

Final Report for the period

30 September 2010 – 29 June 2012

Enhancing Transnational Cooperation on Trafficking Cases in South-Eastern Europe (TRM-II)

Implemented by:

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1. Background information

The project *Enhancing Transnational Cooperation on Trafficking Cases in South-Eastern Europe (TRM-II)* builds upon the lessons learned from the *Programme to Support the Development of Transnational Referral Mechanisms (TRM) for Trafficked Persons in South-Eastern Europe* funded by USAID (2006 – 2009) and the project *Development of a Transnational Referral Mechanism for Victims of Trafficking between Countries of Origin and Destination (TRM-EU)* funded by the European Commission (2008-2010). The project seeks to further improve cooperation between countries of origin, destination and transit in order to streamline the process of providing comprehensive and effective assistance, support and protection of trafficked persons, focusing especially on special measures for children and labour exploitation.

The objectives of the project are:

- to develop a reporting template for the facilitation of transnational cooperation at the operational level between countries of destination, origin and transit in order to support the implementation of the *Guidelines for the Development of a Transnational Referral Mechanism for Trafficked Persons (TRM Guidelines)*, focusing especially on special measures for children and labour exploitation.;
- to strengthen the mechanisms for information exchange between the main anti-trafficking actors both at the operational and policy making level through regular multilateral and bilateral meetings in the region and beyond;
- to contribute towards building counter-trafficking partnerships among countries in the European Union (EU) and South-Eastern Europe (SEE).

2. Target group

The project targets South-Eastern Europe (SEE) comprising Albania, Bosnia and Herzegovina, Bulgaria, Croatia, Kosovo¹, Macedonia, Moldova, Montenegro, Romania and Serbia.

¹ This designation is without prejudice to positions on status, and is in line with UNSC 1244 and the ICJ Opinion on the Kosovo Declaration of Independence

PART I:

Final results – a description of the results I, II, III as outlined in the project description, with an explanation of what activities were actually implemented versus those planned, including additional or desired results (such as the participation/support of key destination or source countries; etc.)

3. Implemented activities

In the reporting period 30 September 2010 – 29 June 2012 the following activities were implemented:

3.1 Assessment phase (months 1-5)

Establishment of the project team

September- November 2010

Under the supervision of the Director and Programme Manager, a project team consisting of a Project Assistant and three Project Officers, as well as ten Local Liaison Officers (LLOs) located in the participating countries was established. The recruitment procedures for the LLOs started in October 2010, Terms of Reference for the LLOs were drafted. The LLOs, under supervision of the ICMPD Programme Manager and the Project Officers were responsible for supporting of the implementation of the project in the respective countries. In order to ensure continuity and transfer of knowledge gained during the past years, most of the staff from the previous TRM projects was retained. For the LLO positions in Bulgaria, Croatia, Montenegro, Romania and Serbia, however, new team members were recruited.

Annex: Vacancy Notice LLO

Launch of the project

October 2010

The launch of the TRM-II project in the framework of the kick-off meeting for the National Anti-trafficking Coordinators of South-Eastern Europe took place in Vienna on 28 October 2010.

Annex: Kick off meeting summary (including list of participants)

Establishment of national project implementation teams

November 2010- February 2011

Multi-disciplinary national project implementation teams (NIT) in each participating country were established. Terms of reference for the NIT members were developed and the responsible authorities in each country were requested to appoint qualified experts from governmental and non-governmental organisations to take part in the project activities on behalf of their country. The project team received a list of experts from each participating country. These teams of experts thus form the so-called national implementation teams, comprising four to six persons each, depending on the country, including the National Anti-trafficking Coordinators.

Annex: ToR National Implementation Team, List of NIT members per country

Induction meeting with Local Liaison Officers (LLOs)

December 2010

On 6-7 December 2010 an induction meeting with all LLOs was held at ICMPD headquarters in Vienna. During the meeting the LLOs were introduced to ICMPD and its activities, the implementation of the TRM-II project was discussed in detail and the tasks for the first project phase were distributed in accordance with the workplan.

Annex: Agenda, List of participants, Minutes LLO Induction Meeting

Recruitment of a external researcher

October 2010- January 2011

In addition to the LLOs, a Research Assistant and an External Researcher were recruited. The Research Assistant was recruited to support the background analysis and the external researcher with the task to draft an assessment report on national legislation to fight trafficking and to protect trafficked persons, existing agreements on transnational cooperation as well as referral procedures and their implementation in SEE.

Annex: TOR research assistant; TOR researcher

Background analysis of existing transnational cooperation mechanisms

December 2010-January 2011

The project team conducted desk research on national legislation to fight trafficking and to protect trafficked persons, existing agreements on transnational cooperation as well as referral procedures and their implementation in SEE and thus initiated the drafting of the research paper. In addition, interview guidelines were developed to conduct semi-structured interviews with relevant anti-trafficking stakeholders in all participating countries. The project team concluded the desk research.

Annex: LLO research template

Report: The Way Forward in Establishing Effective Transnational Referral Mechanisms in Trafficking Cases. A Report Based on Experiences in South-Eastern Europe (formerly Assessment report)

January 2011- June 2012

The aim of the report, that was drafted on the basis of the background analysis and interviews that the LLOs carried out with the relevant national stakeholders, is to provide an overview of the forms and tools of transnational cooperation used in cases of human trafficking in the South-Eastern Europe (SEE) countries with the view to further enhance their implementation or development within and beyond the region. The report includes useful reflections and recommendations based on interviews with 83 representatives of governmental institutions, law enforcement agencies, judiciary, labour inspectorates, non-governmental organisations (NGOs) and international organisations (IOs) engaged in the anti-trafficking field in South-Eastern Europe (SEE). Geographically, the report specifically targeted SEE, namely

Albania, Bosnia and Herzegovina, Bulgaria, Croatia, Kosovo², Macedonia, Moldova, Montenegro, Romania, and Serbia. It serves as a useful tool to all countries that have embarked on the process of developing a transnational referral mechanism, or considering doing so in the future. The report is strictly based on qualitative methods and its outcomes derive from the analysis of findings gathered through desk research and semi-structured interviews with the aforementioned anti-trafficking stakeholders carried out by a research team in each participating country.

Initially, the report was meant to only take stock of the available international and regional provisions for transnational cooperation. It would have served as the basis for the development of further project activities within the TRM II project. Yet, the project team realized that the qualitative information collected throughout the entire project is very valuable and fits well with the lessons learned from the previous TRM phases; and thus decided to incorporate these findings in the final version of the report as well. Thus the report became a “living document” – a publication that crowns the 5 years of TRM implementation.

The report elaborates on the concept of the transnational referral mechanisms (TRM), their development and applicability. It provides a solid background for national stakeholders from countries that have a TRM in place, and serves as an introduction to the TRM concept for all those that in the process of implementing it. The report further provides a description of the international, regional and bilateral instruments, mechanisms and tools relevant to transnational cooperation in cases of trafficking in human beings. Furthermore, the report documents how SEE countries, during the last decade, have made remarkable efforts to fight human trafficking and assist and protect trafficked persons, making use of additional initiatives and materials such as guidelines, declarations, statements, principles, codes of conduct, memoranda of understanding, resolutions, reports generally issued by international organisations but also by other relevant bodies.

This report reflects that there are still clear discrepancies between “theory and practice” and highlights some crucial missing links between the intentions of many of the legal instruments and tools and the reality for practitioners on the ground.

The report will be launched at different events across Europe in October 2012.

*Annex: Report: *The Way Forward in Establishing Effective Transnational Referral Mechanisms in Trafficking Cases. A Report Based on Experiences in South-Eastern Europe**

First transnational seminar

March 2011

The first transnational seminar took place in Budapest, Hungary, on 16-18 March 2011, under the auspices of the Hungarian Presidency of the European Council, and focused on discussions about enhanced information exchange between countries of origin, transit and destination. Over a hundred anti-trafficking officials and experts representing a variety of governmental institutions, non-governmental and international organisations attended the seminar, including the Deputy State Secretary for EU and International Affairs in Hungary, the Ambassador of the United States of America to Hungary and the OSCE (Organisation for Security and Cooperation in Europe) Special Representative and Coordinator for Combating Trafficking in Persons, who emphasized the important role of the TRM concept in the fight against trafficking. In addition to anti-trafficking stakeholders from SEE,

² This designation is without prejudice to positions on status, and is in line with UNSC 1244 and the ICJ Opinion on the Kosovo Declaration of Independence

representatives from relevant destination countries outside the region, such as Austria, Cyprus, France, Hungary, Italy, the Netherlands, Poland and Spain, attended and contributed to the seminar re-confirming the commitment of non-SEE countries to support the TRM initiative.

Thus, the seminar provided an effective platform to exchange experiences and practices on transnational cooperation beyond SEE and led to the formulation of concrete ideas on the facilitation of information exchange, which served as a basis for the first draft of the template for follow-up on transnational referral. Special attention was paid to the specific needs of children and challenges related to labour trafficking throughout the seminar taking into account the latest trends and developments. It was agreed that the reporting template should reflect these concerns and thus be child-sensitive and applicable to all forms of trafficking.

The meeting of the National Governmental Anti-Trafficking Coordinators (NGCs) participating in the project *Enhancing Transnational Cooperation on Trafficking Cases in South-Eastern Europe (TRM-II)* took place on 17 March 2011 in Budapest in the framework of the First TRM II Transnational Seminar. The main objectives of the NGC meeting were to present and discuss the conclusions from the Brdo Ministerial Conference; and to share ideas about future initiatives in the region building upon current anti-trafficking efforts. The National Coordinators further declared their readiness to continue working towards concerted anti-trafficking efforts across South Eastern Europe and expanding the good practices from the region to other countries. In this regard, strengthening ties with relevant destination countries outside SEE and addressing the issue of trafficking for labour exploitation in the region were identified as the most important goals for future joint actions.

Annex: Agenda, List of Participants, Conclusions

External evaluation

February 2011-March 2011

An external evaluator was recruited to analyse the success of the project implementation and identify the effectiveness of the project results in relation to the target group(s) of the project. The evaluation tried to assess how much the project contributed to the effective assistance and protection of trafficked persons by strengthening communication and cooperation between relevant governmental and non-governmental stakeholders at the transnational level.

Annex: Evaluation Report First Seminar

3.2 Implementation phase (months 6-12)

Development of reporting template

March 2011- November 2011

The project team developed a the initial draft template for the follow-up on transnational referral, which was introduced to the national stakeholders in the framework of the transnational workshops in Durres and Sofia in May and June 2011, as well as on the transnational workshops in Paris and Nicosia in October and November 2011. In working groups specifically focusing on the adaptation of the draft template to the actual needs of the national stakeholders, the project team collected

the input received from the participants, which have been be incorporated in the template.

Even though most participating countries and practitioners expressed their willingness to make use of the template in their work, certain challenges remain with regards to its practical implementation with regard to the compliance with (national) data protection laws when exchanging information about trafficked persons. Furthermore, the procedures of appointing appropriate national authorities with the responsibility of filling out templates and exchanging information at the transnational level vary immensely from country to country and need to be decided on a case by case basis. Thus the template currently represent a model to be adapted by countries according to their internal legislation and procedures. It is considered to be a comprehensive and useful tool in supporting the information exchange for transnational referral of trafficked persons. It is also seen as only one of such available tools, having the potential to complement rather than replace existing information exchange and cooperation methods. At the national level, it is foreseen that the template can be modified and adapted according to the laws and needs of each country or coordinating body through the addition or deletion of certain information fields, as determined by national legislation and the specific mandates of responsible institutions.

Annex: Draft reporting template for follow up

First transnational workshop on child trafficking (Albania)

May 2011

The transnational workshop on child trafficking took place in Durres, Albania on 23-25 May 2011 and was attended by more than 30 participants comprising representatives of governmental and non-governmental organisations from SEE. The objectives of the workshop were: 1. to discuss the issue of child trafficking illustrated by transnational cases and 2. to discuss in detail the draft template for follow up on transnational referral. Following an overview of international and regional legal instruments relevant to child trafficking, the participants discussed issues related to a child rights-based approach to trafficking, focusing on finding durable solutions in the child's best interests and the challenges related to proper identification and age assessment with the support of an international expert. Furthermore, the first draft of the template was introduced and the participants provided detailed input comprising comments on its name, structure, format and contents. The workshop participants confirmed that a template to follow up on transnational referral of trafficked persons was needed and identified two main challenges to be further discussed and agreed upon, namely data protection when exchanging information and the appointment of an authority responsible for filling in the template in each country.

Annex: Agenda, List of Participants, Workshop Conclusions

Second transnational workshop on trafficking for labour exploitation (Bulgaria)

June 2011

The transnational workshop on trafficking for labour exploitation took place in Sofia, Bulgaria on 27-29 June 2011 and was attended by more than 30 participants comprising representatives of governmental and non-governmental organisations from SEE as well as experts from France and the Netherlands. The objectives of the workshop were to look closely into the issue of trafficking for labour exploitation and to discuss in detail the draft template for follow up on transnational referral. Following

the welcome remarks of the Secretary General of the National Anti-Trafficking Commission of Bulgaria, a summary of the international and European legal instruments relevant for trafficking for labour exploitation was presented and national practices in the fight against trafficking for labour exploitation were shared. In addition, an expert from the OSCE (Organisation for Security and Co-operation in Europe) presented their current work in the field of labour trafficking. In a working group format the participants deliberated about the application of indicators for the identification of (potential) victims of trafficking for labour exploitation and discussed recent cases of labour exploitation. Furthermore, as in the first transnational workshop, the first draft of the template was introduced and the participants provided detailed input comprising comments on its name, structure, format and contents.

Annex: Agenda, List of Participants, Workshop Conclusions

First transnational workshop in a destination country outside SEE (France)

October 2011

The first transnational workshop in a destination country outside SEE was kindly hosted by the Directorate of International Cooperation of the French Ministry of Interior and took place in Paris, France on 24-26 October 2011. The workshop was attended by more than 25 participants comprising representatives of governmental and non-governmental organisations from Albania, Bosnia and Herzegovina, Kosovo, Macedonia, Serbia and France.

During the workshop the participants from SEE were introduced to the anti-trafficking structures and tools currently in place in France and had the opportunity to agree on further steps to enhance information exchange on transnational trafficking cases with their counterparts in France. Furthermore, the template for follow-up on transnational referral was presented and its implementation was discussed. Since according to French legislation the authorities are not permitted to exchange personal data of trafficked persons, the French stakeholders raised the issue of data protection when exchanging information and remarked that it would be difficult to appoint an institution responsible for filling in the template at the national level. The participants from SEE once again reiterated their willingness to use the template referring to it as a practical tool that enables them to exchange information in a more structured and organised manner. The appointment of an institution that will be responsible to fill in the template and exchange information with other countries, however, remained an open issue in SEE as well to be further discussed and decided at the national level.

At the end of the workshop the following conclusions were reached:

- A victim-centred approach should be applied in each trafficking case;
- Cooperation between country of origin and country of destination is crucial for the effectiveness of the transnational referral of trafficked persons;
- Inter-institutional coordination and information exchange at the national level is a prerequisite for efficient information exchange at the transnational level;
- The national stakeholders consider the information contained in the template for follow-up on transnational referral as comprehensive and relevant;
- Certain challenges remain with regards to the practical implementation of the template, e.g. data protection, determining the responsible authority/ies for exchanging information at the transnational level, and secure means of communication.

Annex: Agenda, List of Participants, Workshop Conclusions

Second transnational workshop in a destination country outside SEE (Cyprus)

November 2011

The second transnational workshop was kindly hosted by the Ministry of Interior of the Republic of Cyprus and took place in Nicosia on 8-9 November 2011. The workshop was attended by more than 25 participants comprising representatives of governmental and non-governmental organisations from Bulgaria, Croatia, Moldova, Montenegro, Romania and Cyprus.

During the workshop the participants from SEE were introduced to the anti-trafficking structures and tools currently in place in Cyprus and had the opportunity to agree on further steps to enhance information exchange on transnational trafficking cases with their counterparts in Cyprus. Furthermore, the template for transnational referral was discussed. A number of participants shared their approval for the template and their commitment to using it on a regular basis in their practical work. It was agreed that the template for transnational referral can serve as a tool for exchange of information, complementing and not replacing existing investigation or other cooperation tools. On the national level, the template could be modified according to the needs of each country or coordinating body, by adding or extracting information fields.

The bilateral meetings organised in the framework of the workshop and taking place for the first time between the hosting country, Cyprus, and the participating countries from SEE were an unprecedented success. Highly appreciated by all participating officials, the bilateral meetings created a platform for the direct exchange of information, data, contacts, as well as good practices and lessons learned. The bilateral conversations also highlighted the need for more regular meetings, at which bilateral and multilateral issues are discussed openly applying a harmonized approach and understanding towards victims' rights.

At the end of the workshop the following conclusions were reached:

- New forms of exploitation are emerging. This leads to inevitable change and adaptation of the anti-trafficking response. The approach of the anti-trafficking stakeholders has to be creative and proactive.
- All forms of trafficking shall be addressed and all trafficked persons shall enjoy the same care and assistance. Trafficking for labour exploitation is on the rise; thus strategies to combat it have to be created.
- Because the profiles of trafficked persons, as well as the forms of exploitation are changing, the scope of actors involved in the anti-trafficking activities shall be broadened. Labour inspectors, civil servants, health and sanitary inspectors shall be included in capacity building activities.
- National legislation shall be reviewed and updated with a view of applying a victim-centred approach and complying with the newest international and EU standards in victim protection.
- In addition to facilitating the resolution of cross-border trafficking crimes, transnational cooperation also builds trust among stakeholders in countries of origin and destination. That is why direct contacts established in the framework of the TRM and other similar initiatives shall be utilized more efficiently.

Annex: Agenda, List of Participants, Workshop Conclusions

External evaluation

May 2011-November 2011

External evaluation continued to be carried out to analyse the success of the project

implementation and to identify the effectiveness of the project results in relation to the target group(s) of the project.

Annex: Evaluation results TW Durres, Evaluation results TW Sofia, Evaluation results TW Paris, Evaluation results TW Nicosia, Interim evaluation report

3.3 Training and test-run phase (months 12-18)

First transnational training (Macedonia)

December 2011

The first training on transnational referral was kindly hosted by the Macedonian National Commission to Combat Human Trafficking and Illegal Migration and took place in Skopje on 6-7 December 2011. The training was attended by more than 30 participants comprising representatives of governmental and non-governmental organisations from Albania, Kosovo, Macedonia, Moldova and Romania and also featured the participation of the actors from *Samen Sterk (Together Strong)*, a Dutch advocacy group for the rights of victims of human trafficking working on awareness-raising about identification and assistance to trafficked persons.

The training was conceptualized as a practical event, featuring interactive presentations and lively discussions. The participants discussed information exchange at the transnational level and it became obvious that transnational cooperation exists but there was still a need for formalised and structured information exchange. In this regard, the template for transnational referral was considered as a practical tool to improve communication and cooperation between countries. Ms Diana Donoaga Certan, Head of the National Coordination Unit of the National Referral System for Assistance and Protection of Victims and Potential Victims of Trafficking in Human Beings within the Ministry of Labour, Social Protection and Family of the Republic of Moldova, presented good practices and lessons learned with regard to referral and repatriation of trafficked persons in Moldova. Next to risk and safety assessments, Ms. Donoaga Certan stressed the importance of information exchange between countries of origin and destination as well as the special needs of children, which need to be taken into consideration at all times.

The second day of the training was dedicated entirely to the interactive performance of the actors from *Samen Sterk*. The short skit demonstrated the experiences of a potential victim of trafficking, the difficulties she faced during the identification and assistance process, as well as the approach of different public officials dealing with this issue. Through their direct participation in the performance and actively learning from one another, the training participants came to question and reconsider their own approach to dealing with victims of trafficking.

At the end of the one-and-a-half day workshop, the following conclusions were reached:

- A victim-centred approach must be applied at all times when dealing with (potential) victims of trafficking and shall be anchored in national legislation;
- Communication and information exchange between country of destination and country of origin prior to return is of utmost importance in order to properly refer and assist trafficked persons and to avoid secondary victimisation;
- Common problems have been identified and there is a consensus on the need to apply common solutions in a coordinated effort to fight human trafficking;

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- Within the SEE region, transnational cooperation works well – as stated and proven by the discussions and practical work outside the TRM events;
- The template for transnational referral is considered a useful and practical tool. It might be better utilized in practice if it were binding.

Annex: Agenda, List of Participants, Training Report

Second transnational training (Serbia)

December 2011

The second training on transnational referral was kindly hosted by the Ministry of Interior of the Republic of Serbia and took place in Belgrade on 8-9 December 2011. It was attended by more than 30 participants comprising representatives of governmental and non-governmental organisations from Bosnia and Herzegovina, Bulgaria, Croatia, Montenegro and Serbia. The training also featured the participation of the actors from *Samen Sterk (Together Strong)*, a Dutch advocacy group for the rights of victims of human trafficking working on awareness-raising about identification and assistance to trafficked persons.

The training was conceptualized as a practical event, featuring interactive presentations and lively discussions. The participants discussed transnational referral and the template for transnational referral in detail. A practical exercise in this regard helped the participants understand the logic behind the template and already think about how to implement it in their daily work on trafficking cases. Ms Hajrija Hadziomerovic-Muftic, a prosecutor from Bosnia and Herzegovina, outlined the complex transnational cooperation in her daily work. Some of the cases were familiar to the participants, as they have worked together on resolving these cases.

The second day of the training was dedicated entirely to the interactive performance of the actors from *Samen Sterk*. The short skit demonstrated the experiences of a potential victim of trafficking, the difficulties she faced during the identification and assistance process, as well as the approach of different public officials dealing with this issue. Through their direct participation in the performance and actively learning from one another, the training participants came to question and reconsider their own approach to dealing with victims of trafficking.

At the end of the one-and-a-half day workshop, the following conclusions were reached:

- A victim-centred approach must be applied at all times when dealing with (potential) victims of trafficking and shall be anchored in national legislation;
- Common problems have been identified and there is a consensus on the need to apply common solutions in a coordinated effort to fight human trafficking;
- The involvement of destination countries outside the SEE region in the TRM and similar initiatives is crucial, as these countries represent a large destination for trafficked persons from SEE;
- Within the SEE region, transnational cooperation works well – as stated and proven by the discussions and practical work outside the TRM events;
- The template for transnational referral is considered a useful and practical tool. It might be better utilized in practice if it were binding.
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Annex: Agenda, List of Participants, Training Report

Final Seminar

February 2012

The Final Transnational Seminar took place on 28-29 February 2012 in Bucharest, Romania and gathered over 100 representatives of governmental, non-governmental and international organisations active in the fight against trafficking in human beings. The Seminar was kindly co-hosted by the Romanian Ministry of Administration and Interior. As a concluding event of the project, the seminar focused on the key achievements of the six years of implementation of the TRM Programme and pointed out the remaining challenges in the anti-trafficking efforts in the region and beyond. The participants of the final seminar recognised that the process that has started with the TRM project will not stop with the end of the project itself. With already 67 events involving more than 2200 participants, it has become evident that TRM has evolved from a project into a concept that promotes and facilitates international cooperation in anti-trafficking on both the operational and policy level. Actively participating in the one-and-a-half day discussions, the seminar attendees highlighted the key achievements of the TRM-II project and provided recommendations for further transnational cooperation on counter-trafficking issues. Focusing on emerging trends in human trafficking, the participating anti-trafficking experts and practitioners discussed and shared good practices on efficient ways of transnational cooperation that respect the human rights of trafficked persons. The objectives of the seminar were threefold: 1) to reflect upon five years of TRM implementation and recapitulate the main achievements and lessons learned; 2) to put forward and discuss broader issues related to transnational cooperation against trafficking in human beings and 3) to launch a new project on trafficking for labour exploitation.

Viewpoints from a wide range of anti-trafficking stakeholders and practitioners as to their experiences on cross-border cooperation were further introduced with the presentation of the draft Assessment Report on Enhancing Transnational Cooperation on Trafficking Cases in SEE. In addition, an overview of international, regional, and bilateral instruments, mechanisms and tools relevant to transnational cooperation in trafficking cases in SEE was discussed. During this session, it was once again reiterated that all SEE countries have enacted anti-trafficking legislation, implemented National Action Plans, developed NRMs, and tested TRM guidelines over the last decade.

In parallel with the Seminar, meeting of the National Anti-trafficking Coordinators was held. The meeting was organised in the framework of the Brdo Process upon the initiative of Ministry of the Interior of the Republic of Slovenia and was hosted by ICMPD.

In addition, the new ICMPD project "Capacity Building for Combating Trafficking for Labour Exploitation", funded by the Dutch Ministry of Foreign Affairs, was launched in the framework of the seminar. This project comes as a spin-off of the TRM-II project and aims to address outstanding gaps in the capacity of different national stakeholders to handle cases of trafficking for labour exploitation.

A joint declaration on the relevance of TRM was recorded on a video and disseminated on the web (e.g. on relevant anti-trafficking website of participating countries and organisations)

See: <http://www.youtube.com/watch?v=Ne6U7C0N9bl&list=UUheZ1qqFMpqHNQ-dvl3nmdg&index=5&feature=plcp>

Annex: Agenda Final seminar, Agenda NC Meeting, List of Participants, Seminar Conclusions

External evaluation

December 2011-March 2011

External evaluation continued to be carried out to analyse the success of the project implementation and to identify the effectiveness of the project results in relation to the target group(s) of the project.

Annex: Evaluation results TT Skopje, Evaluation results TT Belgrade, Evaluation results Final seminar

3.4 Extension (months 19-22)

Study visit of the Bulgarian delegation to Greece

May 2012

The visit of the Bulgarian delegation to Athens took place on 21-23 May 2012. Six meetings have been realised with representatives of the Greek governmental structures, NGOs and IOs. The Bulgarian delegation received information regarding specificities of the Greek anti- trafficking legislation and discussed the challenges in the Bulgarian-Greek cooperation on common THB cases. Several ideas on joint prevention activities were also discussed. The **objectives** of the study visit were:

- To establish new contacts and increase the cooperation between Bulgarian and Greek authorities on a common THB response.
- To be introduced to the Greek anti-trafficking legislation.
- To exchange good practices on cases of THB and discuss the challenges in the bilateral cooperation and work on concrete cases.
- To discuss recent cases of Bulgarian victims of THB in Greece.

Annex: Study visit report (including the list of the meetings and list of participants)

Study visit of the Montenegrin delegation to Austria and Slovak Republic

May 2012

The delegation of the Montenegrin National Implementation realised study visit to Vienna, Austria and Bratislava, Slovak Republic in the period of May 22-25 2012. The main goal of the visit was to enable representatives of Montenegrin institutions dealing with combating THB to discuss on positive practices with their counterparts from similar institutions from Austria and Slovak Republic and learn on new methods, policies and practices that could be applied in their work. It also served to additionally strengthen contacts with relevant subjects from the two countries, which would enhance their international cooperation and communication.

Annex: Agenda, Study visit report (including list of participants)

Study visit of the Macedonian delegation to Greece

May 2012

The visit of the Macedonian delegation to Athens took place on 28-29 May 2012. Six meetings have been realised with the representatives of the Bulgarian National Commission for Combating Trafficking in Human Beings, as well as with other relevant governmental and non- governmental representatives. The objectives of the study visit were:

- To exchange of good practices in regard to functioning of the National Commissions for Combating Trafficking in Human Beings;
- To discuss actual cases of human trafficking where both countries are involved;
- To agree on the ways forward to improve future cooperation on transnational trafficking cases between Macedonia and Bulgaria.

Annex: Agenda, Study visit report (including list of participants)

TRM presentations on the Standard Operating Procedures for Trafficked persons during the planned trainings for the Croatian Police

May 2012

The project team logistically supported the trainings for the Croatian police (organised by the national authorities on 15 May 2012 In Rijeka, 22 May 2012 in Split, 24 May 2012 in Zagreb and 28 May 2012 in Osijek). The TRM Standard Operating Procedures for Trafficked persons have been presented during the trainings.

Screening of the movie “Sisters”

June 2012

Within the extension activities ICMPD invited official representatives from Albania, Bosnia and Herzegovina and Serbia, as well a other relevant guests on 5 June 2012 to the special screening of the Serbian film, ‘Sestre’ (The Sisters), at Artis International Cinema in Vienna. The screening was attended by representatives from the South Eastern European countries that participated in the TRM-II project as well as from national and international diplomatic missions and anti trafficking stakeholders in Vienna. ‘Sestre,’ released in 2011 follows the journey of two young sisters who unsuspectingly become victims of human trafficking, sexual exploitation and organised crime. The film skilfully depicts the wide range of human trafficking indicators evident in the case of the young sisters, from their initial deception at recruitment through to the use of threat, force and isolation by the traffickers to control and exploit the vulnerable girls. The film goes on to illustrate the effect of trafficking on the victims as well as their families and the significance of a victim centred approach. The screening was followed by a panel discussion with Bojana Maljevic, the producer of ‘Sestre’ and a reception which provided an ideal opportunity for guests to reflect on the moving film and the significance of the Transnational Referral Mechanism for victims of human trafficking.

Annex: List of participants

Round table on enhancing transnational cooperation on trafficking cases between Kosovo anti-trafficking stakeholders and the embassies in Pristina

June 2012

In collaboration with the office of the National Coordinator for Anti-Trafficking in Kosovo, Anti-Trafficking Secretariat, on June 5th 2012, ICMPD organized the round table on Enhancing Transnational Cooperation on Trafficking Cases within Kosovo and the EU Destination Countries, Embassies accredited in Kosovo. The Embassies and the consular services in Kosovo and Kosovo Authorities for the first time together discussed the trafficking phenomenon in Kosovo, the current situation of Trafficking in Human Beings, Transnational Cooperation on Trafficking Cases as well as the

anti-trafficking responses. Furthermore, the trafficking trends, police statistics and cases of police transnational cooperation have been presented. The participants also discussed the legal framework recently drafted in Kosovo in preventing and combating trafficking in human beings. EU best practices have been presented by the representing embassies. The representatives of the embassies expressed their support to the state structures and to the civil society, as well as explained their role in the transnational referral on trafficking cases.

The objectives of the workshop were to:

- Inform the Embassies in Pristina on current situation of Trafficking in human beings in Kosovo;
- Improve the cooperation between the Embassies in Pristina and the Kosovo anti-trafficking stakeholders on transnational trafficking cases.

Annex: Agenda, List of participants, Round table report

Training on Labour Exploitation for Moldovan and Romanian participants

June 2012

The training was organized on 7 June 2012 as a final activity in the framework of the TRM-II Programme in Moldova. Training participants from different state and non-state organizations from Moldova and Romania were familiarized with concepts of “forced labour”, “labour exploitation” and “trafficking for labour exploitation”, as well as with the main legal international and EU legal instruments in this domain. The participants were informed about root-causes of phenomenon of trafficking for labour exploitation, role and existing methods of identification of cases/victims of trafficking for labour exploitation, as well as about main directions of EU counter-trafficking policy in this field, emphasising the meaning and role of human rights approach, cooperation of anti-trafficking actors, National and Transnational Referral Mechanisms. The main objective of the training was to train anti-trafficking stakeholders from Moldova and Romania on trafficking for labour exploitation, introducing key concepts, definitions, indicators and counter-trafficking strategies.

Annex: Agenda, List of participants, Training Report

External evaluation

External evaluation continued to be carried out to analyse the success of the project implementation and to identify the effectiveness of the project results in relation to the target group(s) of the project. The key findings of the evaluation is that the project was mainly successful in achievement of the expected outcomes (effectiveness), in particular in maintaining the network of contacts established in the previous TRM I project and to a certain level, of setting the basis for its further spreading on the destination countries.

Annex: Final external evaluation report

3.5 Dissemination activities (months 1-22)

Webpage

The ICMPD webpage (www.icmpd.org), as well as the ICMPD Facebook profile (<http://www.facebook.com/ICMPD>) were used to disseminate project information and allow all participants to exchange experiences.

TRM Video

The TRM Video that has been produced during the project implementation is available on the Spotlight Section of our homepage: <http://www.icmpd.org/> and on our YouTube Channel: <http://www.youtube.com/user/ICMPD>. The video has been also disseminated via the websites of the anti-trafficking authorities of participating countries, and other relevant partners in the European Union.

4. Changes made to the planning/problems encountered

Changes to the initial work plan have been made in a close coordination with the CTO, after her approval. Her prompt support and feedback have been extremely useful and much appreciated by the project team.

4.1 Assessment Phase (months 1-5)

- The induction meeting of the Local Liaison Officers that was held on 6-7 December 2010 at ICMPD headquarters in Vienna was not initially foreseen in the work plan. It was assumed that all LLOs from the previous TRM projects would be retained. Since this was not possible and five, i.e. half, of the LLO positions had to be filled with newly recruited staff, it became necessary to hold an induction meeting for all LLOs to properly integrate the new staff members in the team. To this end, the meeting provided a platform for fast and efficient exchange of knowledge and expertise and ensured that the entire project team was fully committed and familiar with all aspects of proper project implementation.
- The field missions indicated in the workplan were not conducted as they were not deemed necessary. The LLOs took over full responsibility of the national component of the research phase and gathered all relevant information for their respective country. The project team in Vienna supported and supervised the LLOs via e-mail and phone and was thus able to complete this activity in the most cost-effective manner.
- Initially it was planned that a draft version of the above-mentioned assessment report would be submitted to ICMPD before the first regional seminar in March 2011, and the final report was foreseen to be available for distribution in April 2011. In the course of the assessment, however, it became clear that due to the unexpectedly large amount of information collected and provided by the national stakeholders, more time would be needed to ensure that all relevant information can be included in the report. In addition, the scope of the report was extended, giving more prominence to the analysis of information exchange at the transnational level. For this reason, it was decided that the researcher would present an overview of the first findings at the first regional seminar and that the report would remain a living document to be updated throughout the project allowing for the inclusion of additional information, especially with regard to transnational cooperation, to be collected during the upcoming transnational workshops and trainings. Furthermore, it was suggested that the template for follow-up on transnational referral is also included in the report. This had implications on dynamic of other project activities (since the preparation of the Follow-up template was originally supposed to be based on the Assessment report).

However, the team has managed to develop the Template based on the provisional findings of the draft report and the report is to serve as a background analysis for further anti-trafficking measures and victim support oriented capacity building projects and programmes in the SEE region.

- Originally it was foreseen to establish an Advisory Board comprising relevant international and non-governmental organisations to provide technical and strategic advice and to facilitate coordination with other relevant initiatives. In addition, a first Advisory Board meeting was supposed to take place in the framework of the first transnational seminar. In order to avoid overburdening Advisory Board members with additional meetings, however, a more efficient and less formal approach was initiated. Instead of having a formal Advisory Board and two Advisory Board meetings, representatives from relevant international and non-governmental organisations participating in the project activities were contacted on an ongoing basis by the project team (both locally and at the headquarters level) to provide input on the project outputs when relevant. Representatives from relevant organisations/ institutions such as CEOOR- Brussels, Centre for Youth Integration- Belgrade, European Commission (EC), EUROPOL, France Expertise Internationale, FRONTEX, GIZ, International Federation of Red Cross and Red Crescent Societies (IFRC), IOM (International Organisation for Migration), La Strada, MARRI Ministry of Social Security (Social Inspectorate - Belgium, Ministry of Foreign Affairs of Finland, Ministry of Internal and Foreign Affairs of Turkey and Ministry of Interior of Poland, OSCE, Save the children NGO, Secretaria Xeral da Igualdade – Xunta de Galicia, SELEC, Social Intelligence and Investigation Service (SIOD)- The Netherlands, TdH (Terre des Hommes), UNHCR (United Nations High Commissioner for Refugees) participated in the project events.

4.2 Implementation phase (months 6-12)

- The project managed to develop a Template for Follow-up of Transnational Referral of Trafficked Persons which was welcomed by the participants and can be expected to enter into formal or informal practices of most of the countries involved. Even though it was planned in the project proposal that the Template would be finalised by month 12 of the project implementation in order for the training and test-run phase to commence, the Template was also still being amended and not disseminated to the project participants during the final phase of the project (the reasons are explained below). Having into consideration the input received from the participants of the transnational workshops during the second phase of the project, it was decided that the template will be serving as a model to be adapted by countries according to their internal legislation and procedures.
- According to the initial work plan three workshops were foreseen to be held in a destination country outside SEE, but the number of workshops was reduced to two. Based on the requests received from the participating SEE countries, workshops were planned to be organised in Cyprus, France and Spain, but due to pending political changes related to the general election in Spain on 20 November 2011, it was agreed together with the respective SEE counterparts to cancel the workshop in Spain and conduct only two workshops. Since the SEE stakeholders that were supposed to attend the workshop in Spain considered both Cyprus and France as relevant countries with which they wanted to improve cooperation, they joined the workshops in Cyprus and France and there was no need to determine an alternative third host country.

4.3 Training and test- run phase (months 12-18)

The third phase of the project was originally planned as a test run phase, during which the drafted Template for Follow-up of Transnational Referral of Trafficked Persons was meant to be tested on real cases. The change of the scope of this activity (i.e. the fact that no real-case testing) was, however, to a large extent related to the obstacles presented by the complexity of the political and institutional context in which the circulation of the template (as, in general, the transnational referral of the trafficking victims) would take place. Therefore, based on discussions with the participants during project events and trainings it was agreed to develop a template that would not necessarily represent a legally binding strict format for exchange of data on the victim between the officials in the country of destination and country of origin, but rather a suggested practice, a type of a checklist on the type of information to be exchanged between the persons communicating during the process of the transnational referral of the victims. The team considered that as such, the template would not necessarily require a controlled testing.

4.4 Extension (months 19-22)

A request for a three months no-cost extension was requested and granted on 8 March 2012. The purpose of the modification was to extend the period of performance from the end date of 29 March 2012 to 29 June 2012. The project no-cost extension entailed the participation of the same ten beneficiaries already involved in the project. Several multiparty activities (listed in the part 3 of the report), created on the basis of the needs of the project beneficiaries were implemented during the extension period.

In addition, some feedback on the potential usage of the template for Follow-up of Transnational Referral of Trafficked Persons was collected through a questionnaire disseminated among project participants in the scope of the evaluation exercise in July 2012, which can be seen as a partial mitigation of the reduction of the test-run phase. This provided both the information necessary both for project evaluation, in terms of project effectiveness and impact, as well as sustainability of project results, and also enabled the team to get the feedback on the quality and usage of the template which was planned in the original project proposal by incorporation of the test-run phase.

5. Interim and final results of the programme

5.1 Assessment phase (months 1-5)

At the end of the first phase the following results have been achieved:

Results of the assessment phase

Results of the questionnaires and desk research:

- Knowledge on the forms and tools of transnational cooperation used in cases of human trafficking in South Eastern Europe (SEE) increased (Questionnaires, draft assessment report, regional seminar)
- Solid knowledge base of existing mechanisms and a basis for the elaboration of reporting template provided (desk research, draft assessment report, first regional seminar);

- Source of data and information provided for practitioners and policy makers to assist in the tailoring of counter-trafficking initiatives (outline of the reporting template).

Results of the First Regional Seminar:

- Transnational cooperation between relevant actors within and outside SEE strengthened;
- Concrete ideas on the facilitation of information exchange discussed, which served as a basis for the first draft of the template for follow-up on transnational referral;
- Contacts between national teams have been intensified.

5.2 Implementation phase (months 6-12)

Results of the implementation phase

- Draft reporting template developed and adapted to the needs of the participating countries (draft reporting template);

Results of the transnational workshops in SEE:

- Knowledge of participants on effective return of trafficked persons increased (workshop reports);
- Awareness of the special needs of children raised.
- Awareness of the trafficking for labour exploitation among different stakeholders raised.

Results of the transnational workshops in destination countries:

- Good practices exchanged between countries from and beyond South-Eastern Europe;
- Relevant anti-trafficking counterparts in destination countries outside South-Eastern Europe identified and ground laid for future cooperation on transnational trafficking cases (workshop reports);
- Reporting template discussed with countries of destination.

5.3 Training and test-run phase (months 12-18)

Results of the training phase

Results from the transnational trainings:

- All involved actors trained on the usage of the draft reporting template (more than 60 practitioners trained, lists of participants from the trainings);
- Through the interactive training methodology, the reporting template was discussed against the backdrop of transnational cases (training reports)
- Updated reporting template to better suit national needs and priorities for its practical implementation.
- Awareness of the special needs of children and trafficking for labour exploitation raised.

Results from the Final Regional Seminar:

- Good practices on efficient ways of transnational cooperation that respect the human rights of trafficked persons discussed and shared;
- Synergies with other projects and initiatives were created;
- Needs and challenges to be taken out into consideration in the future activities identified.

5.4 Extension (months 19-22)

Results of the extension phase

- Cooperation between state and non-state actors between countries of origin and destination has been improved (study visits reports);
- Best practices exchanged during the study visits (study visit report);
- Practitioners trained on specific issues regarding trafficking for labour exploitation (Training report);
- The cooperation between the Embassies in Pristina and the Kosovo anti-trafficking stakeholders on transnational trafficking cases has been enhanced (workshop report).

PART II:

Programme impact, including methodology and a detailed list of the indicators used to measure the programme impact (including positive/negative impacts regarding the beneficiaries and target groups, the participating countries, cooperation with other actors, etc.)

6. Programme impact

The programme impact was measured in detail by an external evaluator, contracted to perform a comprehensive independent and objective evaluation of the implementation of the TRM in particular and the outcomes of the TRM programme in general. For more details on the evaluation, please refer to the Annex nr.13 (Assessment phase) - External evaluation report.

7. Cooperation with other actors

ICMPD has invited a range of relevant international and non-governmental organisations to participate in the project activities on an ongoing basis. As mentioned before in part 4, instead of having a formal Advisory Board and two Advisory Board meetings, a more efficient and less formal approach was initiated to cooperate with other actors and to incorporate their input on the project activities and outputs when relevant. Occasional meetings were conducted with representatives from relevant organisations such as CEOOR- Brussels, Centre for Youth Integration-Belgrade, European Commission (EC), EUROPOL, France Expertise Internationale, FRONTEX, GIZ, International Federation of Red Cross and Red Crescent Societies (IFRC), IOM (International Organisation for Migration), La Strada, MARRI, OSCE, Save the children NGO, Secretaria Xeral da Igualdade – Xunta de Galicia, SELEC,

Social Intelligence and Investigation Service (SIOD)- The Netherlands, TdH (Terre des Hommes), UNHCR (United Nations High Commissioner for Refugees). During these meetings it was discussed how to ensure full coordination of activities, create synergies and guarantee coherence among respective initiatives towards the beneficiary countries. In addition, meetings were conducted with the representatives from the Ministry of Social Security (Social Inspectorate - Belgium, Ministry of Foreign Affairs of Finland, Ministry of Internal and Foreign Affairs of Turkey and Ministry of Interior of Poland.

From the very beginning of the project the participating country representatives stressed the need to include more countries in the TRM network in order to improve transnational cooperation not only within SEE, but also with relevant destination countries outside the region. Building on the achievements of the TRM-SEE and TRM-EU projects, ICMPD was able to maintain and establish new contacts in key destination countries outside SEE. As a result, Austria, France, Hungary, Italy, Slovenia and Spain committed to participating in the TRM-II project activities at their own costs in an effort to further expand and strengthen the TRM network. Such support from countries that are not direct beneficiaries of the project shows that the TRM is perceived as an efficient way of information exchange outside SEE as well and ensures future expansion and sustainability of the TRM network.

With regard to increasing the network of TRM countries, it is worth mentioning that ICMPD was invited to support Poland during its presidency of the Council of the European Union. More specifically, ICMPD used this platform to promote the TRM concept outside SEE by participating and playing an active role in the experts' seminar *Management models within the field of combating and preventing trafficking in human beings present in EU countries and countries of the Eastern Partnership. Possibilities of cooperation development*, which took place in Warsaw on 31 November – 1 December 2011 and brought together more than 80 anti-trafficking stakeholders from the European Union and Eastern Partnership countries to discuss cooperation between governmental institutions, law enforcement agencies and non-governmental organisations in the dimension of building and functioning of national and transnational referral mechanisms. ICMPD also contributed to this initiative with a background analysis resulting in a background paper on the identification of trafficked persons and the role of various stakeholders in the process of identification, which further emphasizes the importance of standardized procedures in the referral of trafficked persons as described in the *Guidelines for the Development of a Transnational Referral Mechanism for Trafficked Persons* and helped to introduce the TRM concept to an even wider audience

On 19 and 20 October 2010 the Ministry of the Interior of the Republic of Slovenia held the 10th Ministerial Conference on Illegal Migration, Organised Crime, Corruption and Terrorism in Brdo (Brdo Process). One of the core issues under discussion was the identification of measures for more efficient fight against trafficking in human beings in the SEE region. The ministers agreed that THB is a global problem and should be addressed through a coordinated and comprehensive approach by institutions at the national level and states in the region. Thus, they gave their support to the organisation of informal meetings between national coordinators who will meet once a year to discuss strategic actions in this area. It was agreed that the role of secretariat should be taken over by ICMPD, which should take the initiative to organise those meetings. The first meeting of the National Anti-Trafficking Coordinators took place on 8 June 2011 in Belgrade, Serbia in the framework of the Brdo Process upon the initiative of the Ministry of the Interior of the Republic of Slovenia, with the support of ICMPD as a secretariat. The Ministry of Interior of the Republic of Serbia kindly hosted the meeting. The objectives of the meeting were to exchange information on key anti-trafficking activities in the SEE region; to discuss the latest trends in SEE and the EU with a special focus on street children as well as opportunities for future joint actions in the SEE region. In the framework of the

meeting, ICMPD proposed one of the future meetings to be organised in the framework of the last Regional Seminar within the project TRM-II project. As a result, the next NC meeting took place during the Final Regional Seminar in Bucharest, Romania, in February 2012.

The next meeting of the Brdo process will take place on 4-5 October 2012 in Ljubljana, Slovenia, where ICMPD is invited to take an active role in the design of the conference agenda, as well as in the discussions.

The importance of developing a TRM mechanism has been recognized at the European Union (EU) level as well. As mentioned above, a number of EU countries had committed to the TRM programme and participants in a number of activities at their own costs. ICMPD was invited by the European Commission to attend a meeting of the national rapporteurs and equivalent mechanisms on 2-3 February 2012 to present the TRM model and discuss the importance of developing transnational referral mechanisms in the EU as many of the victims still come from third countries and in the case of intra-EU trafficking, cross-border cooperation between relevant actors need to be improved. The close cooperation with individual EU member states, as well as with the EU anti-trafficking coordinator has resulted in the incorporation of the TRM as one of the top priorities in the new published EU anti-trafficking strategy (June 2012).

In May 2012, ICMPD was invited as keynote speaker to present the TRM programme at a regional event organized by the French anti-trafficking liaison officer in Vienna in Odessa, Kiev. The seminar was entitled *“Strengthening the legal framework to protect victims of trafficking and harmonization of their legal protection when returning, through the creation of a multidisciplinary operational network”*. The participants at this events included key stakeholders from Moldova and Ukraine, as well well-known partners from Bulgaria, Cyprus and France.

Furthermore, utilizing the TRM infrastructure and responding to the increased needs for capacity building specifically on trafficking for labour exploitation, , ICMPD is implementing a 17-month project on *Capacity Building for Labour Exploitation Project (CB-LAB)* funded by the Dutch Ministry of Foreign Affairs, which aims to support relevant national institutions of fourteen target countries by providing a series of specially formulated, interdisciplinary training sessions to labour inspectors, police officers, and representatives of the judiciary. In addition to strengthening the capacity of relevant officials to handle cases of trafficking for labour exploitation, the trainings will help lay the ground for improved transnational and intra-European cooperation on this issue.

Annex: CB LAB project description

Buidling upon the lessons learned from the implementation of this programme, ICMPD was invited to develop and implement the project **‘Developing a transnational referral mechanism for trafficked persons between Canada and the Philippines (TRM CaPhil)’** by the Canadian Ministry of Public Safety. The project addresses the need of fast and efficient information exchange between Canada and the Philippines for the transnational referral of trafficked persons. The main purpose of the project is to develop and pilot a mechanism that will support the successful repatriation and re-integration of victims of human trafficking who wish to return to the Philippines. The basic premise is to ensure that trafficking victims who wish to return home already have information and contacts for available supports and services (and, if possible, have support and services already established) in their country of origin before they leave Canada.

PART III:

Useful lessons learned and best practices

8. Lessons learned and recommendations

The 21 months of implementation of the TRM II project served as the conclusions and wrap-up of the entire TRM programme, that ran between 2006 and 2012. Thus the lessons learned reflect the experiences collected via a number of events, meetings, conversations, presentations, and general exchanges of good practices.

The following recommendations stand out:

- *Expand the TRM model geographically*, based on the experiences in SEE to include other countries in Europe and beyond. Specifically there is a need to ensure effective coordination and collaboration between main migrant sending and receiving countries within Europe, as one of the downsides of the TRM programme was the insufficient involvement of receiving countries. Geographic expansion of the TRM model should also include exploring options for developing a TRM model between different regions and countries around the world as also foreseen in the *EU Strategy towards the eradication of trafficking in Human beings (2012-2016)*.
- *Ensure continuous and regular update and development of the TRM standard operating procedures (SOPs)* including adaptation for specific forms of exploitation, such as trafficking for labour exploitation and child trafficking, as these topics are rising on the policy agendas of anti-trafficking stakeholders. Furthermore there is a need to include measures for integration and social inclusion in the destination country (destination based integration) as a potential alternative to return and reintegration (in country of origin).
- *Including new stakeholders in the TRM process*, since, in order to respond effectively to the specific cases of child trafficking and trafficking for labour exploitation there is a need to raise awareness about the TRM model amongst various new stakeholders (e.g. labour inspectors, child care and welfare professionals etc.) and to mobilise a broader network of skilled and trained professionals to work on the specific cases and develop new tailor-made tools as needed.
- *Ensure a more definite and concrete political commitment* to adhere to the TRM standards, in the form of a memorandum of understanding (MOU) or similar multilateral or bilateral agreement(s) in order to formally endorse the usage of the TRM SOPs at the national level and between countries that have adopted them. The impact assessment of the TRM programme shows that the SOPs would be more widely received and more consistently utilized, if there is a political backing of the process and the TRM has been formalized at the national level.
- *Further development of the TRM model and its related operational tools*, especially through regular know-how transfer, exchange of good practices, and the adoption of common tools, such as templates for transnational cooperation, similar or upgrading the one developed under the TRM II project. Further development of the TRM shall also include encouraging spin-off

initiatives at the bilateral level and continuous capacity-building among key stakeholders in SEE and EU countries.

- *Recognize that an effective TRM is strictly intertwined with a well-functioning NRM.* Thus, ensure the full implementation of the NRM, the continuous development and strengthening of the skills of all anti-trafficking actors, the systematic monitoring and evaluation of the strategies and interventions, and the sound and regular allocation of economic resources.

PART IV:

9. Recommendations for follow up

The success of the TRM II project in particular and of the TRM programme in general lay the foundations for further development of the TRM concept and its application to other geographical regions, as well to its expansion to reflect current and future trends in human trafficking.

Most notably, the development of a TRM across all 27 European Union Member States is included in the EU strategy on combating trafficking for 2012-2016. The inclusion of the TRM in this EU-wide strategy comes, on the one hand as recognition of the added value of this mechanism, but also as a result of the realization that coordinated and coherent approach to trafficked persons is needed across borders just as much as within national borders.

Consequently, the TRM concept can be expanded in a couple of different ways:

- **Enlarge the TRM network** to incorporate and increase coordination among the public and private sectors on the national, local and regional level. The TRM is a good platform to build upon the good results already achieved and the key relations fostered within the countries in the SEE region. Such strategic partnerships will offer private and public enterprises a forum to work together to identify and address instances of forced labour in the supply chain, exchange good practices and adopt codes of conduct. Furthermore, it will make available the ground to develop initiatives which help directly benefit victims of trafficking on the local level.
- **Establish links and a sustainable platform for information sharing and coordination** between main sending countries in SEE and Eurasia and destination countries throughout the EU. This platform could include an online component where the TRM contact lists – by now an indispensable tool for transnational cooperation – can be updated and maintained on a regular basis.
- **Plan both national and transnational capacity building events**, during which detailed training will be provided on the TRM SOPs for relevant stakeholders, including those that have not been part of the TRM processes until now (labour inspectors, child care officers, etc.) It is only through increased awareness of the availability and practical usefulness of the TRM that more practitioners will use the TRM in their daily work.
- **Benefit from the experience and methodology** developed in SEE to expand the TRM model in other regions of the world.

PART V:

10. Financial report

See annexes.

PART VI:

11. Annexes

Assessment Phase (months 1-5)

1. Vacancy notice LLO
2. Kick off meeting summary
3. ToR National Implementation Team
4. List of NIT members per country
5. Agenda LLO Induction Meeting
6. Minutes LLO Induction Meeting
7. List of participants LLO Induction Meeting
8. ToR Research assistant
9. ToR researcher
10. LLO research template
11. Report: *The Way Forward in Establishing Effective Transnational Referral Mechanisms in Trafficking Cases. A Report Based on Experiences in South-Eastern Europe (formerly Assessment report)*
12. Agenda First Seminar
13. Conclusions First Seminar
14. List of Participants First Seminar
15. Evaluation report First Seminar

Implementation phase (months 6-12)

1. Draft reporting template for follow up
2. Agenda TW Durres
3. List of participants TW Durres
4. Workshop conclusions Durres
5. Agenda TW Sofia
6. List of participants TW Sofia
7. Workshop conclusions Sofia
8. Agenda TW Paris
9. List of participants TW Paris
10. Workshop conclusions Paris
11. Agenda TW Nicosia
12. List of participants TW Nicosia
13. Workshop conclusions Nicosia
14. Evaluation results TW Durres
15. Evaluation results TW Sofia
16. Evaluation results TW Paris
17. Evaluation results TW Nicosia
18. Interim evaluation report

Training and test-run phase (months 12-18)

1. Agenda TT Skopje
2. List of participants TT Skopje

Final Report

3. Training report Skopje
4. Agenda TT Belgrade
5. List of participants TT Belgrade
6. Training report Belgrade
7. Agenda Final seminar
8. Agenda NC meeting
9. List of participants final seminar
10. Conclusions final seminar
11. Evaluation report TT Skopje
12. Evaluation report TT Belgrade
13. Evaluation report Final Seminar

Extension (months 19-22)

1. Study visit report, Bulgarian delegation to Greece
2. Agenda, study visit of Montenegrin delegation to Austria and Slovak Republic
3. Study visit report, Montenegrin delegation to Austria and Slovak Republic
4. Agenda, study visit of the Macedonian delegation to Bulgaria
5. Study visit report, Macedonian delegation to Bulgaria
6. List of participants, Screening of the movie "Sisters" in Vienna
7. Agenda, round table Kosovo
8. List of participants, round table Kosovo
9. Report, Round table Kosovo
10. Agenda, Training in Moldova
11. List of participants, training in Moldova
12. Training report Moldova
13. Final evaluation report

In addition: CBLAB project description