

REINTEGRATION PLAN FOR VICTIMS OF TRAFFICKING IN HUMAN BEINGS

Good practice and recommendations



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Foreword

Each person, identified as victim of trafficking in human beings, has the right to benefit of a complex package of assistance services, in compliance with international standards and legislation of the Republic of Moldova. Since in the majority of cases a person does not get support or does not have abilities to return to a normal and safe way of life, such package should be offered to the person by the community.

This package of services, offered to victims of trafficking in human beings, should be targeted to meet beneficiaries' individual needs. Also, to our regret, results of analysis and monitoring of the process of reintegration of a trafficked person demonstrate numerous completely or partially unsuccessful cases and/or situations. Often, it happens because of multiple referrals of people to different service providers, or because of reintegration plans, which were developed without taking into account risks and problems that can emerge in the process. Analysis of these failures reveal one reason, which can be ultimately qualified as one of the key factors that determine the degree and the rhythm of victim's rehabilitation and reintegration – lack of a unique concept, a unique perception of assistance stages, of the final result, success evaluation indices, as well as (Re)-Integration Plans / indices validated at the national level.

The quality of (re)-integration plans influences the whole process of rendering assistance to victims, and the intensity and the duration of this process should be selected depending on victim's needs and beneficiaries' psycho-social profile. The reintegration process is also influenced by other factors, which should be taken into account by the social assistance personnel over the whole period of rendering assistance, such as:

- individual capacities and motivation of trafficked person;
- support of friends and relatives;
- degree of community's (society's) readiness to accept these persons.

The procedure of evaluation of (re)-integration success plays an important role in appreciating the quality of (re)-integration plans, of conformity between time and allocated resources. Currently, in the Republic of Moldova, actual and important task for providers of services to trafficked persons is to define the methodology of evaluation of the (re)-integration process and indices (qualitative and quantitative) of a successful (re)-integration.

Introduction of indices of evaluation of (re)-integration success would allow to:

- improve and complete the procedure of monitoring the process of provision of assistance and protection at all stages of (re)-integration;
- identify the most efficient methods of work with trafficked persons and improve the (re)-integration activity, including by avoiding repeated mistakes;
- increase the efficiency of using available materials, labor and financial resources.

With a view of presenting and analyzing the existing (re)-integration plans, working out recommendations for the Reintegration Plan in the framework of the National Referral System, International Center „La Strada” initiated, in October 2007, the 4th Best Practice Workshop. Being carried out with the support on behalf of the Ministry of Foreign Affairs of the Kingdom of Denmark, the Workshop was organized in the framework of the Program for National Capacity-Building in Anti-Trafficking, launched in 2004, and was designed for social assistants, participants to the National Referral System Program, program coordinators, managers in the field of provision of assistance to trafficked persons. This edition is a compilation of Reintegration Plans of organizations from the Republic of Moldova, a presentation of the working methodology of evaluation of beneficiary's needs, of the work of a multidisciplinary team, of elements of Reintegration Plans, also encompassing a series of recommendations with regard to elaboration of a Common (Re)-Integration Plan at the state level. Authors of publications, representatives of numerous organizations (United Nations Development Program, Republic of Moldova, International Organization for Migration, Mission to Moldova, Terre des Hommes, Center for Prevention Trafficking in Women) hope that these practices and recommendations will be useful for specialists from governmental and non-governmental organizations, which participate to the National Referral System, as well as for ulterior collaboration with those for whom this publication is designed.

INDIVIDUAL PROTECTION PLAN

EXPERIENCE OF UNITED NATIONS DEVELOPMENT PROGRAM



Moldova

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Social Reintegration Centers are called to react to the shortage of specialized social services, designed both for young people who grew up and were educated in the framework of the residential care system, and for women with children in the risk and crisis situation or pregnant women, predisposed to abandon their children. By means of these Centers, „Better Opportunities for Youth and Women” Project presupposes to reduce the number of vulnerable persons subject to risk of being socially marginalized, physically and psychically abused or exploited. In 2006, in the process of Centers’ performance, Individual Protection Plan (IPP) was worked out and implemented.

The project’s objective is to „develop supporting services with a view of social and economic and professional integration” of boarding schools graduates (orphans or children devoid of family care), mothers with children and pregnant women at risk or crisis situations by providing such with shelter (up to 12 months) in family-like conditions, psychic and social counseling, development of abilities to lead an independent life, activities related to mediation and facilitation of beneficiaries’ access to the labor market, financial and material support. The project will create jobs for vulnerable groups of people, will identify available vacant jobs, and will organize professional training.

Such objective is based on the needs identified amongst beneficiaries, and after a detailed evaluation of determined needs, Individual Protection Plan (IPP) is worked out.

NEEDS EVALUATION

*Individual Protection Plan*¹ is a tool designed to organize and coordinate the activity of provision of assistance to a child in difficulty, for whom a special protection measure was applied. IPP is a result of initial evaluation of beneficiary's situation, as well as of the detailed valuation of beneficiary's situation by a multidisciplinary team, and worked out by the case manager designated for identification of tools to be used for the case.

Detailed evaluation is targeted, depending on beneficiary's needs and particularities, to the following issues

- social
- psychological
- medical
- educational
- juridical.

In this sense, detailed evaluation presupposes intervention of various professionals. Namely these people make up the case multidisciplinary team. Depending on the identified range of problems, as a result of initial evaluation, it is necessary to know the situation to be intervened. It is also necessary to identify person's needs, as well as the necessary resources (to be able to support intervention).

Evaluation should contribute, by means of sufficient knowledge about beneficiary's situation, to elaboration of IPP, and should answer the following questions:

- What are the ultimate results of intervention?
- What resources are made available to the beneficiary to attain the established objectives?
- Approximately, how much time will it require to attain the objectives?

To make sure a complete evaluation is performed, we should analyze all spheres of beneficiary's existence:

1. *Social Life*

Indicators from this field are referred to evaluation of beneficiary's social relations with and in the community.

- What kind of social support beneficiary can rely on?
- How does beneficiary use the resources existing in the community?
- What are beneficiary's interactions with: school, church, neighbors, employers, friends, social services?

2. *Economic Situation*

- What is the reason/reasons of economic problems?
- How did the previous situation look like?
- What solutions were used to overcome the crisis situation?
- What were the results?

3. *Relationship Aspects*

- Does the beneficiary have his/her own/safe place of residence?
- Are there adequate sanitary installations there?
- Does the beneficiary have transport means?

4. *Mental Health Aspects*

- Are there signs of depression at any family member?
- Is any family member subject to a mental disease treatment?
- Does any family member consume alcohol, drugs?

5. *Physical Health Aspects*

Besides the description of the state of health, observations are also needed.

- Evolution of disease, chronicle state, disability.
- Alimentation and leisure habits.
- Beneficiary's general aspects (skin, hair, nails...).

¹ In accordance with the methodology of implementation of the minimum quality standards for the residential type of services in Romania.

METHODOLOGY

Individual Protection Plan (IPP) is worked out by the case manager together with the multidisciplinary team on the basis of the initial psycho-social evaluation and the detailed evaluation of child's situation in the social, family, and cultural context. The initial psycho-social evaluation is performed before the child is placed to the center, and the detailed evaluation takes place afterwards.

Elaboration of IPP begins immediately after registration of application for special protection measures as a result of a direct request on behalf of the child's family/legal representative or referral by the Social Assistance Unit, correspondingly on behalf of social assistance personnel from mayor's office.

The plan is established/revised once in three months and is amended in case if necessary. Even if the Protection Plan is a case-specific tool, intervention is targeted to involvement of all influential factors: family, institution, school, church, and community.

It is recommended that IPP be elaborated during 20 days upon case review, after detailed evaluation of the client, applying a series of social assistance-specific tools:

- Genogram
- Social Questionnaire
- Ecomap
- Interview
- Observation
- Counseling, etc.

Individual Protection Plan can be ultimately targeted, depending on the case, to:

- a) reintegration in the family;
- b) integration in the enlarged family;
- c) placement in the substitute family;
- d) social and professional integration of the youth under 18, who leave the child protection system.

Instructions for Filling Out the IPP

Introductory Part

In the right side of the column „Responsible for Application of Protection Measures” it is necessary to fill out the name of the service/compartment, which will perform child monitoring during the whole period of protection (for instance, alternative service of family type in the framework of the Social Reintegration Center for Youth in case of child placement) and name of the head of the corresponding service;

In the right side of the column „Child's Legal Representative” it is necessary to fill out names of child's parents or legal representative.

In the right side of the column „Team Members and Institution” it is necessary to fill out the names of all professionals to have contributed to elaboration of IPP, who can be from the same institution, as case manager, or not.

Allocations can be in monetary form or in kind, and encompass allocations for children, family allocations, other special aid. If the case manager finds that the corresponding family and/or child are eligible for certain allocation, the manager should support this family by writing applications with a view of obtaining the corresponding allocation (for instance, the case manager should get in touch with the authority or organization, which render such allocations, should support the family in filling out the necessary documentation, should accompany the family when, as the manager deems it, is necessary etc.).

Services are rendered, depending on child's needs and, as appropriate, on the needs of family or other persons who are important for the child, in different areas of intervention: promotion and protection of child's rights, education, health, rehabilitation, etc.

In the right side of the column „Case Responsible / Responsible Person” it is necessary to fill out:

- names of case responsible persons, correspondingly, professionals that fulfill the conditions according to SMO on case management in the field of child protection.
- names of responsible persons, correspondingly, professionals from the services in the fields other than child protection, for example: medical services rendered at

hospitals or out-patient clinics, educational services rendered at institutions, rehabilitation services for abused, neglected child.

Interventions are referred to actions, which are targeted to monitoring of IPP fulfillment by case manager (for instance, scheduling meetings with child and his family for various objectives, such as evaluation, accompaniment, conflict negotiation, case monitoring after reintegration, etc., scheduling re-evaluation of child's situation). Thus, in the column „Case Responsible / Responsible Person” it is necessary to fill out the name of the case manager, or the name of the person to whom the case manger gave a certain task, which can be referred to intervention.

INDIVIDUAL PROTECTION PLAN

Child's Name and Surname
 PNC
 No./Date
 Responsible for application of protection measures.....
 Child's Legal Representative
 Place of Residence.....
 Date of elaboration/revision of individual protection plan.....
 Case No.
 Case Manager
 Team Members and Institution

ALLOCATIONS

Type	Amount	Responsible Local Authority	Starting Date	Period of Rendering

SERVICES

Type	Responsible Institution	General Objectives	Starting date	Period of Rendering	Case Responsible
Child Protection					
Formal and non-formal/ informal education					
Health					
Rehabilitation					
Other					

INTERVENTIONS

Type	Responsible Institution	General Objectives	Starting date	Period of Rendering	Case Responsible

Case Manager
Team Members
Head of Service
Director of Responsible Institution

REINTEGRATION PLAN

EXPERIENCE OF TERRE DES HOMMES



Terre des hommes

ajutor copilor - www.tdh.ch

Non profit Swiss Foundation, LAUSANNE
Reprezentanța în Moldova



Cristina TRIBOI,

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From the very beginning of its work, the FACT Project set, among other goals, the goal to become a methodological resource for local public authorities, which are responsible for child protection. Thus, fulfillment of this objective was targeted to render assistance, first of all, to the Ministry of Education and Youth, and then, starting from 2007, to the Ministry of Social Protection, Family and Child, as to ensure efficient fulfillment of duties related to repatriation and ulterior reintegration of children victims of trafficking and exploitation.

Analysis of repatriation missions and assessment of their results was the starting point in this sense.

NEEDS ASSESSMENT

It was established that the majority of repatriated children would be immediately handed over to their parents or close relatives, without any detailed evaluation of reasons for children's leave, without analyzing the risks of immediate reunion with the family, without ensuring any moral or material support, and without a systematic supervision.

This is why the FACT team proposed that, immediately after return to the country, the case of each child should be re-evaluated, re-diagnosed, and, on the basis of the diagnosis, the Individual Reintegration Plan (IRP) should be worked out. Since the procedure of working out an IRP and putting thereof into application was a new one and required coordination of efforts of all stakeholders involved in case solution, FACT envisaged implementation of a parallel process of monitoring and evaluation of actions, with annual revision of IRP structure.

This was proved by the cases, where previously repatriated children would be identified again in different cities of the Russian Federation.

Therefore, the preliminary version of this plan has been revised at least three times and will be subject further monitoring until identification of a version, which will be comprehensive, clear, easily applicable and adaptable to each individual case.

METHODOLOGY

Working out an IRP is a complex, two-stage process. The preliminary version of IRP is prepared by representatives of local public authorities (secretary of Local/Community Council and/or the Mayor, Deputy Director of Education or former/actual class master, nurse, etc.) in the communities of origin of child and family, together with representatives of district services (child protection specialist, family with children at risk specialist, and inspector for minors and morals, family doctor, etc.). This version of IRP is a draft; it is based only on facts and documents, gathered before the actual child repatriation, and it does not take into account behavior of parents/relatives during the first meetings with the child, nor does it take into account the child's desire to return to his biological/enlarged family or to accept some other form of protection.

The final version of IRP is worked out after the child's return to Moldova, and is based on:

- detailed evaluation of conditions in the family, where the child will be placed;
- assessment of parents'/tutors' capacities to react to child's needs;
- child's desire to return/go to family;
- community and regional capacities to react to child and family needs, etc.

The same team works on elaboration of this version, and the document, finally, is signed by the Mayor and by the case manager.

Structurally, IRP encompasses the following chapters:

- Child Identity – first name and last name, age, detailed information about reason for repatriation (maximum 6 lines)

- Definition of problem – short case presentation (information is taken from the initial evaluation of situation; maximum half a page)

- Methods Used for Elaboration of IRP – brief information about methods and means of gathering information for elaboration of IRP (study visits, discussions with family members and representatives of authorities, etc.); it is enough to list just the carried out actions; it is known that each of these actions is accompanied by elaboration of reports, information memoranda, evaluations, etc., which are included in the case (maximum 6 lines)

- Conclusions, Comments, and Proposals – list of conclusions for each case and proposals to improve the situation (maximum half a page)

- IRP Objectives (for instance, reintegration into family, adoption, professional acquirement, institutional placement, etc.) – explanation of IRP objective/objectives (maximum 3 lines)

- Actions – tables, containing information about actions, execution timeframes, and responsible persons (maximum 1 page)

- Involved Resources (administrative, financial, human) – list of resources used for

In the majority of cases, assisted by FACT, child protection specialist (General Board for Education, Youth, and Sports) would be appointed to the position of the case manager.

IRP implementation (for instance, administrative – tutorship authority from Falesti region; financial: local public authorities – 1000 lei, SASPF – 500 lei, FACT – 1700 lei; human: maths master xxxx; maximum half a page)

- Intervention Starting Date – date of effective beginning of intervention (maximum 1 line)
- Intervention Duration – estimated duration of intervention (maximum 1 line)
- First Assessment Date – date of the first impact assessment of IRP intervention (maximum 1 line)
- Case manager – name of the case manager; there are situations, when some institutions prefer to designate an institutional case manager – point out the name of the person and the name of the designating institution (maximum 3 lines)
- Comments – only case-specific information or comments (maximum 5 lines)
- Signatures – signed by Mayor of the community, where the child will be reintegrated, and by the case manager.

INDIVIDUAL REINTEGRATION PLAN

Case No.: _____
 Child's First Name and Last Name: _____
 Age (Date, Month, Year of Birth): _____
 Detailed Information About Reasons of Leaving: _____
 Problem Definition: _____
 Methods Used for Elaboration of IRP: _____
 Conclusions, Comments, and Proposals: _____
 IRP Objectives: _____

Actions

No.	Activities	Timeframes	Responsible Person
1.			
2.			

Involved Resources

Administrative: _____
 Human: _____
 Financial: _____
 Intervention Starting Date: _____
 Intervention Duration: _____
 First Assessment Date: _____
 Case Manager: _____
 Comments: _____
 Signatures: _____
Mayor
Case Manager

As annex, the final version of IRP contains a budget, which represents the financial expression of IRP. The budget, in its turn, is signed by each tax-payer, who made a commitment to provide financial support to this or that action.

Annex No. 1 to Individual Reintegration Plan of Minor _____, Case No. _____

No.	Objectives/ activities/ services	Units	Sum (lei)	Origin of expenses	Part I	Part II	Part III

Signatures:
 Tax-payer I: _____ Case Manager: _____
 Tax-payer II: _____ Mayor: _____
 Tax-payer III: _____

MONITORING AND ASSESSMENT

Monitoring of IRP realization is a continuous process, and is performed by case manager, whose duty is to remind each institution/person about the assumed commitments. Intervention impact assessment is done approximately once in 3 months; yet, in some cases, more often. In the framework of FACT, this process was organized and performed by the National Coordinator, and in the future this will fall within responsibility of institution/structure, which will manage the repatriation process. Assessment results are contained in the Study Visit Report.

Annex No. 3 STUDY VISIT REPORT

Date of Visit: _____
 Case No.: _____
 Scope of Visit: _____
 Child Data
 Child's First Name, Last Name: _____
 Locality (region, community, village): _____
 Inclusion in the Process of Education
 Kindergarten _____ Boarding School _____ School _____
 Profession Acquirement _____
 Attendance
 Good _____; Satisfactory _____; Non-satisfactory _____
 School Performance: _____
 Relations with Colleagues: _____
 Skills: _____

DATA ABOUT FAMILY WHERE CHILD WAS PLACED

(to be filled out during the first visit and, if there are no changes, it should not be filled out during the subsequent visits)

No.	First Name and Last Name	Relation Degree	Date, Month, Year of Birth	Notes

Family Environment

Relations with adult members of the family: _____
 Relations with children in the family: _____
 Other: _____
 Conclusions: _____
 Name, Position, and Signature of Participants to the Visit: _____
 Name, Position, and Signature of author of report: _____

On the basis of trimestrial assessments, corrections/amendments are introduced in the actions, envisaged in the IRP, and, certainly, in the financial Annex. They are synthesized in the annexed documents, with the descending numbering applied. the annexed documents, with the descending numbering applied.

IRP is ended by the Final Note, which contains successes, failures, and the decision to finalize implementation.

Annex No. 4 FINAL NOTE

Date of Elaboration: _____
 Case No.: _____
 Child's First Name, Last Name: _____
 IRP Objectives (according to the initial document, including additional comments, in case if they changed): _____
 Achievements: _____
 Reasons for closing the case (arguments): _____
 Case Manager: _____

INDIVIDUAL ASSISTANCE PLAN

EXPERIENCE OF INTERNATIONAL ORGANIZATION FOR MIGRATION



IOM International Organization for Migration

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Reintegration presupposes a safe, decent, and longstanding reinsertion of a victim in the family and the society. Correspondingly, reintegration assistance to a trafficked person can include a vast range of services: accommodation, medical, social, and psychological assistance, legal consulting, support at reintegration, including professional training, and job placement.

Reintegration assistance is rendered to THB victims upon their consent, after the victim was informed, observing the victim's privacy and confidentiality.

NEEDS ASSESSMENT

To successfully render reintegration assistance, it is necessary to evaluate the possibilities of reintegration, which is of major importance for elaboration of Individual Assistance Plan for each separate victim, and it includes:

- **Individual Evaluation**, targeted towards the victim-related factors, and
- **Situational Evaluation**, targeted towards the situation around the victim.

Individual evaluation is performed by persons, who have the best knowledge about the victim's case, as a rule, by case manager, social assistant, or psychologist.

Individual evaluation is made on the basis of the following criteria:

- victim's needs, which include physical, psychological, psychiatric, juridical, social, and economic necessities;
- victim's particular desires regarding special reintegration options, which can or can not be available;
- victim's particularities: age, level of education or work experience;

- perceived level of victim's motivation.

Situational evaluation of reintegration options for each victim is made on the basis of the following criteria:

- options available for reintegration (for instance, some types of professional training may not be available in the community; also, shelters, medical services, social, government assistance programs, may or may not be available);
- relevancy of reintegration assistance proposed to victim (professional training should be relevant to victim's community; for instance, professional training for position of secretary with computer skills might be useless, if this profession is not typical for the community).

When working out individual assistance plans, victims are given help to set realistic goals according to their personal needs, skills, and qualification, as well as according to opportunities available at the place of residence.

METHODOLOGY

On the basis of individual and situational evaluation Individual Assistance Plan is worked out.

The plan includes activities to be carried out, the person responsible for execution of these activities, and the place of execution. The anticipated results are also identified. If a new issue emerges, it is added according to the plan elaboration methodology.

Individual assistance plan can include the following issues:

- medical/health;
- financial (support at reintegration, including family members or/and persons in care);
- legal (criminal, civil proceeding);
- psychological;
- social;
- professional training;
- income-raising activities;
- job placement.

Individual assistance plan, outlined by case manager and beneficiary, is discussed at the sitting of multidisciplinary group (specialists, who will be involved in fulfillment of the plan), after which the plan is coordinated with the assisted person.

Individual Assistance Plan

Case No. _____ Reference Organization: _____

Date of realization of Intervention Plan: _____

Case Manager: _____

Beneficiary's First Name, Last Name: _____ Date and Place of Birth: _____

I. Actual Situation (list beneficiary's problems) described by:

- a. Social Assistant _____
- b. Psychologist _____
- c. Doctor _____
- d. Other specialists, who work with beneficiary (lawyer) _____

II. Desired situation, described by beneficiary: _____

III. Problem Ranking

1. _____
2. _____
3. _____

IV. Intervention Plan

Goal	Activity	Deadline	Responsible Person	Resources/ budget	Anticipated Results	Risk Factors

V. Modifications in Intervention Plan:

Ulterior Modifications	Deadline	Responsible Person	Arguments	Anticipated Results

VI. Notes:

Signed by Social Assistant: _____

Signed by Beneficiary: _____

Date: _____

Individual Assistance Plan (Example)

First Name, Last Name	V.I
Date of Birth	XX.XX.1989
Address	Community X
Period of stay at the Rehabilitation center	3 weeks (August 24 – September 15, 2005)
First Name, Last Name of Case Manager	Social Assistant, Rehabilitation Center/Social Assistant, NGO, member of multidisciplinary team NRS
Beneficiary's Actual Situation:	
a) Social and Economic:	<p>Beneficiary was referred to the Rehabilitation Center by the Temporary Placement Center for Minors (Ministry of Internal Affairs).</p> <p>Beneficiary originates from a disorganized family, both parents are alcohol addicts. There is physical violence between mother and father in the family.</p> <p>The visit of the Rehabilitation Center specialist to the place of residence revealed that the beneficiary can not be immediately placed in the family. It is necessary to first work with the parents. The beneficiary does not even have articles of prime necessity: clothes, shoes, identity card. The beneficiary's parents can not buy her these things, because they are jobless.</p> <p>The beneficiary wants to acquire profession after the rehabilitation period. Her mother agreed to sign the Reintegration Plan (mother was invited to the Center).</p>
b) Psychological	Underestimation, manifestation of anxiety, emotional instability
c) Medical	Needs medical treatment (intracranial pressure)
d) Legal	Getting identity card, lawyer's assistance
Objectives:	<ul style="list-style-type: none"> • rehabilitation • profession acquirement • reintegration in family • integration into the labor market

Actions	Activities	Deadlines	Responsible Persons
	<ul style="list-style-type: none"> - conclude agreement on responsibility - place beneficiary in her sister's family - register for a profession course (sewer-tailor) - purchase articles of prime necessity (clothes, shoes, vessels, blanket, bed-clothes) - purchase materials for practice - rent apartment - consultation at psychologist - improve relations with family 	<ul style="list-style-type: none"> September 12 September 15 October 5 September 10 October 20 September 5 For the period of study For the period of courses (9 months) 	<ul style="list-style-type: none"> Mother, LPA LPA EA IOM IOM LPA, ATIS NRS, AS, NGO
Budget planned for reintegration	<ul style="list-style-type: none"> - Purchase of clothes - Things for personal hygiene and food (period – 9 months) - Materials for practice, school supplies - Material aid - Payment of rent - Sewing machine - Assistance in getting a job 	<ul style="list-style-type: none"> 1.800 lei 3.700 lei 2.900 lei 500 lei 1.800 lei 2.500 lei - 	<ul style="list-style-type: none"> IOM IOM IOM AS, NRS EA, IOM La Strada AOFM
Monitoring of process of reintegration in the family and the society	<p>September 2005 – February 2006 – 3 times per week Reintegration was evaluated. Individual evaluation was performed by the case manager from the Rehabilitation Center, and the Situational evaluation was performed by the case manager from the community within the NRS. Beneficiary was placed in the enlarged family, was registered to professional courses. Articles of prime necessity and materials for practical lessons within the framework of professional courses were purchased. During the study, beneficiary rented an apartment. Measures were adopted to improve relations with the family. The Mayor's office actively participated to improvement of psychological environment in the beneficiary's family. Parent underwent treatment (dealcoholization). Beneficiary enjoyed material and moral aid during the study.</p> <p>February 2006 – May 2006 – once a week Material and moral support to beneficiary. Inclusion of beneficiary into the workshop (crochet work, embroidery, etc.) Encouraging beneficiary in the framework of "Stop Domestic Violence" campaign. Referral of beneficiary to psychological consultation. Work with the family (case manager from the NRS).</p> <p>May 2006 – December 2006 – 2 times per month</p> <ul style="list-style-type: none"> • Support at getting part-time job at the garment factory for the holiday period (June, July, August) • Support during the study period (September – November). Successful reintegration in the family • Material support for the study period • Support at getting a job • Moral support during the first month of the work • Support for a 2-month period – post-reintegration. 		<ul style="list-style-type: none"> Initially - IOM case manager, later - NRS case manager

MONITORING AND EVALUATION

In the process of case monitoring, a series of tools are used, which help the case manager and the multidisciplinary group plan their activities and continuously evaluate the results. The following blank form is used in case if a person benefits of studies:

Blank Form for Services

First Name, Last Name: _____

Period of Study: _____

Institution, specialty _____

Primary package for lodging

No.	Received on:	Name of Article	Sum	Beneficiary's Signature	Administrator's Signature

Reimbursement of transportation expenses

No.	Received on:	Sum	Beneficiary's Signature	Administrator's Signature

Monthly Food Package

No.	Received on:	Sum	Beneficiary's Signature	Administrator's Signature

Monthly Hygienic Package

No.	Received on:	Sum	Beneficiary's Signature	Administrator's Signature

Scholarship

No.	Received on:	Sum	Beneficiary's Signature	Administrator's Signature

Other Services

No.	Received on:	Name of Service	Sum	Beneficiary's Signature	Administrator's Signature

Assistance was ceased on: _____

Overall granted sum: _____

Administrator's signature: _____

Execution of the individual assistance plan is monitored by the specialist responsible for multidisciplinary team and is verified together with the involved team members. Monitoring is documented.

The role of case manager in execution of individual assistance plan is to coordinate and facilitate the information flow as to obtain the best result for beneficiary.

Duration of individual assistance plan depends on each case. It should not exceed one year, except for minors.

Monitoring Form

Reference Organization: _____

Beneficiary's First Name, Last Name: _____

Date and Place of Birth: _____

Manager: _____ Date of Form Filling Out: ___/___/___

Activity: _____

Responsible Person: _____

Comments on Performance of Activity: _____

Comments on Performance of Activity: _____

INDIVIDUAL REINTEGRATION PLAN

EXPERIENCE OF CENTER FOR PREVENTION OF TRAFFICKING IN WOMEN



Lilia BORZIN,

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„Center for Prevention of Trafficking in Women” Project (CPTW) is called to contribute to the general objective of development of mechanisms to strengthen the judicial system and the national capacities in observing and promoting human rights, particularly women’s rights. Project activities were pivoted on decrease of the trafficking in human beings phenomenon by offering high-quality legal assistance to victims and would-be victims, and, namely, by ensuring access to justice and to social services for victims and potential victims.

Actions performed with a view of preventing and fighting trafficking require a complex approach, which should encompass not only the aspects of incriminating trafficking in human beings and really punishing the traffickers, but also security and protection of victims, and safeguarding the observance of their rights, rendering support at reintegration and rehabilitation. Taking into account one of these important objectives, lawyers from CPTW offer free of charge legal services to victims and would-be victims of trafficking in persons. Being aware of the importance of rendering emotional support, encouraging, and strengthening the victims' position in the process of prosecuting the traffickers, CPTW created a component for social assistance to victims.

NEEDS EVALUATION

Social assistant participates to initial evaluation of victim's capacities to take part in trial, of victim's needs, subsequently offering emotional support during the entire process, providing assistance at court sessions and monitoring case evolution. The totality of interventions, performed by social assistants to answer the beneficiaries' individual needs, is different, depending on the victim's actual stage. Thus, social assistant intervenes as early as the victim is being prepared for repatriation. If the family/friends/relatives feel they need some support during the process of identification of victim's whereabouts, social assistants intervene at the level of counseling targeted to social network of the person, who is alleged to be victim of trafficking in human beings. In the majority of cases, after escape from the place of exploitation the assisted victims can not immediately return to their families. They are subject to the risk of marginalization and stigmatization even by friends and relatives.

METHODOLOGY

Besides rendering temporary shelter, social assistants ensure victims and would-be victims of trafficking in persons with all types of services – medical, psychological, humanitarian aid, beneficiaries' access to authorities, public services. Social assistants maintain permanent connection with all victims participating to court proceedings with a view of identifying current and future needs and facilitating re-integration thereof in the community.

With a view of raising chances of trafficked persons' reintegration, CPTW worked out Individual Reintegration Plan. Individual Reintegration Plan (IRP) is an agreement between victim and CPTW, which contains actions to be carried out and observed by each party as to achieve successful reintegration of victim at the earliest possible time. Within the framework of CPTW, IRP is worked out by a multidisciplinary team (social assistant and lawyer) after evaluation of trafficked person's situation and needs.

IRP includes the following components:

- personal information about beneficiary;
- beneficiary's needs;
- actions envisaged with a view of solving problems faced by the beneficiary;
- deadlines and resources (human/material, etc.).

The experience of being trafficked is often interpreted as escapade of a person, who accepted, for instance, participation in prostitution, without having any understanding about the specifics of this occupation, which very often also involves rather serious abuse. A trafficked person is perceived by the community as a prostitute. The solution is to temporarily place the victim into a specialized institution, taking into consideration the person's health and state of mind.

IRP explains the victim's possibilities, having in view the situation and the problems faced by the victim. Elaboration of IRP ensures each victim with access to services, which are tailored to the victim's needs, with an action plan, and with a basis for the victim's own activities.

IRP is subject to discussions and approval by both parties – by the victim and by the CPTW representative (in the majority of cases, the duties of case manager are performed by the social assistant). Case manager concretely explains the distribution of responsibilities, envisages what actions the victim will be responsible for, and what will be performed by CPTW.

The key actor in execution of the Plan is the victim, who should be actively involved in elaboration of the Individual reintegration plan and implementation thereof.

There is no standard model of IRP in the set of tools used by CPTW. This information is included in the standard form, which is currently used at the level of the NRS. Monitoring of actions included in the IRP is performed by case manager.

EVALUATION

Evaluation of success or failure of reintegration is performed by a multidisciplinary team.

Success indicators include correlation between the following issues:

- result of the performed activities;
- time;
- resources;
- degree to what the problems, faced by the victims, have been solved.

(RE)-INTEGRATION PLAN. RECOMMENDATIONS

Creation and development of the National Referral System also implies creation of some common working tools, the (Re)-Integration Plan being one of such tools. (Re)-Integration is a complex of measures, targeted to restore trafficked persons in their rights, rehabilitate their social status, as well as to restore/gain capacities of vital activity in the society. Success of (re)-integration presupposes achievement of positive (anticipated) results, as consequence of fulfillment of a series of specific tasks (targeted to meet the needs and solve the problems of beneficiaries) by service providers and/or by beneficiary in the process of attaining (re)-integration objectives.

The need to evaluate the success of (re)-integration is determined by several factors.

- Success of each intervention, which was identified, estimated and offered to beneficiary, will contribute to increase of service quality not only in each separate organization, but in the entire NRS.

- Conceptualization of success between NRS members will lead to elaboration of (minimal) standards of quality, applicable to all service providers at the national level, regardless of the character of services or type of organization.

As a result of presentation, in the framework of the Best Practice Workshop, of (Re)-Integration Plans that are used by different stakeholders in the Republic of Moldova, a lot of proposals were elaborated to improve the existing plans, as well as the structure of (Re)-Integration Plan was worked out, encompassing the minimally necessary stages.

1. Success of (Re)-Integration

Analysis of the process of (re)-integration of trafficked persons, as well as of experience of organizations that provide services to this category of beneficiaries, demonstrates it is important that beneficiary and case manager should work together not only at the stage of Reintegration Plan elaboration, but also during evaluation of program's success.

The process of (re)-integration can be considered successful if:

- Case manager and beneficiary recognize that the proposed objectives have been attained

- Beneficiary recognizes re-establishment of relations with his/her family and with the enlarged family

- Beneficiary is satisfied with his/her life (welfare)

- Beneficiary has become independent

- Beneficiary has acquired necessary skills

- Beneficiary does not show the state of anxiety, fear of recruiters/traffickers.

Such approach can be also coordinated with 5 meanings of reintegration:

- Stages

- Objectives

- Results

- Complex Process

- Package of Services.

It is recommended that the (Re)-Integration Plan be coordinated and consulted with the child, starting from 10-year old children, and with child's legal representatives (at the level of village – with the mayor, at the level of region – with the tutorship and guardianship authority).

Standard package of services should be targeted to beneficiary's needs, rather than to the village's possibilities.

2. (Re)-Integration Plan

The whole package of documents should include the following tools:

a. (Re)-Integration Plan

It is recommended that the structure of (Re)-Integration Plans be common for the minors and for the adults.

Reintegration should include the following fields:

- Family

- Education / Training

- Profession acquirement / Economic (Re)-Integration

- Rebuilding social relations and skills, system of values

- Restoration in legal rights or execution thereof

Objective	Challenges / Needs	Activities	Responsible organization/ person	Deadlines	Result	Success Evaluation Indicators

In case of reintegration, the following indicators of success will be used:

- beneficiary's placement in the family (biological, enlarged family, etc.), maintenance of positive contacts with family members– (re)-integration in the family;
- getting a degree – education;
- professional training, getting a job, and keeping this job for more than 2 months; a salary to cover the subsistence minimum of beneficiary (and his/her children) – profession acquirement;
- level of beneficiary's independence in decision-making, solution of problems, establishment and maintenance of social contacts, etc. – re-establishment of social relations and vital skills;
- perception of restoration of rights – restoration of rights.

b. Annexes

- (Re)-Integration (or assistance) Plan for persons in care

Persons who live in dependence on beneficiary will also be included in the (Re)-Integration Plan (annex to chapter (re)-integration in the family and /or economic reintegration).

- Risk Assessment

Risks will mean unsolved problems or the risks identified from the standpoint of partner organizations, which are involved in the provision of assistance to beneficiary.

It is recommended that the document should be attached to the (Re)-Integration Plan and should be filled out both at the initial stage of beneficiary's inclusion in the assistance program (at the stage of needs evaluation), and during the process of meeting those needs.

c. Monitoring

(Re)-integration period can be monitored and documented using some separate blank forms as annexes to the (Re)-Integration Plan.

d. Humanitarian Assistance

With a view of supporting the process of (re)-integration, particularly at the initial stages, it is necessary and recommended that humanitarian assistance/aid packages be offered. Provision of such assistance will also be reflected in an annex to the Plan.

e. Assistance to Children

Besides the pre-established (re)-integration actions, in case of rehabilitation work with trafficked children, the following is needed:

- involvement of state authorities (to identify children, their relatives, as well as to render pre- and post-repatriation assistance);
- additional annexes (Act of Child's Family Evaluation, Certificate of Family Composition, characteristics of family or enlarged family, etc.).

In case of adults, the (re)-integration period is subject to monitoring during one year, whereas in case of children this period will last for up to 3 years.

Finally, participants to the workshop recommend unification of work tools, which are used for collection of information about assistance rendered in the framework of the NRS, including the following components into the model form of the (Re)-Integration Plan or the Plan for Assistance and Protection of Trafficked Persons: objective of intervention; beneficiary's challenges or needs; planned activities; responsible organization and person, who will meet beneficiary's needs; pre-defined terms; obtained results; success evaluation indicators. Blank forms for evaluation of risks, monitoring, assistance to family members, etc., can be used as Annexes to (Re)-Integration Plan.

Standard model of (Re)-Integration Plan (of Plan for Assistance and Protection of Trafficked Persons), which also includes the (re)-integration stage, should be tested and validated in the framework of the NRS. The efficient use of standard tools will allow making the work in the field of provision of assistance to trafficked persons more efficient, including by rational use of existing resources, and will also make beneficiaries get more actively involved in the planning of assistance actions.