“Counter-Trafficking Interventions in Prevention, Protection and Prosecution for Victims of Trafficking in Persons in Bangladesh”

Mid Term Evaluation Report
August, 2007

International Organization for Migration (IOM) Dhaka
The Report

This report presents the findings of a mid term evaluation of the project ‘Counter-trafficking interventions in Prevention, Protection and Prosecution for Victims of Trafficking in Persons in Bangladesh’ implemented jointly by the Government of Bangladesh and the International Organization for Migration (IOM).

The evaluation has been carried out in order to assess the progress made so far towards achieving the project objectives and milestones, and to identify its strengths, constraints, and lessons learned, as well as to assess the efficacy of the strategy, and recommend adjustments to current activities if required.

The evaluation was undertaken in July 2007 through the means of literature review, interview of key government official, discussion with the IOM project team and implementing partners in the field, focus group discussions with project stakeholders/target population, and input from USAID Bangladesh.

Report Prepared by:
Asifa Rahman
Independent Consultant
Executive Summary

Bangladesh is one of the countries of origin of trafficking in persons. Over recent years though, the country has gained some valuable experience and knowledge in implementing counter-trafficking measures. Since June 2004, various initiatives have been undertaken by the Government of Bangladesh (GoB) to promote, protect and preserve the rights of women and children. These initiatives include relevant laws; institutional arrangements like country wide special tribunals for cases related to trafficking in women and children, etc. These different counter-trafficking initiatives are strengthened by the technical assistance provided by USAID, the International Organization for Migration (IOM), UNICEF as well as GO-NGO cooperation in the area of counter-trafficking.

The project ‘Counter-Trafficking Interventions in Prevention, Protection and Prosecution for Victims of Trafficking in Persons in Bangladesh’ (CTI) was started in 2005 for providing support to trafficked victims, including men, women and children. It is implemented jointly in 18 districts by MoHA and IOM with funding from USAID/Bangladesh. Campaigns are conducted under the 3-year project to raise awareness of communities, as well as training for capacity building of officers-in-charge of police stations throughout Bangladesh and lawyers from the selected districts. The project is also providing legal, medical and psycho-social support including skill training and business support.

The CTI project has had 100% achievement in field activities in the last one and a half years. The community campaign outcomes show some examples of local leaders, such as imams of mosques, Union Parishad chairmen and local people taking innovative measures to protect their locality from human trafficking incidents. The seven partner NGOs as well as local NGOs are also disseminating the project messages among their own project beneficiaries, thereby increasing the number of the CTI project target audiences manifold. People also report that the 520 police officers-in-charge who have received a two-day orientation training on “Basics of human trafficking and victim support and care” appeared to be more cooperative than before. The lawyers’ training programme has reached both participants and resource persons of the programme with detailed information on counter trafficking issues and the government and other stakeholders’ role in it. The training manual for lawyers is also a significant achievement of the project, as it is a comprehensive document on the issue.

The biggest strength for the project is unique collaboration between the Ministry of Home Affairs and IOM. Strong support from the government made it possible for the project team to overcome the various challenges faced over the past months. Use of the best NGOs in the field for implementing prevention and protection work for counter-trafficking has also proven to be a good decision for the project. However, the main challenge for the project at the moment is in finding victims for support. This could be addressed by a practical plan of action to find more sources of information than used currently.

In conclusion, the key findings of this mid-term review are that the approach of the CTI project appears to be participatory and its achievements satisfactory.
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### Glossary of Terms

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<th>Acronym</th>
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<tr>
<td>ACD</td>
<td>Association for Community Development</td>
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<tr>
<td>AIG</td>
<td>Additional Inspector General of Police</td>
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<td>BDR</td>
<td>Bangladesh Rifles</td>
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<td>BNWLA</td>
<td>Bangladesh National Women Lawyers' Association</td>
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<td>CTI</td>
<td>Counter-Trafficking Initiative</td>
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<td>CBO</td>
<td>Community Based Organization</td>
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<td>DAM</td>
<td>Dhaka Ahsania Mission</td>
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<td>DISA</td>
<td>Development Initiative for Social Advancement</td>
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<td>GoB</td>
<td>Government of Bangladesh</td>
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<td>IOM</td>
<td>International Organization for Migration</td>
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<tr>
<td>LEB</td>
<td>Locally Elected Bodies</td>
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<td>MoHA</td>
<td>Ministry of Home Affairs</td>
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<tr>
<td>NGO</td>
<td>Non Governmental Organization</td>
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<tr>
<td>NNP</td>
<td>National Nutrition Programme</td>
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<tr>
<td>OC</td>
<td>Officer-In-Charge</td>
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<td>PIC</td>
<td>Project Implementation Committee</td>
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<tr>
<td>PTI</td>
<td>Primary Teacher Training Institute</td>
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<td>SMC</td>
<td>School Management Committee</td>
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<tr>
<td>TNO</td>
<td>Thana Nirbhahi (Executive) Officer</td>
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<tr>
<td>TMSS</td>
<td>Thengamara Mohila Sabuj Sangha</td>
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<tr>
<td>USAID</td>
<td>United States Agency for International Development</td>
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1. Introduction

Trafficking of women and children has reportedly escalated worldwide in recent years, and Bangladesh it appears is marked by its role as a 'country of origin'. Nevertheless, this country has gained some valuable experience and knowledge in implementing counter-trafficking measures. Since June 2004, various initiatives have been undertaken by the Government of Bangladesh (GoB) to promote, protect and preserve the rights of women and children. These initiatives include relevant laws; institutional arrangements like country wide special tribunals for cases related to trafficking in women and children; committees at different levels like the inter-ministerial/inter-organizational committee at the Ministry of Home Affairs (MoHA) and district committees headed by Deputy Commissioners for monitoring the formulation and implementation of anti-trafficking measures; and a Monitoring Cell at the police headquarters to combat the problem of trafficking of persons in Bangladesh.

These different counter-trafficking initiatives of the GoB are strengthened by the technical and financial assistance provided by development partners. There is also GO-NGO cooperation in the area of counter-trafficking. The NGOs are helping in awareness creation of the population and rescue, recovery and rehabilitation of trafficked victims.

This then is the setting for the project 'Counter-trafficking interventions in Prevention, Protection and Prosecution for Victims of Trafficking in Persons in Bangladesh' (CTI), implemented jointly by MoHA and IOM. The project provides support to trafficked victims, including men, women and children. This is a special project that was initiated in 18 districts of Bangladesh in 2005. Campaigns are conducted under the 3-year project to raise awareness of communities, as well as training for capacity building of officers-in-charge (OC) of police stations throughout Bangladesh and lawyers from 18 districts. The project is also providing legal, medical and psycho-social support including skill training and business support.

There is a Regional Victim/ Witness Protection Protocol to combat trafficking, commercial exploitation and sexual abuse of women and children in South Asia developed under SARI/Q (a USAID funded regional programme. The preamble to this protocol states "Even though official data are lacking in the South Asia context, it appears to be widely accepted that (a) incidents of violence against women and children (including trafficking) have considerably increased in the last decade; (b) few cases are reported to the law enforcement agencies and even fewer reach the trial stage; and that (c) 15 to 20% of the accused are convicted – most cases resulting in acquittals." As explained in the preamble, one of the main reasons for the low rates of complaints and convictions is that the victims are reluctant to come forward in filing complaints against those who have violated their rights or to testify in court for fear of humiliation and threat to their own life and property or that of their families.

Source: SARI/Q Victim Witness Protection Protocol – a non-
Project Background

The CTI project was developed over some time based upon a number of considerations. The first consideration of course was that people are trafficked from this country. Another consideration was that there was a need to conduct awareness campaigns to reach the people most of whom suffer the consequences of poverty, overpopulation, unemployment, ignorance and illiteracy. These factors add to the reason why trafficking is on the rise in Bangladesh. Yet another consideration was that there was no platform or umbrella to directly lend support to reintegrate the victims of trafficking into society. In June 2004, the US State Department in its report on human trafficking downgraded Bangladesh to tier three as one of the most vulnerable states of origin in human trafficking. In this situation, a project like the CTI provided an opportunity to prove that much can be done in counter-trafficking with cooperation between government and national and international development organizations.

The first step was to talk to different stakeholders including NGOs and survivors/victims living in shelter homes to find out what should be done under the project – a sort of a needs assessment through stakeholder analysis. These meetings were also attended by government officials. Several focus group discussions had previously been conducted with different ministries in order to come up with a national anti-trafficking strategic plan for action. These provided information on the existing gaps for example, victims were not receiving the support and care they required, that trafficking cases needed to be managed better, that lawyers and the police had an important role to play in counter-trafficking, and that the limited activities conducted previously were not adequate for reaching people with information. After discussions, the CTI project proposal was made proposing a holistic and multi-dimensional approach.

The project was initiated in September 2005. MoHA cleared the project proposal and approved its implementation in 18 districts of Bangladesh. IOM was deemed by the government to be the most capable organization for the task, as it is foremost among organizations both in Bangladesh and abroad in the area of counter-trafficking. It currently implements as many as 360 projects on counter-trafficking worldwide in prevention, prosecution and protection.

In preparation of project activities, a Project Implementation Committee (PIC) was formed by MoHA with representatives from other relevant ministries, USAID/Bangladesh and IOM. A Convener and a Focal Point were nominated in MoHA for coordinating the activities of PIC. After a project team was set up at IOM, consisting of a National Programme Officer, a Legal Advisor, a Project Coordinator, a Project Assistant and a Finance Officer, several field trips were made to assess the capacity of local NGOs in the project districts. Seven local NGOs were found to be the most efficient in their own work in counter-trafficking. They were selected as 'partner' NGOs through a selection process to carry out field activities of the project. The preparatory stage also included an inception workshop jointly organized by MoHA and IOM to appraise and orient the stakeholders about the project. The event received much media attention.

This project is different from the other projects on counter-trafficking implemented in Bangladesh. It is different and dynamic because unlike other projects where activities are similar in each case, this one has a component of protection, a component of prosecution and a component of prevention blended together.

- Mr. Mizanur Rahman, IOM Counter-Trafficking Focal Point, CTI Project

1 Technical Application for the Project: 'Counter-trafficking interventions in Prevention, Protection and Prosecution for Victims of Trafficking in Persons in Bangladesh', August 2005
Between September 2005 and September 2006, a number of tasks were completed to facilitate implementation of the field level activities. Agreements were signed with the selected NGOs and an introductory training was conducted for their orientation. (Since then, there has been refresher training and a study tour abroad organized for government officials and partner NGOs). This period also saw the signing of an MOU with Save the Children/USA for conducting a school campaign.

A most important step was taken during this time to ensure the involvement of lawyers in counter-trafficking efforts. An MOU was signed with the Legal Education Training Institute (LETI) under the auspices of the Bangladesh Bar Council for imparting training to lawyers and public prosecutors and a training manual developed for that purpose was submitted to MoHA for approval. There was a grand launching ceremony of the manual which received good media coverage.

Some of the field activities were already carried out during this period, like the 2-day training of the Officers-in-Charge (OCs) of police stations conducted in 20 batches, commencement of airing of TV and radio programmes, and many meetings and drama shows and pot songs. Nevertheless, the first year of the project was mostly concentrated on prevention and prosecution issues.

**Project Outline**

The CTI project, jointly implemented by MoHA and IOM and funded by USAID in 18 districts of Bangladesh, is of the duration of 3 years: September 2005 – September 2008. The geographical coverage of this project has been identified considering the districts, which are the collection, transit and exit points for human trafficking.

**Goal & Objective**

The goal of the project is reduction of trafficking in persons from Bangladesh. The overall objective is to strengthen counter-trafficking interventions in prevention, protection, rescue, voluntary repatriation, reintegration and prosecution for victims of trafficking in Bangladesh.

**Target Audience**

The target audiences of the project include victims/ survivors/ rescued persons from harmful situations; school children, parents and teachers; locally elected bodies (LEB) and local elites; government officials including police; NGO officials; Bar Council members, public prosecutors and lawyers; and community people.

**Strategy**

The strategy of the CTI project is addressing the issue of trafficking in persons in Bangladesh through the 3 'P' approach: Prevention, Protection, and Prosecution. In implementing the strategy, there is provision in the project proposal for flexibility in the event something happens that is beyond the control of the implementor, such as natural disasters, political unrest etc. There is also provision for making modifications in project activities with prior approval of USAID/Bangladesh.

The purposes of the **Prevention** component are to:

- Raise awareness about trafficking in persons in Bangladesh among the general public and specific targeted groups in 18 districts;
- Assist in creating income generating opportunities for 975 victims/ survivors/ rescued person from harmful situations.
The purposes of the Protection component are to:

- Provide direct return and reintegration assistance to victims of trafficking;
- Strengthen the capacity of locally elected bodies, law enforcement agencies and NGOs to better identify and assist victims of trafficking.

The purpose of the Prosecution component is to:

- Strengthen the capacity of police officers including Thana Officer-in-Charge, prosecutors and lawyers to manage trafficking cases.

Expected Outputs

- Three million people reached by trafficking related awareness raising shows on TV and radio;
- 1,080 people covered through 108 meetings for district level government administration and the District Commissioners and Superintendents of Police;
- Awareness raising meetings held covering 11,880 LEBs, 5,400 bazaar committee members, 5,400 community based organization (CBO) members; 45,900 students, parents and teachers; 8,100 religious leaders, local elites etc.
- Pot songs and stage dramas held covering 675,000 general people;
- Entrepreneurial skills development training given to 975 victims/ survivors/ rescued persons from harmful situations;
- 250 Bangladeshis voluntarily repatriated, given physical and mental treatment, psycho-social counseling, shelter, legal aid, entrepreneurial skills development training, and socio-economically reintegrated with their families and/or society as economically independent individuals;
- 725 victims/ survivors/ rescued persons from harmful situations given physical and mental treatment, psycho-social counseling, shelter, legal aid, entrepreneurial skills development training, and socio-economically reintegrated with their families and/or society as economically independent individuals;
- 30 staff of local project related NGOs trained in providing psycho-social counseling, care, legal aid and referral;
- The OC of the 545 police stations in the country trained to deal with survivors of trafficking in a humane manner, including providing initial support and care as well as referral to existing services;
- 1,350 Bar Council members, public prosecutors and lawyers trained.

The training programme has met my expectation completely. I knew that there was an international convention on every issue, but I did not know that there was a regional SAARC Convention on trafficking and that Bangladesh has ratified it, so that it is mandatory for us. I could not have known about it if I had not participated in this training.

How would I conduct a trafficked victim case now? I would be able to judge if it is an authentic case or not. I would be able to distinguish between smuggling and trafficking. This will definitely be very helpful.

- Zobaida Khanum, Advocate, participant at the lawyers’ training

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2 At the time of preparing the CTI project proposal, IOM had the information that about 250 Bangladeshi victims of trafficking in India. Therefore the project undertook to support their voluntary repatriation. In the event that the two governments fail to reach an arrangement, which would allow for that to happen, the successful implementation of this component may not be fully achieved.
Expected Outcomes

- Policy changes facilitating better of victims and survivors of trafficking and prosecution system improved in the 18 districts of the project. For example, special procedures in place for the police to manage counter-trafficking cases/ survivors to protect their rights, and evidence of sure change in prosecution of traffickers during the project period.

- A social movement created against trafficking in persons in Bangladesh. People taking action to protect their communities against traffickers. More trafficking cases reported and filed by LEBs, local leaders, and families.

- Victims/ survivors/ rescued persons from harmful situations economically active and empowered.

- Conduct field activities through 'partner' NGOs with previous experience and proven effectiveness in development activities including counter-trafficking measures. Local NGOs have close contact with local government, local NGOs/CBOs, and the local community and are therefore likely to be more effective in reaching people with the project activities.

- Enlist support of Deputy Commissioners, Superintendents of Police, LEBs and local leaders through advocacy meetings in order to ensure efficient implementation and ownership of the project at the district level.

- Conduct campaigns:
  - Media campaign comprising TV and radio spots, radio drama to reach audience nation wide. At the local level, use the traditional local music medium, the 'pot song' to capture interest of the general public in disseminating project messages;
  - Community campaign comprising meetings with bazaar committees, local elites, and LEBs including imams in order to raise awareness and mobilize the community;
  - School campaign comprising meetings with students, parents, teachers and school committee members.

- Skill training and economic empowerment of rescued and repatriated victims of trafficking so that they may be reintegrated into society.

- Train OCs of all police stations in Bangladesh to better facilitate prevention as well as victim care and support to reduce vulnerabilities both in the pre- and post-trafficking situations.

- Training for Bar Council members, public prosecutors and lawyers based on a training manual developed under the CTI project. The training is expected to motivate them to expedite human trafficking cases in special tribunals.

- It is also expected to awaken interest in public prosecutors to seek punishment of traffickers and support the cause of the victims/ survivors.

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3 For community campaign: Rights Jessore, DISA, and TMSS; for drama campaign/pot song: Rupantor; for school campaign: SUCCEED; for legal aid: BNWLA; for care, counseling and shelter homes: Association for Community Development (ACD)

4 The training manual developed under the project ' Enhancing Capacity of the Law Enforcement Agencies (ECLEA) to address Trafficking in Persons in Bangladesh' funded by the US State Department was adapted and used for the training.
Monitoring & Supervision

There is a Project Implementation Committee (PIC) led by MoHA. Joint Secretary (Political) is the Convenor and Deputy Secretary (Immigration) is the Focal Point for this project. The PIC comprises representatives from the Ministry of Women and Children Affairs (MoWCA), Ministry of Information (MoI), Ministry of Local Government and Rural Development (MoLGRD), Ministry of Foreign Affairs (MoFA), Ministry of Law, Justice & Parliamentary Affairs, Representative from Police Headquarters and Attorney General’s Office, representative from IOM and USAID/Bangladesh. This committee is responsible for monitoring the project, providing guidelines for smooth implementation of activities and helping IOM to take up necessary infrastructural support. It sits every 6 months to be appraised of project progress and to give decisions for the future. The PIC members are also members of the Monitoring Committee, as they know about the project and therefore the most suited for monitoring its progress. This Committee sits every six months and so between the two committees, quarterly monitoring and supervision of the project is made possible. There is a yearly work plan which is shared with this committee and monthly work plan is shared with USAID/Bangladesh.

The CTI team visits the field every month for monitoring the project activities. They observe if the meetings held are up to the mark and if all messages were being disseminated correctly. There is a monitoring format which CTI team staff fill-in for documentation.

The members of the team also spend time at the partner NGO offices to look into their administration arrangements for the project to find out if they needed any particular support. The team maintains regular communication with the partners and also supervises their activities.

In my opinion, the support of the Government of Bangladesh, commitment of local NGOs, effective coordination between local administration and NGOs and finally the comprehensive approach of the project itself are the strengths of the project.

- Habiba Akter, Human Rights and Rule of Law Advisor, USAID
2. Project Analysis

At the end of one and a half year into implementation, the progress in achieving project objectives can be gauged based on the strengths and gaps identified over time. The outputs/outcomes that can be observed at this stage also give an idea whether the project activities have made any significant difference in the situation. The extent to which modifications are possible in initially designed project activities and set targets also determines how effectively the objectives are achieved.

Achievements

A big achievement of the project is that all activities up to mid term have been carried out. Project records show over 100% achievement in field activities and the target has also been met with regard to the number of participants at the 216 meetings.

- In 2006, 220 meetings were conducted under the community campaign in place of the target 216.

- In many mosques the imams have taken a proactive role in disseminating the project messages. Some partner NGOs report that when they attend the Friday prayers they sometimes hear the imam talking to the congregation about the counter-trafficking issue after prayers. (Source: Rights Jessore & DISA)

- The trafficking issue is discussed along with other issues in the agenda at the monthly meetings of many of the Union Parishads of the 18 districts. The members, including women members claim that they discuss it with their own families and when they meet with other women in their capacity as Union Parishad members.

- Many people are volunteering to take measures to protect their communities from traffickers. They are saying that they would try to help through personal initiatives and through the organizations where they work or are associated with.

- TMSS has taken the CTI project messages to their 20 lac beneficiaries all over Bangladesh. Without any investment from the project 100% families in the 19 National Nutrition Programme (NNP) districts under TMSS’ responsibility including the 30,000 of the 35 member groups formed by TMSS under their own projects are being reached with

In Isali union of Jessore district, the Union Parishad Chairman Abdul Mokhles has instructed his members to keep an eye open in their respective localities for strangers. If there are any, they are to find out about them in detail and inform the Union Parishad. If he turns out to be someone suspicious they are to inform the police about him.

Subsequently, there was an incident in that union that proved the effectiveness of the Chairman’s initiative. A man had approached the family of a girl with a marriage proposal. He was seen in the area often. A Union Parishad member decided to find out more about him since it was a girl from his area. The man stopped coming from the very next day, proving that his intentions were not good and that he fitted the trafficker’s profile.

Source: Rights, Jessore
the messages. They have 9 lac members under their micro credit programme and it is mandatory for their staff to discuss the issue with the members when they meet them every week. Hosne Ara Begum, Executive Director of TMSS has issued a letter in this regard to each of their offices.

- A two-day training on basics of human trafficking and victim care & support was given to as many as 520 OCs of the 588 police stations in Bangladesh. As a follow up when people were asked about the behavior of these OCs in dealing with counter trafficking cases, many reported that they appeared to be more cooperative than before.

- Topmost members of the Bar, Bench and government officials from the policy makers’ level are resource persons at the lawyers’ training. The project target was to make lawyers aware, but the programme is also involving its resource persons like the Secretary of MoWCA, Secretary of Primary & Mass Education, Secretary of the Ministry of Social Welfare, CMM Dhaka, DG Passport and concerned high officials of the govt. in the process of combating human trafficking. They are now aware of the close collaboration between MoHA and IOM over the CTI project. The training manual for lawyers is also a significant achievement of the project. It is a comprehensive document given to every participant of the lawyers’ training, resource persons, and panelists.

**Outcomes & Innovations**

- As a result of the district level meetings to raise awareness of OCs, Thana Executive Officers (TNOs) as well as the team building efforts through these meetings, more and more officials at the thana level are reported to provide support to victims.

- The TMSS CTI district coordinator can regularly get information now about victims which was not possible before. He sits with the magistrate and OC every month to talk about the situation in the locality.

- There are reports of community people using loudspeakers (miking) in Jessore to raise awareness on how people are trafficked.

- The issue of trafficking in persons is discussed at the Union Parishad monthly meetings in many of the project districts. Families also inform the Union Parishad when any relative is missing and is suspected to be a trafficking case.

- The partner NGO in Dinajpur was co-opted at the advocacy meeting as a member of the District Committee on combating trafficking.

- Partner NGOs report that small local NGOs and CBOs sometimes approach them for material with information on counter-trafficking which they may use in their own efforts in counter-trafficking.

- Capacity enhancement of NGOs is an outcome of the project. For example, TMSS replicates the good practices from CTI in their own projects, such as the idea of school
meetings. They have shelter homes and they conduct counter-trafficking activities of their own, but they claim that the CTI project is enhancing their capacity in general.

- Local police in project areas are reported to have become more supportive. One of the partner NGOs in Dhaka reports an incident in Mirpur 12. There was some apprehension about the safety of the women members of the drama troupe from local hoodlums. When the police were contacted for help they immediately provided strong police support for making the area safe to hold the drama show.

- Partner NGOs report interest among local leaders, e.g., imams. When the District Project Coordinator of DISA had gone to hold a second community meeting in Savar he was told that there was no need to hold meetings any more as the local imam has taken it upon himself to disseminate the CTI project messages after Friday prayers as well as through the mosque loudspeaker. This may be taken as evidence that the imam had understood the messages and accepted it as a social responsibility to make his community aware of the issue.

- In Mominpur union of Chuadanga district, members of the Nilmonigonj bazaar committee have decided to make a cassette with songs interspersed with messages on trafficking. The cassette will be given to ice vendors who will play the cassette on mike while they go around selling their ice. The messages will be related to marriage, employment and travel that say "Make informed decisions" "Protect yourself from trafficking" etc.

- In Keraniganj, a committee has been set up headed by the headmaster of the Rajabazar High School to protect their area against traffickers. A similar community committee has been set up in Shimulia, Savar.

- An innovative part of the lawyers' training is the panel discussion of the training programme. The reason for holding a panel session is to provide an opportunity to the participating lawyers to interact among themselves, NGO representatives, and topmost government officials, and senior members of the Bar, i.e., the panelists. This makes this training programme different from others which usually conclude after all the training classes are over. The session also allows the participants to make individual commitments (such as, 'I will tell 10 of my friends', 'I will tell my household helps', 'I will disseminate the CTI messages in my various platform of work – clubs, neighborhood event, etc'). This is another innovative side of the training programme.
In the first place, even though there have been minor delays during implementation, no activity has needed to be deferred indefinitely. Problems have come up, but they have been resolved quickly enough to produce outputs on time.

The biggest reason for this is the unique collaboration between MoHA and IOM. It is described as a collaboration that has proven to be stronger than any other experienced by development partners including IOM. With MoHA’s assistance it was possible to carry on with the community campaign at a time when public meetings were banned due to the emergency situation in the country. MoHA has issued a letter to the District Commissioners directing them to cooperate in the activities of the project. MoHA has also issued a letter for the district level advocacy meetings ensuring cooperation participation of everyone concerned. NGO staff report that they are able to mitigate negative situations in field level meetings by the mere reference to MoHA's support and involvement in the project. Moreover, the Joint Secretary, and the Deputy Secretary (focal point), MoHA participate regularly in the lawyers’ training, which is a programme that has created a platform for dialogue among topmost government officials, senior members of the Bar and NGOs. Reports from the field also indicate that the IOM team has helped smooth out many difficult situations with their prompt and strong support. Such support they feel is crucial in their work. Their ability to respond with solutions right away, including providing information on legal matters whenever needed, is looked upon as a big strength that allows timely implementation of activities. The project also appears to be benefiting much from IOM's skills in the areas of training and negotiation as well as resource people who are experts in their own fields. The team's commitment to their work was reflected particularly in their willingness to sacrifice weekends: both Fridays and Saturdays for three consecutive months for the OC training programme and all Saturdays for 18 months for the lawyers' training programme.

Use of partner NGOs in prevention and protection work for counter-trafficking appears to be a correct choice for field level activities. The selection procedure of the NGOs was transparent, and has ensured that the best and most efficient NGOs working in the 18 districts are brought in as partners. In fact, it appears that the right sections of the society have been brought on board to help disseminate the messages and raise awareness. Different clubs and associations, village development committees under CBOs, and even the smallest community organizations have been enlisted for support so that they may develop a sense of ownership of the project. Also strategically, it appears to have been the right move to approach Union Parishad Chairmen, members, and the LEBs whose words carry some weight for rural people. Similarly, the bazaar committees, school teachers, parents, SMC members are the right spokesmen to take the messages to the grassroots.

The biggest strength of the CTI project is the government's involvement. The government has taken ownership of this project and is involved in the day-to-day activities. In my ten-year experience in this field I have never seen the government writing letters to ensure activities of projects implemented by others. There are of course GO-NGO committees that monitor projects activities implemented by other development partners, but this kind of field level involvement of the government, as in this project, is unique.

- Syeda Munira Sultana, National Programme Officer (Legal)

The reintegration component of the protection intervention can be identified as a significant strength of the project. Legal aid and training is given victims/ survivors under many project, but until now that has been all. Under CTI skill training is given and businesses are being set up as support to reintegrate them into society.
Flexibility has been another strong point of the project. It has proven its flexibility at many levels: in dealing with the challenges in the field due to the country's changing political environment, and in adding new aspects to the project for the sake of facilitating better implementation. The new aspects have been in the form of an additional Assistant District Project Officer for each partner NGO for more efficient implementation of field activities, a mobile phone to each partner NGO for more speedy news of recovered victims, and a study visit abroad for the capacity building of government officials and NGO partners.

**Challenges**

The main challenge for the project at the moment is in finding victims for support. So far, 90 victims have been found, whereas the target for this year was around 50% of the total. The total of 975 victims of trafficking for support therefore is now deemed too ambitious.

There are two reasons why it is proving so difficult to find victims of trafficking, one being that there is an organized force behind this clandestine business. In many cases, the police have been reluctant to file cases as that of trafficking as it reflects poorly on their control over the area under their jurisdiction. There are some pre activities to trafficking, and if a trafficking case is filed, it signifies that the organized force may have some influence over the law enforcing agency in that area. Often the police are unwilling to handle cases claimed to be of trafficking as do not wish to go against the organized force. At times kidnappings also occur due to village politics and the people responsible also wield influence over the local police.

The second reason is that the CTI team is discovering that it cannot rely upon the information source which was initially thought to be biggest for the project. MoHA has handed out a district wise list of 444 victims of trafficking whom IOM is trying to locate. IOM has distributed the 64 districts among the 7 partner NGOs and they are searching for the addresses in the list. The list contains names of victims rescued in 2004/5 many of whom have been handed over to their families without any training or livelihood support. There are also instances where the individuals, when found, refuse support for ‘reintegration’ as the process exposes them as victims of trafficking. Some of them are already reintegrated into society, having married or settled with jobs.

In a district surveyed by TMSS it was found that 12 of the victims in the list had the same guardian. A certain Belal Hossain was recorded as brother in law, uncle and father to these victims. TMSS sources report that what had apparently happened was that one night the police took these 12 victims to the address mentioned in the list, called an elderly person and asked whether he could see those women in front of him, when he answer in affirmative he was put down in the list as the guardian. The conclusion is that this was done in order to avoid the lengthy process of finding the actual guardians.

The accuracy of the list is also in question as many of the individuals named there are untraceable. Sometimes they cannot be found as they are no longer at the addresses mentioned in the list and there are no trails to their current location. Also, some of the addresses in the list do not exist in reality. Rupantar reports that they looked for two victims listed under a certain address in Faridpur district. The address is supposed to be in ‘Ghatakua’, a place which, according to the people of Faridpur, does not exist.

With regard to community meetings, often schedules have to be shifted when they are not convenient for the participants. Consequently, the work plan cannot be always followed strictly. Timing too is a concern with regard to bazaar and LEB meetings. Participants prefer the meetings to be held in the evening after work, which poses a problem for field staff. Holding meetings after dark means working late into the evening, which is difficult particularly for women project
coordinators. Moreover, some border areas are considered unsafe for project people disseminating messages that may not be welcome to certain sections of the community. There are also times when meetings get cancelled at the last minute. Setting new dates is not always easy as they too may not be convenient for all.

Disinterest among some key people continues to be a challenge. There are many district commissioners who lend their full support to the project activities, staying at the meetings till the end. Nevertheless, a handful remains uninterested in getting involved attending the meetings in name only and that too because of the directives from MoHA. They are reluctant to cooperate given their busy schedules and skepticism about the outcome of the community activities related to counter-trafficking. It is true that full support from all quarters is not a realistic expectation, but unless people in authority accept it as part of their official as well as social responsibility the efforts under the project cannot expect to achieve sustainability in the long run.

This disinterest can be observed at times among school authorities as well. Sometimes it is difficult to get permission for holding the school campaign on some school premises. Particularly members of School Management Committees (SMC) are often skeptical and reluctant to become involved. Another challenge is that though the school campaign is proving very successful in terms of reaching the target numbers, not all schools in the 18 districts are covered and not all children in each school attend the school meetings.

At the moment the school campaign is conducted in some specific unions of a district. Moreover, if the identify cards handed out at the meetings are to motivate school children, here too there is need for further thought. Only a handful of the children in those schools receive the cards.

The lawyers’ training component could not be accomplished during the first year of implementation. The reason is that it took longer than expected to produce the training manual as the meeting to share the draft had to be postponed several times due to political unrest and other crises. However, this was a challenge that was overcome quickly enough once MoHA gave its approval for finalizing the manual.

Lastly, although the PIC sits every 6 months, it is often not the same government official who attends but his representative. This then is another challenge for the IOM team. Every time there is a new government official attending he needs to be briefed anew. The adverse effect of this is delay in reaching decisions. The person who has to comment on the team's proposal or decision must first understand what it is all about, and all that had occurred in the past to have prompted such a decision. Thus, there is procedural delay when it is not the same official who attends.
The question about the efficacy of the CTI project strategy may be resolved by taking a close look at the 3 'P' approach. In general, it appears so far that the right strategy has been adopted for the project. A few of the activities under the three components, Prevention, Protection and Prosecution have needed and may still need some tweaking for improvements and adjustments; but no major change appears to be necessary for the moment.

With regard to the awareness creation activity of the Prevention component, raising awareness among the general population is undoubtedly the first order of the day. As the current situation stands, very few people in the country except for the project areas are likely to be able to clearly differentiate between smuggling and human trafficking. Without measures such as the awareness campaigns, it is unrealistic to expect people to realize the need for protecting themselves, their families and their communities from falling prey to human traffickers. The project is reaching only a small section of the population with the messages, but already word of mouth accounts show that some of the communities are taking steps to protect themselves.

The project has needed some adjustments in its activities in order to expand its reach. Initially, the advocacy meetings were planned to be held only in the 18 districts. Given the fact that victims are not restricted to those 18 districts only, but all over the country the plan had to be modified. Since the message had to reach all areas of the country without increasing the number of meetings, the modified plan was to hold at least one meeting in the remaining 46 districts in addition to two meetings in the 18 districts. The rationale was that if at least one advocacy meeting was held in the remaining districts it would ensure awareness of some key people who could facilitate wider dissemination of the CTI messages.

Nevertheless, if there is any scope for improvement in the awareness raising activity, it is in giving more emphasis on reaching women with the messages. Women, if aware, can play a pivotal role in preventing daughters and even husbands and sons from being trafficked. Reaching women with these messages will also ensure informed choices in the matter of women labour migration.

There is also scope for improvement with regard to the media campaign. At the moment the programmes are broadcast 2/3 times per week even which is an improvement from the original plan. The frequency of programme broadcast, however, is still inadequate. The current plan being implemented leaves a gap of three months between broadcasts (which are more frequent than before) and are continued for two consecutive months. A better financial plan for this activity could have allowed more frequent broadcasts as well as the development and airing of a variety of media programmes like the more popular TV drama shows.
The second activity, i.e., assistance to victims in creating income generation opportunities is in fact a logical step that links the Prevention to the Protection component. Both these components are addressing the need for re-integrating victims of trafficking into family and community. If there is any challenge here, however, it is not related to the actual activity of re-integration. Rather, the challenge is related to the seemingly overambitious target of finding 975 victims for re-integration. Because of the clandestine nature of the problem, finding victims of trafficking for giving support is proving to be more difficult a task than anticipated. The project had needed to make a more practical commitment with regard to this issue. The project proposal had to be drawn up very quickly based on review of existing documents, some studies, and lessons and recommendations from the previous activities with MoHA and MoWCA. A more practical target needed to be set with more research on possible sources of locating victims. Nevertheless, this cannot be regarded as a negative reflection on the strategy itself.

Under the Protection component there was also a thought initially that IOM would repatriate and rehabilitate (beyond the project scope) 250 Bangladeshi victims of trafficking who are languishing in a jail in Calcutta. It was later realized that such efforts would require more manpower than IOM had at disposal for the project as well as the fact that such process sometimes takes a couple of years. Consequently, an agreement was reached with BNWLA and the Dhaka Ahsania Mission (DAM) for carrying out this responsibility with the understanding that CTI would support those victims successfully brought back to the country by BNWLA within the project life. This modification has allowed the project to focus instead on providing training for skills development of the recovered victims.

Strengthening the capacity of locally elected bodies, law enforcement agencies and NGOs to better identify and assist victims of trafficking is another activity that is pertinent to the project objectives. Identifying and locating victims comprise a challenge that cannot be overcome without the participation of these stakeholders.

Two other most pertinent activities are the OC and lawyers' training under the Prosecution component. The reason that the training for OCs was held was because these officers are responsible for maintaining the law and order situation in areas under their respective police stations. When the victims of trafficking are rescued and brought to them, these officers are in a position to ease the traumatic experience of victims by providing appropriate support and care as well as facilitate others to provide such services. The idea of giving the behavior change communication training to OCs was obviously appreciable.

The problem, however, is that most of those who received the training are no longer serving in the capacity of the OC. Hindsight suggests a more comprehensive approach to reaching the police would have been more sustainable.

I came away with three things from the training:

1. A clear idea about what human trafficking is. Previously, whenever someone reported a missing person I would start my investigations based on two premises: the person had run away due to poverty or domestic problems, or that (if it is a girl/woman) she has been abducted or has eloped. After the training I started adding trafficking as another possible reason.
2. A clear starting point for my investigations related to trafficking cases. For example, I knew after the training that there are organized forces behind such cases. After the training, I knew that all such investigations had to start off by probing for information on whether there was such a force working in the area.
3. The realization that every police station needs to have an 'arrangement' for rescued victims, so that they can be sheltered in a space/room which is not a cell for criminals, can be fed if food deprived, and can receive medical attention if needed.

- A.H Enayet Uddin, CID Inspector, Former OC, Cox's Bazaar Sadar Thana
The challenges with the lawyers training could also have been less if more practical thought had been given to it from the beginning. It had been thought initially that IOM would conduct the police as well as the lawyers' training. As it happened, it was easy to organize the police training as cooperation from the Additional Inspector General (AIG) of Police ensured attendance of the OCs. However, lawyers are individual practitioners with no obligation to follow directives. In the end, with support from the current President of the Supreme Court Bar and the then Vice Chairman of the Bar Council, an agreement was reached with Legal Education and Training Institute (LETI) under the auspicious of the Bar Council to invite lawyers from the 18 districts, as it is the apex body of the lawyers' associations. Another challenge was to ensure the presence of lawyers, many of whom were to travel to Dhaka from the other 17 districts to attend the training. In the end, all the challenges were dealt with effectively and the training is being conducted through LETI. Still, the duration of the training, the dates, provision for staying in Dhaka in terms of both DSA and accommodation, and resource persons for the programme, were all issues that could have been easier to resolve if it had been already planned in the project design.

Thus, a retrospective look at the past months of project implementation suggests that some of the activities under the three components could have yielded even better results if done differently. In fact, some did need to be modified in order to facilitate smoother implementation. Yet, the important thing to highlight here is that if gaps and challenges appeared in implementing the activities, the appropriateness of the 3 'P' approach that constitute the strategy did not diminish at any point.

One more point should be added before concluding this analysis. Looking at the monitoring system of the CTI project it is clear that no provision, no indicator exists in the project design to see what the outcomes of the activities would be after a certain period, meaning at the end of the project life. At the moment, only process monitoring is done. Yet, a project is ideally implemented to get to a point where it is possible to see certain things that have occurred as a result of the activities. Targets are set, activities are implemented to reach the targets, and indicators are set to tell whether the targets have been achieved. This plan to look ahead for results appears to be absent in the current monitoring system.

A good thing however is the project flexibility. For example, the CTI team was informed recently of a victim in Munshiganj who wanted skills training but refused to be taken to a shelter home. The training is however, given by shelter home based organizations, BNWLA, DAM, TMSS and ACD. The dilemma was that in order to get the training she needed to come to the shelter of any one of those organizations both for accommodation and training.

The CTI team attempted to find out if she could receive training in Munshiganj. As there was no such facility there yet, she was requested not to come to the shelter for the sake of staying there, but for the purpose of receiving the training. When she was asked to think of it as a residential training, she finally consented.

Thus, the strategies taken depend on individual cases and the project is proving flexible enough to allow it.
Lessons

A number of lessons have emerged that show the appropriateness of the ‘3-P’ strategy. There are also a couple of lessons related to activity planning.

- If the government can be brought and kept on board it is possible to achieve miracles.
- Local NGOs are the right advocates to take messages to the community for their acceptability and credibility in the locality.
- Meetings with local leaders are an excellent way of reaching the community with messages and to enlist their cooperation and participation in project activities.
- Messages disseminated through songs and drama shows can easily reach audiences.
- School children can be motivated very quickly.
- Setting targets that are too ambitious can be at the cost of quality of activities.
- At least six months are spent on preparatory activities of projects, yet many activities are planned from the very second month. Therefore, quarterly reports tend to show little else but completed preparatory activities.
Looking ahead 12 more months into the future, the present initiatives under the project at least promises reaching a chunk of the population with its messages on counter-trafficking. The point is, no matter what else is possible to achieve within this period and with these activities at least a certain portion of the population will know that there is trafficking, it is a bad thing and it can be avoided and stopped. It may be hoped that continuation of the project for at least the next 12 months on the strength of activities such as reintegration of victims into society will increase acceptability of the project manifold.

Looking beyond the project life, the expectations from different quarters right now is that the activities will be continued in some manner. The current rescued victims can be expected to be set up with training and businesses within three months. However, as per the project schedule all activities are to be concluded by August 2008, which raises the question as to what happens to the victims rescued around that period? One of the elements of sustainability of the victim support and care activity is to follow up on the families, convincing them to accept the survivor back into heir midst. Thus, this project might not be continued, but the support given under this project should be.

There is a long way to go before awareness of the issue and understanding of the need to stand sentinel against trafficking can be fostered in the general population. People do not understand the issue in the same way, so the ‘right’ kind of awareness will need time to build.

Various new interventions are in the pipeline for the counter-trafficking initiative. The CTI team is thinking of arranging appropriate and need based training for the individual survivors/ victims of trafficking/ rescued persons. The rationale for this is that the same type of training is not suitable/ required by all who need rehabilitation. Although nothing concrete has been conceived in this regard, options are being considered.

GoB has taken initiatives to prepare a National Plan of Action for combating trafficking in women and children. It will be jointly implemented by all Ministries, national and international development partners, as well as the police, the Bangladesh Rifles (BDR), immigration officials and other relevant stakeholders. The Plan includes training of immigration officials. These are the officials who need to understand what trafficking, smuggling and migration is all about so that they can facilitate safe and humane migration. The training would provide them with a clear understanding of trafficking, their role in preventing it, and the immigration laws and laws of other countries.

This period has been a period of creating grounds. The activities may need to be continued for five more years before any real outcome can be observed.

We have to continue working with the preventing aspect, there is no alternative to it. There are still many people who don’t think about or attach much importance to the issue even when they learn about it. Awareness building needs to be continued until at least 90% of the population is reached. I think only then any real outcome can be seen.

-Md. Shakil Mansoor, CTI Project Coordinator, IOM
Another plan that currently exists is to establish a hotline with and between the 7 partner NGOs by providing them each with a mobile phone number. The people of the project areas would be given the number so that they may contact the NGOs with information on trafficking or for relevant help. There will also be another hotline at the IOM office to link up with the partner NGOs and the public will be informed about this on TV. The hotline is expected to serve as a monitoring tool.

Some innovative interventions are being planned to strengthen the protection and prosecution components of the CTI project strategy. A legal aid clinic is to be set up under LETI. The benefit of such a clinic will be that those interested could become members. In the event they are confronted with any legal dilemmas related to trafficking or any other human rights related cases they may approach this clinic for advice. This will be a major resource centre of the top most lawyers in the country. The legal aid clinic may be considered as a direct outcome of the lawyers' training programme.

If this project is discontinued after 12 months I believe it would be the same as stopping work midway. It is like someone undertaking the task of building a 10km road but stopping after only 6km – what would be the point of even beginning such a task? There would be no need for such a road.

- Ashfaqur Rahman Shameem, District Project Coordinator, DISA

There is a feeling among the participants that when the training programme is concluded, the work should not be discontinued but tagged with other similar initiatives. The option of refresher training may be explored. A suggestion has also emerged from LETI that a get-together could be arranged with these lawyers in groups every 3 months to share and refresh information on counter-trafficking.
The key findings at the moment are that the approach of the CTI project appears to be participatory and its achievements satisfactory. Examples are there of people not only being exposed to the campaigns, but also receiving, retaining and sharing the messages with others. It may be that due to the urgent manner in which the project had been conceived initially, challenges arose in implementing some of the activities. However, it was all successfully handled by the CTI team with the support at its disposal. The project implementers may therefore feel reassured that no remarkable or drastic measure is needed at the moment. It is now simply a matter of continuing with the process. And if new challenges come up, there is cause to think that the project may draw upon the strengths and support of the partners: the 7 NGOs and their networks, MoHA, and USAID/Bangladesh.

A conclusion that may be drawn from this evaluation is that the strategy chosen for implementing the activities is appropriate for the current situation. This conclusion is based firstly on the present state of ignorance/indifference of a vast majority of the population which calls more awareness raising activities than anything else. However, it is also true that the awareness raising activities would need to be increasingly geared towards creating a social movement against trafficking in persons. The second reason for the conclusion is that IOM's lack of manpower for more extensive activities under some more intensive strategy makes it a wise decision e.g., to restrict itself to reintegration of victims into society. This allows outsourcing the support and care activities (skills training and shelter) to appropriate organizations thereby relieving some pressure from the CTI team. The CTI team should also review the number of victims to be supported, reducing the total to not more than 400-500 victims, as the actual number of victims at the end of the project period cannot be predicted.

Flexibility is an essential component of any project, as it keeps the activities in touch with reality. The country's changed political situation of the past 9 months has been a test for the CTI project. It has shown its capacity to adapt to changing situations and yet continue to reach its targets.

- Mr. Sheikh Abdur Rouf, Deputy Secretary (Immigration), MoHA

The one real missing piece here is the lack of indicators to conduct qualitative monitoring. This however, can be rectified easily by identifying qualitative monitoring indicators for each of the components.

Finally, the challenge of finding the target number of victims of trafficking could be solved through finding more sources of information than used currently. However, if it follows that this target is not flexible, that in the end the project's success will be gauged mainly based on 100% achievement of this particular target, finding the victims should be put at the top of the priority list. Stakeholders should come together now, including the government, development partners and local level administration in order to work out a practical plan of action. Otherwise, this is one challenge which might not be quite so easy to overcome.
Recommendations

In preparation for the next one and a half year of activity implementation, a fresh look first at the country situation might be a good course of action. A small survey in the project areas may provide an idea of how things are at the moment. Possibilities could also be explored for strengthening the CTI team given need to step up monitoring activities for outcome assessment.

The following are some specific recommendations for strengthening current activities and for planning new ones for future initiatives in counter-trafficking.

1. **Be apprised of the current situation:**
   - Conduct a small survey in the 18 districts to find out the current situation.

2. **Outsource as CTI team is short-staffed**
   - Consider sourcing out training activity. The main programme work is done by three people, and they have too many activities in their hands (monitoring, supervision, training, meetings, provide technical support, media production, coordination, etc.).

3. **Step up media campaign:**
   - Strengthen media campaign with more frequent airing of shows and a TV drama show on counter-trafficking.

4. **Create a social movement:**
   - Develop community institutions. Make local people catalysts and at one point the project will no longer be needed.
   - Bring all stakeholder groups together, the police, NGOs, victims, and lawyers and hold a cross discussion among them.
   - Enlist mining companies' cooperation to provide information on missing children or others.
   - Organize meetings with bus/transport owners. This proposal has come up in many of the advocacy meetings.

5. **Develop a strategy for border belts:**
   - Develop a separate/modified strategy for border belts that provides for establishing linkage with the BDR and customs officers.
   - Conduct intensive awareness raising activities in remote border areas.
   - Organize training for van drivers in border areas as they are in a position to recognize trafficking of victims while they are taken across the borders.
   - Monitor border belts.
   - Provide training to law enforcement agencies including the Coast Guard.

6. **Ensure special focus on women:**
   - Organize courtyard meetings for women. They should be made a special focus as it is mainly children and women who are trafficked.
   - Provide training to women police officials on counter human trafficking.
• Link up with BRAC and Grameen micro-credit group for coverage of more women. Link up with BRAC and Grameen for victim reintegration. BRAC field programme officers can be sources of information.

7. Step up community campaign:
  • Take the project messages to all areas of the country by reaching key people who could facilitate wider dissemination of information.
  • Increase the coverage of pot songs and drama shows.

8. Step up school campaign:
  • Increase the number of schools where school meetings are held. Cover all unions of districts under the project.

9. Continue motivating police:
  • Follow up on incorporation of human trafficking issue in police training curriculum. More training is required, this time covering posts higher than the inspector level. The trafficker network is very strong and organized and they can turn cases by influence or by bribery. Sub Inspectors make arrests and take cases to the police stations, so they also need to be made motivated through training.

10. Continue motivating lawyers:
  • Continue the lawyers' training programme not just at the Bar Council at Dhaka, but at the Bar associations in the different districts. Since trafficking takes place more in border areas take this training programme in those Bar Association near cross border areas.

11. Explore new sources of information on victims
  • Set up system at Union Parishads for maintaining records of who and how many are trafficked in the locality, and who are rescued. The list will be maintained by the Union Parishad Chairman
  • Set up a 'medium' from e.g., chowkidar/ dafadar\(^5\), bazaar committee members in every union through which the partner NGO staff could be approached with information by anyone in the community. Two/three local leaders such as imams as well as youths of local clubs should also have the means to regularly keep in touch with the NGO staff.
  • Develop a database on victims.

12. Develop indicators for qualitative monitoring:
  • Yearly report from the Union Parishad: lost, or identified as en route to being trafficked, etc.
  • Telephone calls reporting victims or asking for information.
  • SMC report on the school situation on last one year.
  • Increase in number of people approaching Union Parishads or authorities for information related to labour migration.
  • Increase in the number of trafficking cases filed/reported at police stations.
  • Increase in the number of community initiatives against trafficking in persons.

\(^5\) There are chowkidars/ dafadars (otherwise known as the gram police) generally appointed by Union Parishad Nirbahi Officers. These individuals are part of the community and are very well informed of the daily events in their localities.
**Additional recommendations** from the sharing meeting of this report on 12-08-2007:

- Raise awareness of focal points (once identified) in the different ministries, including the Ministry of Women and Children Affairs.
- Organize special training/orientation for district judges at the district level.
- Add the human trafficking issue at the monthly Police Magistracy conference through MoHA directive for ensuring speedy human trafficking case disposal.
- Organize refresher training under all training programmes of CTI so that the relations developed with the trainees through the programme may be maintained.
- Implement the proposal for a Legal Aid Clinic.

**For strengthening the school campaign:**

- Use peer educators in schools.
- Explore the possibility of incorporating the human trafficking issue in the Primary Teacher Training Institute (PTI) curriculum.
- Include the human trafficking issue in the primary and mass education and non formal education curriculum.

**For strengthening media campaign**

- Explore the possibility of initiating a project with the Ministry of Information through the Information Office.

**For strengthening community campaign**

- Ensure involvement of the district administration through periodical meetings of DCs.
- Develop an advocacy manual for mass awareness-raising.
1. Technical Application for the Project: 'Counter-trafficking interventions in Prevention, Protection and Prosecution for Victims of Trafficking in Persons in Bangladesh’ IOM, August 2005

2. A Brief Note of the Project 'Counter-trafficking interventions in Prevention, Protection and Prosecution for Victims of Trafficking in Persons in Bangladesh'


4. Terms of Reference and Memorandum of Understanding on collaboration between IOM and partner NGOs

5. Training manual 'Enhancing Capacity of the Law Enforcement Agencies (ECLEA) to address Trafficking in Persons in Bangladesh

6. Training Manual for Lawyers’ on Combating Human Trafficking

7. Finding from field trips to Jessore and Chuadanga

8. Interviews with stakeholders

9. Review of newspaper clippings
Questionnaire
Counter-Trafficking Interventions (CTI) Project

The following sets of questions intend to facilitate
- assessment of outcomes against the expected results of the project
- identifying strengths and weaknesses
- assessment of the efficacy of existing approach/strategy
- identifying lessons learnt and good practices if any

Questions for CTI team and partner NGOs:

1. Can you add anything to the reason why the project was undertaken? E.g., suitability of your organization, realization that there was such a need while working with your other projects.

2. (For IOM particularly) What were the pre-project activities? What major changes, if any, occurred from the way it was planned?

3. What were the challenges or opportunities if any in the administrative and programmatic activities in terms of
   - (Administrative): recruitment of staff, obtaining ministerial approval, and selection of and assistance to NGOs;
   - (Programmatic - prevention): mass media and other communication activities, meetings at district and local levels, and school and community campaigns;
   - (Protection): repatriation of victims, shelter, legal aid, skill training and economic reintegration, training of NGO staff and capacity building of the police;
   - (Prosecution): getting cooperation from Bar Council members, prosecutors and lawyers

4. What are the challenges in the relationship with and between partner NGOs?

5. How does the Project Implementation Committee (PIC) function? What are the challenges with regard to the PIC?

6. What are the most important lessons from the campaigns?

7. Are you satisfied with the progress of the project? What are the gaps so far? Were there any financial challenges?

8. What are the challenges in project monitoring?

9. In retrospect, what could have been done differently? Were the mass media/communication activities as effective as hoped? What other ‘advocates’ can be used to raise awareness of the target population?

10. What sort of outcomes can you observe as a result of the project? What changes in awareness have you observed over the last 20 months (Sept 2005 – May 2007)? Can you give some examples?

11. Have there been any innovations or good practices by the NGOs or community related to the project?
12. Talk about how the project is reintegrating victims economically.

13. What are the strengths and weaknesses that you observe in your efforts to meet the project objectives? What is the most difficult of all in the objectives set for the project? How do you/your organization see yourselves overcoming it?

14. What overall lessons have you/your organization (in your opinion) learnt over the last 20 months?

15. What do you think would be the most significant outcome/s in the next 12 months?

Questions for MoHA:

16. Can you add anything to the reason why the project was undertaken? E.g., GoB baseline on the situation, seriousness of the problem in the country etc.

17. What are your thoughts on the project strategy? What do you think are its strengths? What needs to be improved?

18. What have been the challenges or opportunities if any in
   - repatriation of victims, legal aid, skill training and economic reintegration, capacity building of the police, advocacy meetings;
   - involvement of Bar Council members, prosecutors and lawyers

19. What role does GoB have in day-to-day implementation of the project?

20. How does the Project Implementation Committee (PIC) function? What are the challenges with regard to the PIC? What are the strengths of the PIC?

21. What do you think is the most difficult of all in the objectives set for the project?

22. What are the most important lessons from the project?

23. Are you satisfied with the progress of the project? Do you think there were any gaps related to project implementation? What are the challenges in project monitoring?

24. In retrospect, what could have been done differently?

25. Comment on the mass media/communication activities in terms of effectiveness.

26. What sort of outcomes can you observe as a result of the project? What do you think would be the most significant outcome/s in the next 12 months?

27. What are the future plans of GoB for counter-trafficking interventions/CTI project?

Questions for Police Officers, Bar Council Members/prosecutors/lawyers:

1. How are you involved in the Counter-Trafficking Interventions project?

2. What is the process/arrangement between you and IOM for the project?

3. Did you participate in the training/orientation provided by the project?

4. What was your learning from it? How has it influenced your work? Can you give an example of what you are doing differently now because of that influence?

5. What are your institution's thoughts about the project/training?

6. Do you have similar linkages with training programmes of other organizations? What makes this different?

7. How do you suggest the gaps and challenges can be addressed?

8. What can be done to improve the arrangement/training for better outcome in the next 12 months?
Questions school children/parents/teachers/ LEB representatives

9. What do you know about the problem of trafficking?
10. Do you know of any trafficking incident in your locality?
11. Have you seen any stage drama on trafficking? Have you heard any songs on the problem in your locality?
12. What did you learn from it?
13. (children/parents) Do you talk about this issue with friends/relatives/neighbours?
14. (teachers) Do you discuss the issue with your students?
15. How do you think you can assist someone at risk of being trafficked or who have been rescued and is trying to be reintegrated into your community?
16. (LEB representatives) Have you participated in any meeting on counter trafficking? What was your learning from it?
17. Have you taken any particular measure in your area related to counter trafficking?
18. What is the linkage between your work and that of the local NGOs and CBOs with regard to the project?

Questions for USAID:

1. Why did you decide to fund this project?
2. What do you think about the project performance so far?
3. What are your thoughts on the project strategy?
4. What do you think are its strengths?
5. What needs to be improved?