Obereg created a coalition with the Unity Center of Forced Refugees Assistance, which works with refugee issues. The goal of this coalition is to unite efforts of NGOs and employment agencies in the area to prevent trafficking by finding economic alternatives for unemployed refugee women.

Activities July – September 2002:

Counseling

The Krasnodar Center conducted both in-person individual Counseling as well as hotline Counseling. The center noted that most of those who used the center's resources were young girls, followed by inquiries made by parents, friends, acquaintances, and journalists. One hundred twenty four calls were inquiries about job skills and entrepreneurship training, 15 calls were about working abroad and trafficking issues, 12 were about work opportunities in Russia. Fifty three callers sought psychological assistance and 54, legal assistance.

Public Awareness Campaigns

From July – September 2002, there were five meetings held with Krasnodar and Krai officials, and eight contacts were established with employment agencies and labor exchanges that will be useful in disseminating counter trafficking information.

In terms of information dissemination and collaboration with other NGOs, the center published appropriate materials in the regional NGO newsletter "New Reality" to the PR-specialist of SRRC.

During the reporting period, the center distributed over 600 leaflets and 300 announcements with information about the telephone hotline, and over 500 informational booklets about the center. The center placed information about the business and employment trainings on the website

www.kuban.ru. The center invited 27 members of the mass media to the upcoming seminar participation, and 15 members accepted the invitation and expressed their intention to participate in the seminar.

The Obereg staff members conducted a baseline survey among the center's clients and women at risk on the issues of trafficking. There were 258 questionnaires collected and analyzed.

In August, the center established four contacts with employment agencies and labor exchanges for the purpose of counter trafficking information dissemination and program implementation.

One volunteer of the center was unable to work as a consultant on the telephone hotline, but was able to disseminate information about the center throughout the entire region of Krasnodar through extensive business-related travel for the State Committee of Statistics.

In September, there were 3 meetings held with the representatives of government structures of Krasnodar Region and 2 meetings employment agencies and labor exchanges for the purpose of information dissemination and program activities.

The center reached an agreement with the representatives of TV-channel "Contact" on the preparation of an activity report for trafficking awareness-raising.

Partnership and Development

A partnership agreement was reached with the representative of the labor exchange "Hotjob," as well as with the Administration on Cultural Affairs of Krasnodar Region that linked all Krasnodar libraries with Obereg staff. The libraries have agreed to disseminate counter trafficking materials.

In addition there was an agreement reached with the Education Administration of Krasnodar Region to give the addresses of all educational institutions and schools to ease information dissemination to students.

Additional Events

The training "Introduction to the Problem" for the new crisis hotline volunteers was held in September along with follow-up training for more experienced volunteers.

In addition to the lists of mass media and employment agencies, the center compiled a new list of all tour agencies in Krasnodar.

Activities October – December 2002:

Counseling

Within the reporting period there were 127 individual Counseling conducted.

Public Awareness Campaigns

The center collected data and analyzed the information placed in the regional media and outdoor advertisements offering the job or education abroad. Obereg staff worked on developing the center's website, and collected and prepared the information to be placed on the web. Information was also collected for the center's specialized booklet issue on the problem of trafficking.

The center continued to post announcements on business, entrepreneurship, and job skills trainings on www.kuban.ru and www.hotjob.ru. As a result, about 30% of training participants learned about Obereg's trainings through the Internet.

Activities April – September 2003:

Obereg held an informational campaign in September in the center of Krasnodar, disseminating anti-trafficking literature to 280 people. According to a follow-on survey, this anti-trafficking action was the primary source of referrals to the center's hotline.

Activities April – September 2004:

Counseling

From April – September 2004, Obereg registered 98 referrals (personal and by telephone) related to trafficking. The most common questions touched legal aspects of students' employment abroad during summer season, as well as necessary safety measures for international travel.

In one case study, two young women addressed the center with the request to look into the operations of a local agency offering employment abroad. The firm offered employment in Great Britain with an average salary of \$3000-5000 for an up-front fee of 3,000 rubles. The agency, however, would not guarantee employment, but only informational services and assistance. After the agreement was signed, the girls handed in their passports for visa and were obliged to wire \$500 for the employment services to Great Britain. At this point they contacted Obereg to investigate the firm. The Obereg lawyer advised the clients that the agency is fraudulent and assisted them with filing the application to Ministry of Internal Affairs and Committee on Consumers' Protection.

Success Story: Two cases of trafficking were registered in Krasnodar center in August and September. One of the cases was reported by the young man, whose neighbor hadn't left her apartment for over a month after returning from Poland where she was lost for almost a year. Another case was found through the collaboration with the St. Petersburg Crisis Center, which was the intermediary between Obereg and Charitas Czech, where the victim of trafficking from Krasnodar turned for help. Currently, the center is negotiating the procedure for the woman's repatriation from the Czech republic back to Krasnodar and further help in her rehabilitation process.

Training and Seminars

During April – September 2004, Obereg continued providing trafficking awareness seminars for all participants of micro-entrepreneurship and job skills trainings as well as for students of local educational institutions, giving introductory and closing remarks at all training courses offered by TPID partner organizations in the Krasnodar region.

To ensure on-going professional development of the center's specialists, Obereg, during April – September 2004 period organized 3 consecutive trainings for hotline operators dedicated to developing hotline skills, including not only providing qualified and adequate help to clients but also protecting consultants from burnout, which can be an issue in stressful situations. Eighteen operators and volunteers took part in all components of the training cycle.

From April – September 2004, the center continued its partnership with Youth Human Rights Movement (YHRM) and conducted three informational seminars for students of Social Arts School, which had been founded by YHRM activists. Obereg coordinator spoke about human trafficking and its potential scope in Krasnodar Region, acquainted the participants with main directions of Obereg anti-trafficking efforts, spoke about project achievements and distributed informational materials. Among 48 participants, 10 students expressed their willingness to be Obereg volunteers.

In July 2004, Obereg staff held an informational lecture on anti-trafficking for the participants of "Kamelot" Summer Youth Camp with 30 people attending. The aim of the lecture was to inform teenagers of the danger of being trafficked, present necessary measures for a safe trip abroad and to distribute handout materials.

Partnership and Development

Having developed strong contacts with the local mass media, Obereg continued constructive cooperation during the reporting period. The center gave four interviews to the local newspapers, and seven articles on the problem of trafficking were prepared and published with Obereg's input. As a result of this media activity, public awareness of trafficking issues increased significantly.

From April – September 2004, Obereg continued to work actively with the Office of Human Rights Plenipotentiary in Krasnodar Region and in April participated in a joint round table discussion on anti-trafficking. Obereg's project coordinator shared information on trafficking victims and the center's successes during the life of the project. Obereg staff expressed their wishes of establishing a partnership with the Office of Human Rights in anti-trafficking and called for effective cooperation. The representatives of the Office acknowledged the acuteness of the problem and agreed to work on further cooperation.

In April 2004, Obereg staff and volunteers organized an anti-trafficking information campaign, walking through the streets and disseminating literature.

In September 2004, the center carried out a final round table "Cooperation Between NGOs in the Anti-Trafficking Field" for the project participants, partners and other interested NGOs of the region. During the meeting, the representatives of Obereg presented the results of their 3-year project under the TPID Program, and together with other participants developed ways of future work and cooperation in anti-trafficking.

Right Cause Krasnodar Regional Human Rights Organization Armavir

Organization Profile:

Originally an organization dealing with human rights, Right Cause joined the network of empowerment centers in the second year of the program. Armavir is a regional center in Krasnodarskii Krai, the region with the highest number of unemployed, of whom 65% are women. Over the four years of the center's work, Right Cause has provided legal Counseling for unemployed in collaboration with local Employment Center. Anti-trafficking has, therefore, become a logical extension of its activities.

Right Cause provides legal and psychological Counseling for potential victims of trafficking, both in person and through over telephone hotline, as well as job skills trainings.

Activities April – September 2003:

Counseling

Right Cause rendered legal advice to 46 people on international work, study, and marriage issues, and provided a total of 69 psychological and legal personal Counseling.

Trainings and Seminars

Right Cause launched a job skills training program, holding three-day seminars that cover general issues like resume writing, interviews, public speaking, telephone and personal negotiations with potential employers and others. Eighty-seven at-risk women took part in the program. Right Cause organized round tables with representatives of large organizations interested in alumni of the job skills trainings. The goal of the round tables was to support internship programs in the city and to provide viable employment opportunities to women, the center continued. A round table held in September was reported on all local TV-channels. Right Cause also organized informational lectures at educational institutions and dormitories of the city. Lectures were combined with opportunities for legal and psychological Counseling.

Activities April – September 2004:

Counseling

From April – September 2004, the center's hotline and specialists continued providing psychological, legal and informational Counseling and performed a total of 51 referrals related to the problem of trafficking. On the eve of the summer vacation season, the number of calls and requests for Counseling on summer employment abroad increased significantly.

Trainings and Seminars

From April – September 2004, Right Cause's specialists carried out 7 informational seminars for a total of 242 students, distributing informational materials, including safety plans and Right Cause booklets, and hotline advertisements. During this reporting period, the organization's efforts were mostly directed at other cities and towns of the region. Thus, they visited the educational institutions in Sochi, Novorossiysk and Piatigorsk. During those visits, Project Coordinator Olga Mozzhegorova began with a presentation of Right Cause and its anti-trafficking activities under TPID Program, then proceeded to an overview of the problem of modern slavery, including its causes, forms, and consequences. To make the meeting more interactive, she encouraged the participants to share their opinions and thoughts and encouraged them to work out their own safety plans. Every seminar ended with participants receiving Right Cause informational materials.

Along with the above-mentioned visits, the project coordinator and psychologists carried out job skills trainings in Sochi, Novorossiysk, and Piatigorsk for 41 students of local educational institutions and representatives of youth organizations. The participants expressed their gratitude to the trainers, finding all presented information new and very useful. At the end of the visit, they asked Right Cause specialists to come once again and carry out similar trainings in other educational institutions. The specialists also conducted three trainings in Armavir as well, with the total participation of 25 people.

Partnership and Development

Right Cause broadcast a total number of 316 Public Service Announcements with information about the trafficking hotline on Armavir's local television station.

On June 30, 2004 the organization carried out a final round table on the results of the project. Right Cause invited all their partners from City Administration, non-commercial sector, law enforcement structures and mass media. All the participants acknowledged the high social importance of the project, and its positive impact on the situation in Armavir. Participants also remarked on the urgent necessity of such educational courses such as job skills trainings.

Krasnodar Regional Organization Impulse Novokubansk

Organization Profile:

Impulse has been working since 2001, providing psychological and legal help to citizens of Novokubansk and Uspenskoe village by assisting them with their self-esteem and self-development. The organization's specialists provide free psychological and legal help to the local citizens and take active role in city's social life. The center is in charge of individual Counseling and trainings as well as public awareness campaign in the city.

Activities April – September 2003:

Impulse provided a total of 65 personal Counseling. The center's psychologist and legal adviser provided the Counseling. Most of the referrals were regarding legal ways of traveling abroad for work. Psychologists mostly provided career advice.

Impulse provided job skills and empowerment trainings, vocational training opportunities for women at risk and computer skills seminars. One-month vocational trainings are of especial importance since they provide trainees with a hands-on experience of work and a popular profession.

Impulse conducted informational lectures, which were mostly directed to secondary school graduates.

The center's informational stand was also presented at a local job fair held in August 2003.

D. Moscow

Russian Association of Crisis Centers for Women Stop the Violence Moscow

Organization Profile:

The Moscow Crisis Center for Women "ANNA" founded RACCW in 1994 with support from several regional crisis centers (among them centers from Ekaterinburg, St. Petersburg, Nizhniy Tagil and other cities). RACCW's main scope of activities has been organizing training programs on gender issues throughout Russia as well as public and educational campaigns on domestic violence. Their chief goal is to create a society with no violence; promote social and politic activity of Russian women and combat discrimination in all spheres of social and private life. Currently 41 organizations are members of RACCW.

RACCW's main role in TPID was to promote anti-trafficking activities among stakeholders, including the State Duma, the Ministry of Labor and Social Development, and the Ministry of Internal Affairs, etc., as well as run an information line and distribute anti-trafficking materials to the public.

Activities April – September 2003:

Counseling

RACCW established an information line in May 2003. The line received a total of 117 referrals during the program period. Four calls were from relatives of victims of trafficking – 2 girls left to work in the USA as housekeepers on tourist visas, 1 girl was trafficked in Turkey and one – in Syria. The relatives received legal and psychological support from RACCW staff, as well as information about Russian Consulates in the respective countries and what documents and data they will have to provide to the law enforcement services.

Training and Seminars

RACCW organized a seminar for representatives of several departments of the Moscow Internal Affairs Service, including heads of passport issuing services in June 2003. After the seminar, anti-trafficking posters with hotline number were placed in 15 passport-issuing departments of the city. Eighty posters were disseminated among city Employment Centers.

RACCW organized a seminar for the representatives of NGOs from 5 cities: Petrozavodsk, Tver, St. Petersburg, Kazan' and Saratov. The seminar was held on September 15 as part of the Building NGO Capacities to Prevent Trafficking and Assist In Victims project funded by OSCE.

Outreach

RACCW participated in the Interregional Congress on City Policy and Woman's Status, organized by the Moscow city government in September 2003.

RACCW gave several TV interviews. Also, RACCW played a key role in securing trafficking-related articles in Moscow and federal newspapers.

RACCW conducted negotiations with the Ministry of Internal Affairs and General Prosecutor's Office to find avenues for collaboration with law enforcement services in enforcing anti-trafficking law.

E. ROSTOV-ON-DON

Aksinia Association of Journalists Novocherkassk

Organization Profile:

Aksinia was created in 1995 as a non-for-profit association of 14 journalists, promoting women's interests in the region, protecting journalists' professional rights and supporting their professional development. The organization's activities in the sphere of human rights protection are also known in the region. Since its creation, the Association took an active part not only in media initiatives, but also in human rights and women's projects, including the Promoting and Strengthening Russian NGO Development Program (Pro-NGO), which was financed by USAID and administrated by IREX.

Under the TPID program in 2003-2004, Aksinya conducted a project entitled "Do Not Risk!" The title speaks for itself and reveals its main objective – to carry out anti-anti-trafficking campaigns for at-risk groups. This project reached its target groups through coverage in local mass media, by distributing informational materials, and through direct contacts with at-risk women.

Activities April – September 2003:

Counseling

Aksinia registered a total of 211 calls via the hotline. An average of 55% of calls were from those who planned to go abroad to work, marry or study. Aksinia provided legal Counseling on the labor code and working abroad. They held a total of 92 Counseling through the period of April-September 2003.

Training and Seminars

Aksinia conducted a training program, which addressed job and leadership skills as well as general issues such as role plays on self-presentation and interviews, workplace ethics, career building etc. Aksinia organized seminars on micro-entrepreneurship held by specialists from Vector Plus (please see the Empowerment Training section for details on this organization).

Publications

Aksinia published a small informational brochure named "To Marry a Foreigner," which included the primary legal and psychological aspects of international marriages. The brochure in local educational institutions, resource centers and bookstores. Aksinia also developed a passport-size leaflet on trafficking to be disseminated through the foreign passport issuing services.

Activities April – September 2004:

Counseling

Aksinia's hotline provided general information and legal advice on trafficking, job opportunities, and job searching strategies; as well as information on Aksinya's training program. A majority of callers during the reporting period were interested in traveling abroad for work or marriage and needed information on visa procedures and legal aspects of such trips. Aksinya's consultants helped all callers make more informed travel decisions based on the information they provided on the risks involved with work or marriage abroad.

Trainings, Seminars, and Outreach

Aksinya devoted July – September 2004 to an active public awareness campaign in the region. Beforehand, Aksinya had an important meeting at the Department of Education of Rostov region, which resulted in the verbal agreement to carry out informational events in Bataisk, Volgodonsk, and Aksay and distribute informational materials on human trafficking among the target audience.

In April 2004, Aksinya coordinators visited the town of Aksay and held a lecture for 43 students of the local branch of Rostov State University of Economics. During the meeting, the Aksinya coordinator spoke about human trafficking, the TPID program, and the role of Aksinya in anti-trafficking activities in Rostov region. Also, the participants saw the film "There is a golden city", which outlines the way to find safe employment abroad in a clear and entertaining manner. At the end, all participants received Aksinya brochures on anti-trafficking, and the local library, which kindly had offered its space for the lecture, was given a set of books on the problem of trafficking.

In May 2004, Aksinya specialists went to Bataysk to carry out a seminar for NGOs and mass media, and a lecture for local students. Seventeen people participated, including journalists, social workers, teachers, psychologists, and lawyers.

In June 2004, the coordinators visited Volgodonsk and led the same seminar for local NGO leaders, teachers, social workers and journalists, and an informational lecture for 34 students of Volgodonsk educational institutions.

Those outreach events were covered in a series of 12 articles in local newspapers.

Activities September 2004 – April 2005:

Counseling

From September 2004- April 2005, the Association served 244 clients through phone conversations and individual Counseling. The overwhelming majority of referrals involved requests for more detailed information on trafficking dangers and on the ways to avoid being trafficked when planning future employment or study abroad.

Also in October, the Aksiniya's specialists continued to work with a trafficking victim who participated in legal proceedings against her traffickers in 2003 and 2004 in Novocherkassk. Aksinya specialists had numerous meetings with the victim, organized special psychological counseling, and helped her to get readapted to the normal life. This support was more than needed taking into consideration the girl's and her family's grave psychological, physical and economic conditions.

Training and Seminars

Aksinya held a two-day introductory training for local NGOs interested in future joint initiatives focused on anti-trafficking in the Rostov Region. The training took place on November 4-5 2004, and gathered 23 representatives of various regional organizations from 20 districts of the Rostov region. In the last section of the training the participants, under the direction of Aksinya, designed their own anti-trafficking mini-projects for future financing. Afterwards, in the full accordance with signed agreements, each participant conducted a similar lecture on trafficking in her/his respective community.

On December 22, 2004, Aksinya coordinated a training for journalists under the direction of Ms. Elena Uporova, Deputy Editor-in-Chief of The International Radio Foundation. The purpose of the seminar was to familiarize regional journalists with the problem of human trafficking and spur them to provide more press coverage and public awareness materials available on the issue. The seminar was attended by 15 journalists, including 12 representatives of regional press affiliates. Of note is Association's success in establishing partnerships with newspapers from areas that are quite remote from Rostov, such as Zverevo, Belaya Kalitva and Proletarsk.

An important component of Aksinya's public awareness campaigns was its concerted effort to establish direct contact with at-risk groups. To better embrace the target audience of Rostov region, Aksinya designed a series of outreach trips throughout the region. Outreach trips usually consisted of 2 to 3 informational lectures at various institutions, such as academies, orphanages, libraries and schools. During preliminary negotiations and after the informational meetings, Aksinya presented their anti-trafficking activities and the TPID program as a whole to local authorities. During the first 6 months of the project, Aksiniya staff visited 5 towns (Volgodonsk, Azov, Bataysk, Novoshakhtinsk and Shakhty) and conducted 12 informational lectures for at-risk groups with the total participation of 1100 people. The meetings included the multimedia presentation on the problem of sex-trafficking, including an examination of its definitions, causes, methods used by traffickers and measures that should be taken to avoid risks of being trafficked. Also, the attendees had the opportunity to see an educational film "There is a Golden City" that very easily and clearly demonstrates a general safety plan for when one is going abroad for work, study or marriage. Active discussion that usually following the lectures showed that Aksinya's informational campaigns in regional mass media outlets had already brought results. Many girls had heard about the problem and were aware of the methods used by recruiters. They were very interested in finding out the scale of the phenomenon and more about specific cases of trafficking in Rostov region. Every lecture was followed letters of thanks from the local authorities and an immediate reaction in the press.

Finally, Aksinya implemented one more technique to communicate with the target audience. Starting in February, they began organizing regular showings of "Lilya Forever" for students, which were followed by group discussion. So far 3 showings have been organized. Reaching a total of 128 people.

Partnership and Development

The most outstanding event in March 2005 was the round table discussion Current Status and Perspectives of the Rostov Regional Mass Media, held on March 10 with the participation of US Ambassador Mr. Alexander Vershbow. The round table gathered the leaders of regional TV companies and newspapers, the Director of the Department on Mass Media of Rostov Region, the Director of the Federal Agency on Mass Media of the South Federal District, and many others. Aksinya staff organized and led the event.

Activities April – September 2005:

Counseling

From April – September 2005, the Association served 181 clients through phone conversations and individual Counseling. The overwhelming majority of referrals involved requests for more detailed information on trafficking dangers and on the ways to avoid being trafficked when planning future employment or study abroad. Also, about 1/5 of the calls were inquiries from local press that turned to be the organization's reliable partner.

Training and Seminars

On June 21-22, in Rostov-on-Don, the Association held a training seminar on services to trafficking victims, attended by 23 representatives from different regional social services, including 7 hotline operators, 9 psychologists, and 7 social pedagogues from 8 districts of the Rostov Region.

The seminar brought the following qualitative results:

- Psychologists and other social workers from different areas of Rostov region received information on trafficking and expressed willingness to help their clients in trafficking-related situations.
- A network of psychologists and counselors from different areas of the region was created;
- An anti-trafficking partnership plan between NGOs and social services was developed.

On June 23, Aksinya held an informational seminar at the Rostov Institute of Law entitled "Sex-Traffic Prevention in the South of Russia: Perspectives of Cooperation Between Law Enforcement Agencies and NGOs." It was attended by 20 officers of Departments of Organized crime from 7

southern regions – Dagestan, Ingush Republic, Chechnya, Kabardino-Balkaria, the Rostov region, the Volgograd region and Stavropolski Krai. The main goal of the seminar was to define the problem of human trafficking and to challenge the stereotypes related to the problem for participants. Certainly, the final objective of the meeting should have been to establish partnerships with law enforcement agencies, but, according to Aksinya, the participants were far from willing to cooperate. The officers were the most difficult audience and hardly admitted the existence of the problem of human trafficking. On the other hand, the seminar also revealed a certain lack of understanding and trust exhibited by government officials of the work carried out by non-governmental organizations.

Another important component of Aksinya's public awareness campaigns is its concerted effort to establish direct contact with at-risk groups. To better embrace the target audience of Rostov region, Aksinya continued their series of outreach trips throughout the region. Outreach trips usually consisted of 2 to 3 informational lectures at various institutions, such as academies, orphanages, libraries and schools. During preliminary negotiations and after the informational meetings, Aksinya presented their anti-trafficking activities and the TPID program as a whole to local authorities.

Thus, during the reporting period, the Association visited 10 population areas of the Rostov region and conducted informational meetings for over 1700 people.

Taking into consideration the typical slow summer period, in June and July, Aksinya turned their focus from youth audience to their parents and other adults and met with them to talk about the problem of human trafficking, recruitment methods and possible safety measures.

In August, Aksinya carried out 1 informational meeting for 28 teenagers of Shakhty Orphanage #4. The participants became acquainted with the problem of human trafficking, discussed with the lecturers its possible causes and consequences, received safety plans and viewed anti-trafficking educational films.

In September, Aksinya carried out 3 informational meetings for 488 representatives of the target group. In Persiyanovski village, they conducted one lecture for 210 students of Don State Agrarian University. These lectures also were covered by the local press.

Partnership and Development

Aksinya participated in the annual Fair for Non-Governmental organizations that took place in August in Novochoerkassk.

Below is the list of the articles on trafficking problem published by the Rostov regional press in the course of the current period:

1. "Meeting with Students", Vpered newspaper, Bataysk, 28/04/05;
2. "Slavery and the Present", Znamia shakhtera newspaper, Novoshakhtinsk, 02/04/05;
3. "Knowledge is Not Only Power, But Also a Safety Base", Novochoerkassk.ru newspaper, Novochoerkassk, 23/04/05;
4. "White Slaves", Youzhnaya Rossia newspaper, Rostov-on-Don, 15/05/05;
5. "Trafficking in Humans – A Real Danger", Nashe Tysiacheletie newspaper, Salsk, 22/05/05;
6. "Dangers are Nearby", Morozovskiy Vestnik newspaper, Morozovsk, 28/05/05
7. "Knowledge is Not Only the Force But Also the Basis of Safety", Novaya Realnost newspaper of the Southern Regional Resource Center, May 2005;
8. "Presentation of "Trafficking in Humans – A Real Danger" booklet, Youzhnaya Rossia newspaper, Rostov-on-Don, May 2005;
9. "Trafficking in Humans – A Real Danger" (on the materials of the booklet), Nashe Tysiacheletie, Salsk, May 2005;
10. "Girls, Do Not Marry... Foreigners", Semikarakorskiye Vesti newspaper, Semikarakorsk, May 2005;
11. "A Dangerous Chase for Illusive Happiness", Svetlyi Put' newspaper, Stanitsa Bagayeskaya, May 2005;
12. "Sold Brides", Vestnik Primanychia newspaper, Proletarsk, June 2005;
13. "Slavery in XXI Century", Nashe tysiacheletie newspaper, Salsk, 29.06.05;
14. "Real Stories of Russian Women Sold in Sex Slavery", Nashe Tysiacheletie newspaper, Salsk, 29.06.05;
15. "Some Aspects of Marrying a Foreigner", Nashe Tysiacheletie newspaper, Salsk, 06/07/05;
16. "Marriages with Defects", Nashe Tysiacheletie newspaper, Salsk, 13/07/05;
17. "Slavery of XXI Century", Nasha Gazeta newspaper, Zverevo, 12/08/05;
18. "Take Care of Your Own Safety", Nasha Gazeta, 12.07.05;

19. "Markets of Slaves are Prospering", Morozovskiy Vestni newspaper, Morozovsk, 22/07/05
20. "Dangers are Nearby", Bolshaya Martynovka, August;
21. "Marriages with Defects", Bolshaya Martynovka, August
22. "You Should Think About Your Safety", Bolshaya Martynovka, August
23. "This Illusive Overseas Happiness", Selsky Vestnik newspaper, Persiyanovskiy, 11/09/05;
24. "In the Search of a Better Life", Province newspaper, Gukovo, 29/09/05.

Activities October 2005 – March 2006:

Trainings and Seminars

During the reporting period the Association conducted 6 trainings for 89 unemployed women. Aksinya worked in close cooperation with regional employment centers that were in charge of recruiting the unemployed women and, besides that, they offered their premises for the trainings.

During the reporting period, Aksinya continued their public awareness campaign in the region and conducted ten informational lectures for at-risk groups from 6 population areas of Rostov region with the total participation exceeding 1500 people. During their outreach trips, the Aksinya specialists visited Zernograd, Salsk, Donetsk, Kamenolomni, Novocherkassk and Aksai and everywhere they were received with great interest and attention. Outreach trips usually consisted of 2 to 3 informational lectures at various institutions, such as academies, orphanages, libraries and schools. During preliminary negotiations and after the informational meetings, Aksinya presented their anti-trafficking activities and the TPID program as a whole to local authorities.

Labor Market Survey

To clarify the situation in the local labor market, Aksinya initiated a labor market survey of four areas in Rostov Region: Rostov-on-Don; big industrial cities with the average population more than 200 000 people; economically depressed cities; and rural areas. The analysis shows that the majority of vacancies (from 70% to 83%) offer jobs for production workers, including, on average, 20% of offers for women. The survey also showed that only 7-15% of the vacancies offer a satisfactory repayment: from 4,000 rubles in rural areas to 10,000 in Rostov-on-Don. On the basis of this survey, Aksinya was able to plan the most appropriate vocational trainings to improve women's chances for domestic employment: computer literacy; shop assistant/cashier; hair dresser or manicurist; and insurance/real estate.

Counseling

During the reporting period, the Association served 157 clients through phone conversations and individual Counseling. More than one third of the hotline referrals were inquiries regarding possible studies/work/marriage abroad – the ways to avoid trafficking dangers, precaution measures, and emergency contact numbers.

Partnership and Development

Below is the list of the articles on trafficking problem published by the Rostov regional press in the course of the current period:

- "Knowledge is a Safety Base", Voskhod newspaper, Zavetinsky area, October, 2005;
- "Find Your Destiny at Home", Donskoy mayak newspaper, Zernograd, November, 2005;
- "When Knowledge Becomes a Guard", Voskhod newspaper, Zavetinsky area, November, 2005
- "Dangerous Voyage", Salskaya step newspaper, Salsk, November 2005;
- "Find Your Destiny at Home", Nashe zerkalo newspaper, Donetsk, December 2005;
- "When Knowledge Becomes a Guard", Stepnaya nov' newspaper, Zimovniki, 23/01/06;
- "We Have Not Only Sex but Also Sex-traffic", Novocherkasskie vedomosti newspaper, 30/01/06;
- "Interview with Nina Kurasova, Aksinya Coordinator, on the risks of employment nowadays", Selskiy vestnik newspaper, Rostov region, February, 2006;
- "Instead of the Podium – to the Streets", Salskaya step, Salsk, March 2006;
- "I'm Writing Myself the Scenario of my Life", Novocherkassk.ru, Novocherkassk, March, 2006

Activities March 2006 – July 2006:

Counseling

In March, Aksinya specialists received 28 calls, including 26 related to trafficking problem (8 referrals were questions on the organization's future events, 2 were inquiries from mass media and 16 were related to work and study abroad). In May and June, Aksinya specialists received 41 calls, including 37 related to trafficking problem (13 referrals were questions on the organization's future events, 3 were inquiries from mass media and 20 were related to work and study abroad). In July, Aksinya specialists received 21 calls, including 19 related to trafficking problem (10 referrals were questions on the organization's future events, and 9 calls were related to work and study abroad).

Aksinya specialists carried out 7 informational Counseling, including 2 psychological, 1 legal and 4 informational appointments. During the conversation, the client received an irrefragable answer regarding the peculiarities of international marriages, possible risks of going abroad and marrying a foreigner, she was also provided with a set of hand out materials on anti-trafficking, including Aksinya's brochure "To Marry a Foreigner".

Trainings and Seminars

On April 26, Aksinya carried out 1 informational lecture for 150 students of Rostov College of Culture and Arts.

In April, Aksinya carried out an empowerment training in Novochoerkass with the total participation of 10 graduates of South Russian State Technical University. The selection of the participants was made with the assistance of the local employment center that also provided its space for the training. The training includes 4 modules: Introduction to the problem of human trafficking; Raising self-appraisal; Psychology of success; Searching for a job. The most active participants are invited to take part in future vocational trainings. Besides that, all the trainees are registered in Aksinya employment database.

Partnership and Development

During the reporting period Aksinya initiated the publication of one anti-trafficking material in the local Aksai newspaper "Pobeda" (15.04.06).

F. SVERDLOVSK

Ekaterina Women's Crisis Center Ekaterinburg

Organization Profile:

Ekaterina opened in 1996, with a project on domestic violence prevention. In May 1998 it became a member of the Russian Association, following which the center's head became a member of the RACCW Coordinating Council. Ekaterina has participated in numerous RACCW gender activities and public campaigns. Ekaterina has worked very closely with the press, TV and radio, giving frequent interviews, participating in talk-shows and sharing information with journalists for publication.

One of the main sources of victims of trafficking in Ekaterinburg is marriage agencies that provide their services illegally. In most cases, they are not officially registered and exist only virtually or change offices regularly to avoid detection and prosecution. Another source is tourist agencies that recruit women for short-term work abroad. Ekaterina has reported that only two employment agencies in the city that provide legitimate services to women for working abroad.

The center provides psychological and legal Counseling, runs an anti-trafficking hotline, and campaigns for public awareness in the region.

Activities January-March 2002:

Partnership and Development

In February the center's full time staff created an informational database of organizations of the city, oblast, and Uralsky Federal district who are potential partners in the project.

Center representatives also organized and conducted a meeting with leaders of the Regional Foundation of Support to Women in Business and research center Women of Russia

On March 21 they conducted an anti-trafficking roundtable. An article on the event was published in the newspaper "Podrobnosty". The event was followed by several meetings with the representatives of the Department of Organized Crime at the chief Department of Internal Affairs of the Ekaterinburg oblast.

Database

Center staff began developing a statistical database on cases of trafficking from the Internet, press publications of local media, and from statistical information of departments of Internal Affairs of Ekaterinburg.

Hotline

In March, the center signed an agreement with the phone provider Uraltelecom for installation of a separate phone line. They conducted meetings with lawyers, psychologists, and university graduates to involve them in working as volunteers on the hotline. The center opened a new crisis center in Ekaterinburg, 28 Tolmachev street.

Activities April – June 2002:

Hotline

In May, the center staff supplemented informational folders prepared for hotline operators with information on related international and Russian law, migration regulations, employment, studying abroad, and marriage to a foreigner.

Individual Counseling

The center began providing legal Counseling to the public in May and began compiling a database of international job placement agencies.

Public Awareness

In April, the center selected groups at six universities (including Ural Legal Academy, Architectural Academy, Humanitarian University, and Ural State University) to take part in a survey to determine the level of public understanding about the problem of trafficking.

In June forty students of the department of interpreters at the Humanitarian University completed the survey, and 70 students were informed of the trafficking problem. Center representatives left information on the center's activities, security plans, and brochures on the anti-trafficking program in the deans' offices of the legal, interpreter, and psychology departments. On June 10, the center staff conducted the same survey at the Sverdlov Cooperative College for 60 future managers, IT specialists, and accountants.

Business Trainings

On May 31 – June 2 in Moscow, the center's training coordinator and the trainers of the Regional Foundation for Women's Entrepreneurship Support and the center "Family of the World" participated in a training-of-trainers, Job Skills and Professional Opportunities.

Partnership and Development

Negotiations for cooperation, and confirming the plan of meetings with students began in May. To involve more respondents in the survey, the center staff conducted meetings with the rectors and deans of the Humanitarian University, Technical University, Ural State University, Sverdlov Regional Cooperative College, and Ural State Legal Academy.

Activities July – September 2002:

Hotline

Ekaterina held a training on June 9 for 6 new telephone hotline volunteers. The hotline received a total of 241 calls during this period, with the majority of the calls about job skills and entrepreneurship training and about the center's activities.

Counseling

Ekaterina psychologists provided individual Counseling in three different reception rooms of the crisis center for at-risk women on legal and safe ways to work abroad.

Public Awareness

In July the center continued broadcast a series of 6 call-in or pre-recorded talk-shows with Ekaterina staff Nadezhda Kuzina and Elena Makey.

In August, the center disseminated anti-trafficking advertisements to various media outlets such as newspapers Yest Rabota and Karyera-Ural as well as the website - www.ekaterinburg.cityout.ru, Informational Agency - Agency of Social Information.

The center made two presentations on local TV talk-shows.

Ekaterina compiled a blacklist of suspicious international job placement firms.

In September, the center placed the training advertisements for "How to Search for a Good Job" in the newspapers Kariera-Ural and Yest Rabota. The response to those ads overcame all expectations. The Ekaterinburg Crisis Center and Family of the World received so many calls from women and girls that the centers found themselves in a hard situation as they do not have enough personnel to conduct the selection interviews. They decided to simultaneously hold interviews in the office of the crisis center and the office of Family of the World in order to interview and select as many women as possible.

The center's representative introduced the crisis center's activities, including anti-trafficking, at the American Informational Center meeting of women's NGOs. They showed FNR brochures, CDs with jingles, and video tapes with social ads on trafficking. The center also provided Counseling for all the newly established regional crisis centers and helped them to write proposals for the small grant competition announced by IREX.

The center developed a model security plan and an informational booklet on the problem of trafficking which will be disseminated among various educational institutions in the city.

Baseline Survey

During the reporting period Ekaterina analyzed 336 questionnaires for the baseline survey on levels of public awareness about trafficking among students.

An overwhelming majority of those interviewed, 92.5%, had heard about the problem of trafficking, and 84% of these respondents consider trafficking in women for sexual abuse to be "common" or widespread. Twenty-one of the respondents reported having personally faced this problem, and 73% of the interviewees claimed they didn't know where to go for assistance. However, more than half of the audience expressed interest in taking part in anti-trafficking events and 65% expressed an interest in obtaining additional knowledge and information.

Partnership and Development

The center conducted counseling with the heads of the Migration Control and Visa and Passport Issuing Service that are interested in collaborative counter-trafficking work. The center assisted the Migration Service in preparing a proposal outlining mutual cooperation on the project.

Activities October – December 2002:

Hotline

The telephone hotline functioned from 12 a.m. through 4 p.m. everyday. The majority of questions were addressed to the lawyer of the center on the issues of employment abroad and issues concerning the trainings for at risk group.

One more volunteer joined the center. She is a student of Ural State University, department of psychology and sociology who is writing research work on the problem of human trafficking using the experience of the crisis center "Ekaterina".

Public Awareness Campaign

The center conducted a meeting concerning the public event for youth, Slaves of the 21st Century, dedicated to anti-trafficking. Also they monitored all the leading educational institutions and entertainment centers, which could be helpful in implementing the event. An agreement was achieved on collaborating with the Regional Committee on Youth to hold this event.

The center project coordinator Nadezhda Kuzina, participated in the TV-program dedicated to Anti-Trafficking, organized by the Radio "Voice of America", where she described the center's activities, results, and work accomplished in the region. Ms. Kuzina answered questions posed by audience members.

Ms. Kuzina also gave an interview to the "Washington Post" on the problem of women's leadership in Russia. In addition the Center recorded a twenty-minute interview on anti-trafficking on the local radio station for the "Morning Wave" program. They prepared an article entitled "Getting Married Abroad: Hidden Dangers" in the "Women's Bulletin" newspaper. Work and cooperation with the Mass Media continued in December as well. There was another program "Morning Wave" transmitted on the regional radio dedicated to the problem. Nadezhda Kuzina also gave an interview for the newspaper "Panatseya".

Ekaterina continued to search and analyze information in the media and internet on the problem. Ekaterina's volunteers carried out an investigation of four employment agencies and agencies, which provided opportunities for studying abroad and completed reports on the results. These materials will be used in Ekaterina's reference folder, and during informational meetings with students of educational institutions.

Ekaterina also conducted a competition among high school students on the problem of trafficking. Overall they received nine papers from four cities. Alexey Mukhin (Polevski) won the competition and was awarded a certificate. All participants received information materials on human trafficking and were given information, such as booklets, books, and mugs with the Ekaterina logo. The ceremony took place on December 2, 2002 at Ural State University.

Activities April – September 2003:

Hotline

Ekaterina received 377 calls via the center's informational telephone line between April and September. An average of 64% of the calls related to the center's anti-trafficking training program.

Public Awareness Campaigns

Ekaterina completed its trafficking awareness action "Russia Needs Us!" targeted students of local educational institutions in April 2003. The action included eight informational lectures in the city universities that attracted a total of 550 students. In addition to the informational lectures, the center announced an anti-trafficking poster competition and held brief program presentations for the students and teachers, with a total of 65 participants. Reports on this action were aired at local TV-channels and published in the press.

Partnerships

Ekaterina continued collaboration with FIDEX, a firm that helps local citizens apply for visas to the USA. An anti-trafficking informational stand is located in their office and staff distributes Ekaterina information to their clients.

Ekaterina maintained working contacts with local government officials: Ministry of Internal Affairs (Department of Migration, Inquests Department); and consulates of the USA, the United Kingdom, and the Czech Republic.

Activities April – September 2004:

Counseling

From April – September 2004 Ekaterina received 532 calls on its hotline and provided 24 in person Counseling.

Ekaterina continued working with students, including participants of the "Work and Travel" program and their parents, providing them with information on steps to take before traveling. Overall, Ekaterina specialists assisted 198 persons on issues related to the problem of trafficking.

Trainings and Informational Seminars

In April 2004, Ekaterina coordinator together with their colleagues from the local militia conducted a training on anti-trafficking for 20 representatives of law enforcement bodies and public organizations of Bogdanovichi (Sverdlovsk region).

In June 2004, the center held the round table entitled "Cooperation Between Governmental and Public Organizations in Solving the Problem of Human Trafficking and Fraud in Employment Abroad." This event was intended for TPID partner organizations from the Urals (Center "Family of the World", Regional Foundation of Women's Entrepreneurship Support, Russian Union of Youth, Public Organization Lana, and Information Center Sodeistvie) and Ekaterina colleagues from state bodies – the Migration Department, Department on Youth Affairs, and the Office of MFA in Ekaterinburg. The purpose of the meeting was to gather all Urals partners, to analyze the state of the problem and to develop new models for future cooperation between local authorities and the public. The representatives of all TPID centers exchanged their experience in anti-trafficking campaigns, discussed problems and achievements, and expressed their views on future steps for consequent cooperation between governmental structures and NGOs. The Migration Department presented the results of the total examination of agencies offering services in the field of employment abroad and showed that many of them were one-day firms that did not observe Labor Code regulations or any other human rights.

Public Awareness Campaigns

In June and July 2004 Ekaterina carried out an information campaign in Ekaterinburg educational institutions: Humanitarian University, Urals State Technical University, Urals State University, Urals State Medical Academy, and Urals State Pedagogical University. The center's coordinator conducted numerous informational meetings with leaders of students' trade unions, teachers, and representatives of school administration on trafficking issues and the necessity of informing students on possible risks of being trafficked. Ekaterina volunteers put up informational bulletins on anti-trafficking and advertisements of Ekaterina services available.

Partnership and Development

In April 2004, Ekaterina and the Information Center Sodeistvie had a meeting at the Office of Prosecutor General of the Urals Federal District to discuss the necessity of cooperation between law enforcement and non-commercial organizations in Anti-Trafficking.

In May 2004, Ekaterina's project coordinator and lawyer met with the specialists of Employment Licensing Office in the Migration Department. The purpose of the visit was to discuss possible ways of informing people who were planning to go abroad during summer season and to share useful information about cases of employment fraud.

Anna Shapar, an Ekaterina volunteer, developed the educational course "Crisis Centers" for "Social Work" faculty of Urals State University, which included the section on trafficking in women and support of trafficking victims. This course has been successfully implemented since September 2004.

Support Foundation (Resource Center) Partner Rezh

Organization Profile:

In collaboration with Regional Foundation of Women's Entrepreneurship Support, Partner organized a business-school that annually provides business education o up to 80 women. Partner also serves as a local resource center and provides Counseling to NGOs on fundraising and proposal writing. Among its goals Partner states NGOs strengthening, promotion of NGOs collaboration with local government as well as social journalism development and support. Rezh is a relatively small town not far from Ekaterinburg where 84% of unemployed are women.

Activities:

Partner has opened an anti-trafficking hotline and now provides individual Counseling, implements training programs and conducts public awareness campaigns. To implement the TPID project, and developed a training programs targeted at women at-risk. Partner combines this work with trainings in micro-entrepreneurship, job skills and computer skills, and a public awareness campaign as an effective anti-trafficking tool.

Activities April – September 2003:

Partner developed a web site at <http://www.rezh.narod.ru/sochial/index.htm> in order to disseminate information on the center's activities and training program more effectively. Also, informational stands with materials on trafficking have been placed at local educational institutions, employment centers, city libraries and passport and visa issuing services.

Partner conducted three job skills trainings and two computer skills courses for total of 122 unemployed women. The center has developed working contacts with the local employment service and recruited groups using the employment service database.

Partner published a brochure "Employment: Step-By-Step" in June 2003 to use as a handout during trainings job skills trainings.

Partner organized legal Counseling on employment issues in the employment center, secondary schools, university dormitories and the local teenagers club.

Russian Youth Union Kamensk-Ural'sky

Organization Profile:

The Russian Youth Union works with local NGOs, youth (including almost 600 volunteers), and government personnel, which makes it particularly well-positioned to implement anti-trafficking programs. The organization also has a many contacts in the media and business.

Incidents of trafficking in Kamensk-Uralsk have included cases of women being trafficked to Ekaterinburg or other larger cities in the Urals. A survey distributed in 2002 indicated that four out of 100 citizen respondents were aware of an incident of trafficking in this city.

Activities April – September 2003:

Trainings and Informational Seminars

Youth Union organized a **round table** for the secondary schools deputy heads to share information about the project and develop opportunities for cooperation. To promote the project in the community, Union representatives initiated meetings with the City Governor Deputy on Social Policy. In September the center was contacted by the local FSB representative who suggested help and collaboration in dealing with cases of trafficking and checking questionable travel agencies.

Youth Union conducted job skills trainings, which are aimed at assisting unemployed women in the stressful situation of having lost a job or being not able to find one, through interview role-plays. Six job skills trainings for 83 women were held in local educational institutions and the employment service office.

Youth Union conducted informational lectures on the issue of trafficking at all of the city colleges and vocational schools. A total of 387 students participated. The lectures not only included information about trafficking itself but also covered issues of job-seeking and communication skills.

Public Awareness Campaigns

Youth Union launched a public awareness campaign in May 2003 with an informational action held in Kamensk-Uralsk in the form of rock festival. The festival was held in the movie theatre and was aimed at disseminating information about trafficking to the widest possible audience. The rock concert itself broadcast video clips and radio promotions on the theme, distributed informational materials, and was reported on all the local TV and radio-channels. A total of 400 people took part.

Youth Union distributed booklets and leaflets on the problem of trafficking to the local passport issuing service for distribution and placed at informational stands in educational institutions and tax office of the employment service office. Also, the center's volunteers distributed these materials during various city celebrations, such as Youth Day and City Day.

Youth Union organized a free broadcast of the movie "Lilya 4-Ever" in July, which deals with the subject of trafficking. A total of 800 citizens saw the film.

Youth Union provided 21 Counseling, mostly concerning the labor code and contract signing procedures. Forty-five trafficking-related calls were made to the Union during the reporting period.

Activities April – September 2004:

Counseling

The hotline received 141 calls during this period. From April to September 2004, Union specialists gave 34 Counseling (personal and by telephone) related to trafficking issues. Most of them touched legal aspects of safe travel abroad (verifying labor agreements, necessary protection measures, emergency contact information in different countries).

Trainings and Informational Seminars

From April – September 2004, the Union organized 24 interactive lectures for over 800 students in local colleges and secondary schools. With the support of the Center of the World, a TPID business provider, Union staff developed a job skills program and carried out 4 employment trainings for 56 participants.

On September 10-12, 2004 Union staff carried out an anti-trafficking seminar for students in a holiday center outside Kamensk-Uralskii. The purpose of the meeting was to acquaint participants with the problem, to look for trafficking solutions, to work together on safety measures, and to relate the Union's experience in informational lectures organization. An indicator of the seminar's success can be counted that out of 26 participants, 5 have already carried out informational lectures in their educational institutions.

Partnership and Development

In May 2004, Union staff developed a web page on their Internet-site dedicated to human trafficking issues (<http://rsm.k-uralsk.ru>).

From April – September 2004, Union specialists assisted local mass media in publication and/or broadcasting of 26 informational materials on trafficking, Union anti-trafficking efforts, and the center's hotline.

On June 26, 2004 during the celebration of Youth Day, Union carried out two public awareness campaigns in the city public parks. Union staff and volunteers prepared and placed informational sheets in the parks, and volunteers distributed safety plans and Union brochures among citizens. In their turn, other Union members provided a brief summary of their anti-trafficking activities to all interested. Overall, over 100 people were informed about the problem of trafficking and more than 300 booklets were distributed.

On July 17, Kamensk-Uralskii City Day, the Union took the opportunity to conduct another informational campaign. They organized a column of marchers to participate in the city traditional carnival, carried anti-trafficking transparencies, and Union chief made a speech on their anti-trafficking activities in Kamensk-Uralskii.

At the end of September 2004 and in order to close officially their project, Union organized a rock festival to disseminate information on the problem of trafficking and Union anti-trafficking achievements to the target group. Rock-artists performances alternated with anti-trafficking video jingles and Union staff speeches. Over 400 young women and men participated in the event and received informational materials.

Lana Public Organization to Support Domestic and Sexual Violence Survivors Nizhnii Tagil

Activities April – September 2004:

Counseling

From April – September 2004 Lana gave 175 consultations, in person and by telephone.

Trainings and Informational Seminars

From April – September 2004, Lana lead 7 informational meetings for 414 students of the Nizhni Tagil Social and Pedagogical Academy and the Technical and Economical College.

Lana specialists held 4 job skills trainings for 70 participants. In addition to subjects like resume writing, interview skills, and labor market analysis, the trainings included sessions on building self-esteem and self-confidence. The effectiveness of the job skills trainings was underscored by an official request from the Nizhnii Tagil Technical and Economical College to carry out such trainings for its students after the termination of TPID program.

Partnership and Development

From April – September 2004, Lana’s project coordinator managed to develop very strong contacts with local authorities, educational institutions, non-governmental organizations and mass media. This was achieved through an intensive public awareness campaign carried out by Lana staff. During the reporting period, Lana project coordinators carried out 15 meetings with NGO leaders, officials from City Administration, Central Library, Nizhnii Tagil Social and Pedagogical Academy, City Employment Center, mass media and other organizations.

To expand their public awareness campaign during the summer season, Lana staff organized two informational actions that were timed to public events in the city. In June, they took an active part in Social Services Fair and prepared two information booths on the problem of trafficking, distributed flyers and booklets, and spoke with all interested about human trafficking, Lana activities, and upcoming educational events. Overall, over 600 people were informed about the problem of trafficking and received Lana hand out materials. At the local Social Services Fair, Lana held the round table entitled “Youth Employment” with to discuss problems and issues regarding the adaptation of college graduates to the local labor market.

On August 15, 2004, Nizhnii Tagil City Day, Lana conducted a public awareness campaign in the streets and distributed anti-trafficking materials among townspeople. Overall, 450 persons were informed of the problem of trafficking and received corresponding information materials.

From April – September 2004, Lana continued broadcasting video jingles on their training program and informational line. In total, there were 39 transmissions. Besides that, in September, “Telecon” TV channel prepared and showed the program on Lana job skills trainings at Nizhnii Tagil Economical College. The broadcast emphasized the importance of such educational courses as one of the effective tools of Anti-Trafficking.

F. KALININGRAD REGION

Youth for Freedom of Speech (YFS) Kaliningrad
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Activities April – September 2004:

Counseling

From April – September 2004 , YFS provided legal, informational and psychological support to its clients by phone and individual consultation. YFS registered a total of 134 referrals related to human trafficking issues, receiving 141 calls on its hotline and providing 20 in person Counseling. In most cases, clients were interested in getting detailed and specific information about safe employment or studies abroad, including emergency contacts in various countries, as well as peculiarities of labor law and regulations worldwide.

Informational Seminars and Training

From April – September 2004, YFS staff began carrying out a training program called “Youth Health and Development” together with UNICEF, which included seminars on the “Prevention of High Risk Behavior.” “Prevention of High Risk Behavior” works with teachers and pupils in rural areas of the region and provides resource support to local NGOs. In accordance with their program proposal, YFS added the anti-trafficking component to this training program and developed an informational training component geared towards a youth audience.

From April – September 2004, YFS staff and volunteers conducted 24 informational events for 673 college and secondary school students in small towns of the Kaliningrad region.

On September 27-29, 2004, YFS carried out a training seminar entitled “Methodical Aspects of Human Anti-Trafficking. At the end of the event, all 20 participants expressed their willingness to look for new opportunities to work further in battling human trafficking, which has become an increasingly acute problem in the Kaliningrad Region

Partnership and Development

In April 2004, YFS published a special edition of “Volna” newspaper, which was devoted to the examination of the problem of human trafficking. The newspaper also contained YFS contact information and announcements of future trainings.

In August 2004, YFS team organized a public outreach trip throughout the Kaliningrad region. They visited 6 towns of the region, conducted a series of meetings with local authorities and representatives of educational institutions, spoke about the problem of trafficking and presented their anti-trafficking efforts, disseminated informational materials and discussed future cooperative efforts. From April – September 2004, with the assistance of YFS, 16 articles and interviews on anti-trafficking were published in local newspapers.

G. Volgograd Region

Volgograd Resource Center for NGOs Volgograd

The Volgograd Region's inclusion in the TPID network grew from the program's intention to expand the geography of the program and to attract at least one more partner that would focus its activities on three major anti-trafficking goals: Prevention, Protection and Prosecution. To realize these goals, IREX approached the most reputable NGO in Volgograd, the Volgograd resource center for NGOs, a former partner of IREX under the Pro-NGO Program. The VRC started operations in 1995 by carrying out projects in the Volgograd region directed at alleviating acute social problems, supporting public initiatives, and raising the general educational level of the community. In the last four years, the VRC participated in many initiatives, among which were the following: Creation of social and medical stations; the running of educational seminars and small grants program for NGOs; development of public campaigns on attracting private donations; creation of a charitable support program for former concentration camps' prisoners. Through their active involvement in Volgograd, the VRC managed to secure the support and cooperation of public organizations in the region, representatives of the city and regional administrations, and the local mass media.

Although the center does not possess significant experience in public campaigns directed at Anti-Trafficking, its organizational resources, coupled with professional experience and strong regional contacts make the VRC a reliable and effective partner in the region. Under the TPID Program, the VRC operate in a more limited geographical area (only in the city of Volgograd), which will allow the center to concentrate more resources and programming on the target group in the city. Their activities include public awareness campaigns for at-risk groups at local educational institutions and employment centers, and informational work with local NGOs, law enforcement agencies, mass media and the City Administration.

Activities September 2004 – April 2005:

The first scheduled training under their project was designed in order to familiarize the project's participants and the leaders of local NGOs with the problem of human trafficking. This training was developed and carried out by Aksinya Association of Journalists and IREX. IREX Senior Program Officer Anastasia Danilina presented the TPID program and shared positive results and successes achieved by 21 regional participants of IREX's anti-trafficking network. Irina Mardar, Aksinya Director, spoke about issues surrounding human trafficking, examined its roots and forms, methods used by recruiters, measures to avoid risks of being trafficked, and analyzed existing international and Russian anti-trafficking legislation. The seminar was attended by 21 representatives of different Volgograd NGOs, as well as by delegates from related state agencies.

Of note was the active participation of the local affiliate of Interpol and representatives of the Migration Department at the event. Experience with past program initiatives shows that such participation early on is a steady indicator of future success, as in most cases those agencies, are neither eager to cooperate with NGOs nor to speak publicly about the problem. In Volgograd however, Interpol and the Migration Department expressed their readiness to render support and provide necessary informational Counseling. Participating NGO leaders received new knowledge and motivation to participate in future anti-trafficking initiatives. All training participants were provided with TPID posters, an IREX informational booklet, and a set of hand- out materials prepared by Aksinya.

Counseling

In October 2004, the VRC launched an informational phone line devoted to human trafficking issues. During the reporting period the center's consultant registered 91 referrals, including 77 calls directly related to trafficking.

The VRC also organized counseling with a psychologist and a lawyer for clients requiring more professional consultation. During the 6 month project period, the specialists rendered 32 individual consultations.

Trainings

The dissemination of information on the problem of trafficking is designed to be the most important and large-scale component of the VRC project, and, naturally, public campaigns are aimed to embrace different target groups, including students, the unemployed, journalists, local officials and related NGOs.

During the first six months of their project, the VRC carried out 7 informational lectures for almost 200 students of different educational institutions. In December and January, the VRC provided out 3 informational lectures for the students of Volgograd State Pedagogical University on the topic of sex-anti-trafficking among young women. In February, the VRC held two informational lectures for students of Night School #26 and, in March, the center held 2 lectures for 113 students of Russian State Trade and Economical University.

On December 1, 2004, the Volgograd Resource Center organized an informational seminar entitled "Coverage of Human Trafficking Issues in the Mass Media: The importance of Information in Countering Sex Trafficking". They invited Mr. Dmitry Grushevskiy, a reputable journalist and professor, to conduct the training. The seminar included a review of issues surrounding illegal migration and trafficking in women in Russia. Mr. Grushevskiy also paid special attention to the peculiarities of covering these topics in the media and corresponding ethical norms. Unfortunately, due to the forthcoming gubernatorial election in the region, only 5 journalists took part in the seminar.

Partnership and Development

As a relative newcomer to anti-trafficking initiatives, the VRC made considerable efforts during the TPID program roll-out to present their new operations to program partners. In October the VRC carried out 5 introductory meetings: with the Director of the Methodology Center (under the Department of Education), with the Deputy editor-in-chief of "Delovoe Povolzhie" newspaper (to introduce the project), with the representatives of Department on Education and Science (to discuss future cooperation and lectures for students), with the Dean of one of the local academies (to schedule future informational lectures) and with the editor of the newspaper "Molodoy Svezhee Reshenie" (to present the project and to enlist future informational support).

On December 3, 2004, the VRC organized a round table discussion entitled "The Role of Social Partnership in Anti-Trafficking". It was devoted to examining the role and place of state and non-governmental structures in realizing anti-trafficking measures. The round table discussion resulted in a number of valuable ideas for future anti-trafficking events to be focused on at-risk groups. Participants also agreed to distribute VRC informational materials among their colleagues and to carry out informational events with the VRC support.

During the reporting period Volgograd newspapers published 3 articles on the problem of trafficking and the efforts undertaken by the VRC. In November there was also a TV broadcast presenting the VRC anti-trafficking activities in the region. In March, the center worked out a special informational letter for mass media and distributed it among Volgograd newspapers and Internet editions in order to raise press interest in human trafficking issues. This letter described in details the problem of human trafficking, cited current statistics, presented the anti-trafficking project carried out by the VRC and invited all journalists to cooperate in raising public awareness of human trafficking issues.

Activities April 2005 – September 2005:

Counseling

The VRC informational helpline, launched in October 2005, registered 151 calls during the reporting period. The center provided 31 Counseling on trafficking and employment problem, including 26 rendered after informational lectures at employment centers in September.

Informational Seminars and Training

The dissemination of information on the problem of trafficking among the most vulnerable groups (the unemployed, students, and orphans) was the core of the VRC anti-trafficking efforts during the reporting period. VRC carried out 12 informational lectures for almost 400 participants.

Partnership and Development

During the reporting period the VRC had a number of important meetings with state institutions that contributed to further dissemination of anti-trafficking information in the city.

On July 22, 2005, the VRC met with the Deputy Chief of the Volgograd Regional State Employment Service to discuss conducting anti-trafficking informational lectures for the unemployed. Although the parties agreed to conduct such events at Volgograd employment centers, VRC has not yet received official permission for such activity.

On September 23, 2005, the VRC organized a meeting with the leaders of Volgograd social and psychological services and, as a result, conducted a lecture for the service's main clients: teenagers and women in crisis situations. The meeting was attended by 22 people.

From April – September 2005, the center assisted in the appearance of 12 news stories related to trafficking in Volgograd mass media.

EMPOWERMENT TRAINING

To support TPID program objectives, IREX supports a network of training organizations to provide women at-risk with viable alternatives to going abroad, including practical job searching skills and professional development opportunities.

In the first three years of the program, nearly 6000 women were trained in basic job skills and nearly 720 women were trained in small enterprise development by seven organizations throughout Russia working in close contact with empowerment centers in Ekaterinburg, Krasnodar, Chelyabinsk, Rostov-on-Don regions and Republic of Karelia.

These organizations taught trainees job search strategies, resume writing, how to interview with confidence, how to adapt to a professional environment, time management, negotiation and office communication skills for greater application in the work force. At-risk women had the opportunity to participate in computer skills trainings to obtain general computer knowledge, introduction to word processing, use of The Internet and e-mail. Women interested in pursuing more ambitious opportunities could participate in micro-entrepreneurship training programs. As one of the most important and complicated elements of the TPID training program, IREX evaluated the results of all types of courses to develop the most cost- and time-effective model of the training program in this field. In all cases trainings covered issues of management, marketing, financial planning and analysis, and the basics of accounting as well as the legal issues involved in starting one's own business.

To support the women who have graduated from the TPID program in their efforts to keep their newly opened businesses afloat, training organizations continued providing mentoring services. For example, 367 hours of trainers' time in Krasnodar for the period of July-September 2003 were spent on follow-up Counseling while entrepreneurship program alumni have organized a businesswomen club to share discussions and experience in overcoming the barriers that they face.

A. KARELIA

Public Organization of Women Entrepreneurs Petrozavodsk
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Activities April – June 2002:

Hotline

During the reporting period the center received 78 calls to the hotline. The majority of calls were questions pertaining to recent publicity regarding summer work in Finland picking strawberries. The callers refused to believe that they could be mistreated and never receive any fee for their labor as they do not sign contracts with the Finnish farmers. This response attests to the fact that informational campaigns with a stronger focus on youth are necessary.

Individual Counseling:

In June the center conducted 47 Counseling. All provided information on the appropriate procedures for finding work abroad. The women were also informed about the business trainings that the center and the Regional Organization of Women Entrepreneurs began at the end of June. Many of the women considered the trainings to be an opportunity for professional development and were interviewed by the center's consultants for participation.

Public Awareness

The center developed a hotline announcement for publication in four regional newspapers. On May 16 Radio Karelia broadcast a program on the trafficking situation in the region.

In addition, the center implemented a questionnaire among women clients of the crisis center, which revealed rather interesting results. The questionnaire showed the importance of implementing anti-trafficking activities, especially telephone hotline services and trainings. It is also necessary to conduct computer courses that help girls not only improve their computer skills but also to get additional information.

Business Trainings

In April the center began identifying among the clients of the center potential participants for the business trainings. Center representatives then held selection interviews in June with women and girls at-risk to create three groups, 10 to 13 persons in each. The first groups began on June 22.

Partnership and Development

In April the center Maya participated in a meeting with Irina Bakunovich, the first Deputy Minister of the Ministry of Social Protection of the Republic of Karelia. The meeting did much to develop mutual efforts on the trafficking issue.

The center continues cooperating with the other cities of the region, particularly those on the border with Finland, assisting them in opening similar consulting services on anti-trafficking as well as hotline services. They distributed the videocassettes of social advertisements to other cities in the region.

On May 21 the center conducted a second meeting with the Council of Ministers of the Northern Countries to discuss the possibility of implementing projects for children and youth. The center plans to apply to the Council to run trainings for social advocates in schools and informational trainings for graduates of girls' schools.

In June an agreement was signed with the Moscow Helsinki Group for collaborative research on the violation of women rights in Karelia. Also, Elena Merzova became a member of the Coordination Board of the Russian Association of Crisis Centers.

Activities July – September 2002:

Hotline

From July – September 2002, the center received 193 calls, many from students from the remote villages of Karelia who finished school and moved to Petrozavodsk to study.

Individual Counseling

In June the center conducted 47 Counseling, and the participants were provided with information about the appropriate procedures for finding work abroad. The women were also informed about the business trainings. Many of the women considered the trainings to be an opportunity for professional development and were interviewed by the center's consultants for participation in the courses.

Public Awareness

In September, the center issued a booklet of the center's activities and small cards with security plans. The center discussed the dissemination of these materials in the Consulate of Finland, police departments, and the passport and visa service. Negotiations were also held with the representatives of the Customs and Visa-Passport Services in regards to printed materials about the center's activities. The booklets will be disseminated with the help of border control, visa-passport services, and other relevant departments. The center contacted the embassies of Russia in Finland, Sweden and Norway to include contact numbers that will be published in the booklets.

Partnership and Development

In September, the center continued to work on the small grants contest in the regions of Karelia. They also met with the head representatives of the Ministry of Labor and the Ministry of Social Development that monitor social service delivery in the regions. The proposals and covering letters were directed to municipal institutions and NGOs in all 18 regions of Karelia. In order to follow-up on progress, the center rang up all the addressees to monitor their progress and to provide informational support. Three organizations from Kostomuksha, Kem and Sortavala referred to the center to receive a consultation, and another 6 confirmed that they were actively writing proposals. In Kem the center collected information and transferred the printed trafficking materials.

Activities October – December 2002:

Individual and Hotline Counseling

During the reporting period the center received 399 calls on the hotline and nine personal referrals. There were three calls from women of Karelian regions regarding possible employment in Petrozavodsk.

Public Awareness

The Center continued disseminating the brochure "Working Abroad: the Freedom or Slavery?" developed by the center specialists. They are in the process of creating other printed materials, including special brochures for men. They also received an order from Ministry of Labor and Social Development (Republic of Karelia) for the development of a brochure on human rights.

In November the Center's representatives participated in "Men and Women on the Border" seminar (Oulu, Finland). This event was devoted to the problem of trafficking of Russian women and girls and their sexual abuse in Finland. Finnish representatives of state bodies, police, and non-governmental crisis centers were present. It was noted that during the last years the flow of trafficked women through the Karelian-Finnish border had risen drastically.

During the reporting period, the Center worked on developing the advertisement for the program needs, such as calendars, cards, labels, and brochures. Also, they created a special brochure for men. Moreover, they worked on creating the program logo; in January 2003 they will select the best variant.

Partnerships and Development

The center's representatives had a conversation with Mr. Fadeev, Chief of Migration Service of Republic of Karelia. He explained that every firm that deals with employment abroad should apply for registration in Migration Service. In 2003, the license regulations regarding employment companies are becoming more severe. At the end of the conversation, both parties agreed to include the phone number of Migration Service in Maya information materials.

Also, the center's specialists had a meeting with the employees of the Republican Employment Center regarding arrangement of trainings for at-risk women. The employees agreed to disseminate the information on trainings, offered to enroll girls for business trainings. They also noted that unemployed women are rather reluctant to attend psychological courses.

Moreover, in addition to the program activities, the center was busy preparing and carrying out the action against violence against women. Leaders of public-service organizations and social service bodies (about 50 people) attended the event.

Activities April – September 2003:

The Public Organization of Women Entrepreneurs:

- Held 7 trainings on leadership and job searching skills for total of 74 women in the target group;
- Conducted micro-entrepreneurship trainings for 6 groups of at-risk women (78 trainees);
- Provided a total of 56 hours of individual Counseling on business plan development and as a result developed 7 business plans, which were entered in grants competitions; and,
- Organized a round table with Finnish businesswomen and journalists, and presented programs at the Petrozavodsk Employment Center and at newly opened businesses.

Activities April – October 2004:

Trainings and Informational Seminars

The Public Organization of Women-Entrepreneurs of Karelia provided 4 job skills trainings and 3 micro entrepreneurship trainings for nearly 80 at-risk women.

The job skills training is a two-day course combining lectures on building and strengthening self-confidence with practical employment skills such as writing resumes, self-presentation, and passing interviews over the phone and in-person. At the end of the training, all participants fill out a final questionnaire that helps the trainers better understand the results and, if needed, adapt the training program to better suit the needs of future participants. The questionnaires showed that the training had a positive impact on every participant, allowing each to better assess positive and negative personal attributes and giving them more self-confidence. The participants felt empowered to apply their new skills and knowledge when looking for work and in their jobs as well.

Small business trainings lasted for three or four weeks (36 hours) depending on the participants' requests, and consisted of a theoretical course and practical Counseling on business plan development. The theoretical section covered management, marketing, basics of entrepreneurship, legal aspects of entrepreneurship, finances and taxes, and business planning.

Outreach

In addition to their training component, the organization's specialists gave two informational lectures in Petrozavodsk State University to 24 students and one lecture for 18 representatives of the Suoyarvi Administration and local public organizations. During these lectures, the organization's Director, Ms Pershina, spoke about the problem of trafficking in Russia and talked about the role of the organization of women-entrepreneurship in the TPID program. She handed out informational materials produced by other partner organizations and invited everyone interested to participate in the organization's trainings.

The organization also managed to build a very good and mutually beneficial relationship with the local Credit Union "Kazna". During the reporting period, this financial group financed the business plans of two program participants.

**Palace for Children and Youth
Petrozavodsk**

Activities April – September 2003:

Training

Palace for Children and Youth organized computer trainings for 7 groups of women at-risk (74 in total). In addition to computer literacy, women were informed about trafficking issues

Palace for Children and Youth organized a round-table on Internet resources for women where websites on subjects most interesting to women were discussed in order to provide more hands-on experience in internet searches to the trainees.

Activities April – September 2004:

Training

From April – September 2004, the Palace held 17 computer trainings on a regular basis for 156 people. The course consisted of 10 two-hour lectures covering the basics of computer literacy, including mastering such computer programs as Microsoft Word and Excel, and learning how to navigate Windows and work on the Internet. During the first lecture, the trainer provided an overview of the Anti-trafficking and Information Dissemination Program

B. KRASNODAR

**Educational Center Vector Plus
Krasnodar**

Activities April – September 2003:

Training

From April – September 2003, “Vector Plus” organized 101-hour micro-entrepreneurship training. The center enrolled four groups of trainees; a total of 83 women aged 18-36 and conducted initial interviews aimed at establishing goals and expectations. The training included psychological introduction, management, law, finance, taxation, marketing and business planning sections. The program was split into 5 or 6-week training periods, according to the group’s request. Both during and after the training period, the center’s specialists provided additional Counseling in person, via phone and e-mail, which resulted in 11 business plans provided to the selection committee. Of the four groups mentioned above, two consisted mostly of citizens of rural areas and thus participation in this program was of especial importance to them.

“Vector Plus” developed a mentoring program, under which center’s specialists pay regular visits to the newly opened businesses to provide Counseling when needed. The program’s goal was to ensure successful implementation of business plans that won small grants in the previous reporting period, the center

“Vector Plus” launched marketing research in order to develop an informational database for women opening businesses. The fields of research included departments of local administrations (cities of Southern Russia) interested in supporting small businesses; regional chambers of commerce; the most successful small businesses and the mass media that works with small businesses. Research was carried out through telephone and personal interviews. The number of respondents totaled 44.

“Vector Plus” founded a Businesswomen’s Club for the training program alumni to organize businesswomen meetings on a monthly basis. The first meeting was devoted to the social and psychological issues of running small businesses and the second one included training on telephone negotiations.

Activities April – September 2004:

Training

During the reporting period the center provided a course of business studies. TPID program partner, the Crisis Center Obereg, disseminated information about the courses in local educational institutions and in public places during their own information campaigns. This approach and word of mouth resulted in a steady flow of eligible participants for the trainings. The training cycle began with distributing questionnaires to potential participants in order to better understand their social status, knowledge, and needs. The approved candidates then received study materials and began the training course, which lasted five weeks (113 academic hours).

During the first three weeks, participants learned the basics of management, marketing, psychology and law, and spent the last two weeks dedicated to a thorough study of business planning. The group of participants was mostly composed of young women aged 18-24 who were students or recently-graduated young specialists with no previous work experience. According to the questionnaires, 95% of them “were thinking about working abroad,” though most of them were barely informed of the potential dangers of doing so prior to training. All of the training participants also reported considering the idea of opening a private business in Russia, and the main purpose of their participation in the training was to get specific training in the field of entrepreneurship.

During preliminary interviews, some of the girls showed a lack of self-confidence and were not prepared psychologically to start their own businesses. During the first period of the course, trainers paid more attention to cultivating participants' self esteem and helping them determine their talents and opportunities in their home city. All of the participants were very active during the trainings and showed a lot of enthusiasm and creativity during the closing role-play, entitled "Presenting Your Business Plan".

In their final remarks, the participants stressed the significant positive changes in their psychological and emotional conditions, and expressed confidence in their business (and employment) ideas and in the tasks that lay before them. By the end of the training, each participant had prepared her own business plan and had the opportunity to perfect it during individual Counseling with the center's trainers.

During the reporting period the center's specialists conducted two computer literacy trainings for women. During the 30-hour course, the trainees mastered the basics of using a keyboard, received an overview of the basic workings of a PC, learned how to protect their computers from viruses, and learned how to create, edit and format Word and Excel documents. At the end of the course, the participants underwent exit testing to ascertain the amount of progress they had made and their overall level of materials comprehension.

Mentoring

A very important component of "Vector Plus"'s educational activity through the TPID Program is mentoring, which includes individual Counseling provided to the center's trainees both on developing their business plan and opening their business. The most common questions involved business registration, stimulating demand, pricing, marketing strategy, fundraising, and advertising techniques. The trainers spent a total of 188 hours mentoring during the reporting period.

Activities October 2005 – March 2006:

Training

From October 2005 – March 2006 "Vector Plus" trainers implemented 5 courses of business studies for 101 at-risk women. Each training cycle began with the distribution questionnaires to potential participants in order to better understand their social status, knowledge, and needs. The approved candidates then received study materials and began the course, which lasted three weeks (72 academic hours). The course consists of examination of 7 modules – Psychology, Law, Business Planning, Marketing, Management, Taxes and Finances – and ends up with the business plan presentation.

During the reporting period the center's specialists conducted six computer literacy trainings for 48 women. During the 30-hour course, the trainees mastered the basics of using the keyboard; received an overview of the basic workings of a PC; learned how to protect their computers from viruses; and learned how to create, edit and format Word and Excel documents. At the end of the course, the participants carried out final testing to ascertain the amount of progress they had made and their overall level of understanding of the material.

Mentoring

Mentoring provided to the center's trainees in the process of both developing their business plan and starting their business. The most common questions occurred were registration of the business, stimulating demand, pricing, marketing strategy, fundraising, advertising techniques, and many others. The total amount of hours spent on mentoring is 161.

Activities March – September 2006:

"Vector plus" conducted a training on PC literacy that included the examination of basic computer programs (MS Word and Excel) and Internet possibilities. During the training, the participants also have the opportunity to compose their resumes and to search for job using Internet resources

Activities April – September 2003:

Training

“Club of Unemployed” organized a job skills training program for 143 young women.

Consultation

“Club of Unemployed” provided 1,001 general Counseling to citizens of Krasnodarskii krai. .

Activities April – September 2004:

Trainings and Informational Seminars

From April – September 2004, the Club’s specialists conducted three job skills trainings for 54 at-risk women. In order to attract students, the Club published announcements in its weekly newspaper “Work and Education” and instructed Obereg volunteers to distribute information to educational institutions, libraries, dormitories and other public places. The trainers distributed questionnaires to all potential participants and interviewed them to better assess their interests and needs.

Outreach

From April – September 2004, the Club of the Unemployed continued publishing its weekly newspaper *Work and Education*, which advertises new job vacancies, posts brief resumes, posts announcements for seminars and trainings in Krasnodar. Every publication contains an advertisement for “Woman’s Career” training with a detailed description of course and admissions rules. This newspaper, together with the Club’s booklet and calendars, as well as informational materials of the TPID local partners (Crisis Center Obereg and Educational Center “Vector plus”), was disseminated by volunteers and the Club’s employees and trainees in local educational institutions, libraries, and other public places.

Activities September 2004 – April 2005:

Counseling

Taking into consideration the focus of Year Four of the program, the Club came to the decision to launch an informational phone line, not a hotline. Serving the public through the information line and personal Counseling, the Club’s consultants assisted 178 people on issues related directly to trafficking and finding employment during the reporting period. The most typical question dealt with the potential risks of going abroad and safety measures that should be taken to prevent oneself from being trafficked. The overwhelming majority of personal Counseling (52 out of 62) were informational and concerned problems with future employment of graduating students.

Informational Seminars and Trainings

The Club started its project in Year 4 of the program with the two-day introductory anti-trafficking training for its staff, regional NGOs and local authorities. The training was held on November 2-3 and representatives of 30 NGOs of the region, as well as from different offices of the local administration, were in attendance.

The other important and preliminarily scheduled training was the seminar for journalists. IREX invited Ms. Elena Uporova, Deputy Editor-in-Chief of Independent Radio Foundation, to conduct an informational training session on human trafficking issues for members of the local press. The press training was held on December 20 in Krasnodar, and 10 municipal and two regional journalists took part.

February was marked by two Training of Trainers lead by the Club of the Unemployed in the Krasnodar region. On February 7, staff organized a training for regional law enforcement agencies and the Republic of Adygeya, entitled “Organizational and Legal Aspects of Anti-Trafficking Activities Carried out by Local Bodies of The Ministry of Internal Affairs”. The training was attended by the representatives of 19 corresponding government agencies

The Club of the Unemployed designed a series of informational meetings for different at-risk groups: students of local academies, unemployed women and girls, high-school students, etc. In February, the Club’s specialists conducted one meeting for 53 students of the Krasnodar Social and Economical Institute, one lecture for 34 high school students from one of Krasnodar’s secondary schools, and one informational event for 15 unemployed young women in AVANGARDE Employment Center. In March the Club’s specialists carried out their first outreach visit to one of the small towns of the region – Kropotkin. During the trip, they held one lecture for 147 students of the

local affiliate of Moscow State Open University and one meeting with 34 high-school students of one of the local secondary schools.

Partnership and Development

The Club used the month of October to prepare for the next round of trainings for local NGOs and government authorities, contacting and sending informational materials to 138 NGOs in the Krasnodar Region and the Republic of Adygeya.

During the reporting period, the Club of the Unemployed assisted local mass media in the development of 20 articles, 5 TV and 9 radio broadcasts reflecting the trafficking situation in the region and the anti-trafficking efforts undertaken by the Club's specialists.

Activities April – September 2005:

Counseling

Serving the public through the information line and personal Counseling, the Club's consultants assisted 230 people on issues related directly to trafficking and employment seeking during the reporting period.

On September 27-28, the Club carried out 47 informational consultations on trafficking and employment during the "Kuban' 2005" International Economic Forum that took place on September 27-30 in Sochi.

Seminars and Trainings

From April – September 2005, the Club concentrated their anti-trafficking efforts on conducting informational lectures for at-risk groups in various major population areas but Krasnodar. In total, the organization carried out 17 meetings that were attended by almost 1500 people.

Partnership and Development

The focus of the current anti-trafficking project – the public awareness campaign throughout the region – significantly strengthened the Club's partnerships with numerous state and public institutions in all population areas visited by the organization.

Activities October 2005 – March 2006:

Job Skills Trainings and Internship Program

During the reporting period, the Club conducted 5 two-day job skills training for 136 representatives of at-risk groups in Krasnodar and suburb territories.

An internship program was launched in February 2006 when the Club's first trainees managed to find employment and submit necessary documents. The core of the internship program is to support, both financially and psychologically, young women in their intention to seek employment at their home country. IREX provided the women with a modest stipend (\$100) to stimulate their future successful job seeking at native places. During the reporting period, 15 former training participants presented the set of documents confirming their internships at some of the local enterprises or organizations. The most popular profession, according to their documents, is secretary, and then go various types of managerial positions (sales manager, HR manager, office manager and so on).

Counseling

Serving the public through the information line and personal Counseling, the Club's consultants assisted 314 people on issues related directly to trafficking and employment seeking during the reporting period. The most typical question dealt with the potential risks of going abroad and safety measures that should be taken to avoid being trafficked.

Seminars and Trainings

The Club of the Unemployed began the current programmatic year with a series of informational lectures for students of Krasnodar technical institutions. "Stop, traffic" informational lectures were held for 229 representatives of at-risk groups in October.

Partnership and Development

Since the focus of the program was shifted to economic empowerment of women, the Club began developing their partnerships with potential employers and related institutions. For instance, on January 15, 2006, Mr. Fedorchenko, the Club's Director, met with the Chief Specialist of Krasnodar Department on Tourism and on January 23 he met with the Director of the regional sanitary center

“Dobrodeiya”. During these meetings, the Club presented their anti-trafficking activities in the region and urged the employers to hire young specialists, at least as volunteers.

Activities March – September 2006:

Hotline

From March – September 2006, Club of the Unemployed registered 183 referrals, including 125 calls related to trafficking issues such as the risks involved in clients’ possible employment or marriage abroad. 39 referrals dealt with the Club’s educational activities such as job skills trainings and informational seminars.

Individual Counseling

Club of the Unemployed conducted 19 individual Counseling: 2 psychological, 2 legal and 15 informational Counseling for at-risk women.

Educational Programs

Club of the Unemployed, on April 25-27, carried out its first job skills seminar outside Krasnodar, namely in Temriuk (near Anapa) for 250 women and girls. The seminar was organized with the assistance of Temriuk City Administration and united students from 7 secondary schools, 1 boarding school and 4 colleges.

On July 11, the Club also conducted the trafficking informational seminar for 39 representatives of Krymsk Committee on Youth Affairs. They introduced the problem of trafficking, spoke about its scale in Russia, its causes and consequences and ways to avoid being trafficked when going abroad. The Club also distributed their hand out materials, including press releases, “Carrier in Russia” book and materials provided by “Aksinya”.

Furthermore, the Club continued the realization of their internships program, so far 34 young women found internships at various enterprises of Krasnodar and received stipends from IREX.

Round Tables and Other Events

During the preparation of the outreach job skills seminar in Krymsk, Club of the Unemployed met with the Chief of local Committee on Youth Affairs and with the Deputy Chief of Krymsk Administration on social issues and discussed the opportunities for future cooperation, including future possible job skills seminars and other events for the unemployed.

C. Sverdlovsk

**Regional Foundation of Women’s Entrepreneurship Support
Ekaterinburg**

Activities April – September 2003:

Conducted eight **training programs** for a total of 117 women.

Activities April – September 2004:

Trainings and Seminars

During the reporting period the Foundation lead 3 micro-entrepreneurship trainings in Ekaterinburg as well as in the Sverdlovsk region (the villages of Rezh and Neviansk) for a total of 75 participants. The training program offered by the foundation covered a three-month period. It included not only mastering the basics of entrepreneurship (marketing, management, business planning, finances and taxes), but also workplace information technology, record keeping, and business information skills (document analysis, information selection, working with various databases, bookkeeping systems, Internet). Every cycle of the training concluded with a local business plans competition, during which the Foundation invited reputable local entrepreneurs, representatives of the Committee on Small Business Development, and other business-oriented structures to select the best the business plans presented by training program participants.

At the request of training seminar participants, each training cycle ended with an informational seminar devoted to a topic chosen by the group. In May, in cooperation with representatives of law enforcement bodies, the Foundation held a seminar devoted to tax violations, and in June the closing seminar was dedicated to leasing and other current payment services].

Outreach

Over the course of the project, the Foundation published the "Women's Bulletin" newspaper highlighting the most interesting events and issues related to the women's entrepreneurial community in the Sverdlovsk region. Indeed, a significant number of articles touched on TPID-related issues, and the entire June issue was dedicated to IREX initiatives in Anti-Trafficking, as well as a thorough review of business opened in the region with IREX support.

Center Family of the World Ekaterinburg

Activities April – September 2003:\

Conducted a **training program**, where 49 women aged 18-35 took part in. Conducted 18 **seminars** on skills for searching for and finding work for a total of 270 women. The seminars were held in addition to the job skills / leadership trainings

Activities April – September 2004:

Trainings and Informational Seminars

Three job skills training courses were held for a total of 35 participants.

Outreach

In addition to training activities, the center also carried out 4 informational lectures at local educational institutions with a total participation of 49 students and teachers.

Family of the World got in touch with the local IREX/CCR alumni and enlisted their support in securing temporary and/or permanent employment for graduates of the center's training seminars. At the end of each training program, all participants received contact information of those alumni who had open vacancies.

Business Career Ekaterinburg

Activities April – September 2006:

Provided 26 Counseling; 25 women received internship placements; conducted information roundtables for the 21 representatives of large local corporations; recommended 24 young women to participate in the Family of the World training program, who then successfully took part in the training and graduated.

IV. IREX Program Activities

The launch in 2002 of the USAID-funded Anti-trafficking and Information Dissemination (TPID) program included a significant number of program activities that will serve as the central component for development and implementation of future project goals. Training, hotline installation, and strategic planning for public awareness campaigns dominated the quarter's activities for the three crisis centers in Ekaterinburg, Krasnodar, and Petrozavodsk.

From April-June 2002, all three hotlines in Ekaterinburg, Krasnodar, and Petrozavodsk were installed. After installation of the three regional hotlines, trained hotline operators, psychologists of the Moscow Center "Syostry" held trainings for hotline operators in Ekaterinburg (April 11-13) and in Krasnodar (April 24-26) on the techniques of counseling women over the phone. In addition to hotline assistance, the centers began their first individual legal Counseling. The phone calls and Counseling received to date tended to inquire about three main areas: 1) Legal aspects of working abroad (contracts, visas, practical advice in the event a woman is trafficked); 2) Which local agencies have a legal license to provide job placement abroad; and 3) Mothers looking for their daughters who have traveled abroad.

Conferences

The first Moscow conference, How to Run an Effective Public Awareness Campaign on Anti-Trafficking, was held from January 23 through 25, 2002, providing 35 participants with a comprehensive overview of the problem of trafficking, taught by trainers experienced in the field of Anti-Trafficking. At this event, the three centers – Ekaterina, Maya, and Obereg - began strategic planning as center staff was provided with the techniques for devising local informational programs and for developing educational campaign and dissemination strategies. The centers compared and contrasted the areas of both categories of at-risk groups of women and methods of trafficking used in their particular regions. USAID and US Embassy representatives, as well as IREX and the centers' personnel, participated in the training event, which was followed by a press conference. More than 28 members of various press organizations attended, with questions and subsequent discussion lasting for more than 90 minutes. More than 16 programs and articles appeared in the media following the anti-trafficking conference.

	Mass Media	Broadcast Type
1	Radio "Freedom"	5-minute program on Jan. 25
2	Radio "Mayak"	5-minute program on Jan. 25- 27
3	Radio "German Wave"	Program on Jan. 27
4	Radio "Russia"	Program on Jan. 24
5	News on-line	Program on Jan. 23
6	Center "Social Partnership" Radio program "Addresses of Mercy"	Program on Jan. 26
7	Magazine "Itogy"	Collecting additional material for the article
8	Information Agency ROSBALT	Placed on Internet site on Jan. 23
9	Parliamentary Newspaper	Material is ready but not published yet
10	Newspaper "Izvestia"	Article published on Jan. 23
11	Newspaper "Commersant"	5-minute program on Jan. 26
12	Interfax	Placed on Internet site
13	Gazeta.ru	5-minute program on Jan. 25
14	News agency IHLAS	Published in News on Jan. 26
15	"Express Chronicle"	Published on Jan. 23
16	TV3 Channel	Program on air on March 17

Also at the conference, the centers' staff developed their preliminary strategies for public awareness campaigns:

- Krasnodar: "Trafficking in Women – A Violation of the Law"
- Ekaterinburg: Informational Campaign for Students (16-25 years old)
- Petrozavodsk: Summer Work at Farms in Finland

- Gender Integration Training, USAID, Moscow, October 8, 2002: Susan D. Somach, ITWD Fellow and Gender & Youth Advisor for USAID/Russia, held gender-integration training at USAID. Current USAID requirements, as well as USAID's strategy in Russia regarding gender-oriented activities in Russia, were discussed during the seminar.

- ABA CEELI conference, Moscow, October 9-10, 2002: The goal of the conference was to utilize the knowledge and experience of Russian NGOs in order to develop constructive recommendations for State Duma deputies on drafting a law banning trafficking in Russia. The participants included legal advisors from the American Embassy; USAID/Moscow; IOM, directors of the Moscow, Saratov, Barnaul, Ekaterinburg, Petrozavodsk women's crisis centers; IREX/Moscow; Vladivostok Center of Organized Crime; Angel Coalition and a representative of the Miramed Institute from San Francisco and NGOS from central Siberia. The main achievement of this meeting was developing recommendations that could be taken into consideration while developing the anti-trafficking law draft.

- Roundtable at the Research Institute of the General Prosecutor's Office, Moscow, October 16, 2002: The roundtable entitled "Ways and Methods of Cooperation between Prosecutor's Offices and NGOs" was held at the Research Institute of the General Prosecutor's Office under the initiative of the Association of the Women's Crisis Centers. IREX/Moscow made a presentation describing successful experiences of the partners in working with law enforcement agencies.

- International Conference "Problems in Preventive Work on Trafficking and Perspectives for Further Development in the Russian Federation", Moscow, October 28-29, 2002: At the conference initiated by the US Embassy and the State Duma Deputy Elena Mizoulina, Head of the Committee on Legislation, participants continued developing recommendations for the draft law to ban trafficking. Among the participants were representatives of crisis centers and other NGOs working on Anti-Trafficking, OSCE from Vienna and Warsaw, IOM, migration services from the Russian Far East, Ministry of Interior, deputies from the regional legislative bodies, US Embassy representatives from Bulgaria who had already passed an anti-trafficking law in Bulgaria, researchers, USAID, IREX and representatives of the Authorized Representative for Human Rights Defense in the Central Federal District.

In April 2003, IREX organized a three-day professional development seminar for representatives of all partner organizations involved in the TPID anti-trafficking activity. Each center sent at least one representative to the training to gain new knowledge in the field of anti-trafficking and interact with colleagues from the TPID network. Specialists from La Strada's International Center to Protect Women's Rights, Ukraine were invited to lead the training based on more than ten years experience that organization has in working on anti-trafficking. The trainers - Lilia Savich, Vice President and Inna Shvab, Social Programs Coordinator – demonstrated experience, knowledge, and an interactive approach to training, which was a significant boost to the abilities of center representatives to work effectively in their home communities. Please see appendix F for the agenda.

The first day of training was held for volunteers and staff of the Russian Association of Women's Crisis Centers, who had recently received a grant for establishing a telephone information line in Moscow to address trafficking-related inquiries. This day of training covered more basic elements of operating a hotline, from maintaining composure in a crisis situation, to dealing with a number of varied and difficult scenarios.

The following two days of the seminar dealt with three main aspects of NGO work in anti-trafficking:

- **Hotline Operations:** the training covered such issues as maintaining a standard of ethics and principles; techniques for dealing with crisis situations; various scenarios and how to respond to each one effectively; when to refer the caller to outside help and how to approach this situation without losing the respect of the caller.

- **Collaborating with NGOs and Government:** this topic featured tips on collaborating with NGOs and particularly government personnel; which international organizations are recommended for collaboration; pros and cons of working closely with government agencies.
- **Working with Victims:** though TPID centers do not deal with many victims in their day-to-day work, this topic was added to the training as a recognition of likelihood of growing demand in this area. The topic covered identifying a victim's needs; repatriation; and understanding proper social services needed for victim's rehabilitation;
- **Effective Anti-Trafficking Campaigning:** this covered a number of aspects of providing information on anti-trafficking, including which information is particularly effective (as opposed to too shocking); and how to develop quality materials.

The training organized by La Strada was particularly effective in that many of the topics presented were underscored with role-play exercises that allowed participants to experience the various situations for which they were preparing. Center representatives were encouraged to take part in a number of exercises first, after which the trainers repeated the scenarios and provided their own responses.

Center representatives expressed in their evaluations that overall the training provided them with new information, new approaches to anti-trafficking activities, and also an opportunity to interact with Russian colleagues in the TPID network, as well as with outside experts. IREX also benefited from collaboration with La Strada, an organization IREX had worked with for the first time in Russia. One month after the training, La Strada agreed to send each TPID center a manual for NGOs working on anti-trafficking.

Trainings

In February 2002, psychologists from the Moscow crisis center "Syostri" received training from Dr. Jean Hoareau, psychiatrist-psychologist at the Mental Health and Psychiatric Evaluation Department from the European Medical Center. Dr. Hoareau explained to the Russian psychologists the Western model for counseling women and girls suffering from low self-esteem, feelings of desperation, severe or prolonged depression, mental or physical abuse, suicidal tendencies, etc. This training will in turn be provided to the three crisis centers' psychologists by the "Syostri" staff that attended the TOT.

In January - March 2002, TPID coordinated, with the ABA/CEELI Social Advocates Program, three training workshops. The January training was devoted to the civil law, which was introduced by the advocates of the Moscow regional collegiums of advocates and lecturers from the Moscow of Economics and Law Institute. The next training, which was conducted February 14 through 17 covered the issues of the civil law process and human rights. In March, the training participants learned different aspects of the criminal law and criminal proceedings. All knowledge gained will be applied by training participants in their further work at the crisis centers in assisting victims in the courts. The April training was devoted to the new labor code introduced by representatives of the American Center of International Trade Unions Solidarity.

Grants

In April 2002, TPID staff conducted an open grant competition among existing organizations in Krasnodar, Ekaterinburg and Petrozavodsk, which provide trainings on job skills and leadership, as well as micro-entrepreneurship. The deadline for submission of applications was April 1. The winners of the competition in each region will train at-risk women and returned victims in these job and business skills.

The crisis centers also received the first portion of their technical assistance grants, and funding was provided for installation of the first two hotlines in Ekaterinburg and Petrozavodsk. The third hotline in Krasnodar will be installed at the beginning of the next quarter, now that the new premises for the crisis center has been secured. Training for hotline operators was also completed in Petrozavodsk. The first training for hotline operators was conducted March 25 through 27 in Petrozavodsk by the psychologists of the Moscow Center "Syostri."

In November 2002, IREX announced a Small Grant competition among the regional NGOs to conduct public awareness and educational campaigns for at-risk women in the related regions. A total of 13 applications were received. Eight projects were recommended for support and five projects were rejected.

The Selection Committee consisted of Lubov Yakovleva, Rector, Institute of International Business Education, Larissa Avrorina, Program Director, CAF, and Natalya Savicheva, Independent Expert.

The following 8 projects were recommended for financing:

City / Region	Organization	Project Director
Novocherkassk, Rostov Region	Association of Journalists Aksinia	Irina Mardar'
Novokubansk, Krasnodar Region	Public organization "Impulse"	Tatiana Cheretova
Armavir, Krasnodar Region	Human Rights Organizations "Pravoe Delo"	Vitaly Makarov
Kostomuksha, Karelia	Women's Public Organization Yaroslavna	Irina Sergeeva
Aramil', Sverdlovsk Region	Center for Social Assistance to Family and Children	Alena Pinigina
Rezh, Sverdlovsk Region	Foundation of Support (resource center) Partner	Tatiana Baklanova
Kamensk-Uralsky, Sverdlovsk Region	Russian Youth Union	Alexandre Malyshev
Chelyabinsk, Chelyabsinsk Region	Informational Center of Support to Public Organizations Sodeistvie	Natalia Baskova

Public Awareness Campaigns

As part of their public awareness campaigns, the crisis centers and IREX conducted a series of roundtables in March 2002 in each city for the purpose of developing a comprehensive approach to the trafficking issue by raising the awareness of local law enforcement agencies, local NGOs and governmental organizations, as well as for the purpose of creating strategic alliances among the community stakeholders involved in the prevention and prosecution of trafficking in women. Video awareness advertisements, created by Internews, were duplicated and distributed to the crisis centers, and the Independent Radio Fund produced the first jingles for use in the informational campaigns.

The crisis centers are continuing to develop partnerships in each region with key individuals and organizations that will assist them in gathering information and statistics on the number of women, interested in working abroad, as well as migration data, which will prove valuable in understanding the true level of trafficking in women. Data collection will remain a primary goal of the project, as key partnerships are created between the crisis centers and such organizations as the consulates of Norway and Finland in Petrozavodsk, the US consulate in Ekaterinburg, and the municipal government in Krasnodar.

In April 2002, the Independent Radio Fund (FNR) launched its comprehensive anti-trafficking public awareness campaigns in all three regions with a set of eight, 14-minute programs that were aired on "Radio Russi" and 50 regional radio stations. The FNR staff conducted interviews with victims of trafficking, which were included in the programs, ensuring that the security of the girls interviewed was preserved. Additionally, FNR under the TPID program issued a series of radio jingles that included the new hotline numbers of the local centers. FNR also conducted the first training for journalists in Petrozavodsk and Ekaterinburg. A total of 28 journalists attended the two trainings, which instructed the media on how to portray the trafficking issue and ethical methods when working with victims or families of victims. In response to these programs, FNR received dozens of letters from the audience with requests for brochures on working abroad.

In addition, Radio Fund issued a series of radio-jingles (330 pieces for each region) with the numbers of each center's hotline. They adapted the already existing radio-jingles to the three regions where the TPID project is being implemented. At the trainings for journalists, Elena Uporova distributed the jingles among the journalists and the crisis centers that will negotiate with the radio stations to transmit the jingles across the regions.

FNR held its first training for journalists was conducted on June 21, 2002 in Petrozavodsk. The trainers were Elena Zabadykina, consultant for the women's crisis center "Aleksandra," and Elena Uporova, producer of the Independent Radio Foundation. Nine journalists attended the training in Petrozavodsk. In Ekaterinburg, Elena Uporova conducted the training for 19 representatives of the media.

In November 2002, The Moscow women's crisis center "Syostri" issued anti-trafficking poster and handouts (calendars security plans). They will be disseminated among IREX's project partners for use in the informational campaigns. It is worth noting that the partners already developed their own informational materials, which they distributed among their target audience.

In November - December, TPID held three Introductory Seminars on Conducting Anti-trafficking Public Awareness Campaigns. The main goal of the three events held in Petrozavodsk, Krasnodar and Ekaterinburg was to initiate a network of new partner organizations that will be implementing the project in new areas: conducting informational public campaigns and disseminating the information to the target audience. One of the tasks of the training was to introduce the problem of trafficking and the way the TPID program has been implemented, to describe the responsibilities of the leading players in the program, and to work out the strategic plans of each organization for the coming year.

Karelia: November 20-21, 2002 - Karelia Hotel, Petrozavodsk
 Krasnodar: December 5 - 6, 2002 - Vector Plus office
 Ekaterinburg: December 15-17, 2002 - ISET Hotel

Training of Trainers

In April 2002, the Second Moscow training-of-trainers, Job Skills and Professional Opportunities, for business providers was conducted this quarter for representatives of the five organizations selected to provide job skills and micro-entrepreneurship trainings for women at-risk and victims of trafficking. The crisis centers of Ekaterinburg, Krasnodar and Petrozavodsk provided organizational support for those trainings, also attended.

In October – December 2002, there were overall 14 Job Skills and 9 Small Enterprise trainings conducted by the three target regions for over 385 individuals – young at-risk women.

In Krasnodar, there were 4 micro-entrepreneurial trainings conducted by Vector Plus for 87 young women between 18 and 30 years of age, 18 of whom were unemployed. Three trainees went on to receive business loans from (See the summaries of business plans below).

Work Club provided 3 jobs skills trainings for 61 young women. The selection process was held on a regular basis through the individual Counseling provided by the trainers of Work Club in cooperation with Department of Employment of the city administration and Crisis Center Obereg. After the training, participants tended to shift their professional focus from finding work abroad to seeking local opportunities within the region.

During October-December in Petrozavodsk there were 4 micro-entrepreneurial and 5 job skills and leadership trainings carried out for 95 women from at-risk group from which the majority were young girls-students. The main goal of the job skills training was to foster skills of employment in the girls-participants as the trainers noted that the most of the individuals suffered from low self-esteem that indeed blocks incentives of the girls to grow professionally; uncertainty and tendency to follow and be a victim of local behavioral stereotypes. Petrozavodsk trainees then went on to write business plans for IREX micro-loans.

In Sverdlovsk Region, business training courses were conducted in Artimovsk for 46 participant. Five business plans were supported by IREX, out of 10 submitted.

Family of the World trained 79 at-risk women from Ekaterinburg.

The table below shows the overall amount of young at-risk women, who received trainings conducted in the related regions during October - December:

	Job Skills and Leadership			Small Enterprise			Computer		
	Oct	Nov	Dec	Oct	Nov	Dec	Oct	Nov	Dec
Krasnodar	23	21	17	24	25	38	54	72	54
Ekaterinburg	47	21	11	25	24	0	20	0	24
Petrozavodsk	29	15	9	22	19	15	75	48	39
Total	99	57	37	71	68	53	149	120	117

2. Mobile trainers

Mobile trainers visited the following cities and towns to conduct public awareness and educational campaigns:

#	Region	Organization	City	Training
1	Sverdlovsk	Family of the World	Aramil, Chelyabinsk, Kamensk-Uralsky	Job Skills and Leadership
2	Sverdlovsk	Regional Foundation of Women's Entrepreneurship	Rezh	Small Enterprise
3	Krasnodar	Work Club	Novocherkassk, Novokubansk	Job Skills and Leadership
4	Krasnodar	Vector Plus Education	Armavir	Small Enterprise, Job Skills and Leadership
5	Petrozavodsk	Women Entrepreneurs	Kostomuksha	Job Skills and Leadership

The choice of the cities was based on the results of the experts' analysis of the grant applications, which were prepared by different NGOs from the above-mentioned cities and towns. Trainers identified at-risk women for the trainings.

3. Internships

An internship stipend of \$100 was issued to young women who finished either job skills or small enterprise trainings, upon presenting letters of support from the organizations or companies, which provided them with employment for two months.

Within the reporting period, 12 girls received stipends to expand their professional skills and apply the skills from the training (see Appendix F). Among them, 7 girls were from Krasnodar and 1 from Karelia. Two girls were given the opportunity to work at the Vector Plus Consulting Center as volunteers.

In Petrozavodsk the crisis center helped trainees find in state and private institutions. Interestingly, state institutions were more receptive to hosting free interns than private businesses.

4. Business Plans

Towards the end of the small enterprise training courses the women from at-risk group wrote business plans for proposed ventures, the best of which were selected by a TPID committee. Preference was given to the businesses that met a real need in the given. Below are presented the summaries of the business plans from Rezh, Sverdlovsk Region and Krasnodar, which won the contest and were supported with a start-up capital of \$1500.

Sverdlovsk Region

Five business plans were funded by TPID in Sverdlovsk Region:

Maximum Consulting Center – Oksana Maksimova, Rezh, 2002.

Maximum Consulting Center provides the full spectrum of computer services, including computer maintenance, individual counseling on IT equipment, and other services related to the usage of computers. Maximum specializes in consulting and assistance for 1C-Accounting and 1C-Entreprise programs.

Hairdressing Salon – Kovrizhnykh S.A, Rezh, 2002.

The salon provides a wide range of hair care and manicure services.

Velvet Hands Massage Salon – Liubov Khudiakova, Rezh, 2002.

The salon is open 6 days per week. Clients are offered different types of healing and body massage, for both adults and children. The salon offers competitive prices and high professionalism.

Information Center – Abakumova I.A, Rezh, 2002.

The Information Center provides services a full range of computer services. The center is dedicated to contributing to the social development of the region, helping local young people, and rendering practical assistance to managers and directors of small and medium enterprises.

Production of Tiles – Elena Putilova, Rezh, 2002.

Tile production is cost-effective because of the low input costs and the absence of competitors on the market. In the future they are planning to expand their activities to Ekaterinburg and the region. Production of Tiles manufactures colored facing tiling, non-colored facing tiling, borders, and facework.

Krasnodar Region

Three business plans were selected in Krasnodar:

The Only Shore Center for Social and Psychological Support and Family Development – Inna Nosivskaya.

This center provides social and psychological services focused on the support and development of families. The center provides psychological assistance to children of different ages and adults, and advocates to prevent psychologically abusive forms of behavior against children.

Mini Golf Club – A. Zhigina and I. Nikishina.

The Club opened in a prime location in one of the main parks in the city. The club is open to all strata of society, of any age and income. This is the only miniature golf recreation area in the city.

Avangard Professional Development Center – Nadia Al-Saffar.

Avangard assists professional socialization and development as well as employment for university and graduate students. The originality of this business plans lies in the provision of the complex of the services offered like the diagnosis and trainings and employment of the young specialists.

Avangard provides the following services: Skills trainings, lectures and seminars, job counseling, and job search assistance.

5. Monitoring

The non-commercial organization of women entrepreneurs of the Republic of Karelia made a monitoring analysis of the trainings that they conducted during the period of July – December 2002. They trained 89 young women totally. 29 of them had already employment but were unsatisfied with their jobs, the rest were students or unemployed. The trainers surveyed 53 participants who were unemployed before the trainings.

Those who took part in the survey after the training noted that the trainings helped them to solve the problem of unemployment. They raised their self-esteem and self-confidence. They also used the presentation skills at the interviews with potential employers that they had after the trainings. The participants also paid attention to the fact that the trainings led them to the idea to get a new profession.

The results of the monitoring show the dynamics of activities of the girls passed the training courses. The following table illustrates the quantitative outcome and impact of the trainings.

#	Post-Training Impact	# Individuals	% of Total
1	Number of girls employed:	12	22,6
2	Including:	(10)	(18,8)
	- employed full-time		
3	- employed temporarily	(2)	(3,8)
4	In the process of passing internship	2	3,8
5	Intend to pass internship in February-March 2003	8	15
6	Intend to pass internship in Summer 2003	16	30,2
7	Continue to study within IREX program	2	3,8
8	Intend to get a new profession after the training	2	3,8
9	Continue looking for a job	4	7,6
10	Information not available	7	13,2

Monthly Bulletin

Starting in 2003, Program Officer Anastasia Danilina generated a monthly bulletin for all centers, which features highlights from TPID program activity from every region. The monthly bulletin helped centers better understand the work being done in Russia in anti-trafficking and allowed partner organizations to learn from one another. It also helped build a feeling of “community” in this field of work that can be absent in programs that take place in a number of distant regions throughout Russia. See appendix C for a translation of the monthly bulletin.

Monitoring

To provide on-going advice, support, and evaluation to partner organizations in the TPID network of centers, IREX continued Counseling through personal and electronic communication. To ensure that centers provide appropriate statistical data on their project as well as comment on their most important event and achievements, IREX updated the activity report template, making it easier to for centers to report program statistics..

Monitoring site visits

IREX would regularly visit sites to monitor project implementation, for example, in 2002, IREX staff visited ten organizations to evaluate project progress and provide assistance when needed. Site visits provided IREX staff with the ability to interact with center representatives for a more prolonged period of time, listen to questions or concerns, and get a better sense of the work that they do. Staff would meet with local government personnel and NGO representatives, who are important contacts in the region, as a way of showing support for TPID activities and thanking them for their contribution to them. Site visits have helped alleviate small problems that often occur between partners in any given region, such as between an NGO and business trainer. Finally, IREX staff has been able to meet with small grants recipients and see the businesses that grants have supported.

DATE	ORGANIZATION	LOCATION
May 27, 2003	Crisis Center for Women Obereg	Krasnodar
May 28, 2003	Krasnodar Regional Organization “Impulse”	Novokubansk, Krasnodarskii krai
May 28, 2003	Association of Journalists Aksinya	Novocherkassk, Krasnodarskii krai
May 29, 2003	Krasnodar Regional Human Rights Organization Right Cause	Armavir, Krasnodarskii krai
May 19, 2003	Crisis Center for Women Ekaterina	Ekaterinburg
May 20, 2003	Regional Foundation of Women’s Entrepreneurship Support	Ekaterinburg
May 21, 2003	Center “Family of the World”	Ekaterinburg
May 22, 2003	Public Organization “Russian Youth Union”	Kamensk-Ural’skii,

		Sverdlovskii region
June 18, 2003	Informational Center of Public Associations Support Sodeistvie	Cheliabinsk

From April – September 2004, IREX staff visited five partner organizations to evaluate their project achievements, provide assistance if needed, and discuss opportunities of future cooperation in the 2004-2005 program period. Site visits provided IREX staff with the ability to interact with center representatives for a more prolonged period of time, listen to questions or concerns, and get a better sense of the work that they do. IREX Staff also regularly met with local government personnel and NGO representatives who are important regional program contacts, as a way of showing support for TPID activities and thanking them for their contributions and efforts. Site visits have also helped alleviate small problems that often occur between partners in any given region, such as between an NGO and a business trainer. Finally, IREX staff, during site visits, has also been able to meet with small grants recipients and see the businesses that grants have supported.

DATE	ORGANIZATION	LOCATION
July 21, 2004	Association of Journalists Aksinya	Novocherkassk, Rostov-on-Don
August 11, 2004	Crisis Center Obereg	Krasnodar
August 12, 2004	Center "Vector plus education"	Krasnodar
August 13, 2004	"Club of Unemployed"	Krasnodar
August 13, 2003	Right Cause	Armavir

From September 2004-April 2005, IREX staff visited all active TPID partners, provided consultation on financial and programmatic issues, and participated in the conduct of introductory trainings for local NGOs and governmental authorities.

On October 20, IREX SPO Anastassia Danilina visited the Volgograd Resource Center for NGOs and met with the participants of their anti-trafficking project. Participants and Ms Danilina discussed the center's calendar of events for the upcoming year and Ms. Danilina conducted a question and answer session devoted to financial reporting and other operational issues. Ms Danilina and the director of the Aksinya Center then discussed the upcoming training for NGOs. During that training, IREX representative made an oral presentation of organizational operations and involvement in the Russian Federation and placed particular emphasis on women's programs. This was followed by a presentation of the TPID Program's goals, areas of activities, and achieved results. Participants then heard a presentation by Aksinya about specific trafficking-related issues and the trafficking situation in Russia.

On November 1-5, IREX staff, together with an RACC trainer, made a trip through Moscow, Krasnodar, and Rostov-on-Don in order to conduct set-up trainings for NGOs in the respective program cities. During the trip Ms. Danilina also had the opportunity to meet with The Club of the Unemployed and Aksinya, who shared their plans for the upcoming year and discussed questions related to futures public awareness campaigns and counseling services.

DATE	ORGANIZATION	LOCATION
October 20-22, 2004	The Volgograd Resource Center for NGOs	Volgograd
November 1-3, 2004	The Club of the Unemployed	Krasnodar
November 3-5, 2004	The Aksinya Association of Journalists	Rostov-on-Don

Materials

Anti-trafficking Poster

In August 2003, IREX developed an anti-trafficking poster and distributed it throughout the network of partner centers. Previously, all materials had been produced by individual partner organizations with their own contact information. This poster features a space that allows each organization to provide their own contact information, however, the overall image and message are the same. This was done not only as a cost-saving mechanism, but also as a way of creating an identifiable product for all of TPID organizations. The poster was developed in Moscow by a local designer, but with the constant input of the TPID organizations involved in anti-trafficking. The final version was distributed to all NGOs for final review and approval before being sent to USAID for approval.

Anti-trafficking Brochure

After three years of anti-trafficking efforts, In 2004, IREX and its TPID partners in the regions have compiled solid and very valuable experience in the field. To highlight the partners' achievements and contributions to anti-trafficking in the Russian Federation, IREX decided to publish a special brochure to attract public attention to the problem of human trafficking and to show real results of TPID's three years of activity. In early August, IREX began designing the publication and gathering corresponding materials from regional program partners. The brochure will consist of the following chapters:

- Introduction
- Problem of Human Trafficking
- TPID general information with statistics, maps and photographs
- Trafficking Awareness Campaigns in key regions;
- Empowerment component of the program;
- Partner organizations' activities (general information, major achievements; success stories)
- Appendices (List of partner organizations, list of publications, list of events, fact sheet, IREX staff, etc)

The brochure was published both in Russian and English with a print run of 1000 and 100 copies, respectively in July 2005.

B. Grants

Grants Competition

On September 15, 2003 IREX announced a grant competition among the NGOs in Kaliningrad and Sverdlovsk regions and the Republic of Karelia to conduct public awareness and educational campaigns for at-risk women in the related regions. To ensure that the TPID program expands further in the rural areas and smaller cities of the regions, IREX excluded Petrozavodsk and Ekaterinburg from the list of cities eligible for participation. The deadline for proposals submission was October 15.

Small Grants

During April – September 2003, IREX received 42 business plans for the Small Grants competition from women seeking to open or expand their businesses after participating in the micro-entrepreneurship training programs in Ekaterinburg, Karelia and Krasnodarskii krai. Following completion of business training, each graduate is invited to submit a business plan. These plans are then forwarded to IREX for submission to a selection committee, which is convened separately for each region.

Three Selection Committees were held, each comprised of two Moscow-based experts and one expert per region. A total of fourteen business plans were granted financial support during this reporting period. To ensure that the final decision was well balanced and included not only a professional review of business plans but also reflected the importance of the proposed businesses for the local community, IREX invited representatives of NGO's (CAF, OCI, Eurasia Foundation) to participate along with professional business analysts, representatives of Chambers of Commerce and business educational institutions.

The selection committee members evaluated the proposed business plans according to the following criteria (each graded with maximum of 10):

- The project's goals and objectives;
- The project's originality;
- The marketing plan;
- Potential competitors;
- New job opportunities to be create;
- The business management plan;
- The financial plan;

In order to fully embrace the territory of Southwestern Russia and, indeed, the target audience, IREX/TPID decided to include in the program a series of mini-grants designed to support grassroots anti-trafficking initiatives. During introductory trainings in Krasnodar and Rostov-on-Don, programming participants - NGO leaders and local authorities - began developing their own mini-projects aimed at anti-trafficking in their communities. Overall, in December 2004, IREX received seven proposals for projects of which they supported two.

See appendix E for a list of small grants recipients.

Internship Program

From April – September 2003, a total of 53 alumni of the job skills training program participated in the internship program and received \$110 grants for work at various organizations for a period of two months. Grant recipients are recommended by organizations in Krasnodar, Ekaterinburg, and Petrozavodsk engaged in job skills and leadership activities. IREX monitors the young women's occupations and job placements to ensure they are appropriate; IREX is also responsible for wiring the stipend to each intern. The most popular positions for interns have included: lawyers' assistants; bookkeepers, and office managers. Please see appendix H for a list of internships granted during the reporting period.

C. IREX Partnership and Development:

In 2003-2004 IREX's focused its outreach and networking activities on sharing information about the project and report its achievements. IREX staff also provided input regarding the anti-trafficking law drafted in the Legislative Committee of Russian State Duma.

- **13-15 May - RACCW Conference on Domestic Violence:** To become better acquainted with the current activities of the Russian Association of Crisis Centers for Women, IREX participated in the International Conference "Safety At Home. Time To Act".
- **28-30 May – "Strategies of Legislative Lobbying at the Regional Level", Miramed:** Invited to participate in this event, IREX attended the conference held in "Izmaylovo" and received information about Angel Coalition centers in Russia.
- **4 June - Gender Training at USAID:** Anastasiya Danilina and Tamara Shatashvili participated in the Gender Integration Training in USAID held by Susan D. Somach, ITWD Fellow/ Gender&Youth Advisor with USAID/Russia and discussed current USAID requirements, USAID in Russia strategy regarding gender-oriented activities in our country.
- **27-28 June – Trafficking in Persons Conference, Nottingham UK:** Former Senior Program Officer Olga Mikheeva and Ekaterina Ustinova (currently Senior Program Officer) participated in this conference in Great Britain. Ms. Mikheeva and Ms. Ustinova made a detailed presentation of TPID and Regional Empowerment Initiatives for Women (REIW) projects administered by IREX in Russia. The presentation covered the issue of trafficking in Russia, legislature review, and major problems that IREX and its partners faced during the project implementation as well as our achievements and results up to date. As a result of the conference, IREX has developed valuable contacts in European anti-trafficking community, promoted its anti-trafficking programs and shared its experience and ideas.
- **21 July - Meeting with Anthony Eterno, Program Officer of the Office to Monitor and Combat Trafficking in Persons, U.S. Department of State:** the IREX team met Mr. Eterno to present the TPID program and share information about the Ekaterinburg and Petrozavodsk centers' activities that could be of interest to Mr. Eterno during his visit to those regions.
- **September 18 - Meeting with Jyothi Kanics, Adviser on Anti-Trafficking Issues, OSCE:** Ekaterina Ustinova and Anastasia Danilina from IREX met with Ms. Kanics to discuss current TPID activities and the OSCE/ODIHR's Strategic Approach to Concerted Action to Prevent and to Combat Trafficking in Human Beings. Ms. Kanics expressed willingness to disseminate information about the grant competition among OSCE partners in appropriate regions.
- **23 September - Meeting with John Miller, head of the Office to Monitor And Combat Trafficking in Persons of the U.S. Deptment of State:** At the request of the US Embassy in Moscow, IREX organized a meeting with Mr. Miller, inviting representatives of partner centers in Ekaterinburg, Krasnodar and Petrozavodsk. The Russian Assosiation of Crisis Centers for Women hosted the meeting and each representative made a concise presentation of their activities and their experience with respect to the questions asked by Mr. Miller, including the profile of typical victims of trafficking and relations with regional authorities. The representatives also shared their views on the draft of the anti-trafficking law and its chances for success in Russia.

During October 2004- March 2006, IREX continued to disseminate the information about the Anti-trafficking and Information Dissemination Program through direct distribution of the brochures of the same name and the press-releases on the progresses in anti-trafficking made by the TPID partners during various meetings and events attended by IREX staff throughout the Russian regions.

IREX also took part in two important meetings on anti-trafficking prosecution issues in Russian Federation. Senior Program Officer Anastassia Danilina attended an official presentation of a UNICEF report, Trafficking in Humans in Russian Federation on March 15.

On March 16, IREX participated in the 2nd All-Russian Anti-trafficking NGOs Assembly that united more than 60 non-governmental organizations involved in anti-trafficking work from every region of Russia to discuss how to combat human trafficking and how best to assist trafficking victims. The meeting was organized by the State Duma with the financial support of US Embassy. The key speaker was Elena Mizulina, Chief of Anti-trafficking Workgroup at the State Duma. She presented the report on the current situation with human trafficking in the Russian Federation, including the most accurate statistics on trafficking cases. For instance, according to the Ministry of Internal Affairs, during the year 2005, there were filed 60 criminal cases on trafficking articles in new Criminal Code, the most serious situation turned out to be in Rostov region and Primorskiy kray. Further, different high-ranking officials from OSCE, MOM, IOL, US Embassy, Ministry of Internal Affairs, etc, took the floor and spoke about their anti-trafficking initiatives in the Russian Federation.

On March 15, IREX met with its anti-trafficking colleague from the Far East – Winrock International. The parties shared the results of their similar projects, outlined ways of future cooperation and discussed the possibility of conducting a joint final conference to give their partners in the regions the opportunity to share their best practices in Anti-Trafficking.

February 3, 2006, Ms. Megan Hall, the representative of Trafficking in Persons Office, invited, among others, IREX to present their achievements in anti-trafficking field and to share their view of the general situation with trafficking in persons in the Russian Federation. Ms. Hall was very interested to get the most accurate and up-to-date information about trafficking in humans situation at all related levels: the State, law enforcement agencies, NGOs and the general public. She wanted to know in particular what the State and regional authorities had done since the adoption of two anti-trafficking articles in Criminal Code, and how did Russian NGOs managed to cooperate with law enforcement structures. The meeting was also attended by USAID, US Embassy, MOM, IOL, UN Office on drugs and some other officials. To better illustrate the TPID anti-trafficking activities, IREX brought Ms. Irina Mardar, Aksinya Director, to this meeting. Ms. Mardar presented about Aksinya's progresses in anti-trafficking activity made during 2002-2006, gave concrete numbers of at-risk women and girls who received informational, psychological, and legal support during this period and spoke about their successful cooperation with Rostov regional law enforcement agencies. In its turn, IREX gave a detailed overview of the TPID and two previous anti-trafficking programs administered by IREX.

V. Program Results/Impact

Program Targets

As noted in the quarterly and semi-annual reports, TPID met and exceeded almost all of the **training targets**. These include:

- Number of women trained in basic job skills
Y1/Y2/Y3 Target = 600/1800/3600
Reported = 309/2490/799 [missed Y3]
- Number of women trained in small enterprise development
Y1/Y2/Y3 Target = 120/240/360
Reported = 270/593/245 [missed Y3]
- Number of trainers receiving TOT skills
Y1/Y2/Y3 Target = 24/36/48
Reported = 27/45/98
- Number of lawyers trained in anti-trafficking issues
Y1/Y2/Y3 Target = 4/4/4
Reported = 4/11/61
- Number of psychologists trained to address the trafficking-related issues for at-risk groups and victim returnees
Y1/Y2/Y3 Target = 4/4/4
Reported = 4/23/37

Program Impact

The main program impact of the five years of TPID was largely individual for those directly involved in the program activities: increased awareness of the risks of trafficking, some job placements, some businesses formed, etc. The TPID grantees and their partners benefited from improved service models and materials and greater awareness about trafficking. It was not possible to evaluate any wider program impact within the confines of this assessment. The overall awareness of trafficking in persons was noted by most stakeholders and beneficiaries to have increased over the five-year period. This impact was noted within the greater context of events and activities in Russia and their regions. The major contributing factors to the increased awareness noted were:

- The passage of legislation criminalizing trafficking in persons,
- The subsequent legislation providing for witness protection,
- A few high profile cases that got widespread national and/or regional coverage in the media, and
- A variety of international donor-funded projects, such as TPID.

Determining program impact was difficult because the TPID indicators focused more on outputs rather than outcomes, and the monitoring and follow-up with project beneficiaries was inadequate to draw conclusions. As a result, the responses to many of the broad program impact questions below rely heavily on the anecdotal stories in program reports and the information gathered during the fieldwork.

The box below contains some cumulative figures prepared by IREX's Nancy Coan based on TPID program reports.

TPID Results

- Approximately **60,000 people** received information about the problem of trafficking;
- Over **1,100** at-risk women and girls completed computer skills training,
- **2,560** at-risk women and girls completed job placement and leadership skills trainings;
- **1,100** at-risk women and girls completed micro-enterprise trainings;
- Over **9,000** people participated in informational lectures on trafficking;
- Lawyers, psychologists, and program coordinators carried out more than **3,000** individual Counseling;
- IREX awarded **365** stipends for participants in job placement seminars, who began working as volunteers;

- IREX supported and financed **37** business plans prepared by participants in business trainings;
- **22,000** people participated in anti-trafficking events (such as rock festivals and youth events);
- More than **5,500 members** of the community (including government and law officials) participated in anti-trafficking education events, such as roundtables, discussions and press conferences.
- Partner informational hotline operators received more than **9,500** calls mainly from at-risk women and girls;
- As a result of TPID partner advocacy efforts, more than **280** newspaper articles were published and **90** radio and **100** television programs about trafficking were aired.

Appendix A: Partner Organizations working under Anti-trafficking and Information Dissemination (USAID)

Krasnodar Region

Krasnodar

Women's crisis center Obereg

Contact person: Anastasiya Denisova

Grant Amount: \$18,000

Joined TPID: February 2002

Krasnodar

Educational center "Vector Plus"

Contact person: Ludmila Voronina

Grant Amount: \$25,000

Joined TPID: June 2002

Krasnodar

Krasnodar city public organization "Club of Unemployed"

Contact person: Sergey Fedorchenko

Grant Amount: \$14,500

Joined TPID: June 2002

Novokubansk

Krasnodar regional public organization "Impulse"

Contact person: Tatyana Cheretova

Grant Amount: \$11,980

Joined TPID: January 2003

Armavir

Krasnodar regional human rights organization Right Cause

Contact person: Vitaly Makarov

Grant Amount: \$11,992

Joined TPID: January 2003

Rostov Region

Novocherkassk

Association of Journalists Aksinia

Contact person: Irina Mardar'

Grant Amount: \$12,000

Joined TPID: January 2003

Republic of Karelia

Petrozavodsk

Women's crisis center "Maja"

Contact person: Elena Merzova

Grant Amount: \$18,000

Joined TPID: February 2003

Petrozavodsk

Public organization of women entrepreneurs

Contact person: Antonina Pershina

Grant Amount: \$14,900

Joined TPID: June 2002

Petrozavodsk

Palace for children and youth

Contact person: Elena Pavgurt

Grant Amount: \$8,000

Joined TPID: September 2002

Kostomuksha

Women's public organization Yaroslavna

Contact person: Irina Sergeeva
Grant Amount: \$17,300
Joined TPID: December 2002

Ekaterinburg Region

Ekaterinburg

Women's crisis center «Ekaterina»

Contact person: Ludmila Ermakova
Grant Amount: \$18,000
Joined TPID: February 2002

Ekaterinburg

Center "Family of the World"

Contact person: Larissa Leonova
Grant Amount: \$10,000
Joined TPID: June 2002

Ekaterinburg

Regional foundation of women's entrepreneurship support

Contact person: Valentina Samsonova
Grant Amount: \$10,360
Joined TPID: June 2002

Ekaterinburg

Center "Business Career"

Contact person: Elena Frolova
Grant Amount: \$8,600
Joined TPID: June 2002

Rezh

Support Foundation (Resource center) Partner

Contact persons: Tatyana Baklanova, Oksana Maksimova
Grant Amount: \$11,895
Joined TPID: January 2003

Kamensk-Uralsky

Public organization "Russian Youth Union"

Contact person: Alexandre Malyshev
Grant Amount: \$12,000
Joined TPID: January 2003

Chelyabinsk

Informational center of public associations support Sodeistvie

Contact person: Natalia Baskova
Grant Amount: \$11,997
Joined TPID: January 2003

Moscow Region

Moscow

Association of women's crisis centers "Stop the Violence"

Contact person: Marina Regentova
Grant Amount: \$30,000
Joined TPID: May 2003

Partner Organizations working under TPID

Chelyabinsk Region

Chelyabinsk
Informational Center Sodeistvie
Contact Person: Natalya Baskova
Total Grant Amount: \$18,000
Joined TPID: December 2002

Kaliningrad Region

Kaliningrad
“Youth for the Freedom of Speech”
Contact Person: Ilya Dementiev
Total Grant Amount: \$10,000
Joined TPID: December 2003

Krasnodar Region

Krasnodar
Women’s crisis center Obereg
Contact person: Anastasiya Denisova
Total Grant Amount: \$48,000
Joined TPID: February 2002

Krasnodar
Educational center “Vector Plus”
Contact person: Ludmila Voronina
Total Grant Amount: \$32,000
Joined TPID: June 2002

Krasnodar
Krasnodar city public organization “Club of Unemployed”
Contact person: Sergey Fedorchenko
Total Grant Amount: \$21,200
Joined TPID: June 2002

Armavir
Krasnodar regional human rights organization Right Cause
Contact person: Vitaly Makarov
Total Grant Amount: \$18,000
Joined TPID: January 2003

Republic of Karelia

Petrozavodsk
Maya Women’s crisis center
Contact person: Elena Merzova
Total Grant Amount: \$39,700
Joined TPID: January 2002

Petrozavodsk
Public organization of women entrepreneurs
Contact person: Antonina Pershina
Total Grant Amount: \$23,000
Joined TPID: June 2002

Petrozavodsk
Palace for children and youth
Contact person: Elena Pavgurt
Total Grant Amount: \$13,300
Joined TPID: September 2002

Kostomuksha
Women's public organization Yaroslavna
Contact person: Irina Sergeeva
Total Grant Amount: \$23,300
Joined TPID: December 2002
Rostov Region

Novocherkassk
Association of Journalists Aksinia
Contact person: Irina Mardar'
Total Grant Amount: \$18,700
Joined TPID: January 2003
Sverdlovsk Region

Ekaterinburg
Ekaterina Women's Crisis Center
Contact person: Ludmila Ermakova
Total Grant Amount: \$40,000
Joined TPID: February 2002

Ekaterinburg
Center "Family of the World"
Contact person: Larissa Leonova
Total Grant Amount: \$15,200
Joined TPID: June 2002

Ekaterinburg
Regional foundation of women's entrepreneurship support
Contact person: Valentina Samsonova
Total Grant Amount: \$17,000
Joined TPID: June 2002

Nizhni Tagil
Public Organization Lana
Contact Person: Svetlana Demianenko
Total Grant Amount: \$10,000
Joined TPID: December 2003

Kamensk-Uralsky
Public organization "Russian Youth Union"
Contact person: Alexandre Malyshev
Total Grant Amount: \$18,000
Joined TPID: January 2003

Appendix B: Results Tracking Table

Indicators	Year 1	Year 2 (by Sept. 30, 2003)	Targets, Per Year (1-3)
IR 2.1.3.2: NGO's and Russian Organizations Institutionally Strengthened			
Number of empowerment centers, collocated at existing crisis centers, with increased capacity and sustainability	4	4	4 (remains the same for all 3 years); Total: 4
Number of strategic alliances with NGO's and governmental organizations created	9	179	16; 32; 48; Total: 96
Percentage amount of funds/resources mobilized to match TPID contributions to the project from communities, local government, and other donors	1.8%	7.3%	2%; 4%; 6%; Total: 12%
Number of trainers receiving TOT skills	27	45	24; 36 (regional); 48(regional); Total: 108
Number of mobile teams created	4	5	3; 6; 6; Total: 21
Number of communities added to the empowerment network	6	8	9; 36; 48; Total: 93
Number of network center sub grants awarded to centers or NGO's	0	8	0; 9; 9; Total: 18
Number of Business for Russia and Community Connections alumni participating in the program	0	0	8; 8; 8; Total: 24
Number of business persons participating as mentors	0	5	6; 12; 15; Total: 33
Number of women trained in basic jobs skills (includes in the regions)	132	1,126	600; 1,800; 3,600; Total: 6,000
Number of women trained in small enterprise development	111	565	120; 240; 360 Total: 720
Number of small grants awarded to the start-up of new businesses	4	44	15; 30; 30 Total: 75
Number of internships awarded	4	190	45; 180; 180; Total: 405
Number of beneficiaries receiving job placement support	4	119	300; 750; 900; Total: 1,950
IR 2.2: Effective Advocacy for Adherence to International Human Rights Commitments Increased			
Number of lawyers trained in anti-trafficking issues	4	11	4, 4, 4
Number of psychologists trained to address the trafficking-related issues for at-risk groups and victim-returnees	4	23	4, 4, 4
Number of beneficiaries receiving legal psychological, medical or informational services	649	606	TBD
Number of staff and civil servants trained	42	122	20; 45; 60; Total: 125
Number of referrals to NGOs on trafficking related issues	908	2550	TBD

Number of victim-returnees/families of trafficked women assisted	0	35	TBD
Number of volunteers working in centers	51	347	12; 24; 36; Total: 72
Number of community-based workshops/roundtables	4	18	10; 12; 12; Total: 34
Number of advocacy and public awareness campaigns conducted	3	20	4; 16; 32; Total: 52
Total number of people informed of the problem of trafficking through various presentations, lectures, meetings, public campaigns, etc		13,123	

TPID Results Tracking Table 2005

Indicators	Year 1	Year 2	Year 3	Totals (up to Sept.04)	Year 4 (Oct 04 – March 05)	Targets, Per Year (1-3)
IR 2.1.3.2: NGO's and Russian Organizations Institutionally Strengthened						
Number of empowerment centers, collocated at existing crisis centers, with increased capacity and sustainability	4	4	4	4	3	4 (remains the same for all 3 years); Total: 4
Number of strategic alliances with NGO's and governmental organizations created	9	222	107	338		16; 32; 48; Total: 96
Percentage amount of funds/resources mobilized to match TPID contributions to the project from communities, local government, and other donors		9,60%	3%	12,6%	133	2%; 4%; 6%; Total: 12%
Number of trainers receiving TOT skills	27	45	98	170	84	24; 36 (regional); 48(regional); Total: 108
Number of mobile teams created	4	5	6	15	N/A	3; 6; 6; Total: 21
Number of network center sub grants awarded to centers or NGO's	0	8	2	10	2	0; 9; 9; Total: 18
Number of Business for Russia and Community Connections alumni participating in the program	0	0	0	0	0	8; 8; 8; Total: 24
Number of business persons participating as mentors	0	5	5	10	N/A	6; 12; 15; Total: 33
Number of women trained in basic jobs skills (includes in the regions)	309	1490	799	2598	N/A	600; 1,800; 3,600; Total: 6,000
Number of women trained in small enterprise development	270	593	245	1108	N/A	120; 240; 360 Total: 720

Number of small grants awarded to the start-up of new businesses	4	48	3	55	N/A	15; 30; 30 Total: 75
Number of internships awarded	4	312	109	425	N/A	45; 180; 180; Total: 405
Number of beneficiaries receiving job placement support	4	119	28	151	N/A	300; 750; 900; Total: 1,950
IR 2.2: Effective Advocacy for Adherence to International Human Rights Commitments Increased						
Number of lawyers trained in anti-trafficking issues	4	11	61	76	170	4, 4, 4
Number of psychologists trained to address the trafficking-related issues for at-risk groups and victim-returnees	4	23	37	64	0	4, 4, 4
Number of beneficiaries receiving legal psychological, medical or informational services	568	1866	610	3001	1725	TBD
Number of staff and civil servants trained	42	226	162	430	27	20; 45; 60; Total: 125
Number of referrals to NGOs on trafficking related issues	1455	5197	3206	9858	427	TBD
Number of victim-returnees/families of trafficked women assisted	0	61	85	146	1	TBD
Number of volunteers working in centers	51	377	302	730	5	12; 24; 36; Total: 72

TPID Results Tracking Table 2006

Indicators	Targets, 2005-2006 By March 31, 2006	
Number of empowerment centers, collocated at existing crisis centers, with increased capacity and sustainability	2	2
Number of business partners conducting job skills trainings	4	3
Number of strategic alliances with NGO's and governmental organizations created	20	20
Percentage amount of funds/resources mobilized to match TPID contributions to the project from communities, local government, and other donors	3%	3,75%
Number of women participating in basic jobs skills and empowerment trainings	1500	392
Number of women trained in small enterprise development	150	101
Number of small grants awarded to the start-up of new businesses	4	0

Number of internships awarded	50	15
Number of beneficiaries receiving job placement support	300	225
Number of women, participating in informational lectures on anti-trafficking	1100	1806
Number of referrals on the partners' informational lines	600	547
Number of beneficiaries receiving legal psychological, medical or informational services	50	61
Number of trafficking-related materials published in local press	20	27
Number of victim-returnees/families of trafficked women assisted	TBD	1
Number of volunteers working in centers	10	3

Appendix E: Small Grants Recipients

The following 13 business plans were selected and granted a maximum of \$1,500:

□ ***Gallery of Fine Arts: "Artist", Tatiana Grishanina, 30 years, Krasnodar***

The mission of the project is to promote artists of alternative arts in the Krasnodar Region. The business plan achieves this through several avenues: technological, informational and design-oriented. On an outreach and design level, the plan suggests creating a Gallery of Modern Fine Arts of Kuban, and distributing the alternative artists' works to local markets. The project would also aim to design non-standard living quarters and public interiors. On an informational and technological level, the project would create an informational database of vacancies. The Gallery would also create, develop and constantly update a website of local artists. The aim of the proposed activities is to attain the maximum point of demand for artists of various directions in the region. The project would mediate the interaction between consumers and modern artists. The Gallery would offer different services such as individualized alternative interior design; art wall painting and designer Counseling. It would use computer modeling and visualization to select Kuban artists' work to decorate existing spaces.

The selection committee members noted that the proposal was very well prepared. Tatiana demonstrated a good knowledge of the market and potential competitors. She provided concrete statistics. Furthermore, the originality of the idea was impressive.

□ ***Sewing Workshop, Alexandra Polevshikova, 32 years, Krasnodar***

The idea behind the project "Sewing Workshop" originates in the applicant's natural vocation. Alexandra Polevshikova has had a passion for sewing from childhood when she began making clothes for friends and relatives. Since 1992 she has worked from home, developing a strong client-base and achieving significant results and career success in a short period of time.

The aim of the business plan is to expand this business in sewing and repairing clothes. Ms Polevshikova proposed a sewing workshop to address the increased demand for her services. The workshop would be staffed by professional personnel and would offer a wide range of possibilities to the costumers. It would specialize in unusual and elegant clothing, combining rough and delicate materials like flax and organza.

Ms Polevshikova's proposal contained detailed information about the market in her sphere of work, a factual marketing plan and competitor analysis, including underlying weak and strong points of the business. One of the distinguishing advantages of the project is that the workshop already has existing clients, invested in the success of this business in a competitive market.

□ ***Sport and Health Center "Sweet Mom," Dina Varlamova, 28 year, Petrozavodsk***

The proposal suggests expanding an already successful enterprise. The center would offer support and advice to women throughout the cycle of child birth. During pregnancy, the center's clients could consult a doctor of sports medicine on appropriate exercises and other health issues. The center would specialize in individually planned trainings addressing the personal needs and aims of each woman. "Sweet Mom" would offer guidance to women after pregnancy in physical rehabilitation. During each of these trainings the center would offer childcare and the services of a masseuse. Additional plans include a fitness bar, a sportswear shop and other programs for adults with special medical needs.

The project would create eleven job opportunities. The selection committee members noted that Ms. Varlamova performed a thorough analysis of potential competitors and researched the needs of her target audience.

□ ***"Atelier-Studio," Galina Chuvstvina, 42 years, Petrozavodsk***

The project would expand on the success of an existing custom-made clothing business, in operation since 2001. The aim of the project is to increase the capacity of production and to enlarge its scope, incorporating new manufacturing techniques. Ms Chuvstvina proposed creating an Atelier-Studio, which would employ batik (wax-resistance painting on fabric) to develop the diversity of her

production. She expressed that her clients, women from Petrozavodsk between the ages of 18 and 55, would be attracted to the:

1. Originality of the offered services and variety of assortment;
2. Maximum attention to the clients;
3. Professional qualifications of the personnel.

The selection committee members noted that the proposed activities do not require big investment, as the business is already active. The equipment has already been obtained, and there is an existing community of clients. The project would also create new opportunities for employment.

□ ***Firm offering bookkeeping services “Accountant,” Liudmila Arnautova, 34 years, Petrozavodsk***

With her project “Accountant,” Liudmila Arnautova addresses a high demand for bookkeeping for small and medium businesses. In Petrozavodsk there are currently no firms offering similar services. Ms Arnautova proposes creating a specialized consulting center for private entrepreneurs and small enterprises, which would offer support to businesses in formation and beyond. The organization would be distinguished by the diversity of accounting services offered, its attention to the individual client and its reliability with details and deadlines.

The aims of the project are:

1. Provision of bookkeeping assistance to the newly formed and already functioning enterprises as well as to individuals;
2. Renewal of underdeveloped accounting documents, updating them according to the legislation in force;
3. Counseling and informational service to the clients and etc.

An expert from Petrozavodsk confirmed that the proposed activities would become very popular, as this will be the first firm of this nature in the city. The applicant presented strong market research and had studied the potential risks and possible competitors in detail.

□ ***“Center for Education and Culture: a project on distance foreign language learning,” Irina Kazharnovich, 33 years, Petrozavodsk***

As foreign languages are more frequently the key to securing jobs and a future, Irina Kzharnovich proposes offering this opportunity to more people through a new autonomous non-profit organization: the “Center of Education and Culture.” The center would use distance learning as a tool for teaching important languages for the region: English and Finnish. The center would offer flexible class sessions, tests and certificates for the participants.

The goals of the project are:

1. To encourage convenient and effective distance learning through new methods and a flexible system of education;
2. To provide an opportunity for a high-quality education in different parts of Karelia;
3. To strengthen knowledge through trainings.

The selection committee was impressed by the regional breadth of the center’s activities and its well designed system of discounts. The project would also create new job places.

□ ***“One Meter Café,” Eugeniya Plotnikova, 35 years, Krasnodar.***

The applicant proposed a network of “mini-café’s” that would serve business centers and other busy areas in Krasnodar. The project would set up vending machines that offer hot coffee and tea as well as packaged food such as yogurt, chips, cookies and chocolate. The vending machines would be attractive because of their speed of service, their proximity to the workplace and the variety of their offerings. The project is unique in Krasnodar; though the demand for convenient and fast food service is high, there is no analogous business in the city. With no direct competitors, the project has a high chance for success in the field.

□ ***Printing salon “Beauty Club,” Marina Trofimuk, 30 years, Krasnodar***

The business plan proposes creating a salon to provide effective, affordable, and fast printing services. The salon would produce business cards, blanks, ad handouts, brochures, soft-cover books, cards, and various other materials. The distinguishing feature of business plan is its comprehensive implementation of the production cycle; the salon would handle projects starting with

scanning through the delivery of the prepared products. Ms Trofimuk plans to expand the given business and create a PrintShop providing all types of printed material including photography.

The commission members noted the professionally prepared business plan and indicated that these activities are both highly profitable and novel in the Krasnodar Region. The necessary equipment has already been purchased, easing the start-up of the project.

□ ***Design Studio, Oksana Ermakova, 23 years, Artemovskiy (Sverdlovsk region)***

Ms Ermakova proposed creating a studio for interior design, street and billboard advertising and repair work. The design studio would be dedicated to developing and employing new technology for repair work design, combining European trends and the individual client's preferences. The demand for such services is growing quickly, as many new stores open in the region. The business would be unique in Artemovskij; no similar enterprises exist in the city.

The business plan was thoroughly prepared, including information on the market, the sphere of work, a factual market plan and a competitor analysis. Ms Ermakova performed a SWOT analysis, looking at the weak and strong points of the business. The studios would create five new job opportunities for local citizens.

□ ***Sports Bar "Sportclub-2003," Svetlana Mustafina, 29 years, Artemovskiy (Sverdlovsk region)***

The aim of the proposal is to create an entertainment facility for sports fans. The café would air sports channels on television and offer a comfortable social atmosphere. The project addresses a gap in services in Artemovskij; at the moment there are no cafés or bars in the city for people aged 25-50, and only a few discos for teenagers. Additionally, since sports channels are not broadcast on television in Artemovskij, this bar has been impatiently awaited in the area, and already has a clientele eager for its services. The major advantage of this business is that it would offer a new service for the region at a relatively reasonable price for consumers.

The proposal included a strong marketing plan with a thorough analysis of competitors, the business' strong and weak points, and the market of entertainment services. The business will open 4 new working places.

□ ***Hairdressing Salon "Aphrodite," Alena Afanasieva, 33 years, Artemovskiy (Sverdlovsk region)***

Ms Afanasieva proposed opening a new hairdressing salon in town of Bulanash, which is situated near Artemovskiy. At the moment, the town only has three salons, which do not fully satisfy the needs of the citizens. The applicant is a very experienced and qualified hairdresser, who has worked in the field for over 15 years. She has a large clientele, which will guarantee initial profits and attract other clients. The applicant plans to buy a 2-room apartment on credit to open the salon. IREX funds would be used to buy the necessary furniture, a computer, and a scanner. The latter two will be used to diversify the services by selecting hairstyles electronically. They will also assist with regulating the bookkeeping process and simplifying document circulation.

□ ***Informational Educational Center "Repetitor," Irina Mukhina, 38 years, Rezh (Sverdlovsk region)***

The proposed center "Repetitor" would establish a central location in Rezh for a diverse range of services to students, businesspeople and other interested people. Clients would be offered tutoring, translation and interpretation from/into English, German and French, English language courses, and consulting, bookkeeping, and office assistance. The center would also support its clients' technological needs, including copying, scanning, printing, typesetting, use of the Internet and electronic mail. Although the competitors do exist in the region, they usually provide only one type of services, are priced is too high, or are inconveniently located: either far from the center or in Ekaterinburg. Another distinguishing feature of the business plan is that the center's specialists will do their best to suit the clients' needs, providing their services either in the Center itself or in a place chosen by the client. Ms Mukhina will hire eight specialists: two office managers, one IT specialist, one translator/interpreter and four teachers.

□ ***Hairdressing Salon “Anastassia,” Elena Smirnova, 33 years, Rezh (Sverdlovsk region)***

The aim of the business plan is to create a new hairdressing salon in an underserved district of Rezh. Though there are three salons in the city, the quality of services is poor and, due to a lack of competition, the prices are high. The new salon will be opened in the Palace of Culture and will provide a wide range of services, taking advantage of computer technology to select haircuts and makeup. The applicant hopes to maintain a reasonable price for the quality of work. She will hire four specialists who will work in two shifts to suit the needs of her clients.

MINI GRANTS

In the December 2004 Mini-Grant competition, the following projects were supported:

1. **“Anti-Trafficking Campaign in Small Towns of The Rostov Region”**, Azov, Rostov region.

The project is developed by the local affiliate of All-Russian Movement of Wars Victims and consists of focused anti-trafficking campaign in three areas of the Rostov Region: Azov, Kuleshovka and Aksai. The project participants will conduct a series of public awareness events for different target groups, including local authorities, the unemployed, youth and journalists, and disseminate informational leaflets on the issue. The project is scheduled for the period February-April 2005 and requests the sum of \$1,000.

2. **Illusive Flamingo**, Armavir, Krasnodar region

The project is designed by the Armavir public youth organization Vysoty and consists of a series of informational lectures for high school students studying in 7 secondary schools in three areas (Novokubansk, Uspenskoe and Krasnaya Polyana) of the region. The meetings also include a preliminary anti-trafficking survey, dissemination of handout materials, and a specially developed quiz to evaluate participants' retention of information received during the programming. The project is designed for the period February-May and the sum requested from IREX/USAID is \$1,000.

In 2005, in order to fully embrace the territory of Southwestern Russia and, indeed, the target audience, IREX/TPID decided to include in the program a series of mini-grants designed to support grassroots anti-trafficking initiatives. During introductory trainings in Krasnodar and Rostov-on-Don, programming participants - NGO leaders and local authorities - began developing their own mini-projects aimed at anti-trafficking in their communities. Overall, in December, IREX received seven projects from four areas of Southwestern Russia, and after a thorough examination of all submitted applications, two projects were selected for future financing: “Anti-Trafficking Campaign in Small Towns of The Rostov Region” by Azov Affiliate of Rostov Regional Movement of Wars Victims, and “Illusive Flamingo” by the Armavir public youth organization Vysoty, Krasnodar region.

1. **Anti-Trafficking Campaign in Small Towns of The Rostov Region**

Organization: Rostov Regional Movement of War Victims, Azov affiliate

Project coordinator: Zinaida Fedorovich

Goals and objectives: to carry out a focused anti-trafficking campaign in three areas of the Rostov Region: Azov, Kuleshovka and Aksai. The project participants will conduct a series of public awareness events for different target groups, including local authorities, the unemployed, youth and journalists, and disseminate informational leaflets on the issue.

Realization period: February – April 2005

Sum of the grant: \$1,000

Project summary:

A. Round table “Working Migration and Human Trafficking Problems in Rural Areas” was held on **April 8**, in Kuleshovka village, Azov area. The event drew the attention of 53 participants - representatives of local administration, local employment services, youth public organizations, and students – to the problems of illegal migration and trafficking. The first section was devoted to speeches and discussions on issues related to employment migration issues in the region: representatives of local administration, migration service and employment centers presented statistical data on labor market situation, and shared their opinions concerning youth employment and working migration throughout Russia and abroad. The second section was devoted to the problem of human trafficking and was led by Aksinya coordinator Ms. Nina Kurasova. The participants discussed trafficking causes

and the scale in the region, and talked about measures that should be undertaken by the Government and law enforcement agencies, as well as the role of NGOs in Anti-Trafficking. During the round table the participants also planned concrete steps for future cooperation in encountering trafficking in persons. At the end of the meeting, they discussed a special issue of "Golos Priazovia" local weekly newspaper that was entirely devoted to human trafficking and had been prepared with the assistance of Rostov Regional Movement of Wars Victims.

- B. Special meeting of Young Press League** took place on February 27 in Azov and gathered 24 young journalists aged 12-22. The meeting was devoted to the problem of trafficking and questions of presenting the issue in mass media. The project coordinator, Ms. Fedorovich, under the supervision of "Aksinya"'s Director, introduced the problem of modern slavery to the youth, discussed its possible causes, methods used by traffickers, and safety measures that should be undertaken to avoid being trafficked. Furthermore, Ms. Mardar' gave a speech on social journalism, and discussed approaches to draw mass media's attention to the human trafficking problems. At the end of the meeting, the organizers announced a competition for the best article on trafficking. Two months later, on April 28, they selected winners and awarded them with special prizes. As to the presented articles, 5 chosen pieces were published in the "Azovskaya Nedelia" local weekly newspaper.
- C. One informational lecture on trafficking** was carried out for 20 high school students from one local secondary school. During the meeting, the project coordinator introduced the problem of human trafficking and talked about the measures that should be undertaken to avoid being trafficked when going abroad for study, work or marriage.
- D. Two surveys** (before and after the meetings) were conducted to appraise the effectiveness of the anti-trafficking events carried out by the organization. It turned out that the most effective way of information perception and retention, as reported by the journalists, was to work directly with the subject matter. The second most useful retention method involved participation in common discussion (a round table), and third was participating in an informational lecture and passively receiving the information.

Project results:

- 97 people became the participants of the informational meetings under the projects;
- Special issue of "Golos Priazovia" local weekly newspaper was devoted to the problem of human trafficking;
- Two articles on trafficking and migration problems were published in the local press on the results of the round table;
- 5 materials written by young journalists appeared in "Azovskaya Nedelia" local weekly newspaper;
- An anti-trafficking partnership between the local administration and NGOs was established.

2. "Illusive Flamingo"

Organization: Armavir public youth organization "Vysoty"

Project coordinator: Ilona Kochkurkina

Goals and objectives: to conduct a series of informational lectures for high school students of 7 secondary schools in three areas (Novokubansk, Uspenskoe and Krasnaya Polyana) of the region.

Realization period: February-May 2005

Sum of the grant: \$1,000

Project summary:

- A. Training of 7 project's volunteers** was the first step in the project. In February, the project coordinator carried out 7 meetings with school staff, introduced the problem of trafficking in humans, and discussed means of presenting information to the target audience. Also during the meetings, the participants worked out questionnaires, quizzes, and agendas of future informational lectures.
- B. 12 Informational lectures and quizzes** were carried out over the course of three months in secondary schools of the villages of Krasnaya Poliana, Konakovo, Novokubansk and Uspenskoye. The lectures lasted for 3-4 hours and included examination of human trafficking and methods used by traffickers, and a discussion of safety measures that could be helpful in trafficking situation. In a friendly atmosphere, the participants and lecturers talked about causes that push youngsters to go abroad and shared real stories of trafficking. The lecturers also touched upon the subject of the participants' future

employment, talked about the current situation at the local labor market, and warned of dangers of job seeking abroad. At the end of each lecture, the students participated in an anti-trafficking quiz specially developed to encourage information retention. The meetings also included a preliminary anti-trafficking survey that revealed the level of the problem awareness. All participants received a set of hand out materials prepared by the organization with the aid of Club of the Unemployed .

C. Cooperation with local mass media was established during the project. Three local TV channels and two radio stations broadcasted the information on the problem of trafficking and the anti-trafficking projects carried out by the organization.

Project results:

- **331** high school students participated in informational lectures;
- **16** TV and radio materials were broadcasted for the local audience.

Appendix G: Internship Recipients

#	Intern	City	Organization	Period of work	Position Title	Age
KRASNODARSKIY KRAY						
1	Akimova Svetlana	Krasnodar	LLC "Master-Soft"	27.06.2003 - 27.08.2003	Phone Operator	32
2	Alandarova Lussine	Krasnodar	LLC MF "OVEN"	15.03.2003 - 15.05.2003	Volunteer	24
3	Alekhina Aleksandra	Armavir	"Perspektiva" Center	01.10.2003 - 30.11.2003	Assistant to Accountant	17
4	Alexandrova Olga	Novokubansk	Home for Invalids	06.08.2003 - 06.10.2003	Workshop director	
5	Anikeeva Alexandra	Armavir	LLC "Shik"	21.07.2003 - 21.09.2003	Demonstrator of clothing	26
6	Ardintzeva Natalya	Armavir	City Polyclinic	15.08.2003 - 15.10.2003	PC Operator	20
7	Artiushkina Elena	Krasnodar	LLC "Zernovye sistemy"	01.07.2003 - 31.08.2003	Secretary	39
8	Arutyunova Viktoria	Krasnodar	"Russo"	05.03.2003 - 05.05.2003	Sales Consultant	33
9	Baliuk Melania	Armavir	TV Company "Vita"	13.08.2003 - 13.10.2003	Correspondent	17
10	Barabash Nadezhda	Krasnodar	"Club of Unemployed"	01.08.2003 - 01.10.2003	Consultant on employment	
11	Basova Ekaterina	Armavir	Department on Youth Affairs	21.07.2003 - 21.09.2003	Coordinator	21
12	Bautina Ekaterina	Armavir	KKPOO "Pravoe delo"	20.10.2003 - 20.12.2003	Assistant to Accountant	27
13	Belkina Viktoria	Krasnodar	LLC "Arktika-K"	01.04.2003 - 01.06.2003	Manager	33
14	Belova Viktoria	Armavir	KKPOO "Pravoe delo"	01.10.2003 - 30.11.2003	Assistant to Psychologist	34
15	Ben'ko Ekaterina	Armavir	LLC "Armez"	01.08.2003 - 01.10.2003	Accountant	25
16	Biryuchenko Anna	Krasnodar	Krasnodar factory (железо-бетонная)	16.04.2002. - 16.06.2003	Assistant to Accountant	24
17	Bondarenko Elena	Krasnodar	LLC "Vavial"	10.04.2003 - 10.06.2003	Manager	33
18	Bondarenko Maria	Armavir	Human Rights Organization "Pravoe Delo"	30.06.2003 - 30.08.2003	Assistant to Director	19
19	Borodina Maria	Krasnodar	LLC "Raduga-M", retale sale od food stuff and packing	16.04.2003 - 16.06.2003	Assistant to Accountant	
20	Boyko Natalya	Krasnodar	LLC "Aris-Yug"	06.04.2003 - 06.06.2003	Cashier	34
21	Bugaetz Olga	Armavir	LLC "Alrus"	15.08.2003 - 15.10.2003	Accountant	29
22	Chupilka Elena	Krasnodar	LLC "Avangarde"	01.07.2003 - 01.09.2003	Assistant to Personnel Manager	25
23	Churina Irina	Novokubansk	Hospital	01.09.2003 - 01.11.2003	Secretary	
24	Demianenko Elena	Krasnodar	LLC "Ekoservice-bytusluga"	09.07.2003 - 09.09.2003	Accountant	24
25	Dronova Ekaterina	Armavir	Human Rights Organization "Pravoe"	30.06.2003 - 30.08.2003	Jurist	19

Delo"						
26	Ermakova Viktoria	Armavir	LLC "Rosgosstrakh"	21.07.2003 - 21.09.2003	Inspector	19
27	Evdakova Tatiana	Krasnodar	"Eye microsurgery"	05.05.2003 - 05.07.2003	Cook	34
28	Evseeva Natalya	Krasnodar	LLC "Kabriolet", taxi agency	03.03.2003 - 03.05.2003	Traffic superintenden	35
29	Fiodorova Oksana	Krasnodar	LLC "Italian Doors"	01.03.2003 - 01.05.2003	Administrative Assistant	26
30	Fisenko Viktoria	Armavir	"Model"	21.07.2003 - 21.09.2003	Administrative Assistant	25
31	Glazunova Miroslava	Krasnodar	LLC "Master-Soft"	07.07.2003 - 07.09.2003	Manager-consultant	30
32	Gorodisskaya Svetlana	Krasnodar	Government structure "Radiation control"	22.03.2003 - 22.05.2003	Manager	19
33	Gurkovskaya Elena	Krasnodar	LLC "Kartek"	02.06.2003 - 02.08.2003	Assistant to Director	
34	Guseva Natalya	Armavir	"Avtokolonna 1198"	01.08.2003 - 01.10.2003	PC Operator	23
35	Ignatieva Tatiana	Armavir	"Third Sector" Association	30.06.2003 - 30.08.2003	Manager	23
36	Iliukhina Liudmila	Armavir	LLC "Alrus"	30.06.2003 - 30.08.2003	Accountant	24
37	Kaprelova Daria	Armavir	Department on Youth Affairs	21.07.2003 - 21.09.2003	Coordinator	22
38	Karcheva Nadezhda	Armavir	LLC "Alrus"	30.06.2003 - 30.08.2003	Accountant	19
39	Kondratyeva Anastassia	Krasnodar	Educational institution "Young psychologist"	25.03.2003 - 25.05.2003	Teacher	20
40	Konoval' Yulia	Krasnodar	"Klandaik-98", network of shops offering the variety of goods	03.03.2003 - 03.05.2003	Seller-cashier	20
41	Koshikova Elena	Krasnodar	LLC "Radiation Control"	03.06-2003 - 04.08.2003	Office Manager	34
42	Kulagina Inna	Krasnodar	LLC "Vetfarm"	01.07.2003 - 01.09.2003	Laboratory Assistant	34
43	Kulikova Maria	Armavir	LLC "Rosgosstrakh"	21.07.2003 - 21.09.2003	Inspector	20
44	Kurinskikh Olessia	Krasnodar	LLC "Tedion"	02.06.2003 - 31.07.2003	Manager-consultant	27
45	Kushnarenko Tatiana	Armavir	Construction site #1	26.09.2003 - 26.11.2003	Passport Office Assistant	23
46	Kuzina Olga	Krasnodar	LLC "RosEkko Pakplast" (window selling)	15.04.2003 - 15.06.2003	Sales Manager	29
47	Larionova Irina	Krasnodar	LLC "Etakon"	05.05.2003 - 05.07.03	Personnel Manager	24
48	Lazebnaya Elena	Armavir	Public Association "Armavir"	01.09.2003 - 01.11.2003	Accountant	19
49	Lebed' Diana	Krasnodar	LLC "Stroynovatsiya"	16.04.2003 - 16.06.2003	Economist	
50	Leus Svetlana	Krasnodar	LLC "Eko-Trade"	11.05.2003 - 11.07.2003	Accountant	34
51	Litvinova Zhanna	Krasnodar	Newspaper for unemployed and employers "Work and	04.03.2003 - 04.05.2003	Advertising Agent	39

Education"						
52	Lukina Anastassia	Armavir	"Third Sector" Association	30.06.2003 - 30.08.2003	Manager	20
53	Lyzlova Natalia	Krasnodar	Department on Consumer Sphere	02.06.2003 - 02.08.2003	Financial specialist	
54	Maksimenkova Viktoria	Krasnodar	LLC "Agency of legal information"	10.04.2003 - 10.06.2003	Manager	23
55	Malakhova Marina	Krasnodar	LLC "Tedion"	02.06.2003 - 31.07.2003	Manager	29
56	Malkhassian Karina	Armavir	Design Club "Model"	01.09.2003 - 01.11.2003	Designer	20
57	Maymistova Anna	Krasnodar	Kuban RDU	23.07.2003 - 23.09.2003	Technician	29
58	Meleshko Galina	Krasnodar	LLC "Godrotekhnika"	25.04.2003 - 25.06.2003	Secretary	50
59	Meleshko Natalia	Krasnodar	LLC "RosEkko Pakplast" (window selling)	15.04.2003 - 15.06.2003	Sales Manager	29
60	Mikhaleva Vera	Krasnodar	OAO "Radio Rocks-Region"	28.04.2003 - 28.06.2003	Accountant	31
61	Militza Maria	Armavir	"Perspektiva" Center	29.09.2003 - 29.11.2003	Assistant to Accountant	25
62	Modinova Natalia	Krasnodar	LLC "Igra"	01.08.2003 - 30.09.2003	Manager	24
63	Mordovina Tatiana	Krasnodar	Kuban RDU	23.07.2003 - 23.09.2003	Junior Specialist	24
64	Nadina Kristina	Armavir	LLC "Forsage"	17.09.2003 - 17.11.2003	Dispatcher	25
65	Naumenko Marina	Krasnodar	OAO "Radio Rocks-Region"	28.04.2003 - 28.06.2003	Advertising Agent	29
66	Nersessian Alina	Krasnodar	LLC "Health and Ecology"	02.06.2003 - 05.08.2003	PR Manager	31
67	Oblomova Svetlana	Krasnodar	LLC "XXI century Visit"	01.06.2003 - 01.08.2003	Secretary	23
68	Oganessian Ruzanna	Armavir	"Perspektiva" Center	05.09.2003 - 05.11.2003	Assistant to Accountant	22
69	Orlova Oksana	Krasnodar	Charitable foundation	02.06.2003 - 05.08.2003	Chief accountant	32
70	Paramonova Olga	Krasnodar	Private Entrepreneur Vassiliev	03.08.2003 - 03.10.2003	Salesman	27
71	Pashkova Elena	Armavir	"Perspektiva" Center	30.06.2003 - 30.08.2003	Methodologist	33
72	Pavelkova Natalya	Krasnodar	LLC "Vetfarm"	02.03.2003 - 02.05.2003	Sales Consultant	
73	Perchun Natalia	Krasnodar	LLC "Vetfarm"	05.07.2003 - 05.09.2003	Accountant Assistant	29
74	Podgornaya Oksana	Krasnodar	LLC "Katrin"	06.05.2003 - 06.07.2003	Stock-woman	32
75	Popova Alla	Krasnodar	Store "Green Parrot"	31.05.2003 - 31.07.2003	Sales Manager	21
76	Popova Anastassia	Krasnodar	Store "Green Parrot"	31.05.2003 - 31.07.2003	Sales Manager	24
77	Radkevich Anastassia	Krasnodar	LLC "Galant-96"	03.04.2003 - 03.06.2003	Cashier	22
78	Rakhimianova Elena	Krasnodar	"Harmony Plus"	02.06.2003 - 02.08.2003	Masseur	34

79	Reznikova Yulia	Krasnodar	"Harmony Plus"	02.06.2003 - 02.08.2003	Aerobics Instructor	23
80	Roslaya Natalia	Krasnodar	OAO "Kuban'Energo"	23.07.2003 - 23.09.2003	Technician	32
81	Salnikova Elvira	Krasnodar	Krasnodar Regional Women's organization "Ankoina"	05.05.2003 - 05.07.2003	Accountant	29
82	Shavykina Oksana	Krasnodar	LLC "Katrin"	12.05.2003 - 12.07.2003	Merchandiser	20
83	Sheptukhova Ekaterina	Armavir	LLC "Armaviskoe UPP VOS"	21.07.2003 - 21.09.2003	Sales manager	26
84	Shevergina Olga	Krasnodar	LLC "Arktika-K"	01.07.2003 - 01.09.2003	Manager	28
85	Shpachenko Inna	Krasnodar	LLC "Garmonia"	21.07.2003 - 21.09.2003	Administrator	19
86	Sidorova Svetlana	Krasnodar	LLC "Arktika-K"	12.05.2003 - 12.07.2003	Cashier	32
87	Sizoverova Olessia	Armavir	"Perspektiva" Center	30.06.2003 - 30.08.2003	Personnel	19
88	Skudina Liliya	Krasnodar	LLC "Dalport Alko"	12.05.2003 - 12.07.2003	Goods Manager	32
89	Sobol' Elena	Krasnodar	LLC "Katrin"	04.04.2003 - 04.03.2003	Stock-woman	34
90	Sokolova Elena	Krasnodar	Kubanskaya Kazachya Levada	29.04.2003 - 29.06.2003	Manager	26
91	Sokolova Irina	Krasnodar	KKOO "D.O.G.M.A."	29.04.2003 - 29.06.2003	Consultant	
92	Solodskaya Ekaterina	Armavir	LLC "StroySila"	30.06.2003 - 30.08.2003	Cashier	21
93	Solodskaya Nadezhda	Armavir	LLC "StroySila"	30.06.2003 - 30.08.2003	Accountant	20
94	Sosnovskaya Liudmila	Armavir	LLC "Rosgosstrakh"	21.07.2003 - 21.09.2003	Inspector	19
95	Sribnaya Elizaveta	Krasnodar	"Etakon"	01.06.2003 - 01.08.2003	Sales Manager	26
96	Starkova Evgenia	Krasnodar	LLC "Rosgosstrakh-Yug"	21.07.2003 - 21.09.2003	Insurance Agent	27
97	Sviatokhina Ekaterina	Krasnodar	"Work Club"	01.08.2003 - 01.10.2003	Interpreter	21
98	Tarassiuk Svetlana	Armavir	KKPOO "Pravoe delo"	01.09.2003 - 01.11.2003	Assistant to Accountant	32
99	Tkachenko Ekaterina	Armavir	LLC "Rosgosstrakh"	21.07.2003 - 21.09.2003	Inspector	20
100	Tlekhas Natalia	Krasnodar	Private Entrepreneur Platonov	28.07.2003 - 28.09.2003	Salesman	28
101	Tzar'kova Natalya	Armavir	LLC "Alrus"	30.06.2003 - 30.08.2003	Manager	24
102	Tzybina Irina	Armavir	LLC "Energo"	30.06.2003 - 30.08.2003	Accountant	23
103	Usenko Valentina	Krasnodar	Charitable foundation	23.03.2003 - 23.05.2003	Secretary	22
104	Vashanova Viktoria	Krasnodar	Krasnodar Regional department of handicaps "Russian Foundation of social progress"	01.04.2003 - 01.05.2003	Consultant	22

105	Vassilieva Ekaterina	Armavir	State Cinema and Video Leasing Enterprise	15.08.2003 - 15.10.2003	Accountant	21
106	Vassilieva Maria	Armavir	LLC "Gold ears"	15.08.2003 - 15.10.2003	Accountant	22
107	Voluvach Olesia	Krasnodar	"Market" Store	13.04.2003 - 13.06.2003	Goods Manager	23
108	Voronina Viktoria	Krasnodar	"Imidge-Partner" Advertisement agency	02.06.2003 - 02.08.2003	Advertising Manager	31
109	Zadvornaya Yulia	Novokubansk	Cooperative society of Uspenskoe	28.07.2003 - 28.09.2003	Secretary	
110	Zakharova Diana	Krasnodar	Private Entrepreneur Alexander Richkov	01.04.2003 - 01.06.2003	Office Manager	24
111	Zaloznaya Olga	Krasnodar	LLC "Firm "Alion", furniture sale	07.05.2003 - 07.07.2003	Manager	29
112	Zorina Oksana	Armavir	OAO "Avtoremont"	29.09.2003 - 28.11.2003	Computer operator	23
113	Zotova Galina	Krasnodar	"Imidge-Partner" Advertisement agency	02.06.2003 - 01.08.2003	Advertising Manager	32
REPUBLIC OF KARELIA						
1	Abu Elkass Elena	Petrozavodsk	ZAO "Rospromles"	11.07.2003 - 11.09.2003	Accountant	25
2	Agarkova Svetlana	Petrozavodsk	Petrozavodsk Employment Center	01.09.2003 - 01.11.2003	Inspector	27
3	Akhmad Anna	Petrozavodsk	LLC "Kodeks", retail sale of goods	14.04.2003 - 13.06.2003	Accountant	21
4	Ampilogova Marina	Petrozavodsk	Small Enterprise "Liya"	17.03.2003 - 17.05.2003	Courier	38
5	Antipova Polina	Petrozavodsk	Municipal unitary enterprise	02.04.2003 - 03.06.2003	Accountant	25
6	Barbashina Marina	Petrozavodsk	ZAO "EFER"	01.07.2003 - 30.08.2003	Artist-designer	21
7	Bekreniova Alina	Petrozavodsk	Firm "Fornat"	01.05.2003 - 01.07.2003	Advertising agent	18
8	Bicheva Tatiana	Petrozavodsk	Junior High School	01.03.2003 - 01.05.2003	Assistant to Teacher	18
9	Bulay Svetlana	Petrozavodsk	"Club Moskvich Service"	17.06.2003 - 15.08.2003	Secretary	
10	Chubieva Inna	Petrozavodsk	ZAO "Ekotek-Rosika"	01.05.2003 - 30.06.2003		30
11	Fomina Ekaterina	Petrozavodsk	Institute of Economy of Karelia	12.05.2003 - 15.07.2003	Consultant-organizer	
12	Gadova Irina	Petrozavodsk	LLC "Fabrika grez"	01.05.2003 - 01.07.2003	Manager	
13	Gadova Olga	Petrozavodsk	Advertising Group "Kvadrat"	04.03.2003 - 04.05.2003	Advertising agent	25
14	Goloborod'ko Daria	Petrozavodsk	"Center of Education and Culture"	01.08.2003 - 31.09.2003	Secretary	
15	Kalaberda Olga	Petrozavodsk	Inter regional board of lawyers	09.06.2003 - 09.08.2003	Assistant to lawyer	26
16	Khasaya Sofia	Petrozavodsk	Remontno-stroitelnyy trest	05.05.2003 - 05.07.2003	Secretary	21
17	Kinkovich Ekaterina	Petrozavodsk	Children Republican Hospital	05.05.2003 - 05.07.2003	Hospital nurse	21

18	Kleshenkova Olga	Petrozavodsk	Children Republican Hospital	05.05.2003 - 05.07.2003	Hospital nurse	20
19	Kostina Galina	Petrozavodsk	Public organization of Women-entrepreneurs	03.03.2003 – 03.05.2003	Manager	49
20	Kuparadze Irina	Petrozavodsk	Center of Assistance to Early Development of Children	16.06.2003 - 15.08.2003	Teacher	27
21	Kurnikova Olga	Petrozavodsk	LLC "BK"	09.06.2003 - 11.09.2003	Accountant	33
22	Kushtiseva Nina	Petrozavodsk	Editorial "Periodika"	14.03.2003 - 14.05.2003	Advertising agent	48
23	Kuvshinova Anna	Petrozavodsk	LLC "Slavna"	15.05.2003 - 15.07.2003	Personnel Manager	
24	Lebedeva Elena	Kostomuksha	LLC "Zolotoy kupol"	01.08.2003 - 01.10.2003	Accountant	
25	Makarova Natalya	Petrozavodsk	"Evroforum"	01.07.2003 - 01.09.2003	Exhibition Manager	
26	Maslova Maria	Petrozavodsk	LLC "Inter Klassik"	26.05.2003 - 23.07.2003	Secretary	
27	Matusik Marina	Petrozavodsk	Firm of Khasay K.F., Private entrepreneur	31.03.2003 - 31.05.2003	Accountant	20
28	Melekhova Anna	Petrozavodsk	LLC "Karelspejtmontazh"	24.03.2003 - 23.05.2003	Sales Manager	
29	Menar Tatiana	Petrozavodsk	LLC "Inok Karelia"	12.04.2003 - 12.06.2003	Personnel Manager	32
30	Menyaeva Anna	Petrozavodsk	"Dortekhnika"	18.04.2003 - 18.06.2003	Secretary	
31	Mukhina Tatiana	Petrozavodsk	"Club Moskvich Service"	01.04.2003 - 30.05.2003	Secretary	
32	Polinovskaya Anastasia	Petrozavodsk	Firm of Svetlana Frolova, Private entrepreneur	01.03.2003 - 01.05.2003	Advertising agent	19
33	Ponomarenko Svetlana	Petrozavodsk	LLC "Accountant"	22.08.2003 - 22.10.2003	Office Manager	
34	Poplevskaya Olga	Petrozavodsk	LLC "Fabrika grez"	01.05.2003 - 01.07.2003	Manager	
35	Prokhorova Irina	Petrozavodsk	Kindergarten	01.03.2003 – 01.05.2003	Pedagogue	29
36	Semenkova Natalya	Petrozavodsk	Firm "Pressa"	24.03.2003 - 24.05.2003		25
37	Sharipova Tatiana	Petrozavodsk	LLC "Akmaril"	01.07.2003 - 31.08.2003	Packer	
38	Tifitulina Natalia	Petrozavodsk	LLC "Design-Plus"	01.05.2003 - 30.06.2003	Accountant	
39	Vaganova Olga	Kostomuksha	Yaroslavna	01.08.2003 - 01.10.2003	Administrative assistant	
40	Vassilieva Tatiana	Petrozavodsk	"Syamozer"	07.07.2003 - 07.09.2003	Laboratory Worker	
41	Vassilieva Zinaida	Petrozavodsk	LLC "Yuran"	01.07.2003 - 31.08.2003	Waitress	
42	Voropaeva Ekaterina	Petrozavodsk	Center of Social Services for People	01.07.2003 - 01.09.2003	Social worker	
43	Yakovleva Dariya	Petrozavodsk	Diversified municipal unitary enterprise	01.06.2003 - 01.08.2003	Secretary	19
44	Zenova Svetlana	Petrozavodsk	LLC "Batler"	12.05.2003 - 12.07.2003	Secretary	

45	Zharikova Inna	Petrozavodsk	ANO Center for education and culture	01.07.2003 - 29.08.2003	Advertising Agent	26
46	Zhironkina Natalia	Petrozavodsk	Credit Union "Kazna"	01.05.2003 - 30.06.2003	Manager	
SVERDLOVSK REGION						
1	Bel'tikova Irina	Ekaterinburg	Beauty shop "Faktura"	19.03.2003 - 19.05.2003	Sales Manager	21
2	Antipina Anastassia	Ekaterinburg	LLC "Torgbytservice"	14.04.2003 - 23.06.2003	Assistant to Accountant	23
3	Bagautdinova Irina	Ekaterinburg	Youth Center "Sputnik"	02.04.2003 - 02.06.2003	Psychologist	25
4	Bazhenova Olga	Rezh	Center of Employment in Rvzh	19.05.2003 - 18.07.2003	Accountant	
5	Chernobylskaya Ellina	Ekaterinburg	Employment Agency "Carrier Union"	17.07.2003 - 17.09.2003	Assistant to HR Consultant	
6	Dvoeglazova Alena	Rezh	Bakery	19.08.2003 - 19.10.2003	Accountant	20
7	Kolchina Anna	Ekaterinburg	"Promstroilux"	14.04.2003 - 09.06.2003	Assistant to Accountant	20
8	Ksenia Tishkina	Rezh	at Ms Golendukhina' firm	10.09.2003 - 10.11.2003	Seamstress	
9	Leontieva Galina	Ekaterinburg	"Konversia" Journal	07.04.2003 - 09.06.2003	Assistant to Manager	25
10	Mezenova Lidia	Rezh	LLC "Viking"	12.05.2003 - 11.07.2003	Office Manager	
11	Mylnikova Olga	Ekaterinburg	LLC "Uralpromstroyexport"	17.07.2003 - 18.09.2003	Assistant to Lawyer	
12	Myshkina Ekaterina	Ekaterinburg	Private entrepreneur Makarov	15.08.2003 - 15.10.2003	Accountant-cashier	22
13	Pogorelova Oksana	Ekaterinburg	LLC "Aqua Press"	01.06.2003 - 01.08.2003	Designer	
14	Reshetnikova Irina	Ekaterinburg	"SverdlovEnergoSbit" legal department	05.03-2003 - 05.05.2003	Lawyer	22
15	Rotmanova Elena	Ekaterinburg	LLC "Ekaterinburg - Alm-Group"	24.03.2003 - 24.05.2003	Lawyer	22
16	Semionova Ekaterina	Ekaterinburg	OAO "MALT"	01.07.2003 - 01.09.2003	Economist Assistant	22
17	Startzeva Irina	Ekaterinburg	LLC "Consultant"	19.05.2003 - 19.07.2003	Administrator	20
18	Stepanova Irina	Ekaterinburg	ZAO "Domus Tevadi"	05.05.2003 - 03.07.2003	Assistant to Lawyer	24
19	Ustiuzhanina Yulia	Ekaterinburg	LLC "Shartash Ek"	08.07.2003 - 08.09.2003	Assistant to Lawyer	

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TPID Brochure

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