



Norwegian Ministry
of Foreign Affairs



CHANGING ROLES IN A CHANGING WORLD

ANALYSIS OF CURRENT ROLES OF NGOs IN ANTI-TRAFFICKING SPHERE

**Based on the results of the study within
the project “Advocacy for strengthening
the national anti-trafficking response and policy”**

Kyiv 2019

УДК 343.431:[061.2:323.21](047.3)

3-69

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Publication of the book is recommended by the Academic Committee
of the CSO “Ukrainian Institute for Sociological Research after O. Yaremenko”
(Protocol #3 dated September 10, 2019)

The publication is produced within the project “Advocacy for strengthening
the national anti-trafficking response and policy” supported by the International Organization
for Migration and funded by the Norwegian Ministry of Foreign Affairs. Thoughts
and views expressed in this publication do not necessary reflect the opinion
of the International Organization for Migration and the Donor.

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to the CSO “La Strada-Ukraine” and CSO “UISR after O. Yaremenko”.

3-69

**Changing roles in a changing world: analysis of current roles of NGOs in anti-
trafficking sphere.** CSO “UISR after O. Yaremenko”, CSO “ La Strada-Ukraine”. “Ukraine
Press” Ltd., Kyiv, 2019. 98 p.

ISBN 978-966-137-124-7

This publication presents the results of the study “Changing roles in a changing world:
analysis of current roles of NGOs in anti-trafficking sphere” conducted within the project
“Advocacy for strengthening the national anti-trafficking response and policy”.

This publication is designed for state officials, scientists, civil society actors, international
organizations, funding institutions, local authorities and politicians working in anti-trafficking
sphere.

УДК 343.431:[061.2:323.21](047.3)

ISBN 978-966-137-124-7

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The aim of the report is to highlight the importance of work of the civil society organizations (CSOs), to analyze the role of the CSOs in identifying problems, advocating for change, preventing human trafficking and participating in the justice/advocacy processes, in rehabilitating and reintegrating victims of human trafficking.

The current study makes analysis of the work and role of the civil society organizations, their involvement in countering human trafficking, analysis of their cooperation with state agencies, governmental support of the work of the civil society organizations and their work itself. The study aims at identifying influence of the non-governmental organizations on the state policy.

The study also presents the brief overview of the role of the CSOs in the world and the tendencies of their involvement in anti-trafficking work (based on the examples of the activity of foreign anti-trafficking civil society organizations provided in GRETA reports).

The current brief report of the study covers the activity, role and tendencies of Ukrainian civil society organizations only. Full text of the study is available in Ukrainian.



CHAPTER 1. HUMAN TRAFFICKING IN A CHANGING WORLD

1.1. The fall of the Iron Curtain and the history of human trafficking in Ukraine

Human trafficking in Ukraine, as in many other newly independent countries, goes back to the early 90s of the XX century, when the “iron curtain” fell, and international travelling became possible for Ukrainians. At the time, human trafficking in Ukraine occurred mainly as sex trafficking in women. Balkan countries, which were going through war, Turkey, Italy, Spain, Germany, the Netherlands, Hungary, Czech Republic, Greece, Russia, United Arab Emirates, Israel, the United States of America and other countries were the key destination countries those years. Economic factors fuelled the situation. Low living standards and high unemployment rates among women made them look for jobs outside the country. Focus group studies made in 1998 showed that 80% of women interviewed were willing to work abroad, when their ideas of life in other countries were highly unrealistic. Subjective factors also played important roles: weak sense of self-defence, low legal literacy, lack of information and poor mental state. Driven by the principle “it can be worth it”, women agreed to different risky offers, not giving enough thought to possible consequences. At the same time the world experienced other processes, like internationalisation of the shadow economy, appearance of international criminal formations, rise of corruption in the state agencies, lack of anti-trafficking laws in many countries at the time, demand for cheap and illegal workforce etc.

The factors are dynamic. Indeed, 20-25 years ago unemployment was the main HT catalyst, nowadays bad work conditions, corruption, lack of social protection and low salaries catalyse the situation. We see a sharp decline in living standards of the population category which according to the world standards belongs to the middle class. All these factors prompt Ukrainian citizens to job hunt and search for opportunities outside Ukraine.

Human trafficking progressed to a new level of evolution: men appeared among HT victims, the age of the women affected increased, cases of child trafficking have risen, the geography of exploitation expanded, so-called “internal” trafficking in human beings has actively developed, and new forms of exploitation have emerged, including exploitation in households, in semi-illegal and illegal manufactures and factories; new recruiting channels appeared; traffickers turned to recruiting in rural areas; recruiting is more hidden and conspired; social networks come in active use. Visa-free entry regime to EU countries introduced for Ukrainians in 2017 brought some new aspects. Human trafficking forms and transfer channels are constantly changing, the problem remains urgent.



1.2. International law: dynamics of 20s and early 21st centuries

In response to the changing human trafficking trends the world community has developed the system of international legal counteraction, adopted international documents with standards of countering, preventing and offering assistance to victims, an improved version of this phenomenon. Ukraine actively participated in the signing and ratification of international treaties.

International anti-trafficking documents acting in Ukraine:

1. United Nations Convention against Transnational Organized Crime (November 15, 2000), ratified by Ukraine in 2004, and the two Protocols Thereto: The Protocol to Prevent, Suppress and Punish Trafficking in Persons, especially Women and Children, and The Protocol against the Smuggling of Migrants by Land, Sea and Air;
2. UN Convention of Elimination of All Forms of Discrimination Against Women, ratified by Ukraine in 1981;
3. Council of Europe Convention on the Protection of Children Against Sexual Exploitation and Sexual Abuse (CETS № 201) ratified by Verkhovna Rada of Ukraine in 2007;
4. Council of Europe Convention on Action Against Trafficking in Human Beings, ratified by Verkhovna Rada of Ukraine in 2010;
5. ILO Convention № 182 On Prohibition and Negative Actions to Eliminate the Worst Forms of Child Labour (1999), ratified by Verkhovna Rada of Ukraine in 2000;
6. ILO Convention № 29 Concerning Forced or Compulsory Labour, ratified by Ukraine in 1956.

1.3. Development of Ukrainian anti-trafficking legislation

First definition of “human trafficking” appeared in Ukrainian legislation in March 1998 in the article 124-1 on “Human Trafficking” of the Criminal Code of Ukraine.

After the new Criminal Code was adopted in 2001, human trafficking remained criminalized (article 149); in 2006 the Criminal Code experienced some amendments in correspondence with the provisions of the Palermo Protocol ratified by Ukraine in 2004. Criminalization of the human trafficking in 2001 catalysed the creation of the respective units within the Ministry of Interior of Ukraine (MIU) and development of the systematic counteraction.

On September 20, 2011 Ukrainian Parliament adopted the Law of Ukraine on Combating Trafficking in Human Beings. Adoption of such law was one of the conditions of the National Plan of Actions for EU visa regime liberalization in Ukraine. Moreover, in 2010 Ukraine ratified the Council of Europe Convention on Action Against Trafficking in Human Beings, and hence, it took the obligation to harmonise national law and policy with the European standards. In 2012 the Cabinet of Ministers of Ukraine adopted a number of legal acts to implement this law.



The Ministry of Social Policy of Ukraine in cooperation with the civil society and international organizations developed and adopted the standards for prevention and assistance to victim of human trafficking, children in particular. All the documents mentioned specify the provisions of the law and ways of its implementation. The following positive improvements should be mentioned: people affected by human trafficking can receive status of the victim of human trafficking, which enables them public assistance, financial aid in particular; the legislation determines the competencies of different state agencies in providing assistance to victims of human trafficking. By law the Ministry of Social Policy of Ukraine is the national coordinator on countering human trafficking. National Mechanism for Interaction of the Agents for Combating Trafficking in Human Beings covers only one countering sphere – protection of human trafficking victims and providing assistance to them.

1.4. Development of the state policy from prevention to counteraction

Development of implementation of Ukrainian anti-trafficking policy has several stages:

Stage 1 – early 90s to 1998 – Time of human trafficking criminalization. Stage of acknowledging the problem. Introduction of the article 124-1 on countering human trafficking into the Criminal Code of Ukraine.

Stage 2 – 1999-2002 – Starting from the adoption of the first Programme on countering trafficking in women and children to the second Comprehensive anti-trafficking programme. This was the stage of forming comprehensive understanding of the problem and counteraction.

Stage 3– 2003-2009 – The stage of active development of the anti-trafficking tools, active prevention, formation of specialized law enforcement units, international experience exchange, search for different approaches and mechanisms of providing assistance to victims.

Stage 4 – 2010-2013 –The stage of forming the modern law and legislative grounds for anti-trafficking work. Verkhovna Rada ratified the Council of Europe Convention on Action Against Trafficking in Human Beings, adopted the Law of Ukraine on Combating Trafficking in Human Beings and a number of legislative acts on its implementation.

Stage 5 – 2014 – our days. The stage of active European integration.

At all the stages non-governmental organizations have played their active roles, influenced state's decisions and plans of actions, implemented them, monitored the implementation of the state policy and international obligations of Ukraine in the area, and they have initiated the follow-up changes proving that effective anti-trafficking policy can be only based on cooperation between the state and civil society actors.



CHAPTER 2. CIVIL SOCIETY ORGANIZATIONS AS STRATEGIC PARTNERS OF THE STATE

Civil society organizations (CSOs) are important actors in the modern world. They are agents of socially valued services and human rights protection. Social and political discourse suggests different terms for such associations: non-governmental organizations, public associations, civil society organizations etc. International practice shows that CSOs are linked to the so called “third sector”, which in the society takes place between the state and private institutions and implements “mediation” functions to their mutual benefit. CSOs help the state to fulfil its duties and implement policies by being the subcontractors for specific services and types of activities. Moreover, being competitive on the market they encourage raise of productivity and quality of the respective services, introduction of new services, innovative approaches to their provision.

Non-governmental sector plays the key role in anti-trafficking work. Non-governmental organizations have strong potential in raising awareness of the population on risks of human trafficking, conducting studies and assessing risks, finding and identifying victims, representing their interests in the court and providing shelters, ensuring comprehensive rehabilitation, including psychological assistance etc. Equally important task of the non-governmental sector is monitoring and assessment of the implementation of anti-trafficking obligations by national governments, as well as advocating for necessary changes for strengthening the protection of victims and punishment of the offenders. Hence, the Council of Europe Convention on Action Against Trafficking in Human Beings encourages state authorities and public officials, to cooperate with nongovernmental organizations, other relevant organizations and members of the civil society, in establishing strategic partnerships with the aim of achieving the purpose of this Convention (article 35). Independent monitoring of the implementation of this Convention is the competency of the Group of Experts on Action against Trafficking in Human Beings (GRETA).

At the same time, the results of international monitoring and research give reasons to conclude that CSOs are going through a difficult time of important transformations.



CHAPTER 3. DE JURE AND DE FACTO: ROLE OF THE CIVIL SOCIETY ORGANIZATIONS (1995-2019)

3.1. Role and place of the civil society organizations in Ukrainian law and state programmes

Article 36 of the Constitution of Ukraine gives Ukrainian citizens the right to freedom of association in political parties and public organisations for the exercise and protection of their rights and freedoms and for the satisfaction of their political, economic, social, cultural and other interests.

The Law of Ukraine “On Public Associations”, adopted in 1992, aside from the grounds for operation of the public associations in Ukraine, defined the areas of cooperation between CSOs and the state agencies. The next level of cooperation between the public associations was described in the *Decree of the Cabinet of Ministers of Ukraine “On some aspects of ensuring civil participation in the development and implementation of the state policy”* (2004). In 2010 the *Decree of the Cabinet of Ministers of Ukraine “On some aspects of ensuring civil participation in the development and implementation of the state policy”* approved the updated procedure of public consultations and the statute for public councils.

In 2012 the President of Ukraine in his Order approved *the State strategy of support for the development of the civil society in Ukraine* and the immediate actions on its implementation. The Strategy, among other issues, focuses on the need for wide involvement of the CSOs to the provision of the social services funded from the Ukrainian state budget and local budgets, and introduces mandatory planning in the Ukrainian state budget of the expenditures on state funding for the civil society institutions.

The priorities of the Strategy mentioned above were then reflected in *the Law of Ukraine “On Public Associations”* (2013), which includes numerous improvements and more comprehensively meets the current needs of the civil society organizations in comparison to the previous law. Indeed, the area of cooperation between CSOs and the state agencies went through some changes due to the provisions of the law concerning the work of public associations with the status of legal entity. Such CSOs have the right for business activity, receiving funds from the state budget and local budgets, possibility to participate in public procurement.

The participation of the CSOs in the implementation of the state programmes can be complicated by certain problems: lack of the access to the state funds due to their limited amount and lack of will of the state agencies to support CSOs; giving preferences to the state and municipal agencies and institutions when ordering social and other services; lack of transparent competition procedures and provision of unjustified preferences to certain types of civil society associations; difficulties in the implementation of the CSOs’ projects funded by the state due to the short deadlines; restrictions for some types of costs eligible for the budget funding etc.



Since 1999 CSOs have initiated the development and design of the State anti-trafficking programmes. Since 1999 till 2016 there were five programmes. Each of them paid attention and gave some specific role for CSOs.

General changes of the role and functions of the CSOs in countering and prevention of risks of human trafficking are given in chart 3.1.

Chart. 3.1. Functions of the CSOs in countering and prevention of trafficking in human beings within the respective state programmes in 1999-2019

State programme	Role/functions of the CSOs
Programme of prevention of trafficking in women and children (1999)	<ul style="list-style-type: none"> • Provision of training possibilities for unemployed women with the focus on professions competitive on the market; regional workshops for women “My own business”; • attracting extra-budget costs for small business loans and support of women’s businesses; • ensuring the creation of rehabilitation and crisis centers and shelters for victims of HT; comprehensive, methodical and financial support for them; • counselling (setting the hotlines, helplines, social and legal counselling centers in the centres of social services for families, children and youth; • participation in annual meeting, workshops for coordination of the efforts of all agencies involved; • capacity building for the specialists in the area: <ul style="list-style-type: none"> - regional workshops for the specialists of the hotlines, trust lines, volunteers; methodical, informational and practical support for them; - development and implementation of the system of training and further training for the specialists of the system of education, social protection, social services for youth; - workshops for the staff of diplomatic institutions and consulates, units of the state registration of civil states, notaries, central executive state agencies, migration and border services, institutions of the system of education, social protection and healthcare; • prevention (development and publication of programmes, informational materials on legal literacy, women and child rights protection for schools and higher education institutions; dissemination of scientific, legal and informational materials on the protection of women, prevention of trafficking in women; prevention activities with the risk group); • awareness-raising campaign in the media (issuing and dissemination of specific editions – bulletins, brochures, posters etc.; columns in the printed media on “Women’s rights” and “Child rights”; shooting the documental, publicist and feature films, broadcasts on legal protection of women and children); • international cooperation.
Comprehensive anti-trafficking programme on 2002–2005	<ul style="list-style-type: none"> • studies (sociological and criminological studies on human trafficking; study of the methodology of identification of victims in the region with high human trafficking risks); • publication of the Encyclopaedia of legal literacy for children and young people; • advocacy (development of effective mechanism of protection of individuals participating in the investigation of human trafficking criminal cases)



State programme	Role/functions of the CSOs
State anti-trafficking programme till 2010	<ul style="list-style-type: none"> • analyses and monitoring of Ukrainian anti-trafficking legislation; • setting and participation in the working groups of experts at the regional standing committees on anti-trafficking information exchange and coordination of anti-trafficking efforts; • support for victims' employment and retraining; • monitoring of the work of rehabilitation centres for victims and centres of social and psychological rehabilitation of children; • annual contests for non-governmental organizations on social anti-trafficking advertisements and services for victims
Programme till 2015 (2012)	Same functions as in the previous programmes
Programme till 2020 (2016)	<ul style="list-style-type: none"> • identification of victims of human trafficking among IDPs; • implementation of the mechanism of social order of services from non-governmental agencies; • development of comprehensive interagency statistics on countering human trafficking

In 1998 the Coordination anti-trafficking committee was created at the office of the Ukrainian Parliament Commissioner for Human Rights. International Women's Rights Center "La Strada-Ukraine" (here and after - La Strada-Ukraine) joined this committee. In December 2002 The Cabinet of Ministers of Ukraine created the Interagency coordination anti-trafficking committee as a consulting and advice body on coordinating anti-trafficking efforts.

Five years later, in 2007, anti-trafficking issues were entrusted to the competency of the Interagency Council on family, gender equality, demographic development, prevention of family violence and countering human trafficking. The Council operated at the Cabinet of Ministers of Ukraine. Moreover, few years Ukraine had Expert working group on prevention of family violence and countering human trafficking. The working group aimed at fast coordination of anti-trafficking efforts in the country and involved civil society organizations.

In 2013 a number of civil society organizations left the consultative and advice bodies protesting the policy of the government of that time.

Activity of the civil society organizations in the period of the Revolution of Dignity and at the beginning of the armed conflict in Eastern Ukraine led to the need of legal approval for the new role of the civil society. As a result, in 2016 the President of Ukraine in his Order adopted the new *National Strategy for promoting the Development of the Civil Society in Ukraine in 2016-2020*.

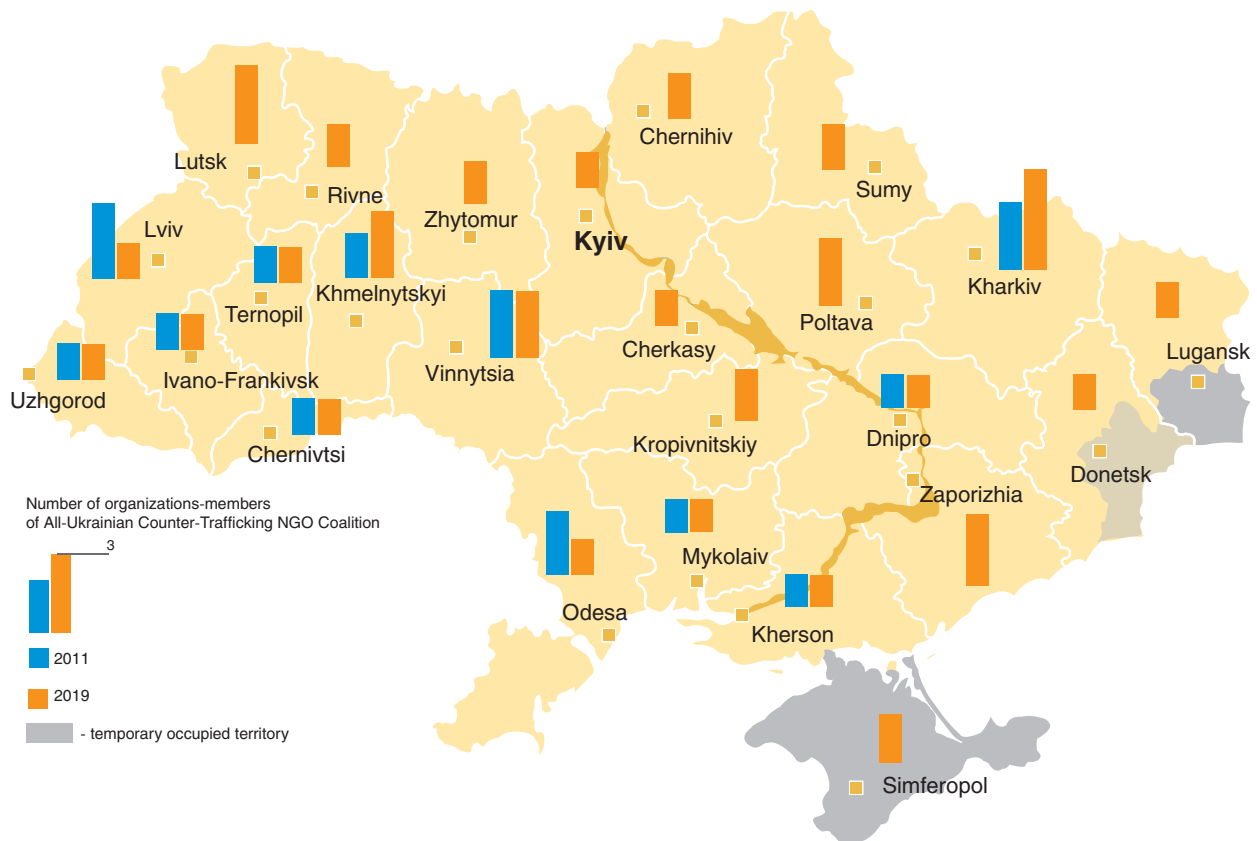
3.2. Anti-trafficking activity of the civil society organizations in Ukraine as a response to challenges of the time

The history of the anti-trafficking civil society organizations in Ukraine goes back to 1997, when the Programme "La Strada: Prevention of trafficking in women in Central and Eastern European countries". In March 1998 International Women's Rights Centre "La Strada-Ukraine"



was registered. It is the civil society organization working on prevention of human trafficking, women and children in particular. In 2016 the organization was re-registered as Civil Society Organization “La Strada-Ukraine”. The target group of the organization also included men, and the activity also covered tangent areas – gender discrimination and violence.

Anti-trafficking civil society organizations also appeared in other regions of Ukraine. In 2011 All-Ukrainian Counter-Trafficking NGO Coalition was created in Ukraine. It included 18 anti-trafficking organizations from 12 oblasts and the Republic of Crimea. Today All-Ukrainian Counter-Trafficking NGO Coalition includes 31 organizations – members from all Ukrainian oblasts. In some oblasts (Vinnytsia, Volyn, Zaporizhia, Poltava and Khmelnytskyi oblasts) the Coalition includes two organizations, Kharkiv oblasts has 3 members of the Coalition (ill. 3.2).



III. 3.2. The Number of organizations-members of All-Ukrainian Counter-Trafficking NGO Coalition in 2011-2019

Caritas-Ukraine also belongs to influential anti-trafficking organizations. It includes over 20 regional organizations in 15 oblasts of Ukraine and over a thousand workers and volunteers.

Since 2014 Ukrainian Helsinki Human Rights Union also has been working in countering human trafficking and providing legal assistance to victims.

Another urgent issue for Ukraine is trafficking in children for sexual exploitation, pornography and prostitution. In 2006 All-Ukrainian network against commercial sexual exploitation of children was created in Ukraine. It includes 20 organizations. It has become a member of ECPAT International (End child prostitution, child pornography and child trafficking), which



now covers 97 countries. For some time ECPAT International and ECPAT Netherlands supported the work of the Network, however now no financial or technical support is provided. The network requires more activity and funding, since the problem of sexual exploitation of children and child trafficking has not disappeared.

It is worth mentioning that anti-trafficking CSOs in Ukraine usually work with a wider spectrum of problems. At the very beginning of their activity in the late 90s of the 20s century they worked with other issues. Among them: countering discrimination, implementation of the gender policy, countering gender-based violence, assistance to vulnerable categories of the population etc. In their very nature, the civil society organizations are often first to identify needs and to respond fast to them and to the problems of the communities and society.

Changes in CSOs work are directly linked to the stages of development and implementation of the state anti-trafficking policy and the need to respond to the new external and internal challenges related to the war in Eastern Ukraine, large number of internally displaced people, euro integration aspirations of Ukraine etc. Hence, anti-trafficking CSOs went through three main stages of development of public activity:

1 stage (1990s): development of the first CSOs and fixing human rights issues on their agenda, in particular – protection of vulnerable categories of the population, countering discrimination, sex-based discrimination including, countering sexual exploitation and human trafficking;

2 stage (2000-2013): active development of countering human trafficking and related human rights activity in hand with the development of the state policy, legislation and institutionalization of the countering human trafficking;

3 stage (since 2014): new areas of work for CSOs related to the new humanitarian needs due to the armed conflict in Eastern Ukraine.

Generally, CSOs stay dynamic structures, responding fast to the new challenges rising in the social, political and economic life in the country, and they meet the interests of the citizens in their work.

3.3. Forms of the work of civil society organizations

The evaluation of the activities of anti-trafficking civil society organizations distinguishes the following forms of their activity:

- improvement of the national legislation about civil society organizations with identifying effective mechanism of their involvement to the development of the state anti-trafficking policy;
- participation in the development and implementation of the national and local anti-trafficking programmes and protection of human trafficking victims;
- monitoring of the work of the state agencies, first of all, monitoring of the implementation of the state programme of countering human trafficking and protection of victims;
- organization and conducting different events (trainings, workshops, round tales, briefings, street actions, informational campaigns) etc., and participation in forums, common projects with international civil society organizations;



- establishing relations with international organizations, raising awareness of the content and main provisions of the international legal documents on human rights and combating trafficking in human beings in Ukraine;
- development and further ensuring of the anti-trafficking hotlines operation;
- creation of the network of associations providing social assistance to victims of human trafficking at their place of living (rehabilitation centers, shelters);
- promotion of strengthening the level of legal literacy of the population and protection of the victims of human trafficking;
- informational and educational activity (among young people in particular) with the aim to inform about the human trafficking scale, main causes of this phenomenon and actions algorithm in the situation of human trafficking;
- training for specialists working in prevention and counteraction of human trafficking, organization of specialized informational and training centers;
- development of methodical materials and methodological support, thematic studies and presentations of the results before the policy-makers and wider public.

The main advantage of the CSOs comparing to the state agencies is their dynamic nature, ability to respond fast to different rapid situations, and relative freedom in choosing forms and methods of work.

It is important to mention that the majority of human trafficking victims in Ukraine are identified by civil society organizations. Moreover, 80% of victims are informed about possible assistance also by the CSOs.

Hotlines are the most effective tools of identifying victims of human trafficking. There are two national hotlines providing counselling to victims of human trafficking in Ukraine. Both are run by CSOs and funded by donors:

Civil society organization “La Strada-Ukraine” has run the Hotline on countering trafficking in women since 1997. Nowadays La Strada organizes the operation of the *National hotline on Prevention of Domestic Violence, Human Trafficking and Gender Discrimination*, which works 24/7. Calls and consultations are free of charge. The hotline meets the principles of anonymity and confidentiality, which makes it different from the state phone lines and attracts the clients. In 1997-2018 the National hotline received over 354 500 calls, where 47 758 calls were related to prevention of human trafficking.

Another free national hotline was founded in 2006 with the support of the International Organization for Migration Office in Ukraine (IOM). It is run by Ternopil city women’s club “Revival of the Nation”. Since the beginning of its operation the hotline received 263 460 calls (data for the period between August 2006 and July 2019), in the same period of time there were 1249 victims identified.

There are also regional hotlines, which work on prevention of human trafficking and assistance to victims.



3.4. Donors for anti-trafficking civil society organizations

Among donors of the civil society organizations are mostly international organizations, UN agencies, and diplomatic institutions of other countries. In rare cases anti-trafficking work is supported by private businesses (foreign or Ukrainian).

Thus, the key donors are as follows:

- IOM Office in Ukraine;
- Organization for Security and Co-operation in Europe (OSCE);
- UN Development Programme;
- EU Office in Ukraine (European Commission);
- Ministry of Foreign Affairs of Canada;
- US Agency for International Development (USAID);
- Norwegian Ministry of Foreign Affairs;
- Ministry of Foreign Affairs of Denmark;
- Government of the Great Britain;
- Ministry of Foreign Affairs of Germany;
- Swiss Confederation;
- MATPA Programme – Ministry of Foreign Affairs of the Netherlands;
- Ministry of Foreign Affairs of the Republic of Poland;
- Swedish International Development Cooperation Agency (SIDA).

Such international institutions as DiakonieKatastrophenhilfe, AVON, LAMPAS Foundation (Romania), Vereinfuer Internationale Jugendarbeit (VIJ), Brot fur die Welt, The Foundation ICCO, Association of Protestant Churches in the Netherlands, Open for young women (OPEN), ECPAT Netherlands, Christliche Ostmission (COM, Switzerland), UN Refugee Agency, Sigrid Trust Fund, as well as Ukrainian mobile operators (ensuring free calls to the National hotline) also involve in the CSOs' funding.

The big job in funding anti-trafficking CSOs was done by American organization Winrock International, which worked in Ukraine in 1999-2002.

For the years of independence the donor paid attention to anti-trafficking work in Ukraine, but there were times of decline. Indeed, before the Revolution of Dignity and beginning of the armed conflict in Eastern Ukraine, anti-trafficking CSOs were talking about donors' fatigue. At the time the country faced more urgent problems, such as fighting corruption and support for democratic developments inside the country. In 2014 the problem of human trafficking has become more urgent again since the military conflict in Donetsk and Luhansk, annexation of Crimea. These events led to the massive internal displacement of the population inside Ukraine and raise of external labour migration from Ukraine. The donors changed priorities and made more focuses on assistance to internally displaced people (IDPs). Moreover, nowadays there are more cases of labour exploitation, then cases of human trafficking for sexual exploitation. Among the victims of labour exploitation there are more men than women, which led to fewer interventions by the donors interested in funding women's rights protection issues and countering gender-based-violence.



CHAPTER 4. SUCCESSES AND CHALLENGES IN THE WORK OF NATIONAL ANTI-TRAFFICKING CIVIL SOCIETY ORGANIZATIONS

4.1. Assessment of the organizational development and current problems in the work of civil society organizations

Assessment of the CSOs' potential and their current role in the implementation of the anti-trafficking policy requires specific study based on evidence. Hence, interviewing tools aimed at gathering information about the work of the CSOs, development of their cooperation with the state agencies and partners were developed within the project. The objective was to identify the most urgent problems and assess successful practices. For example, standardized questionnaires were developed for conducting semi-structured interviews with anti-trafficking CSOs (23 respondents), state agencies involved in development and implementation of the anti-trafficking policy (27 respondents), media representatives covering human trafficking issues in the mass media (13 respondents) and independent experts (2 respondents).

The results of the study testified to the **gradual capacity building** of the civil society sector in all regions of the country. CSOs representatives and experts emphasized the growing number of such associations, the professional development of specialists, the expansion of financial investments aimed at supporting their activities, and, accordingly, the areas of interest and influence. Assessing the dynamics of civil society development since the late 1990s, experts emphasized the revitalization of CSOs after the adoption of the Law of Ukraine "On Amendments to the Criminal Code of Ukraine on Improving Responsibility for Trafficking in Human Beings and Engaging in Prostitution" in 2006. In their opinion, after some recession in 2010-2014, during the last years there is real breakthrough of civil activism, accompanied by the steady growth of the sector and its transition to the new quality level of development.

"In 1998 there was no such developed civil society; the decisions were made by a closer circle of people".

The vast majority of CSOs have also reported on the expansion of the geography of the association's activities in recent years. These changes are related not only to changes in status (a number of CSOs at the time of their establishment worked only at the local level, mainly in the city or oblast, and therefore had the status of local organizations), but also in the actual spread of their projects in other regions of the country, the establishment of regional branches and offices. Since 2014 about half of the interviewed CSOs work on the national level.



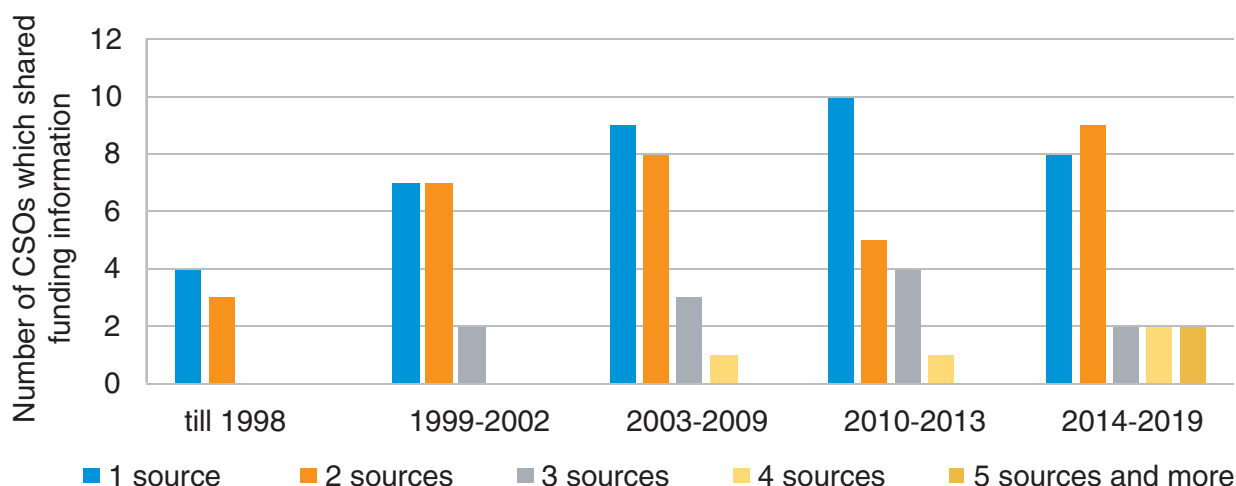
In the situation of raising funds aimed at civil society support, **the diversification of the sources** of the funding for anti-trafficking CSOs also gradually raises (ill. 4.1.1.). Although basic resources are provided through international donor assistance, many CSOs have succeeded in attracting budget funds through social procurement (state and local budgets) or co-funding. Moreover, some CSOs acknowledge that budget costs have become their constant budget source, though the amount of such funding is not big.

“90% of costs we receive from donor, up to 10% from the oblast budget... And maybe some percentage from member fees, donations, sponsors”.

Some CSOs report about their experience of support from businesses (mobile operators, IT companies etc.). However, developed countries demonstrate successful practices of receiving funds for anti-trafficking organizations within the corporate social responsibility programmes, under social services contracts, order of thematic trainings or informational events for the staff and general public. Certain CSOs mentioned the cooperation with businesses in providing professional training with the possibilities for further employment for the victims of human trafficking.

Among positive practices implemented by CSOs the development of the social business is worth mentioning.


“We set up the social business –we produce some products. Than we sell them, and the income is spent for the social needs of our organization and our community.”



III. 4.1.1. Diversification of the funding sources of CSOs from the All-Ukrainian NGO coalition in 1998-2019

Source: interviews with CSOs representatives, N = 23.

Despite the significant raise of international technical assistance aimed at the civil society development in Ukraine, the CSOs’ representatives complain about **financial difficulties**. The lack of stable funding leads to the situation when the significant organizational resources



are spent for fundraising, development of the project applications and further management of these projects.

“We do not use the state budget. We are constantly writing projects and implementing them with support from the donors” (CSO representative).

CSOs mention lack of funding as one of the most difficult problems during the whole period of the study (1998-2019). At the same time, according to the responses of CSOs, the most difficult time for finding funding for anti-trafficking activity was in 2003-2013. The situation became better in the following years (Ill. 4.1.2.).

With limited funding, the high competition for grant funding between CSOs working in the same fields of activity or with the same target groups has increased. The problem mentioned was raised by the many respondents, who also emphasized the weak connection between different public associations, unwillingness to coordinate their own priorities, inform other organizations about current activities and new plans. The respondents told about the lack of solidarity and understanding between civil activists.

In addition to current problems, unstable funding is determined by the lack of long-term strategic planning of the CSOs' activity, since the topics, needs of the community and forms of implementation do not always meet the priorities of the donors. Therefore, CSOs have to switch to different activities to raise additional funds. Donors do not provide funds for the organizational development of CSOs.

Unstable funding leads to the **personnel problems** in the civil society organizations. Due to the lack of permanent staff many CSOs recruit the necessary specialists only for the requirements of specific projects under temporary contracts. This problem remains for the one third of the CSOs covered by the study. Despite the constant trainings for the staff, the situation does not change (ill. 4.1.2.). As a result, only few biggest organizations have built coordinated teams with diverse expertise and adequate working experience.

“We do not have personnel in the staff. We work within the projects. Only big organizations with long-term projects have staff”.

“We have project – we have specialists, no project – we have only volunteers”.

At the same time, many respondents mentioned the possibility of prompt involvement of a large number of volunteers who are interested in solving problems in the local community and can provide free support in implementing the necessary initiatives.

“If needed, we can involve 100, or 200 volunteers for different projects... We have experience when 400 people worked with us as volunteers in oblast”.



Due to all these reasons the majority of CSOs couldn't estimate their level of organizational development, as their specialists did not have information about the dynamics of the personnel, their qualifications, professional development.

Another problem is high turnovers which limit the work of the CSOs and determine the need for constant search for new specialists, their training and professional development.

"It is difficult to find professional workers, who would have appropriate knowledge and practical experience. And most importantly ready to work in our situation without stable funding, but constant workloads. People need help at nights, on weekends".

"People leave the place, job, build their lives in other regions. Someone got married, had kids, especially young people – they move fast".

In other words, the big problem for CSOs is that they invest many resources (time, human resources) in training which is not funded by the state, but after receiving knowledge and skills people leave the organization (go to international agencies, state service, business structures, donor organizations etc.).

A significant barrier for the **organizational development** of the small CSOs is lack of premises, office equipment, communication tools, and possibilities for support of Internet resources or phone lines).

"Not all CSOs have their own office... If you are providing social services, you need such resources as: office, people, and equipment. If you want to work at this market, you have to have the place where you provide such services".

"Unfortunately, we have no opportunities for constant updating of the website, post different news, events... Honestly, we can't even make good annual reports, since we have no money for design, layout. We need special project for this to make the budget line, when we have enough urgent needs".

Additional challenges for CSOs without permanent staff, such as experienced financial or administrative managers, are related to the need to maintain financial records and report to the relevant public authorities. Besides, different donors providing support to CSOs have their own requirements to **financial reporting and project documentation administration**, which often do not correspond to the requirements of the national legislation. The donors raised their requirements, among them – mandatory list of organizational policies (human resources, tendering, financial and organizational, anticorruption, training etc.), forms of narrative and financial reports; stricter audit monitoring by the donors. Small CSOs without big organizational development find it difficult to build their capacities in accordance with the numerous policies promoted by international organizations (particularly, financial and organizational, "green", corporate, anti-corruption, tender, media, ethical code, behavioural code and antidiscrimination policy) and taken into account by donors.



Number of CSOs which acknowledged having problems in certain periods of time

III. 4.1.2. Key problems faced by anti-trafficking CSOs in 1998-2019

Source: interviews with the CSOs' representatives, N = 23.

Positive trends include the recognition of the role of CSOs by government agencies, as some respondents mentioned the state's lack of trust to their activities in the early 2000s. At the same time, recent changes in the legislation on CSOs are sometimes assessed critically, in particular as regards to the mechanism of development of social entrepreneurship.

«It's a thin line, when the CSO with the social enterprise can lose the status of the non-income organization... it's still the work in process».



The war in the East of Ukraine and the loss of part of the country's territory had certain influence on the organizational development of the CSOs. Associations that had extensive regional networks reported the loss of regional offices in the occupied territories and the inability to maintain contact with them:

“In Donetsk and Luhansk we had two big organizations... and we lost the, and like 20 people working for them... And Crimea. We had two organizations in Crimea. In Bakhchysaray and Simferopol, which were officially registered. Hence, we lost four organizations”.

4.2. Development of the cooperation between civil society organizations and state institutions

Assessing the development of cooperation between CSOs and state institutions, all respondents emphasized the increased coordination over the past years and shared their positive impressions.

“10-15 years ago state agencies demonstrated negative attitude to the civil society organizations, today – they are our reliable partners (representative of the oblast state administration).”

The number of CSOs that are seeking to formalize cooperation with state agencies and other partners is increasing. They want to sign memorandum or cooperation agreements. The vast majority of respondents reported having formal agreements with international organizations, state agencies, and other CSOs. At the same time, cooperation with business should be strengthened, as only five of the CSOs interviewed reported continuous cooperation.

In 1999-2003 only 6 CSOs were members of interagency anti-trafficking working groups and coordination committees, at the time of the study all 23 CSOs interviewed confirmed their participation in the work of such bodies.

Oblast administrations emphasized that CSOs in their regions are **full members of coordination committees** on family, gender equality, demographic development, prevention of domestic violence and countering human trafficking. They actively involve into cooperation on different issues.

«CSOs are full members of our advice bodies. They work, provide recommendations, express their opinion, and discuss important issues which are handled by the coordination committees. They inform of their own work. Their views are important and taken into consideration in the process of decision-making. The civil society opinion is very important for us”.



The CSOs' representative interviewed within the study positively estimated the work of the coordination committees (average – 4 points out of 5), however, they emphasized that there were some gaps in cooperation. Especially this was related to the times when the work of coordination committees stopped. Among the problematic aspects, they mentioned insufficient lobbying for necessary institutional changes, limited funding through regional programs, inertia in work, etc. The vast majority of respondents (19 out of 23) stated that their CSOs regularly make proposals on improvements to national legislation, monitoring of state anti-trafficking policies, development of anti-trafficking reports and programs. Almost all of them have acknowledged that their proposals are usually taken into account. Local administration experts also noted that the proposals of CSOs are usually taken into account in the process of **drafting new regulations and developing regional programs**.

The most common areas of work were **education and outreach activities**, in particular with representatives of risk groups, trainings for professionals, advocacy efforts, that is, attracting public attention to the problem of trafficking in human beings, influence the opinion of citizens. Such initiatives are considered by the experts to be the most successful.

Some of the regional experts interviewed noted that CSOs effectively **identify trafficked persons** and send them to public institutions.

“In our oblast we are implementing the referral mechanism. When the CSO identifies the human trafficking victims, they refer this person to the competent official responsible for the procedure. On the other hand we also refer people to civil society organizations for assistance “ (expert, representative of the oblast state administration).

Fewer CSOs reported engaging in the development of legislation and monitoring state policy, providing legal, social and psychological support to persons affected by human trafficking. Only 16 of the 23 respondents reported that they were involved in the **research**, 14 of them assisted victims **to obtain temporary accommodation** (shelter, social apartment), 11 CSOs stated that they supported the hotlines in some way.

CSOs emphasize the **wider target groups** they worked with in their own projects in 1998-2019. At present, representatives of all associations refer to their own target groups of victims of trafficking and risk groups, professionals of different profiles, working in the field of combating trafficking in human beings, including children. A slightly smaller number of CSOs also work with victims of domestic or gender-based violence. Less than half of those surveyed also identified sex workers and ethnic minorities among their own target groups. Several CSOs also provide services to people living with HIV. Since 2014, all NGOs interviewed have worked with internally displaced persons (IDPs), which have become one of the priority target groups of the population, given the war in Eastern Ukraine and the large scales of forced displacement.

Specialists of the state institutions highly scored the **thematic trainings** for different specialists provided by the CSO.



“They do good trainings. They share their experience, knowledge”.

“You know, each of our specialists work in specific area. We lack wider view on the problem, new data, and analytics. CSOs help us here. They give specific examples from their work; we discuss them, make analyses. We make conclusions on how to improve our job”.

The priority target groups for which the CSOs conduct specialized trainings are representatives of the police, employment services and social workers. Almost all interviewed CSOs reported on the work with these groups of specialists. About half mentioned the training experience for health care workers, representatives of child services, media, and other CSOs. Other target groups include representatives of local authorities, educational institutions, psychologists, etc.

The interviewed experts acknowledged that CSOs have the proper capacity to provide trainings for different target groups - not only officials but also vulnerable groups, children and youth, IDPs, and other persons from the risk group for trafficking. The accessibility of information, the use of interactive approaches to learning, the skills in psychology and communication provide opportunities to work with diverse populations and the general public.

At the same time, they mentioned certain gaps in the organization of trainings related to logistical aspects and communication, previous approval of curricula, invitation of students.

“As a regular participant of the trainings, I often see such thing: sometimes wrong people are invited, not those who need this information. Sometimes among participants there are people who are not aware of the topic.”

Top managers of the institutions are responsible for this situation, since they decide whom to send for training, and sometime these are specialists in other areas.

Even more discussions raised the level and quality of the **monitoring of the implementation of the anti-trafficking policy** by civil society organizations. In this regard the experts mainly gave positive feedback on the work of bigger organizations working in the area and have developed tools for such assessment.

“The CSO came to monitor us. They made very active monitoring of the work of the anti-trafficking state agencies. They visited rayon state administrations as well”.

I can rate “La Strada-Ukraine” as a high level organization. The personnel conducting monitoring and working in anti-trafficking area is very experienced. They have qualified lawyers, the organization demonstrates a certain scientific approach, ensures quality... Other organizations have less people with scientific background, they are mostly practitioners”.



The representative of the oblast state administration interviewed acknowledged the importance of the **additional funding for anti-trafficking work** at the local level, which can be ensured by CSO in its own fundraising activity.

“They gave us significant financial support. To conduct any event you need at least some costs. If the local budget can’t provide those costs, the CSO can provide such support. And we conduct a number of events in together with them. This is how our cooperation works... Nowadays they support us in financial difficulties”.

Experts point out that today it is the state bodies that are interested in cooperation with CSOs, given that they have higher level of trust from the society and the proximity of CSOs to target populations.

“The level of trust [citizens to CSOs] today is higher than to any other state agency. Organizations working with vulnerable groups know their clients very well. They know how to communicate with people and they are dynamic. When such big machineries as National Police of the Ministry of Social Policy have many advantages, anti-trafficking organizations realize that these is the activity of the organization and the resources of the organization, content, expert , media, are used better in such situation” (media representative).

4.3. Criteria of the work of civil society organizations

According to the results of the study, there are currently no clear and generally accepted criteria for evaluating the activities of CSOs, although there are indicators of the successful implementation of their projects and activities. At the same time, the experts interviewed emphasize that this is an important aspect, and both the organizations and the donors, who are providing the funds to support them, are interested in applying objective estimates.

Experts representing the state sector were talking about certain standards and mechanisms to estimate the use of budget costs granted for the CSO’s project.

“If the CSO received the support from the local budget, it had signed up to a specific estimation mechanism. If we cooperate with the CSO in providing social services, we have to keep standards and estimation mechanisms. We have the programme targeted method applied for using the state cost”.



However, these approaches mainly concern the financial aspects and the audit of the use of funds (compliance with tendering legislation, payroll, tax payments, transparency and accountability of financial transactions). At the same time, it should be about how effective the implemented projects were, what their social outcomes looked like, how successful the cooperation of CSOs with government agencies has been.

“As to the criteria which should be introduced in the monitoring, the number of statuses (victims) identified in the process of referral. This would be the indicator of cooperation with the state agencies”.

At the same time the experts underline the importance of not only quantitative, but also qualitative assessment criteria.

“Criteria – systematic approach, number of implemented events, number of people covered by the events.

The most important criteria of the work of CSOs, in the opinion of the majority of people interviewed, is the level of trust to the civil society organization from the public.

“The main appraisal is the trust from the public. If the public trusts the CSO, asks for assistance or addresses for some other reason, this is the main appraisal, criteria of the work of the civil society”.



CHAPTER 5. STRONG AND WEAK SIDES OF THE CIVIL SOCIETY ORGANIZATIONS IN THE PROCESS OF CURRENT TRANSFORMATIONS

With the CSOs being the full subjects of the development and implementation of the anti-trafficking policy at all levels, it is important to understand their advantages and weak sides in comparison to other related actors.

Strong sides of the CSOs are related to independent management decisions, dynamic forms of employment. Nowadays, CSOs have reach practical experience, are well informed about the provisions of the law, able to involve experts and activists to the implementation of the activities, have important communication skills for networking with partners and are successful in learning new forms of disseminating information (social networks, blogs, Internet channels etc.). The respondents of the study named the following strong sides of the CSOs: professionalism and expertise, practical experience, fast responding, mobility, impartiality, enthusiasm and commitment to their work.

“Direct strong sides of the CSOs – awareness and willingness to help. They are ready to help days and night, and at 5 in the morning” (representative of the oblast state administration).

“They do not have excessive control from the top and constant bureaucratic moments, permits, reference documents etc.” (representative of the oblast state administration).

Experts also admit that CSOs bring international standards to the country and control their implementation by the responsible officials. It is linked to the monitoring function, and thus development of the recommendations and proposals to improve such national mechanism. CSOs also participate in the development of alternative and shadow reports on the implementation of the international obligations by the country, and submission of such reports allows attracting attention to the problems.

At the same time, the respondents estimate the effectiveness of work of the CSOs is restricted due to some organizational weak sides specific for the civil society. Among such gaps the experts name: lack of systematic work, long-term strategic planning, and lack of experience in managing big international projects, no permanent staff and high personnel turnovers. However, the biggest barrier according to the experts is lack of stable funding and high dependency on the changes of priorities and needs of the donors.

“Some organizations started to work in countering human trafficking, but after the end of international projects they stopped this activity”.



Experts emphasize that CSOs staff does not to meet any requirements to professional training or qualifications, but they can be involved to providing specific services for citizens which require skills of psychological counselling, legal expertise and keeping ethical norms.

“It’s a huge problem, when random people come to CSOs. The life of victims, their possible status, and assistance relay on them... There cases of violations of law... It’s not enough to just be active and empathic, it is important to know all details of this process in order not to harm” (representative of the CSO).

A separate aspect of this problem is lack of clear specialization of certain CSOs. They often try to cover all possible activities which seem urgent instead of strengthening their professional level in a chosen sphere.

Experts believe that one of the big gaps in the CSOs’ work is their certain “closeness”, the desire to protect all inside information from outsiders, unwillingness to cooperate with the colleagues, personal ambitions of the key activists. Hence, the CSOs networking is a very slow process, which sometimes provides no expected results. It interferes with the partnership relations and decreases the level of trust to the CSOs from donors and the public.

“I can understand the unwillingness to share financial information... It is natural. However, when the organizations hide their own initiatives, plans, ideas, conduct “closed” events, selectively invite experts and media, it does not promote partnership and connections” (CSO representative).

CSOs pay not enough attention to the presentation of their own activity. Open access provides very limited number of reports, training agendas, news on the activity of anti-trafficking CSOs. Some organizations do not have their own Internet portals, other update them very slowly. One of the gaps is lack of attention to the feedback form the public, whose interests the CSOs represent. The state agencies are obliged to respond to claims from the citizens in the given terms, but CSOs do not have such mechanisms.

Another weak side of the CSOs is cooperation with media. Appropriate highlight of the information in the media requires thorough previous work – preparing press-releases, comments, editing articles, invitations of the journalists to the media events. At the same time, only big CSOs can afford having PR-specialist and spokesperson in the staff, who work with the media.

CSOs representatives themselves agree that effective influence on the government is only possible through active cooperation with the media, networking and creating movements, calls to international organizations and international community, public discussions of the urgent problems, and delegating their representatives for the public offices.



CONCLUSIONS

Civil society organizations have begun to play more important role in ensuring sustainable, just and inclusive development of the society based on the principle “leave no one behind”. Building strategic partnerships with civil society organizations is more often recognized as a priority by the state agencies in achieving their strategic goals and objectives. According to the principles of providing support to the CSOs in EU enlargement countries (2014-2020), “CSOs’ participation is the key factor for ensuring adequate quality of comprehensive law and development of the stable principles of policy reflecting the needs of people and approved by the actors most affected by them”.

Building partnerships with the state institutions, business sector, and other representatives of the civil society, plays significant role in reaching effective cooperation. At the same time equal rights and possibilities for their implementation given to the interested parties with adequate relevant experience, skills and expertise in anti-trafficking work are also very important.

Analysis of Ukrainian legislation on involvement and role of CSOs, as well as their activities, shows that CSOs have played an increasingly important role in the implementation of anti-trafficking state policies over the last two decades. Internal institutional environment more often recognizes the role of the civil society in improving and implementing the monitoring of the state anti-trafficking policy, outreach and social services. Important to mention that the attitude of the state agencies towards CSOs has also changed: civil society organizations today are full participants of coordination structures, their proposals are taken into consideration in the development of the national and regional anti-trafficking programmes, experts invite them to discussions of the important issues.

In practice CSOs are the structures working directly on countering human trafficking locally and they have maximum access to the risk groups. The key activities of such organizations are as follows: advocacy, participation in development and implementation of the state programmes, information campaigns and educational work with target groups and wide public on preventing risks of human trafficking, monitoring of the implementation of the respective state programmes, training for specialists of the respective ministries and units, design and dissemination of the educational and methodical materials, studies, hotline counselling and diverse assistance to victims of human trafficking. Usually the key donors of Ukrainian CSOs are international organizations, embassies and agencies of international development; the role of the state in funding their activities remain insignificant, despite the implementation of targeted state and regional programs, where CSOs are also considered implementers. This is especially vivid at the national level, when we talk about the state budget. Regional and local levels knew cases when CSOs received funding, thought these were just few cases. Therefore, there is a need for closer and regular cooperation with government institutions, mutual coordination of actions and priorities, increasing the level of implementation of CSOs’ proposals within the state programs, facilitating CSOs’ access to government procurement in the field of prevention and social services to victims of human trafficking, expanding practices of public funding of events.

Unfortunately, the analysis of open sources on the anti-trafficking CSOs’ activities reveals the lack of coverage of the results of their own work and lack of information on CSOs’ initiatives for the general public. Only few CSOs have their own websites, PR managers in the staff or other specialists working on the visibility of the organization in the informational field,



maintaining website or page etc. The main reason for this is the lack of resources (financial and human resources) as such work is rarely supported by the donors. Moreover, the content of existing Internet resources is not very interesting for users, and the information is not constantly updated. Some CSOs post information about events in social networks (Facebook mostly), but the content of these resources (old publications, blank pages, invalid links) and the specific way of posting information (no thematic chapters) do not allow full understanding of the work of the CSOs in retrospective. Often there is no open access to the reports about the work of the CSOs and the results of the projects implemented, information about their participation in coordination committees and working groups, and data about specific proposals of the organization and how these initiatives are implemented. The same situation is true for the information on which types of assistance to victims of human trafficking are provided by the CSOs, hotline contacts, shelters etc. Unfortunately, the information posted by the CSOs in open access is often not full, provides descriptions and general information, which complicates the possibilities for people who find themselves in the situation of human trafficking to use this information.

The results of the study with the aim of assessing the potential of the civil society organizations testified to the gradual capacity building of the civil society in all regions of the country, the professional development of specialists, expanded area of interests and influence on the national policy, wider target groups and categories of the beneficiaries. The majority of the respondents emphasised that during the last years civil society went to the new quality level of development, when new internal and external challenges faced by the state lead to the real breakthrough of civil activism.

Representatives of the CSOs complain about the lack of the stable funding for their projects. Civil society organisations spend significant time on fundraising, while the possibilities for long-term strategic planning are limited by the changes of donors' priorities. International donors also have many requirements for receiving grants, projects and their implementation. However, these requirements are difficult to meet due to the specific provisions of the national law regarding, first of all, financial procedures. Small CSOs without significant organisational potential face many difficulties in winning the competition for the implementation of the projects due to the many requirements, particularly, significant number of policies asked by the international donors. Moreover, when planning new funding strategies, donors usually do not consult CSOs about what challenges are more urgent and important in the society and which solutions the CSOs can implement.

Lack of stable funding lead to the lack of permanent staff, high staff turnovers, need to look for new personnel and training them to meet the requirements of specific projects. For some CSOs the situation is also complicated by the lack of premises, office equipment, communication channels etc., inability to support their own Internet resources and update its content. A big gap of the organizational development of the CSOs is lack of criteria of evaluation of their own work, effectiveness of the projects implemented and their social influence.

Despite all these gaps CSOs have significant advantages in influencing development and implementation of the state anti-trafficking policy. Among the strong side of the CSOs: independent management decisions and dynamic forms of work for the staff, fast response to the problems rising in the society, access to the communities, population and the high level of trust from the population. Today CSOs not only have skills of professional expertise, but also some practical experience of providing assistance to victims of human trafficking, are well informed about the relevant legislation, able to involve numerous activists to the implementation of their own activities, have important communication skills for networking with partners and are successful in learning new forms of disseminating information (social networks, blogs, Internet channels etc.).



The role of anti-trafficking CSOs has gone through significant changes in the last 20 years: in late 1990s they played the role of human rights watchdogs demanding certain actions from the state in response to the current challenges and controlled their implementation; nowadays they are full participants of the development of the state policy and have significant influence on its implementation. In the modern world the state agencies turn to CSOs for expert and technical support, coordinate their efforts and priorities with CSOs.

Recommendations for anti-trafficking CSOs' capacity building:

- Strengthen competencies of the CSOs' representatives constantly;
- Ensure building capacities of CSOs to use modern tools of monitoring the state anti-trafficking obligations and influence development of the policy;
- Actively advocate for equal partnership of the CSOs, particularly in development of the state policies, strategic plans and identifying priorities of donor institutions;
- Involve CSO experts to the monitoring of related national legislation and national plans and programmes, to development of indicators and tools of implementation of the anti-trafficking tasks and activities;
- Strengthen information and advocacy skills (development of the key messages, adapting them to the target groups; use of effective promotion strategy for proposals on protecting rights of the victims);
- Strengthen the skills of effective media involvement to highlighting problems and best results of the CSOs;
- Learn to work with studies data and statistics;
- Improve practice of building partnership relations with the state agencies for the identification and assisting victims of human trafficking;
- Learn to work with donor organisations: international structures, business and local communities with the aim to receive long-term projects for planning sustainable activity;
- Develop and implement organisational policies;
- Widely inform the public about the work of the CSO (through websites, social networks, mass media etc.);
- Create coalitions, cooperate with other CSOs.

Recommendations for the state anti-trafficking agencies:

- Acknowledge CSOs as equal partners in development of the state policy;
- Involve CSOs specialists to conducting expertise, analyses and development of the legal framework which would meet the best world examples, to the development of national programmes and state policies;
- Include CSOs into monitoring groups, monitoring processes;
- Respond to the results of evaluation, analyses and monitoring provided by the CSOs after the monitoring;
- Include CSOs to the coordination committees of different levels (national, oblast, or municipal);
- Order social services form CSOs, particularly, prevention, legal support to victims, social supervision, hotlines operation, studies, trainings for state servants and members of local communities;
- Promote events organized by CSOs, whenever such support is needed.



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**Changing roles in a changing world:
analysis of current roles of NGOs
in anti-trafficking sphere**

**Based on the results of the study
within the project “Advocacy for strengthening
the national anti-trafficking response and policy”**

Proofread by S.I. Gubin

Signed to printing 17.09.2019 p.

Format 60x84/16 C.P.S.

Order №1/1 Number of copies

Printed by V.O. Kharchenko