



Organization for Security and Co-operation in Europe

The Secretariat

Office of the Co-ordinator of OSCE Economic and Environmental Activities

PROGRAMME DOCUMENT

Anti-Trafficking Programme on Public-Private Co-operation in the Prevention of Trafficking in Human Beings (ATP)	
Thematic area	Anti-trafficking
Geographical location	Western countries, South-Eastern, Central and Eastern European countries
Duration	Three years
Estimated starting date	February 2004
Cost of the project	1,961,000 € (3 year Total Programme Budget) Year 1: 556,000 Year 2: 669,000 Year 3: 736,000
Name of the institution	Office of the Co-ordinator of OSCE Economic and Environmental Activities (OCEEA)
Project manager	Helen Santiago Fink, Senior Economic Affairs Officer
Implementing partners	International Organization for Migration (IOM), Mission with Regional Functions for Southeastern Europe, Eastern Europe and Central Asia (IOM Vienna), and respect - Institut für Integrativen Tourismus und Entwicklung
Short description of the programme	
Summary of objectives	<p>In response to the recommendations of the 11th OSCE Economic Forum and the provisions of OSCE Action Plan to Combat Trafficking in Human Beings, the ATP aims at addressing both the demand and supply side of trafficking in human beings by:</p> <ol style="list-style-type: none">I. promoting <u>self-regulation</u> of the private sectorII. raising the <u>awareness</u> of trafficking <u>in countries of destination</u>, in particular in Western countries,III. creating <u>economic empowerment</u> opportunities for potential victims of trafficking. <p>Three Sub-Programmes correspond to these objectives. They provide a comprehensive approach to the prevention of trafficking with an emphasis on mobilizing the private sector to contribute to this cause by building upon existing industry best practices and encouraging multi-sectoral co-operation among the business community, civil society and government.</p>
Summary of output and activities	<ol style="list-style-type: none">I. Increased commitment of the private sector to support and join counter-trafficking efforts by promoting the Code of Conduct for the Protection of Children from Sexual Exploitation in Travel and Tourism and other self-regulatory initiatives.II. In countries of destination, with an emphasis in the West, improved awareness among policy makers, the business community and the general public by conducting a media campaign on the issue of trafficking.III. In countries of origin, enhanced economic opportunities for vulnerable groups by implementing the Youth Entrepreneurship Seminars (YES), establishing internship and vocational training programmes within private sector companies, and promoting non-discriminatory employment practices.

1. Background

Trafficking in human beings affects all OSCE participating States as countries of origin, transit or destination. Lack of economic opportunities and unemployment are main factors contributing to women's vulnerability to trafficking. Discriminatory employment practices deprive women of regular jobs. In the context of increased East-West economic ties, the responsibility of the private sector in relation to trafficking in human beings can be defined as trafficking occurs via channels and networks, whether legal or illegal, to meet the market demand in sectors such as tourism, transportation, entertainment, agriculture, and construction.

Key recommendations of the 11th OSCE Economic Forum on Trafficking in Human Beings, Drugs, Small Arms and Light Weapons: National and International Economic Impact (EF.GAL/13/03 Rev.1, 11 June 2003) highlighted the need for:

- a greater focus on the demand side of trafficking,
- better targeting economic root causes, and
- a greater role of the private sector in combating trafficking.

The OSCE Action Plan to Combat Trafficking in Human Beings, chapter IV. 7.2, 7.3, 8.5, and chapter V. 12.1 (PC.DEC/557, 24 July 2003), which was endorsed by the Maastricht Ministerial Council Decision No. 2, tasked the OCEEA to:

- continue to promote SMEs training and to target it in particular at high-risk groups;
- develop programmes to tackle economic factors that increase the vulnerability of women and minorities to trafficking, including discrimination in the workplace;
- mobilize and strengthen the private sector's efforts to combat trafficking in human beings by raising awareness, and by identifying and disseminating best practices, such as self-regulation, policy guidelines and codes of conduct; and
- facilitate contacts between public and private actors with a view to encouraging the business community to offer job opportunities to victims of trafficking.

Following this guidance, the OCEEA developed the Anti-Trafficking Programme on Public-Private Co-operation in the Prevention of Trafficking in Human Beings (ATP). It builds upon identified best practices and aims at extending them in a comprehensive manner. The objective of the ATP is to implement preventive measures that discourage the demand and measures that ameliorate those conditions that make women and children particularly vulnerable to trafficking in human beings in Western, South-Eastern, Central and Eastern European countries by establishing private-public partnerships among the business community, NGOs and governments with a view to 1) promoting self-regulation within industry, 2) raising the awareness of trafficking in countries of destination, and 3) creating economic opportunities for potential victims of trafficking. The three ATP Sub-Programmes correspond to these objectives. In implementing the programme, an integrated gender perspective will be observed in all measures.

Beneficiaries of the ATP are vulnerable population groups at risk of being trafficked, in particular women and minors, who form up to 50 per cent of the victims, and victims of trafficking who are at high risk of being re-trafficked. The ATP also targets in particular the business community since the private companies must be made aware, educated and prepared

to take measures to help combat trafficking by working in partnership with government, law enforcement and civil society stakeholders.

Respect-Austria was identified as one of the implementing partners of the ATP on the basis of its role in the Code of Conduct for the Protection of Children from Sexual Exploitation in Travel and Tourism (Code of Conduct Project), for which it served as project coordinator in 2002 and 2003. OCEEA identified the Code of Conduct Project as a best practice of self-regulation of the private sector based upon the level of engagement by the travel industry and the potential reach of this industry within the global market. As part of the implementation of Sub-Programme I (self-regulation) of the ATP, Respect will be responsible for extending the Code of Conduct Project to private sector companies operating in South Eastern, Central and Eastern Europe, with an initial focus in the Black Sea region.

IOM and its respective missions in South-Eastern and Eastern Europe have been active in fighting trafficking in human beings and providing assistance to victims for years. With a view to creating economic opportunities for potential victims of trafficking under the ATP, IOM-Vienna and its mission network will facilitate the development and implementation of economic empowerment activities (Sub-Programme III) through their expertise and contacts to local NGOs and authorities.

With regard to undertaking the specific activities under the three Sub-Programmes of the ATP, the OCEEA will cooperate with relevant international organizations, non-governmental organizations, the business community and national authorities dedicated to combat trafficking in human beings. This will contribute to creating synergies, strengthening the ATP and ensuring its sustainability. Based upon established contacts, possible partners in this regard may include: Council of Baltic Sea States' Working Group for Co-operation on Children at Risk (WGCC), International Finance Corporation (IFC), International Labour Organization (ILO), International Organization for Migration (IOM), Stability Pact Trafficking Task Force, United Nations Children's Fund (UNICEF), UN Global Compact, United Nations Office on Drugs and Crime (UNODC), World Tourism Organization (WTO), Crimestoppers, ECPAT (End child prostitution, child pornography and trafficking of children for sexual purposes), GTZ (German Agency for Technical Co-operation), IBLF (The Prince of Wales International Business Leaders Forum), IREX (International Research & Exchanges Board) and Winrock International.

In addition, the co-operation with OSCE participating States, OSCE institutions and OSCE Field Missions will be instrumental in ensuring the successful implementation of the ATP objectives.

Co-operation and co-ordination will be ensured by an ATP Management and Implementation Unit which will be set up within the OSCE Secretariat. The OSCE/OCEEA has been requested to host the Code of Conduct Secretariat for the Protection of Children from Sexual Exploitation in Travel and Tourism (currently hosted by the World Tourism Organization); decision on this matter is, in part, contingent upon OSCE/OCEEA receiving adequate financial contributions for the ATP.

2. Approach

2.1. Project objectives

The overall objective of the ATP is to focus on both the demand and supply side of trafficking in human beings in a manner that is complementary and mutually reinforcing. With an emphasis on prevention, the ATP will be implemented in partnership with the business community, civil society and governments in Western Countries, South-Eastern, Central and Eastern Europe and address the following programmatic objectives:

- 1) promotion of self-regulation of the private sector
- 2) awareness raising (of trafficking) in countries of destination, in particular in Western countries
- 3) creation of economic opportunities for potential victims of trafficking.

The ATP builds, in part, upon existing initiatives of the private sector and thereby aims to further mobilize private sector commitment to the fight against trafficking, while encouraging and strengthening multi-sectoral co-operation in the same.

2.2. Expected Results/Outputs

- Increased commitment of the private sector to support and join counter-trafficking efforts.
- Adoption of the Code of Conduct for the Protection of Children from Sexual Exploitation in Travel and Tourism by companies operating in the tourism and hospitality industries in South-Eastern, Central and Eastern Europe.
- Adoption of self-regulatory activities against trafficking in human beings in other relevant sectors.
- Increased awareness of the issue of trafficking in particular among the business community and policy-makers in Western countries.
- Awareness raising campaign in countries of destination, in particular in Western countries.
- Enhanced economic opportunities for vulnerable population groups in South-Eastern and Eastern European countries.
- Youth Entrepreneurship Seminars (YES) on how to start a small business will have been conducted in at least six countries.
- In partnership with the private sector, vocational training programmes will have been established in at least two countries.
- In partnership with the private sector, internship programmes will have been established in at least two countries.
- Public and private employers will have been trained in the application of non-discriminatory employment practices in at least two countries.

2.3. Activities/Input

The activities of ATP will be undertaken under its three Sub-Programmes: I) Self-Regulation II) Awareness Raising and III) Economic Empowerment. The three ATP Sub-Programmes will be implemented simultaneously and develop linkages to each other to increase resource efficiency and strengthen programmatic impact.

Sub-Programme I: Self-Regulation

Initially, self-regulation will be promoted within the travel and hospitality industries by promoting and extending the Code of Conduct for the Protection of Children from Sexual Exploitation in Travel and Tourism (Code of Conduct Project) to private sector companies operating in South Eastern, Central and Eastern Europe. Subsequently, self-regulatory activities will be promoted in other sectors, including transportation, agriculture, etc.

Sub-Programme activities:

- Promotion and expansion of the Code of Conduct Project in South-Eastern, Central and Eastern European Countries;
- Collection, documentation and publication of best practices and lessons learnt in the travel and hospitality sectors;
- International conference on lessons learned;
- Selection of other sectors in which replication could be successful; identification of stakeholders;
- Replication of self-regulation activities in other sector areas building upon lessons learned from the travel industry sector.

Sub-Programme II: Awareness Raising in Countries of Destination

An awareness raising media campaign will be organized in countries of destination, with an emphasis on Western countries, directed at the general public and at various target groups, including parliamentarians and the business community. This includes working with airlines and other industry sectors and, developing linkages with law enforcement bodies and service providers such as Crimestoppers.

Sub-Programme activities:

- Developing printed informational and educational material;
- Development of media and communication networks;
- Expert meetings for launching the campaign including journalist training side meetings;
- Undertaking the media campaign;
- Distribution and airing of UNODC anti-trafficking Public Service Announcements (PSA).

Sub-Programme III: Economic Empowerment

Building upon identified best practices, economic empowerment activities, as preventive strategies, will target vulnerable population groups at risk of being trafficked in partnership

with business community, government and civil society in South-Eastern and Eastern European countries.

Sub-Programme activities:

- Adaptation and implementation of the Youth Entrepreneurial Seminars (YES) Programme in selected countries in the target region;
- Adaptation and implementation of internship programmes in selected countries in the target region;
- Adaptation and implementation of vocational training programmes in selected countries in the target region;
- Adaptation and implementation of the Fair Employment Project in selected countries in the target region.

The activities of the three ATP Sub-Programmes will be undertaken in two major phases. In the first phase (approx. first two years), the programme implementation will include:

- (a) Expanding the Code of Conduct Project to private sector companies operating in South-Eastern, Central and Eastern Europe, starting in two pilot countries.
- (b) Launching the awareness raising campaign for countries of destination – starting with a number of selected pilot countries.
- (c) Implementing economic empowerment activities in a number of selected pilot countries before extending these activities to other countries.

In the second phase, the Programme will bring the lessons learned in the first phase to other industrial sectors such as transportation, agriculture or entertainment. Awareness raising and economic empowerment activities will continue and expand as appropriate.

2.4. Indicators and sources of verification of the achievement of the project objectives

Increased commitment by the private sector to combat trafficking in human beings measurable by companies and business associations which will have joined counter-trafficking efforts e.g. by adopting self-regulations and supporting vocational training or internship programmes.

Improved awareness of trafficking in countries of destination measurable by increased media presence of the issue and number of implemented awareness raising activities, e.g. number of airports and airlines airing the UNODC Public Service Announcements (PSAs).

Enhanced economic opportunities for potential victims of trafficking measurable by the number of economic empowerment activities implemented, the number of persons who participated in such activities and the number of participants who found legitimate and gainful employment .

2.5. Assumption and risks

The success of the ATP relies to a significant extent on the willingness of the private sector to co-operate. It is outside the control of the project team whether the private sector can be

convinced to join common efforts to combat trafficking in human beings. Yet, it is assumed that enough private sector companies can be encouraged to join these efforts to make the ATP a success. The following reasons justify this assumption:

- An increasing number of private sector companies committed to implementing Corporate Social Responsibility (CSR) policies.
- In the development of the ATP, OCEEA has already established contacts to influential business associations promoting CSR policies among their members.
- The ATP, in part, is based upon existing and successful private sector initiatives and initiatives that already involve the private sector, which were identified as best practices in related fields to the Programme.
- In the development of the Programme, OCEEA has already established partnerships with institutions experienced in co-operating with the private sector such as Respect and International Finance Corporation (IFC).

In addition, implementation of the ATP depends on sufficient funding and the political and financial commitment of participating States.



























2.6. Quality factors



























































As highlighted above, the beneficiaries of the ATP are vulnerable groups which are at risk of being trafficked. These are in particular women including minors, who form up to 50 per cent of the victims, and victims of trafficking, who are at high risk of being re-trafficked. In some countries, these at-risk persons also belong to a significant extent to minority groups, disadvantaged in their current environment.

The ATP seeks to achieve maximum sustainability through the involvement of the civil society and governments at all stages of the Programme. By establishing private-public partnerships among NGOs, the business community and government, the Programme aims at delegating ownership to the local stakeholders, thus ensuring long-term viability of the self-regulation, awareness raising and economic empowerment activities.

3. Implementation arrangements

3.1. Operation plan/Timetable

		Phase I				Phase II			
	 = New activity	 = Ongoing activity	2004	2005	2006	2007			
Logistics and Administration									
- Creation of a Project Co-ordination Team									
Self – Regulation of the Private Sector									
- Promotion and expansion of Code of Conduct Project to private sector companies (e.g.: tour operators, hotels, etc.) in selected pilot countries in Eastern Europe									
- Promotion and expansion of Code of Conduct Project to private sector companies (e.g.: tour operators, hotels, etc.) in additional countries in South-Eastern, Central and Eastern Europe									
- Annual Code of Conduct Project stakeholder meeting									
- Collection, documentation and publication of best practices and lessons learnt in the travel and hospitality sectors									
- International conference on lessons learnt									
- Selection of other sectors in which replication could be successful; identification of stakeholders									
- Initiating replication of self-regulation activities in other sector areas building upon lessons learned from the travel industry sector									

		Phase I				Phase II			
	 = New activity	 Ongoing activity	2004	2005	2006	2007			
Awareness Raising									
- Development of informational and educational materials and the awareness raising campaign									
- Development of media and communication networks									
- Launching and conducting the awareness raising campaign on social responsibility of businesses, targeting the general public and other sectors of the business community									
- Promotion and implementation of in-flight air videos on trafficking using the existing UNODC public service announcements (PSAs)									
Economic Empowerment									
- Successive adaptation and implementation of the YES programme in at least 6 countries									
- Successive adaptation of the OSCE Fair Employment Programme (FEP) in at least two countries									
- Adaptation and implementation of internship models in at least one pilot country									
- Adaptation and implementation of vocational training models in at least one pilot country									
- Adaptation and implementation of internship models in additional countries in South-Eastern and Eastern Europe									
- Adaptation and implementation of vocational training models in additional countries in South-Eastern and Eastern Europe									
Project Evaluation									
- External assessment and publication of evaluation report									

3.3. Legal framework of the project

Exchange of letters with implementing partner organizations, IOM-Vienna and Respect-Austria.

3.2. Division of tasks between OCEEA and implementing partner organizations

OCEEA will be responsible for developing, implementing and overseeing the ATP. For this purpose an ATP Management and Implementation Unit will be set up within the OCEEA. Depending on funding, the OSCE has also envisaged to host the Code of Conduct Secretariat within the ATP Management and Implementation Unit which would be responsible for the international coordination of activities related to the Code of Conduct for the Protection of Children from Sexual Exploitation in Travel and Tourism worldwide.

Respect will be responsible for extending the Code of Conduct Project to private sector companies operating in South Eastern, Central and Eastern Europe.

IOM Vienna and its mission network will facilitate the development and implementation of economic empowerment activities through their expertise and contacts to local NGOs and authorities.

3.3. Staff requirements

The OCEEA will set up an ATP Management and Implementation Unit responsible for developing, implementing and overseeing the ATP. While the Unit is co-ordinated by OCEEA staff, the implementation of the project necessitates the additional services of one Programme Officer. It is proposed that the Programme Officer will be seconded to the OCEEA by a participating State and thus pose no additional costs to the project budget. Should the secondment option prove unsuccessful, the budget would need to be re-adjusted in order to reflect the additional costs for a contracted Programme Officer.

3.4. Monitoring, reporting and evaluation procedures

Project activities will be continuously assessed through Results-Based Management (RBM). RBM is an approach to improve programme and management effectiveness and accountability and is oriented towards achieving tangible results. It uses results as a basis for planning, management and reporting, and aims at improving performance by comparing and analyzing actual results against planned results through regular monitoring, evaluation, reporting, feedback and adjustments. An external assessment will be carried out at the end of the Programme. The results will be published and distributed to appropriate stakeholders.

4. Budget

4.1. Sources of funding

Extra-budgetary contributions from OSCE participating States.

4.2. Detailed breakdown per cost category

See annex 1.

Annex 1

ATP Budget: 2004-2006

<i>in Euros</i>	<u>Year One</u>	<u>Year Two</u>	<u>Year Three</u>	<u>Total</u>
<u>I. Self-Regulation of the Private Sector</u>				630,000
	<i>4 countries</i>			
Promotion and expansion of CC Project includes development/printing of informational material, training of personnel, ave. cost per country 20000 implemented in 8 country(s)	80,000	160,000	160,000	400,000
Coordination among public, private and civil society institutions	15,000	8,000	15,000	38,000
Project Coordinator (salary and travel)	28,000	36,000	36,000	100,000
Documentation and Publication of lessons learned by the Travel Industry		25,000	25,000	50,000
Annual stakeholders meeting	4,000	4,000	4,000	12,000
International conference on lessons' learned			30,000	30,000
<i>Total Sub-Programme I</i>	<i>127,000</i>	<i>233,000</i>	<i>270,000</i>	<i>630,000</i>
<u>II. Awareness Raising</u>				354,000
<u>Development of a media campaign for destination/Western countries:</u>				
Application of UNODC trafficking PSA	50,000			50,000
Production of printed information material	25,000	40,000	40,000	105,000
Development of Media and Communication Networks	15,000	15,000	15,000	45,000
Expert meeting for launching campaign/journalist training side meeting	40,000	20,000	40,000	100,000
Project Coordinator (salary)	18,000	18,000	18,000	54,000
<i>Total Sub-Programme II</i>	<i>148,000</i>	<i>93,000</i>	<i>113,000</i>	<i>354,000</i>
<u>Economic Empowerment</u>				832,000
	<i>4 countries</i>			
Adaptation of the YES Programme for target countries cost per country 12000 Euro implemented in 8 Countries	48,000	96,000	96,000	240,000
Printing/Translation of YES Training Materials 3500 per country	14,000	28,000	28,000	70,000
Adaptation of Internship Models	80,000	80,000	80,000	240,000
Adaptation of Vocational Training Models	60,000	60,000	60,000	180,000
Project Coordinator (salary and travel)	34,000	34,000	34,000	102,000
<i>Total Sub-Programme III</i>	<i>236,000</i>	<i>298,000</i>	<i>298,000</i>	<i>832,000</i>
<u>Project Management</u>				135,000
Lead Organization Coordination	18,000	18,000	18,000	54,000
Experts/Consultants	7,000	7,000	7,000	21,000
Partner coordination and infrastructure	20,000	20,000	20,000	60,000
Programme Officer (seconded)				
<i>Total</i>	<i>45,000</i>	<i>45,000</i>	<i>45,000</i>	<i>135,000</i>
<u>Evaluation:</u>				10,000
External Assessment and publication			10,000	10,000
Total Programme Costs (in Euros)	556,000	669,000	736,000	1,961,000