



# Evaluation Summaries

## Employment, vocational training opportunities and migration policy measures to prevent and reduce trafficking in women in Albania, Moldova and Ukraine (Phase I)

### Quick Facts

**Countries:** Albania, Moldova, Ukraine

**Final Evaluation:** December 2005

**Mode of Evaluation:** *independent*

**Technical Area:** *International labour migration*

**Evaluation Management:** *MIGRANT*

**Evaluation Team:** Fatoş Ipek-Demir

**Project Start:** October 2003

**Project End:** *December 2005*

**Project Code:** *RER/02/11/IRL*

**Donor:** *Ireland*

**Keywords:** *Employment creation, vocational training, employment policy, human trafficking, labour migration*

### Background & Context

**Project Background:** Trafficking is a labour migration issue of major concern in the Central and Eastern European region. The number of young women trafficked clandestinely across borders continues to grow. The disintegration of the socio-economic structure in Albania, Moldova and Ukraine led to a continuous fall of living standards, and a lack of training and employment opportunities accompanied by a growth of unemployment that is affecting more women than men. The middlemen or the trafficker has

learned to exploit weaknesses in state systems to his advantage. The disregard by Western European States of the existence of jobs in certain sectors has left such jobs to the control of middlemen who offer smuggling services to male migrants and trafficking services to female migrants.

In order to help the regions to handle this problem, the ILO launched the project “Employment, Vocational Training Opportunities and Migration Policy Measures to Prevent and Reduce Trafficking in Women in Albania, Moldova and Ukraine” in October 2003. This is one of ILO’s Partnership Programme Agreements with Development Cooperation Ireland (DCI).

The following immediate objectives were developed:

1. At the end of the project, the Ministries of Labour and Social Affairs, other relevant national institutions, and tripartite partners would have strengthened capacities to prevent and reduce the trafficking into labour exploitation of women at risk;
2. At the end of the project each country would have a community-based pilot project, developed and established in a selected community, integrated into a national strategy;
3. At the end of the project, the three countries together would have

identified and provided with training or employment opportunities 250 to 300 women victims or potential victims of trafficking.

The indicators used to measure the development objective were the following:

- Introduction of gender-sensitive employment and training strategies to contribute to the reduction and prevention of trafficking in women and provide reintegration options to those already trafficked;
- Introduction of gender-balanced migration policy measures to develop a system to regulate the activities of private job placement agencies and other institutions providing information on jobs abroad;
- Promotion of the establishment of a single labour market information system on the availability of jobs at home and abroad.

## Main Findings & Conclusions

The majority of the objectives and activities have been achieved. The first steps have been made in the modification of legislation, policy, administration, and in practical measures to better manage labour migration. Community-based pilot projects have begun in every country but it has not had the impact everywhere that the project initially intended. Also the number of trafficking victims reached for vocational trainings) is too low, only 30 in Albania, 40 in Ukraine and 30 in Moldova.

The amount of activities and their impact differ greatly from country to country. Of special concern is the project in Albania, where results are sometimes vague and not comparable with the achievements in Ukraine and Moldova. Capacity of project staff should be improved, but more importantly, in determining which activities to prioritize, the political stability of the country and the willingness of stakeholders to participate effectively need to be taken into account.

The project needs to continue to sustain and build on the effects and achievements of the last 2 years. Special attention should be given to the budget planning, sharing funds equally and safeguarding timely delivery during the course of the project. If budget clarity and accessibility are addressed at this time, there will be long term benefits to project implementation. With the lessons learned from the first phase, a better model can be implemented, hopefully preventing future budgeting issues.

## Recommendations & Lessons Learned

### Recommendations:

- More information on budgets within the project.
- Equal, (sometimes) better, more and quicker communication within project-team.

Project team members came together three times during the project. Further communication was done primarily by email and sometimes by telephone. The Ukrainian and Moldavian project teams interacted more effectively because of language skills and showed more similarities within their activities, primarily through sharing experiences and best practices and by learning from each other.

- Good back-up from headquarters ILO, better and quicker administrative procedures.

Back-up from headquarters was appreciated but was found inadequate. Communication was sometimes slow and getting the funds in time to the right places was a big problem.

- Better availability of project coordinator to project staff, and the establishment of a backup contact person or replacement when administrative or financial officials are unavailable.
- Uniform methods for knowledge sharing.
- Improving budgetary efficiency in Albania (better balance between results and expenditures).

- Finding more creative ways to access co-funding or willing partners to carry out activities with shared objectives.
- Reviewing choice of exclusive focus on women as target group.
- Developing methods for measuring outputs within partners and target groups (evaluation forms).
- Realistic decision making whenever political environment changes (whether to continue or stop, and where to focus resources).
- Increase focus (and budget) on direct target groups.
- Knowledge sharing (e.g. improving website). Both coordinators and assistants had several trainings for knowledge development on the issues of migration. The effects and results of these different trainings could be shared with each other, for this the website could be used. In annex 2 there is a list of trainings that were attended by some of the project team-members.
- Recognize the **difference in capacity**, creativity and flexibility of team members. With management feedback and possible mid-term reviews, adaptations or changes can be made, maximizing return on capacity across the board. Finally (and no less importantly) the project teams should work to prevent attrition, thereby minimizing the loss of project-specific knowledge and experience that leaves with departing team members.
- More PR/communication activities for the project. For example a website with all the information on the project would be recommendable.