



MID-TERM
INDEPENDENT PROJECT EVALUATION

MANAGEMENT OF THE
VOLUNTARY TRUST FUND FOR
VICTIMS OF TRAFFICKING IN
PERSONS, ESPECIALLY WOMEN
AND CHILDREN

GLOX42

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UNODC

United Nations Office on Drugs and Crime

This independent evaluation report was prepared by an evaluation team consisting of Ms. Suman Lederer (Evaluation Expert) and Ms. Monica Portillo (Substantive Expert). The Independent Evaluation Section (IES) of the United Nations Office on Drugs and Crime (UNODC) provides normative tools, guidelines, and templates to be used in the evaluation process.

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ABBREVIATIONS AND ACRONYMS

Abbreviation or Acronym	Full name/word	Abbreviation or Acronym	Full name/word
CfPs	Calls for Proposals	LNOB	Leaving-no-one-behind
CLPs	Core-Learning Partners	M&E	Monitoring and Evaluation
CPS	Co-finance and Partnerships Section	NGOs	Non-Governmental Organizations
CSO	Civil Society Organization	OHCHR	Office of the High Commissioner for Human Rights
DI	Disability Inclusion	SDG	Sustainable Development Goal
EPEU	External Partner Engagement Unit	TF	Trust Fund
E-survey	Electronic survey	TiP	Trafficking in Persons
FGD	Focal Group Discussion	TOC	Theory of Change
FR	UNODC Field Representations	TOR	Terms of Reference
GM	Gender Mainstreaming	UNDP	United Nations Development Programme
HQ	Headquarter	UNEG	United Nations Evaluation Group
HR	Human Rights	UNGA	United Nations General Assembly
HTMSS	UNODC Human Trafficking & Migrant Smuggling Section	UNODC	United Nations Office of Drugs and Crime
LGBTQI+	Lesbian, gay, bi-sexual, transgender, queer/questioning, intersex, and others	UNVTF	The United Nations Voluntary Trust Fund

MANAGEMENT RESPONSE

Implementing Office: Co-Financing and Partnerships Section (CPS), United Nations Office on Drugs and Crime (UNODC)

Recommendations ¹	Management Response
<p>1. Efficiency: Co-Financing and Partnerships Section (CPS), United Nations Office on Drugs and Crime (UNODC) should continue with the implementation of the GLOX42 project, in line with UN GA Resolution 64/293 and being the only Trust Fund managed at UNODC and ensure that it is included in the organization’s strategic priorities.</p>	Accepted
<p>2. Fundraising and Private Donor Relations: Building on previous private sector outreach efforts, it is recommended that CPS, UNODC, develop a more comprehensive and tailored UNVTF fundraising strategy and include innovative fundraising, to attract more steadier private donor interest.</p>	Accepted
<p>3. Communication, Advocacy, and Partnerships: It is recommended that CPS, UNODC, prepare a tailored UNVTF strategy for communication, advocacy, and partnership, expanding on prior efforts made in alignment with overall UNODC Communication Action Plan and Media Guidelines, that targets potential partners and synergies for increasing digital and offline visibility.</p>	Accepted
<p>4. Results-based monitoring: In addition to a yearly monitoring plan – virtual and onsite visits by UNVTF staff and UNODC FRs, it is recommended that guidelines for staff for monitoring visits be revised and interview guidelines with victims be developed in order to mainstream more efficient data gathering.</p>	Accepted
<p>5. Gender mainstreaming, human rights, disability inclusion, leaving no one behind: While data on gender, age dimensions of victims of trafficking in persons (TiP) and impact data has been collected and compiled by CPS, UNODC, it is recommended that CPS, UNODC, should strengthen mechanisms to collect and analyse information related to LGBTQI+ and persons with disabilities and consider intersectionality aspects of victims’ backgrounds.</p>	Accepted
<p>6. Capacity-building for grantee CSOs: Apart from regular programmatic and operational capacity building support provided to the grantees during project implementation, it is recommended that CPS, UNODC, facilitate establishing a network of grantee CSOs, as well as forum for regular dialogues, with and amongst the grantee CSOs, and include them in other knowledge and networking initiatives of the UNODC.</p>	Accepted
<p>7. Information and knowledge management at the Fund: While CPS, UNODC, keeps record of separate database excel files per grant cycle, it is recommended that CPS, UNODC, prepare a consolidated database, for example in EXCEL, with all relevant data related to the Fund highlighting grantee performance., as well as a knowledge database with impact data, for example survivors’ stories, good practices, lessons learned, lessons from the field.</p>	Accepted

¹ This is just a short synopsis of the recommendation, please refer to the respective chapter in the main body of the report for the full recommendation.

INTRODUCTION

PROJECT DESCRIPTION AND OBJECTIVES

In July 2010, the UN General Assembly adopted Resolution 64/293 United Nations Global Plan of Action to Combat Trafficking in Persons', taking into account the 'Protocol to Prevent, Suppress and Punish Trafficking in Persons, Especially Women and Children' (2003) to establish the 'United Nations Voluntary Trust Fund for Victims of Trafficking in Persons, Especially Women and Children', hereafter 'the Fund' or 'UNVTF', implemented by Co-Financing and Partnerships Section (CPS), United Nations Office of Drugs and Crime (UNODC)², and registered as a project, for fund operationalization purposes, with project code GLOX42.

The main objective of the Fund is "to provide humanitarian, legal and financial aid to victims of trafficking in persons through established channels of assistance, such as governmental, inter-governmental and non-governmental organizations." The three outputs to achieve the Fund's objective relate to establishing a permanent Trust Fund (TF) Secretariat, operating a small grants facility and providing guidance by the Board of Trustees. Till the end of 2021, the Fund had received USD 8,553,742 from Governments, private funds, and private sector. The 10 largest contributor Governments to the Fund are – Belgium, Sweden, Italy, Qatar, France, Australia, Liechtenstein, United Arab Emirates, Denmark, and Austria.

PURPOSE, SCOPE, AND METHODOLOGY OF EVALUATION

This independent project evaluation, the second since the establishment of the Fund, was carried out between 25 October 2022 and 17 February 2023 by an independent evaluation team; the main objectives of the evaluation, according to its Terms of Reference (TOR), were to "draw lessons learned from the evaluation results to help improve the management and operations of the Trust Fund; to further accountability to donors; identify the value added of the Trust Fund; and formulate recommendations for improvement". The evaluation team was composed of one evaluation expert, Ms. Suman Lederer, leading the evaluation, and one substantive expert, Ms. Monica Portillo.

The independent evaluation of the Fund covered the period from mid-2014 to June 2022 and made efforts to reach out to stakeholders in all the regions of the Fund, that is, Africa and the Middle East, Europe and Central and West Asia, Latin America and the Caribbean and Asia and the Pacific. It was conducted in line with the UNODC evaluation policy, norms, standards, and guidelines, ensuring professionalism, independence, impartiality, doing no harm and leaving no one behind.

It used a mixed-methods approach; data collection included both quantitative and qualitative data via different methods, that is, document review, electronic survey, regional focus group discussions (FGDs) and semi-structured interviews with key stakeholders. In adherence to the do-no-harm principle, the evaluation team decided not to interview victims of trafficking, speaking with, and receiving information from, grantee civil society organizations (CSOs) instead.

MAIN FINDINGS PER EVALUATION CRITERIA

RELEVANCE: The Fund remains crucially relevant in supporting and providing direct assistance to victims of trafficking, via the grantee CSOs. The Fund's objective, outputs and outcomes continue to be pertinent. It is one of the few tools specifically addressing the needs of victims of trafficking, with an emphasis on women and children's victims of human trafficking. National Strategies and Institutional Frameworks to combat human trafficking generally exist in most of the countries where UNVTF provides funds. However, relevant national funds are extremely limited.

² UNODC, as guardian of the United Nations Convention against Transnational Organized Crime (UNTOC) and the Protocols thereto, assists States in their efforts to implement the Protocol to Prevent, Suppress and Punish Trafficking in Persons (Trafficking in Persons Protocol).

EFFICIENCY: The Call for Proposals (CfP) process is considered to be efficient, led and managed by UNODC staff of the CPS, in coordination with other UNODC Sections, including Human Trafficking & Migrant Smuggling Section, External Partner Engagement Unit, Advocacy, and Treasury. Delays in transferring funds to grantee CSOs have not occurred. Despite resource constraints (both human and financial), the UNVTF took steps, since the fourth grant cycle (in 2020), to increase the frequency of CfP launches every year (minimum two per year), accommodate emergency-type interventions and hone issues more specifically to cater to emerging global crises situations. UNODC Field Representations (FRs) were involved to a limited extent in the activities of the Fund and the grantee CSOs. A scope for enhancing efficiency of costs could not be established by the evaluation.

EFFECTIVENESS: Outcomes and Objective are assessed to be achieved – one Outcome partially achieved; the degree of achievement varies. Strategies for funds-mobilisation, donor and stakeholder relations and partnerships have been fully aligned to overall UNODC Fundraising Strategies. These have led to an average increase of over 140% in the average per year resource envelope of the Fund since 2014. While the UNVTF has more or less been able to steadily secure these amounts from Member States, a closer look at the per year contributions indicate certain fluctuations in private donor interest. Nevertheless, in spite of resource challenges, the Fund continues to carry out the CfPs successfully, and although it is perceived to be a lengthy procedure altogether by some of the grantee CSOs, at the same time, it is well appreciated as being an objective, fair, non-complicated and transparent global grant-making mechanism.

IMPACT: The Fund has provided humanitarian, legal, psychosocial, and financial aid to victims of trafficking, via its funding to 129 projects of 110 grantee CSOs in 55 different countries (through seven CfPs, from CfP 2 in 2015 to CfP 6-I in 2022), thus directly supporting around 3,500-5,000 victims of human trafficking annually. Survivors share positive experiences in their testimonies and an improvement in their lives after receiving the Fund's assistance, which the CSOs have used to provide humanitarian, legal and financial aid to victims.

HUMAN RIGHTS, GENDER MAINSTREAMING, DISABILITY INCLUSION AND LEAVING NO ONE BEHIND: The Fund and the work of the grantee CSOs are strongly in support of core human rights and gender issues and leaving no one behind. Systematically collecting more detailed disaggregated information on gender, human rights, and vulnerable groups, including information about people with disabilities or other vulnerable groups, needs to be strengthened, as lack of relevant data could negatively impact the Fund's capacity to build knowledge, capitalise experiences and gather best practices, lessons learned and know-how from CSOs.

MAIN CONCLUSIONS

Since its establishment, the Fund has been, and remains to be, crucially relevant in the context of supporting and providing direct assistance to victims of trafficking, being one of the few tools specifically addressing the needs of victims of trafficking, especially women and children, and addressing in-country institutional gaps. The objective of the Fund has been achieved, of providing humanitarian, legal and financial aid to victims of trafficking, via grantee in-situ CSOs who are on the frontlines of tackling human trafficking. Due to lack of continuous and long-term funding, sustainability though remains a challenge.

Despite being faced with resource constraints, CPS has been successfully operating the CfPs, which have been described to be a lengthy process, but appreciated as fair, objective and transparent. Financial management of the Fund is in compliance with UNODC's rules and procedures. CPS has provided assistance to 129 projects of 110 grantee CSOs, between 2014 to mid-2022 through seven CfPs, taking into consideration wide geographical coverage, providing direct assistance to around 3,500-5,000 victims annually. The establishment of the Fund is based on support for human rights and gender issues, in line with the Universal Declaration of Human Rights and has taken these aspects into account in its implementation. While data on gender, age dimensions and intersectionality aspects of trafficking in persons (TiP) and impact data has been collected and compiled, both by the CSOs and by CPS, knowledge management and analysis can be strengthened further for usage and dissemination of related information by the Fund.

MAIN RECOMMENDATIONS

The detailed recommendations, six altogether, are elaborated in Section IV of this report. Following are the key recommendations in short:

- 1. Efficiency:** The Co-Financing and Partnerships Section, United Nations Office on Drugs and Crime should continue with the implementation of the GLOX42 project, in line with UN GA Resolution 64/293 and being the only Trust Fund managed at UNODC and ensure that it is included in the organization's strategic priorities.
- 2. Fundraising and Private Donor Relations:** Building on previous private sector outreach efforts, it is recommended that CPS, UNODC, develop a more comprehensive and tailored UNVTF fundraising strategy and include innovative fundraising, to attract more steadier private donor interest.
- 3. Communication, Advocacy, and Partnerships:** It is recommended that CPS, UNODC, prepare a tailored UNVTF strategy for communication, advocacy, and partnership, expanding on prior efforts made in alignment with overall UNODC Communication Action Plan and Media Guidelines, that targets potential partners and synergies for increasing digital and offline visibility.
- 4. Results-based monitoring:** In addition to a yearly monitoring plan – virtual and onsite visits by UNVTF staff and UNODC FRs, it is recommended that guidelines for staff for monitoring visits be revised and interview guidelines with victims be developed, in order to mainstream more efficient data gathering.
- 5. Gender mainstreaming, human rights, disability inclusion, leaving no one behind:** While data on gender, age dimensions of victims of trafficking in persons (TIP) and impact data has been collected and compiled by CPS, UNODC, it is recommended that CPS, UNODC, should strengthen mechanisms to collect and analyse information related to LGBTQI+ and persons with disabilities and consider intersectionality aspects of victims' backgrounds.
- 6. Capacity-building for grantee CSOs:** Apart from regular programmatic and operational capacity building support provided to the grantees during project implementation, it is recommended that CPS, UNODC, facilitate establishing a network of grantee CSOs, as well as forum for regular dialogues, with and amongst the grantee CSOs, and include them in other knowledge and networking initiatives of the UNODC.
- 7. Information and knowledge management at the Fund:** While the UNVTF keeps record of separate database excel files per grant cycle, it is recommended that CPS, UNODC, prepare a consolidated database, for example in EXCEL, with all relevant data related to the Fund highlighting grantee performance., as well as a knowledge database with impact data, for example survivors' stories, good practices, lessons learned, lessons from the field.

MAIN LESSONS LEARNED AND GOOD PRACTICES

LESSONS LEARNED

1. Despite resource constraints, the Secretariat has been able to successfully operationalize the Fund by leveraging internal resources, as well as support from other UNODC Units.
2. CSOs also confirmed that UNVTF funds achieve longer-term impact which stretch beyond project completion and hence, there may be relevance in pursuing further impact data.
3. UNVTF funds were the only source of funding for the grantee CSOs. For example, during the COVID-19 pandemic, UNVTF funds were regarded as extremely important as there was lack of alternative funding for direct assistance of victims.

GOOD PRACTICES

1. Fast-track emergency aid sub-program has been appreciated as an effective, useful, and timely response to the crisis situation presented due to the COVID-19 pandemic.
2. Grantee CSOs praised the flexible approach in the utilisation of UNVTF funding; this is in terms of funding activities that otherwise are very difficult to cover by other funding sources.
3. The UNVTF CfP application process and templates have been appreciated to be non-complicated, easy to fill, fair and objective.

BACKGROUND AND CONTEXT

OVERALL CONCEPT AND DESIGN

According to the terms of reference (TOR) of the independent project evaluation, the main objective of the Fund is “to provide humanitarian, legal and financial aid to victims of trafficking in persons through established channels of assistance, such as governmental, inter-governmental and non-governmental organizations.” The main **objective** of the project, according to the project document, is “to partner with relevant stakeholders to provide effective humanitarian, legal and financial assistance to victims of human trafficking on behalf of the United Nations Voluntary Trust Fund for Victims of Trafficking in Persons.”

Simply said, the Fund receives funding from donors (Member States, Private Sector, and individuals), for providing direct humanitarian, legal, and financial support to victims/survivors of human trafficking, via in-situ, specialized civil society organizations (CSOs) through a comprehensive grants selection process facilitated through the UNVTF³. Based on the information provided in the project document, the TOR of the Fund and the UN GA Res. 64/293, the evaluation team reconstructed a basic theory of change (TOC) to illustrate the intervention logic in a simplified manner (Annex VIII). Gender and human rights aspects have been included since project inception; although persons with disability are not specifically mentioned in the project or in the CfPs, the grantee CSOs have reported making efforts to leave no one behind, despite challenges faced.

CONTEXT

Trafficking in Persons (TiP) is a global criminal activity which is closely interlinked with issues, such as human rights violations, illegal or forced migration, violence against trafficked persons, poverty, and social exclusion. Globally, most victims are trafficked for the purpose of sexual exploitation followed by trafficking for forced labour and for other forced criminal activities, female victims continuing to be the majority⁴.

The United Nations Voluntary Trust Fund (UNVTF) for victims of trafficking⁵ in persons, especially women and children, hereafter ‘the Fund’ or ‘the UNVTF’, was established in August 2010, its establishment stemming from the UN General Assembly Resolution 64/293– United Nations Global Plan of Action to Combat Trafficking in Persons, as trafficking in persons was deemed to constitute a “serious threat to human dignity, human rights and development”. The Secretariat is based at the Co-Financing and Partnerships Section (CPS) at the United Nations Office of Drugs and Crime (UNODC), the only TF managed by the Organization, whereby the Fund, a global funding mechanism, is registered as a project, for fund operationalization purposes, with the project code GLOX42. It contributes to the Sustainable Development Goals (SDGs) 3, 4, 5, 8, 16 and 17. Till the end of 2021, the Fund has received total funding amounting to USD 8,553,742⁶, around 90% of the funds have been received from member states and 10% from private donors, including private sector. The 10 largest contributor Governments to the Fund are – Belgium, Sweden, Italy, Qatar, France, Australia, Liechtenstein, United Arab Emirates, Denmark, and Austria.

PURPOSE AND SCOPE

The independent evaluation of the Fund was carried out between 25 October – 17 February 2023; its main purposes, according to the TOR for the independent evaluation, are to “**draw lessons learned** from the

³ Hereafter, the abbreviation ‘UNVTF’ and the term ‘Fund’ are being used interchangeably.

⁴ UNODC Global Report on Trafficking in Persons 2020.

⁵ “trafficking in persons” shall mean the recruitment, transportation, transfer, harbouring or receipt of persons, by means of the threat or use of force or other forms of coercion, of abduction, of fraud, of deception, of the abuse of power or of a position of vulnerability or of the giving or receiving of payments or benefits to achieve the consent of a person having control over another person, for the purpose of exploitation, which includes, at a minimum, the exploitation of the prostitution of others or other forms of sexual exploitation, forced labour or services, slavery or practices similar to slavery, servitude or the removal of organs, as set forth in the Protocol to Prevent, Suppress and Punish Trafficking in Persons, Especially Women and Children, supplementing the United Nations Convention against Transnational Organized Crime UNGA RES/64/293.

⁶ USD 8,553,742 till and including 2021, as shown under ‘Efficiency’.

evaluation results to **help improve the management and operations** of the Trust Fund; to **further accountability** to donors; **identify the value added** of the Trust Fund; and formulate **recommendations for improvement**". Intended users of the results of the evaluation are the Secretariat of the Fund, UNODC – headquarter (HQ) and field representations (FRs), Board of Trustees of the Fund, donors, grantee CSOs and UN Member States. The evaluation covered the time period mid-2014 till 30 June 2022, end of Call for proposals (CfP) 6-I. The coverage of the evaluation was global, that is, Africa and the Middle East, Europe, and Central and West Asia, Latin America and the Caribbean and Asia and the Pacific.

THE COMPOSITION OF THE EVALUATION TEAM

The evaluation team consists of one evaluation expert, Ms. Suman Lederer, leading the evaluation, and one substantive expert, Ms. Monica Portillo, who also speaks Spanish. Both, the evaluation expert and the substantive expert, female persons, have proven their ability to work in a culturally sensitive environment. The evaluation expert has been working in the field of evaluation for over 10 years, and has conducted evaluations in Africa, East, Southeast and Central Asia, Caucasus, South-Pacific and Southeast Europe. The substantive expert has extensive experience in TiP, gender, child-friendly justice, human rights, and the rule of law with several International Organizations, both at field and HQ levels.

EVALUATION METHODOLOGY

The independent evaluation was conducted in compliance with the UNODC evaluation policy⁷, and guidelines⁸, and the TOR⁹ for the independent evaluation, as well as adhered to the United Nations Evaluation Group (UNEG) Norms and Standards¹⁰. It covered all the four regions of the Fund. Stakeholders included the Fund's Secretariat staff, staff of UNODC HQ and selected FRs, grantee CSOs in 55 countries, donors, board members, external experts in the field of TiP and United Nations Voluntary Trust Fund on Contemporary Forms of Slavery (Slavery TF). Findings of this evaluation are based on the following data collection methods:

Document review: 131 UNODC-internal and 15 external documents were reviewed. A list of documents is provided in Annex III. **E-Survey:** An electronic survey was conducted via SurveyMonkey in both English and Spanish; the link to the e-survey, with mostly close-ended questions (Annex IV) to enable a quantitative analysis, was sent via e-mail to the grantee CSOs, selected UNODC FRs and Board members (Annex V). Responses were received from 55 out of 109 CSOs, 9 out of 15 UNODC FRs and 4 out of 5 Board members (f: 38; m: 28; no disclosure: 2). **Focus Group Discussion(s) (FGD):** 7 online FGDs¹¹ with grantee CSOs in 4 different regions were conducted – Asia and the Pacific, Europe, Central and West Asia, Africa and the Middle East and Latin America and the Caribbean (LAC) (in Spanish). A questionnaire was prepared (see Annex IV) with open-ended questions, to allow receiving qualitative data. 109 out of 110 grantee CSOs could be invited to participate in the FGD in the region where they are based, as one e-mail address was not available, with a participation of 53 persons from 38 CSOs (f: 45; m: 8). **Semi-structured interviews** were conducted via Zoom and MS Teams with 21 selected key stakeholders (f: 12; m: 9), including, the Fund's Secretariat staff, UNODC staff at HQ and selected FRs, Board members, donors, Slavery TF and external persons with thematic expertise in TiP, who are not related to the Fund. The questions for the semi-structured interviews are included in Annex IV.

All the work for the independent evaluation was desk based. As foreseen in the TOR, **no evaluation mission** was planned or took place during the evaluation; this also had an unaimed positive environmental impact. **Data on vulnerable groups:** The evaluation team decided not to interview vulnerable groups/victims and

⁷ UNODC (2015): UNODC Evaluation Policy.

⁸ Norms, standards, templates, and guidelines for gender-responsive evaluations - UNODC (2017): Evaluation Handbook. Guidance for designing, conducting, and using independent evaluation at UNODC; UNODC (2018): Gender-Responsive Evaluations in the Work of UNODC.

⁹ GLOX42-Evaluation_ToR_R_28102022.

¹⁰ UNEG (2016, 2017): Norms and Standards for Evaluation; UNEG (2020): UNEG Ethical Guidelines for Evaluation and UNEG Guidance on Integrating Human Rights and Gender Equality in Evaluations (2014).

¹¹ Note of the evaluation team: These were taken up by the grantee CSOs extremely well, who have expressed very positive feedback about the idea of a FGD, about the opportunity to get to know other grantee CSOs and the possibility to provide their inputs and feedback. A potential 'social impact' of the FGDs was mentioned by a few institutions; this is however not possible to measure and outside the scope of this evaluation.

survivors of human trafficking, as it could not guarantee processes in place in line with established guidance¹². **Data on gender, human rights, and disability inclusion:** Gender, human rights-related information, as well as disability inclusion and consideration thereof in project design and implementation was requested and collected during the data-collection phase.

The evaluation was carried out based on a participatory approach. A mixed-methods approach was used in the evaluation, whereby both quantitative (e-survey) and qualitative analyses (semi-structured interviews and FGDs) of responses received were used to reach the findings and conclusions. Data received was triangulated over different data collection methods and sources, to ensure reliability of information whilst increasing the validity and credibility of findings and conclusions. **Ethics in Evaluation:** The evaluation team followed the UNEG guiding ethical principles for evaluation, including doing no harm and leaving no one behind.

LIMITATIONS TO THE EVALUATION

Limitations to the evaluation	Mitigation measures
Interviewing victims of crime includes the application of a trauma-informed approach, preparation of protection mechanisms for data collection and storage, as well as ensuring that specific methodology for different gender, age and vulnerable groups, including child-friendly questionnaires and materials are in place. As the evaluation team could not ensure full compliance with the aforementioned procedures and taking the do-no-harm approach into account, the evaluation team decided not to interview victims of human trafficking (this may have been different, if an evaluation mission to a few selected grantee CSOs could have taken place, and interviews could take place in person).	The evaluation relied on information provided by the implementing organizations (grantee CSOs) and has made all efforts to present questions in such a manner so as to reduce bias to the maximum extent possible.
The Fund is a “global funding mechanism” with wide geographical coverage. The evaluation team had planned to have a wide geographical coverage during the evaluation, however, in view of budget restrictions, no evaluation mission was planned to directly observe the work being carried out by the grantee CSOs in different countries. In addition, some of the stakeholders the evaluation team reached out to were not available for the interviews, mostly due to holidays or sickness.	The evaluation team made maximum efforts to reach out to different types of stakeholders, via different data-collection methods, namely, e-survey, interviews and FGDs, to receive feedback from different types of stakeholders.
Updated contact data of UNODC FRs was not readily available, and of donors not provided in a timely manner. Further, data on victims supported by the Fund was not available in a compiled manner.	The former resulted initially in some delay in carrying out the e-survey. For the latter, the evaluation team made efforts to compile the data on number of victims supported from 8 Annual Reports of the Fund.
Lack of impact data: The earlier annual reports do not contain complete data on number of victims supported.	Same as above.

¹² <http://www.unevaluation.org/document/detail/1616> and <https://www.ohchr.org/sites/default/files/Documents/Publications/Chapter11-MHRM.pdf>

II. EVALUATION FINDINGS

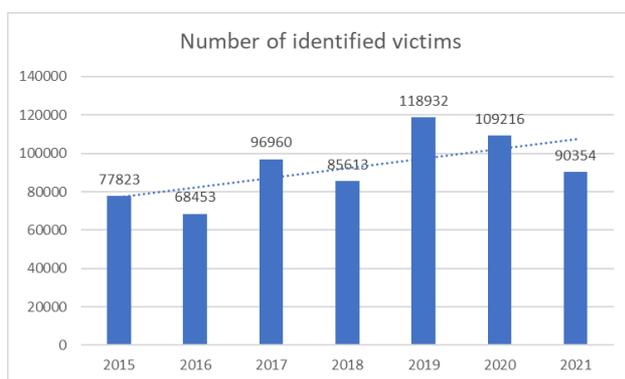
RELEVANCE

EVALUATION QUESTIONS:

1. To what extent has the UNVTF been relevant to stakeholder's (e.g., victims of trafficking, grantee CSOs, governments, Member States, etc.) needs and priorities?
2. To what extent is the Trust Fund relevant for the CSOs eligible for its grants to help them in supporting victims/survivors of human trafficking?

Finding 1. *The Fund remains crucially relevant in the context of supporting and providing direct assistance to victims of trafficking, via the grantee CSOs. The Fund is one of the few tools specifically addressing the needs of victims of trafficking despite the growing magnitude of trafficking in human beings globally.*

A key finding of this evaluation report is that the Fund remains fully relevant given that human trafficking continues to be a serious crime¹³, the third biggest crime worldwide, as per the reported numbers illustrated in the graph.



Source: Trafficking in Persons Report 2022, US Department of State.

Regarding question 1, all stakeholders interviewed emphasised that assisting and supporting victims of trafficking remains crucially important given the magnitude of the problem, the immense vulnerabilities of the victims, as well as the overall scarcity of available and tailored financial and other resources. The victim-centred approach of the Fund, which is in line with the TiP Protocol¹⁴ (2000), has been appreciated by all the interviewed grantee CSOs.

Stakeholders also reported that the Fund's implementation shows that other United Nations Trust Funds¹⁵ (UNTF) are complementary rather than duplicating the overall scope of the Fund. Regarding the Fund's Objective, as well as the Outputs and Outcomes, it is worth noting that all interviewed stakeholders confirmed that they remain fully applicable and relevant. Moreover, this finding was also substantiated by 80% of the e-survey respondents (Annex V).

Finding 2. *National Strategies and Institutional Frameworks to combat human trafficking generally exist in most of the countries where UNVTF provides funds, however, pertinent national funds are extremely limited, worsened by the global economic and social crisis. The Fund adequately addresses gaps left by public Institutions, for instance by directly funding civil society organisations.*

The vast majority of the countries where UNVTF's funds are being implemented have National Strategies and Institutional Frameworks to combat TiP in place, which was also confirmed by 87% of e-survey respondents, while other sources of budgets or funding are not available in all of these countries, the same was mentioned by 56% of e-survey respondents, and where available, are reported to be very limited.

¹³ According to UNODC Global Reports on Trafficking in Persons 2018 and 2020, 50,000 persons were reported trafficked by 148 countries. Collected data provide information on victims that were in contact with authorities, that is, these are official figures, and may not reflect the actual prevalence of the crime or the hidden (higher) number of victims.

¹⁴ Protocol to Prevent, Suppress and Punish Trafficking in Persons, Especially Women and Children, supplementing the United Nations Convention against Transnational Organized Crime 2000, also called TiP Protocol.

¹⁵ For instance, the United Nations Voluntary Trust Fund on Contemporary Forms of Slavery (Slavery TF).

Even though States are obliged to aid victims in accordance with key TiP¹⁶ legal frameworks, it was reported that such obligations are not entirely fulfilled as States fail to allocate the much-needed resources in their national budgets. In particular, most of the CSOs reported that the lack of adequate funds is aggravated by the COVID-19 pandemic, as well as the economic, social, and recent global energy crisis.

Most of the CSOs have emphasized the crucial assistance provided by the Fund in terms of funding for direct assistance to victims of trafficking. They reported that their activities related to combating TiP were partially funded by the UNVTF. E-survey respondents have reported these to be up to 30% of their total funds, and that they reach out to multiple and specialised funding sources in an attempt to address the vast array of challenges, for their existence and operations.

Stakeholders have conveyed that one of the main added values of the Fund is that it supports a wide range of CSOs and activities. Some stakeholders also mentioned as an added value the fact that it is based at the UNODC, which has a mandate in anti-human trafficking and corresponding technical expertise; for some stakeholders, the fact that it has been funded and backed by a UN Resolution provides a legal status and a unique political backup.

Finding 3. Needs and priorities of stakeholders in the selection criteria for the CfPs are taken into account to varying degrees, including the needs of the victims, which are generally considered to satisfactory levels, although indirectly gathered.

According to most of the interviewed CSOs and other stakeholders, as well as 82% of the e-survey respondents, the Fund has taken into account victims' needs to a satisfactory extent, needs-related information being received at the Fund mainly via the Annual and Progress Reports of the CSOs, as no direct consultations with victims has taken place.

As far as the needs of the donors are concerned, as explained by several stakeholders, these vary and are sometimes confined to specific geographical areas, focused on selected topics, or exclusively targeted to certain groups of victims. For example, some CSOs reported that some donors provide funds only for children, or only for capacity building. This sometimes makes it difficult to reconcile donors' requirements with the needs of CSOs and victims, which some interlocutors noted that the Fund, by virtue of how its regulated, nonetheless succeeds in prioritising the most pressing needs.

EFFICIENCY

EVALUATION QUESTION:

1. To what extent has the project delivered outputs in a timely and efficient manner?

Finding 4: The CfP process is deemed to be efficient, enabled by the support provided by UNODC staff of the Co-finance and Partnerships and other Sections. There has been no delay in transferring funds to grantee CSOs.

As mentioned by the interviewed grantee CSOs, the duration of the complete procedure, starting from the release of the CfP till they receive the grant, is lengthy¹⁷, and takes altogether 5-8 months¹⁸. However, in view of all the reviews and approvals involved, also with the involvement of staff of other Units at UNODC, it may reportedly be feasible to shorten the above-mentioned total time period only to a limited extent. The latest approval timeframe for the CfP process (in place since the 4th grant cycle), advocated by the UNVTF and agreed

¹⁶ The OHCHR's Recommended Principles and Guidelines on Human Rights and Human Trafficking, under Principle 2, affirm State's legal responsibility to act with due diligence to prevent, investigate and prosecute instances of trafficking in persons, as well as provide assistance and protection to victims of trafficking. Council of Europe Convention, Article 12.

¹⁷ . Most grantee CSOs pointed out that in their field of work, where the number of incoming victims/survivors is not a known or controllable aspect, 5-8 months is a long time to wait for the grants, at the same time, not knowing whether they will be selected.

¹⁸ The procedure of the Call for Proposals (CfP) entails the following steps – Release/advertising the CfP, clarifying questions of the applicant institutions/CSOs, receiving the applications, review of the applications by UNVTF and UNODC staff after the deadline of the CfP, clarifying questions, if any, publishing names of grantee CSOs, processing Grant Agreements in Umoja sending grantees the Grant Agreements, clarifying questions, if any, receiving signed Grant Agreement, UNODC-internal financial-approval processes, e.g. confirming all previous approvals, creating Business Partner data and contact person on behalf data in the Umoja Master Data Management, processing creation of bank account details as per UN Financial SOP, and payment request, approving the bank accounts and release of grant, and transferring the grant amount.

to by the External Partner Engagement Unit (EPEU), is a significant improvement of the earlier timeframe running up to 12 months during prior CfP cycles¹⁹.

At the same time, all the CSOs also confirmed that after receiving information about their selection, they have received funds on an average within 4-6 weeks.

Finding 5: Financial management and direct and indirect costs are in alignment with rules and procedures of the UNODC; a scope for enhancing efficiency of costs could not be established. The Secretariat of the Fund is faced with resource constraints, with a need for strengthening programmatic and strategic tasks.

Further, for the assessment of the second question, that is, for the assessment of efficiency, in terms of costs or other resources, the incoming funds to the TF, and expenditure, were reviewed, and are presented in the following table²⁰:

	Incoming funds (from establishment till 2021)	Miscellaneous income	UN Indirect Support Costs	Grants (till CfP 5-II in 2021)	Other expenditure	Balance transferred to 2022
USD	8,553,742	45,370	852,832	5,730,257	853,464	1,117,580
%	100		10	67	10	13

Source: Individual Certified Financial Statements of UNODC per year, from 2014 to 2021.

In the above table, 'other expenditure' includes different costs, such as part of the costs for staff and other personnel, travel, miscellaneous and general operating costs. No travel costs have been incurred in financial years 2020 and 2021, due to travel challenges imposed by the COVID-19 pandemic. The above presents an overview of the total incoming and outgoing amounts for a period of 10 years, since September 2011, when the Fund was registered at UNODC as a project. Salaries of the core staff of the Secretariat of the Fund are covered by project-based funds of the UNODC, as well as direct and mostly indirect costs. All financial transactions are reported to have taken place in compliance with financial rules and procedures of UNODC. Taking into account the individual expenditure items per year and owing to the lack of any benchmarks in this thematic area, in terms of costs, the evaluation cannot highlight or ascertain any scope for any individual expenditure item, where the Fund could have been more efficient.

Human resource limitation at the Secretariat of the Fund was pointed out to the evaluation. The team of two persons, an External Relations Officer, and a Programme Assistant, working under the overall supervision of the Chief of the Co-Finance and Partnerships Section of the UNODC, are engaged mostly in the operationalisation of the CfPs, which includes a variety of tasks. Further, they also provide inputs to the respective Sections of the UNODC, for example, the Advocacy Section, about the work and results of the Fund, for different events, reports, and the website. A limitation in their resource capacity is reported, such that other strategic and programmatic tasks for the Fund cannot be fully covered by them.

Finding 6: UNODC FRs were involved to a limited extent in the work of the Fund, although UNODC maintains field representations in 80 countries, out of which grantee CSOs are based in 33 countries.

UNODC maintains altogether FRs in 80 countries – 8 Regional Offices, 7 Field Offices, 94 Programme Offices and Liaison and Partnership Offices – whereby grantee CSOs are based in 33 countries, out of the 80. Regarding monitoring of work/project(s) implemented by the grantee CSOs, in very few cases, including by 53% of e-survey respondents, involvement of the UNODC FRs was reported. During the FGDs with the grantee CSOs, they have expressed their strong wish to get in touch with or be contacted by the UNODC FRs, as they envisage to benefit from UNODC expertise in the field. Only in two cases, a stronger linkage between the UNODC FR and the grantee institution was reported, in the form of technical information regarding projects and human trafficking to the grantee institution. The same was confirmed by the respondent UNODC FRs in

¹⁹ Under the overall managerial coordination, in order to increase efficiency on engagement with external parties, the Fund participated in revisiting the UNOV/UNODC Framework on Engagement of External Parties (FEPP) that guided engagement with implementing partners and grantee and contributed to the composition of new UNOV/UNODC Partnership Policy. Since the 4th grant cycle, the CfPs were implemented in accordance with the new policy, and the processes have been simplified and thus shortened to 5-8 months.

²⁰ Some figures have been rounded up.

the e-survey, as well as interviews. This can be attributed to the fact that often UNODC FRs have their own strategic and office priorities to deal with, and in absence of cost contribution, it becomes difficult to engage with UNVTF-funded projects, for example, carrying out monitoring visits.

EFFECTIVENESS

EVALUATION QUESTIONS:

1. To what extent did the UN Trust Fund achieve its intended outcomes and objective to assist victims of human trafficking?
2. Has it met the expectations of the UN Member States that advocated for its creation?

Achievement of Outcomes:

Outcome 1: The Voluntary Trust Fund for Victims of Trafficking in Persons, Especially Women and Children is managed effectively and sustainably to provide coherent response to victims of trafficking.

Finding 7: Different Units at the UNODC have contributed considerably to the work of the Fund and achieving its outputs and objective. Tailored strategies for fund-raising (including innovative fund-raising), donor relations and partnerships focusing on Private donors, specific to the Fund, need to be strengthened. Contributions from private donors (private sector and individuals) have fluctuated, most of the reasons reported being mostly due to external circumstances. UNODC FRs are reportedly involved to a limited extent in the activities of the Fund and with the grantee CSOs.

As elaborated under the Section Efficiency, at the time of this evaluation, the day-to-day operations of the Fund's Secretariat were carried out and managed by two persons, an External Relations Officer, and a Programme Assistant, with clear roles and responsibilities, under the supervision of the Chief of the CPS; the External Relations Officer having joined the Fund's Secretariat mid-2022. Operationally, work for the Fund is carried out in collaboration with other Units at UNODC, namely, EPEU, Human Trafficking & Migrant Smuggling Section (HTMSS), Advocacy and Finance. Tailored frameworks and strategies for communication and advocacy, fund-raising²¹, partnerships and donor relations, targeting private donors (private sector and individuals) specific to the Fund, need to be strengthened.

In view of the reported challenges faced by different CSOs and other initiatives, with regard to fund raising and making their work and results visible, as well as to benefit from collaborative work and synergies, several interviewees suggested that the UNVTF could consider partnering with other institutions/private sector and/or anti-human trafficking initiatives; this is also mentioned in the UN GA Res. 64/293 as one of means to strengthen coordination and cooperation to combat trafficking in persons.

Whereas collaboration with Member States and grantee CSOs, for events, has taken place, formal partnerships, based on any documental agreement, with other anti-human trafficking initiatives or private sector is not reported to have taken place, which might potentially contribute to any synergies or benefits, for example, enhancing its (visibility of) activities and results; informal exchanges between the Fund and other UNTFs, for example the Slavery TF, are reported to take place at different meetings and events more-or-less once a year. Exchanges with the UN Rapporteur on Trafficking are not reported to have taken place.

UNODC FRs are reportedly involved to a limited extent in the activities of the Fund and with the grantee CSOs; one main reason for this is the financial resource required for monitoring visits, especially if the grantee institution is not located in the same city. Grantee CSOs in around 30 countries have been visited by the respective UNODC FR at the end of their projects, with limited or no interaction during project implementation; 53% of the e-survey CSO respondents have also confirmed the same. At present, the grantee CSOs are also not reported to be included in any existing fora at national level, facilitated by the UNODC FR, to interact with other governmental and non-governmental entities.

Donor relations and follow up on pledges are carried out by the Co-finance and Partnerships Section of the UNODC, where the Fund is situated. While Member States contributions averaged USD 273,000 per year

²¹ There is a general UNODC FUND RAISING PLAN 2021-2025, however it does not include any specific information about the Fund.

during 2011-2014, these figures rose to an average of over USD 915,000 per year for the period 2015-2021, despite strong fluctuations in actual contributions per year. Financial contributions from the private sector have also fluctuated from over USD 200,000 in one year after the Fund's establishment (and later in 2014-2015), to around USD 80,000 in the last 5 years taken together, being received from maximum two enterprises per year with the exception of private donor funds contributed through the UN Foundation. Interviewees have explained that the reasons for this downward trend could be diverse, for example, lack of interest in, or sensitivity of, the thematic area of human trafficking, potential of higher visibility by providing funds to other thematic areas, proliferation of own Corporate Social Responsibility Divisions within the enterprises, the need for strengthening of structured approach/strategy by the Fund to address the private sector, or any other. Board members are reported to have made several efforts – nationally and internationally – to mobilize funds, but the efforts however have not been as successful as expected, with the exception of one significant private donor contribution that was made in 2021 for an amount of USD 50,000. The spike in private donor interest in 2014-2015 may be attributed to efforts that were made by the Fund in organizing a Charity Gala in November 2014. However, such an intervention is reported to be unsustainable, as it would require the support of one full-time staff and considerable effort to organize the event. In view of the challenges reportedly faced by TFs and other initiatives regarding fund-raising, a need for “innovative” ways of fund-raising was accentuated by several interviewees, for example, via digital media. Here, it may also be noted that the only ‘donate’ button on the UNODC website is for contributions for the Fund. The Fund has reportedly also initiated steps with Facebook to include a direct donate button on the Fund's profile. While discussions are still underway, these efforts are currently on hold, reasons linked to Secretariat-wide limitations.

Finding 8: On the one hand, taking the digital footprint, visibility, and offline reach of the Fund into consideration, it's advocacy and communication work can be deemed impressive, on the other hand, several interviewees have pointed out a lack of visibility of the work and results of the Fund.

Advocacy work for the Fund is carried out by the staff of the UNVTF in close coordination with the Advocacy Section of the UNODC. Trust Fund staff regularly meet with the Advocacy Section to plan and ensure timely inputs for its advocacy and communication outreach, aligning with overall UNODC Communication Media Guidelines. The Fund is presented on UNODC's website, Facebook, Twitter, Weibo, LinkedIn, as well as within UNODC's Blue Heart Campaign²² against human trafficking. In 2021, for instance, over half of the posts (357 out of 704, 51%) with Human Trafficking content that were posted through UNODC social media channels were those related to the UNVTF, garnering over 800,000 impressions. In a similar effort to increase visibility amongst Chinese social media users, the UNVTF also took proactive steps in publishing content through the UN Secretariat Weibo account. In 2021, Weibo posts garnered 90,000 video views and 580,000 post views in 2022.

It is also important here to mention that the UNVTF has also been publishing regular Annual Reports and brochures, citing programmatic achievements, since 2011. These annual reports are available online on the UNVTF website and are disseminated as hard copy to all Vienna-based Permanent Missions when available. The UNVTF has also actively participated and presented its work at High-Level events and side-events, for example, at the annual Commission on Crime Prevention and Criminal Justice, in addition to outreach efforts by the Board members.

Another key outreach effort of the Fund was during the 2020 UNODC Concert²³ on World Day Against Trafficking in Persons led by the UNVTF. The online concert hosted by UNODC Goodwill Ambassador and actor, Mira Sorvino, recorded over 816 million impressions²⁴. Additionally, during the Fund's 10 years celebration²⁵, 9.2 million global impressions were registered. This testifies to the global visibility and reach of the Fund. Taking into account the number of hits at the Fund's website (integrated within UNODC's website), as well as

²² The objective of the Blue Heart Campaign is to fight against human trafficking; whereas the objective of the Fund is very specific, to assist victims of trafficking. This was discussed as early as 2014 during the 10th Board Meeting and decided to continue linking the Fund with the Blue Heart Campaign.

²³ UNODC Virtual Fundraising Concert on World TIP Day 2020, https://www.unodc.org/unodc/human-trafficking-fund/human-trafficking-fund_concert.html

²⁴ Impressions is the number of times a content, whether a post or a story, was shown to users. While commonly confused with reach, impressions are the total number of times a content could have been seen.

²⁵ Data gathered by UNODC staff.

‘Likes’ and ‘comments’ on Facebook and Twitter, information about the Fund is accessed by over 700,000 persons per year on average and cannot really be deemed to be lacking in visibility; this was confirmed by two-thirds of e-survey respondents. The improvement of the Fund’s website over the last years is widely acknowledged by interviewed stakeholders. CSOs activities are well reflected in the Fund’s mediatic and social platforms²⁶, publications as well as informative brochures and fundraising campaigns. At the same time, however, it is noteworthy that several interviewees pointed out insufficient visibility of the work and results of the Fund.

Finding 9: The Fund is reported to have been successfully and effectively carrying out the CfPs and providing crucial support/direct assistance to victims of trafficking via the grantee CSOs. The CfP is reported to be objective, fair, non-complicated and transparent, although lengthy procedure altogether. The Fund has responded effectively to the COVID-19 pandemic and provided emergency funding for shorter periods of time.

Outcome 2: Grants programme established to deliver assistance to victims of human trafficking, focusing on front-line support providers, principally CSOs.

The Secretariat has been successfully carrying out the CfPs since its establishment. Focus, criteria and duration and amount of funding for each CfP, altogether 7 so far, from CfP 1 to CfP 6-I, as well as the criteria for the assessment of applications are discussed and decided upon by the Fund’s core staff in collaboration with staff of other substantive Sections. A structured approach is used for the assessment of the applications, based on mandatory and optional criteria, and carried out by three independent reviewers, after which the ranking is established and grantee CSOs selected and informed about the decision. After the outbreak of the COVID-19 pandemic, the Fund successfully initiated CfPs for emergency funding, for shorter periods of time, namely 9-12 months. This timely response during the challenging time of COVID-19 was highly appreciated by the interviewed grantee CSOs.

The CfP takes into consideration topics and issues which are discussed and highlighted in UNODC’s flagship ‘Global Report on Trafficking in Person’, as well as inputs from substantive units – HTMSS and Research – to establish the criteria for each CfP. Despite resource constraints (both human and financial), the Trust Fund took steps, since the fourth grant cycle (in 2020), to increase the frequency of CfP launches every year (minimum two per year). It is to be highlighted that there also has been increasing interest in the UNVTF CfP, with the Fund receiving 115 applications during the second grant cycle, 183 applications during the third grant cycle, 258 applications during the fourth grant cycle, a combined 871 applications during the fifth grant cycle (CfP 5 I-II), and 233 applications during the CfP 6- I. Measures were also taken by the UNVTF to rely on in-house support, where feasible, to regulate costs and manage outputs – for example in the case of translation and review of documents. The CfP is reported to be widely disseminated, via different channels and networks, with one CSO mentioning that this was not the case in its country. An issue reported by a few interviewees was the lack of CfP documents, submission of proposals and Grant Agreements in other (UN) languages, for example Spanish or French. However, it is to be noted that in an effort to widen reach and receive more applications, the Fund did take steps to encourage application submissions in multiple languages in a staggered manner - from only in English during the second and third grant cycles, in English and French in the fourth and fifth grant cycles (CfP 5 I-II), and in English, French, Spanish, and Russian in the sixth grant cycle. Altogether, grantee CSOs have highlighted the CfP process as being “long procedure altogether”, but “fair”, “transparent” and “objective”.

Through this mechanism, the Fund has provided assistance to 129 projects of 110 grantee CSOs across 55 different countries²⁷, between 2014 to mid-2022, through seven Call for Proposals, taking into consideration wide geographical coverage, thus providing direct assistance to around 3,500-5,000 victims annually. 80% of the CSO e-survey respondents confirmed that the work of the UNVTF is in alignment with their expectations of the UNVTF; the same was confirmed by interviewed stakeholders.

Regarding M&E and reporting, it needs to be mentioned that, after 2014, this is the second evaluation of the Fund that has taken place, the reasons being reported to be changes in staff, in the monitoring framework

²⁶ unodc.org/unvtf, twitter.com/blueheartht, <https://www.facebook.com/UNVTF>

²⁷ According to data provided to the evaluation team on the grantee CSOs in the Calls for Proposals 2nd – 6-I.

and the CfPs, as well as resource constraints. Nonetheless, Annual Reports are prepared and were provided to the evaluation from the years 2014-2021.

With regards to the reporting obligations of the grantee CSOs, in line with the obligations stated in the Grant Agreement, the grantee CSOs submit interim and final project narratives and financial reports to the Fund's Secretariat, the template for which is provided by the Fund to the grantee CSOs; example reports, filled and submitted by the CSOs were provided to the evaluation team.

Finding 10: All UNVTF Board Members are individuals who have held high-profile positions, most of them with experience in the field of 'anti-human trafficking'. They have provided strategic guidance and supported the functioning of the Fund in different ways.

Outcome 3: A high-profile Board of Trustees provides strong and coherent strategic guidance

The selection process of the five-member Board of Trustees is led by the Fund in coordination with the Executive Office of the UN Secretary General (UNSG), the Office of the UNODC Executive Director (OED), HTMSS, the UNODC New York Liaison Office, and Member States' Permanent Missions based in New York and Vienna. The nominations received from Member States are carefully reviewed by the Fund in coordination with the OED, and a shortlist is subsequently forwarded to the Executive Office of the UNSG for consideration and consultation with the Regional Groups of Member States and further approval. Once a Board Member has been selected, they assume the position for a period of 3 years, on a voluntary basis.

Board meetings have been conducted at least once a year, and four meetings each in 2020 and 2021, due to the COVID-19 emergency response funding, which the UNVTF successfully launched. Board members are reported to provide strategic guidance during these meetings, or also during other informal or formal meetings, which are reported to be useful for the Fund.

All the Board Members, since 2014, are individuals who have held high-profile positions, most of whom have done work in the field of anti-human trafficking or any related field. They have carried out and carry out different promotional and fund-raising activities for the Fund, for example, in some cases, Board Members have presented the Fund at high-level national or international events, and made strong efforts, even at EU level, to receive funding for the UNVTF. However, despite all the efforts made by the Board Members, also elaborated under Outcome 1, fund-raising endeavors have not been as successful as expected, with the exception of a private contribution of USD 50,000 in 2021.

Board members are also reported to support the operations of the Fund to the extent realistic and feasible for each Board member respectively, for example, one Board Member is reported to have translated the CfP documents into Russian.

A few interviewed stakeholders suggested that the constitution and role of the Board should be reviewed to identify how its structure could be more effective, for example, whether its focus should be on political support, fundraising efforts, advocacy activities or technical advice.

Outcome 1 is considered to be **partially achieved** so far, whereby the aspect 'sustainably' is assessed to be weak. Incoming funds fluctuate from year to year, a clear fund-raising strategy is not in place, and long-term funding is not available. Funds are retained for the operation of the UNVTF in the following year, and depending on the amount of incoming funds, the number of grantee CSOs are increased or reduced. Due to this, the evaluation assesses the functioning of the UNVTF to be effective, however, not really sustainable.

Outcome 2 is considered to be **achieved**. As previously elaborated, the Fund releases CfPs, since 2021 two CfPs each year, based on established criteria. Grantee CSOs have reported using the funds for providing direct assistance to victims (elaborated under 'Impact'), thus responding well to urgent temporal and local challenges, and strengthening front-line support providers.

Outcome 3 is considered to be **achieved**. Board Members have provided strategic guidance to the Fund and supported the functioning of the Fund in different ways, such as made efforts towards fund-raising, presenting the Fund at different national and international events, and translating CfP documents. All the Board Members have held high-profile positions, most of them with extensive TiP-related experience.

Based on the activities carried out by the Fund and achievement of Outcomes, the **Project Objective** to ‘Partner with relevant stakeholders to provide effective humanitarian, legal and financial assistance to victims of human trafficking on behalf of the United Nations Voluntary Trust Fund for Victims of Trafficking in Persons’ is assessed to be **achieved** as also confirmed by 78% of the e-survey respondents.

IMPACT

EVALUATION QUESTIONS:

1. What are some preliminary findings about the impact the Trust Fund grants?

Finding 11. The Fund has provided, through the grantee CSOs, humanitarian, legal and financial aid to victims of trafficking, supporting between 3,500- 5,000 victims annually in a wide geographical area.

The UNVTF has funded 129 projects of 110 grantee CSOs in 55 different countries²⁸, reaching between 3,500-5,000 victims annually, based on data reported in the Annual Reports of the Fund, through the provision²⁹ of humanitarian, legal, and financial aid to victims of multiple forms of trafficking³⁰. Several countries are both origin, transit, and destination countries with regard to trafficking of human beings. Natural calamities, political situation, as well as conflicts are reported to be situations during which people are at enhanced risk of being trafficked; the current ongoing war in Ukraine and the resulting migration of persons was cited by some of the interviewed stakeholders, including CSOs, as an example situation which might exacerbate trafficking of human beings.

With UNVTF funding, CSOs reported implementing a wide array of activities enabling, inter-alia, the provision of emergency aid, legal assistance, and shelter, in addition to many other forms of direct assistance, amongst others, food, clothes, medical assistance, provision of legal support and documents, capacity building and repatriation assistance. It is worth mentioning that these activities have sometimes become more innovative with time. Examples include virtual psycho-social support, online legal assistance, and computer-generated financial literacy training, among others.

In addition to the afore-mentioned activities, which the grantee CSOs have carried out with the funds they received from the UNVTF, their normal work also includes activities such as sensitizing stakeholders, and carrying out dialogues with the Government authorities at local and national level; capacity-building of different entities at local level; preparing training material; awareness-raising in local communities about trafficking and what constitutes trafficking; teaching victims to advocate for their own rights; efforts towards economic empowerment/income-generating activities.

Challenges faced by CSOs engaged in supporting victims of TiP include identification of victims; limited resources for legal assistance and repatriation; lack of adequate services and referrals for mental health problems, especially for children, if they need to be referred to specialized institutions; lack of specialists – doctors and psychiatrists; social-stigma associated with trafficking; lack of resources for staff of shelters; scarce relevant training opportunities for authorities, as well as victim-specific assistance tailored to diverse ethnic and religious backgrounds. Detailed information is included in Annex VI.

Finding 12. Most CSOs report having a mechanism to follow-up on victims after providing them with support. Victims and survivors share positive experiences and a great improvement in their lives after receiving the Fund’s assistance, this positive impact extends to families, communities, and societies at large. There is further scope for strengthening of compilation of data on victims and an impact assessment, including short, medium and long-term impact.

98% of e-survey respondent CSOs, and most of the CSOs during the FGDs, report having a mechanism to follow-up on victims and survivors after providing them with support. However, these mechanisms have not

²⁸ According to data provided to the evaluation team on the grantee CSOs in the Calls for Proposals 2nd – 6-I.

²⁹ The Fund’s objective, as per Article 38 of the GPA.

³⁰ Including sexual exploitation, forced labour, forced marriage, domestic servitude, organ/skin removal, online pornography, forced begging as well as forced criminality.

been assessed by the Fund nor are being streamlined across all the grantees³¹. During this evaluation, the voices of victims and survivors were heard indirectly through CSOs, as well as testimonies available on the website and personal stories gathered through the e-survey; it is worth noting that victims and survivors consistently share positive experiences and a profound improvement in their lives after receiving assistance from the Fund. A compilation of their testimonies can be found in Annex VII.

Information gathered during the interviews shows that the majority of the stakeholders believe that small grants provided by the Fund³², have a great impact on the lives of the victims and the survivors even if the amount of funding allocated to project proposals might appear limited. This is also substantiated with the results of the E-Survey, where almost all CSOs, 98%, considered that the Fund has a direct or indirect impact on the support provided to victims and survivors. This was also the case during the provision of emergency assistance related to the conflict in Ukraine. It is noteworthy that, at times, the UNVTF funds were the only source of funding for the grantee CSOs. For example, during the COVID-19 pandemic, UNVTF funds were regarded as extremely important as there was lack of alternative funding for direct assistance of victims, and the timely delivery of COVID-19 related needs such as COVID-19 tests and IT technology for remote communication is reported to have had a huge and positive impact on victims.

Activities in support of trafficked victims are difficult to measure against impact, this is also due to a lack of measurable goals and associated indicators. Some stakeholders suggested that the measurement of impact could be improved through enhanced monitoring mechanisms as well as a more systematic gathering of personal success stories. Discussions on the various forms of impact and on ways of measuring them were also held with the interviewed stakeholders. Respondents generally expressed their opinion that impact should be evaluated both during the provision of initial support and during medium to long-term implementation. Furthermore, sometimes impact needs to be assessed beyond project completion, however this should always be carried out preventing revictimization of the victims and survivors.

As mentioned above, some CSOs also confirmed that UNVTF funds achieve longer-term impact which stretch beyond project completion. For instance, in securing working permits, in facilitating repatriation, or in the provision of vocational training to victims and survivors. Moreover, the impact not only benefits victims but it also reaches their respective families and communities, for example via counselling for the families or as an awareness raising exercise about the trafficking issues within communities, to combat the social stigma faced by trafficked persons. In some cases, survivors turned into advocates in combating TIP, thus, societies at large also benefited from UNVTF assistance, thereby broadening even further the impact. A few grantee CSOs reported engaging victims/survivors, after education or other vocational training, in different roles in their respective institutions. A systematic documentation of data and information on impact has not been done so far by the Fund, and a need thereof was mentioned by several stakeholders, including short, medium, and long-term impact, however avoiding a re-victimization of survivors during the process.

Finding 13. Grantee institutions have been provided with limited policy support and guidance on Anti-Human Trafficking. The grantee institutions are not connected with each other and potential for a common forum for an exchange exists.

The fact that the Fund is based at the UNODC is perceived as a value added of the Fund, in terms of existing expertise of the UNODC in the thematic area of anti-trafficking. However, with regards to policy support and guidance on Anti-Human Trafficking initiatives to the grantee institutions, only 31% of the CSO respondents confirmed having received these; information gathered during the FGDs also substantiates that this was done to a limited extent. Further, some CSOs mentioned during the discussions that they would benefit from policy support, this is in line with the answers of the CSOs who have received documents and support and considered it highly positive (Annex V).

³¹ It is beyond the scope of the evaluation to assess, if the CSOs have a comprehensive mechanism to follow up on victims and whether appropriate measures are in place to avoid revictimization of the victims.

³² 4th Call for Proposals introduces a fast-track emergency subprogram for proposals ranging from USD 5,000 to USD 20,000.

During the FGDs, interviewed CSOs have conveyed that holding periodical online meetings, similar to the FGDs conducted by the evaluation team, so as to exchange relevant information (that is, cross border issues, repatriation, trends and patterns, new trafficking routes etc.), can achieve a positive impact.

Another suggestion mentioned was to establish a network of institutions within their respective countries, to provide different types of services to, amongst others, victims of trafficking, thus providing the victims with an all-round support to become independent. Moreover, enhancing inclusion of CSOs and even survivors in social media campaigns and/or conferences/side-events is viewed as a possibility for expanding outreach and conveying victims' voices and situation on the ground.

HUMAN RIGHTS, GENDER MAINSTREAMING, DISABILITY INCLUSION AND LEAVING NO ONE BEHIND

EVALUATION QUESTIONS:

1. To what extent has the project design and implementation fully considered human rights, gender equality as well as marginalised groups, including people with disabilities?

Finding 14: The Fund has taken human rights and gender related aspects into account since its inception and throughout its implementation, LGBTQI+ and people with disabilities are not explicitly mentioned. While some data on gender, age dimensions of victims of TiP and impact data has been collected, other relevant data has not been systematically gathered, resulting in some programmatic activities been overlooked. CSOs are not required to include, or report on, age-sensitive measures, ethical guidelines and trauma informed consent or safety protocols in project documents.

The Fund, the establishment of which itself is based on support for core human rights and gender issues and is fully in line with the Universal Declaration of Human Rights³³, has taken these aspects into account since its inception. With regards to the Fund's implementation, documents pertaining to the CfPs have been continuously³⁴ updated by the Fund's management staff in order to include human rights and gender-related issues. For example, in CfP 6-I, in 2022, criteria have been conceived so as to promote projects targeting women and girls, men and boys, as well as persons of non-binary³⁵ gender. Furthermore, CfP Guidelines foresee a technical assessment of the proposals to ensure that human rights and gender-related issues are taken into account. Regarding the monitoring mechanism, a new template was drafted in 2022 to better reflect both gender and human rights issues when monitoring CSOs activities.

Notwithstanding these significant and noteworthy improvements, some of the interviewees mentioned that the Fund is yet to achieve a comprehensive mechanism that would systematically collect information on gender, human rights, and marginalized groups, disaggregated data about the victims and survivors, including information about people with disabilities. The CSOs provide partial information about the backgrounds of the victims in different templates and reports.

According to some of the interviewed stakeholders, the lack of more detailed disaggregated relevant data impacts negatively on the capacity of the Fund to build knowledge, capitalise on experiences, gather best practices, lessons learned and know-how from CSOs. Such information could, for example, also be shared among relevant stakeholders, besides contributing to relevant UNODC research, reports, and guidelines. Additionally, improvements with data gathering and management would also contribute to the improvement of internal filing and institutional memory.

While the UNVTF CfP documents do encourage applications that focus on interventions related to non-binary genders (since the fourth grant cycle), findings indicate that LGBTQI+, or people with disabilities have not been explicitly mentioned in the project documents nor in any of the CfP documents, monitoring, or reporting templates. Moreover, there are no references to age-sensitive measures or child-friendly approaches. At present, the Fund does not include any requirement to CSOs to operate under ethical guidelines which would

³³ UN 1948.

³⁴ The evaluation team has reviewed 6 sets of CfPs documents, from 2nd to 6-I CfPs.

³⁵ The term 'non-binary' was inserted following guidance and consultations of the Fund's management team with the UNODC Gender Team.

ensure interventions and guarantee the victims' rights to security, confidentiality, and privacy. Furthermore, existing CSO mechanisms to gather victims and survivors' voices³⁶, that is, 'ethical storytelling', do not explicitly include trauma-informed consent or safety protocols.

Regarding gender mainstreaming in day-to-day work, the Fund's core staff reported having attended relevant training initiatives while also conveying that additional training opportunities would prove helpful.

Finding 15. The grantee CSOs are de facto strongly supporting human rights of the victims, some have specific activities and measures for LGBTQI+ and for people with disabilities. Tailoring interventions to specific backgrounds of victims is extremely expensive and complicated.

The vast majority of CSOs report that they are paying due attention to human rights, gender equality and marginalized groups during implementation (E-survey Annex V). For example, statistics indicate³⁷ that beneficiaries of CSO programs are mainly women and children with only recent increases in the number of male and boys³⁸, which reflects the findings of UNODC's flagship Trafficking in Persons Report 2020.

During the FGDs, some information concerning the background of the victims/survivors was shared by the grantee CSOs in an anonymised manner. Reportedly, victims and survivors combine different backgrounds and factors, such as gender identity, age, disability, nationality, ethnic background, religion or socio-economic status that, when interacting with each other, generate multiple forms of discrimination which regrettably exacerbates vulnerability.

Stakeholders also explained that tailoring interventions to specific backgrounds is extremely complicated and expensive. Main challenges include the lack of specialised referrals at local level, the limited time frames to provide appropriate and comprehensive responses, the complexity of the type of interventions as well as the lack of internal thematic knowledge and understanding or associated social stigma from the families and the local communities.

For instance, with reference to male victims, CSOs report a general lack of identifications due to the lack of awareness and training of authorities. Even in cases where proper identification is established, appropriate and tailored assistance is often not available, generally due to the lack of shelters for male persons. The gender gap in service provision, for example in the health or justice sectors, and the lack of understanding from families and local communities, add to the challenges in the provision of tailored services and assistance. A summary of the discussion which includes references to the challenges faced by CSOs related to this issue is outlined in Annex VI.

A few CSOs have reported working with persons of different gender identity (LGBTQI+). With regards to people with disabilities, some CSOs reported taking into account this group during project implementation, by avoiding physical barriers in shelters and office structures, as well as by reaching out for specialised assistance when victims have a disabling mental illness.

³⁶ A recommendation included in the Mid Term evaluation in 2014 to request the grantees to institute an appropriate and ethical system for soliciting victim feedback has not been formally implemented to date.

³⁷ Victims' data registered in the last 4 Annual reports of the Fund, that is, Annual Reports 2021, 2020, 2019 and 2018.

³⁸ Annual Report 2021 statistics: 3479 Male adult victims and 1039 boys were assisted in 2021.

<https://www.unodc.org/documents/human-trafficking/Human-Trafficking-Fund/UNVTF-AR2021-WEB.pdf>

III. CONCLUSIONS

1. RELEVANCE: The Fund was established to respond to the need to assist victims of trafficking in persons and after more than 10 years, this need is still crucially pertinent, as this criminal activity continues globally in different forms, with new forms emerging, thus seriously violating the basic human rights of persons trafficked. Continuation of support to CSOs is regarded as highly relevant given their first-hand contacts with vulnerable groups, their greater experience in the provision of direct assistance to victims, but also to complement and fill the gaps in in-country institutional efforts, and other funding sources. (Findings 1, 2)

2. EFFICIENCY: Despite facing resource constraints, the Secretariat of the Fund, based at the Co-finance and Partnerships Section of UNODC, took steps, since the fourth grant cycle (in 2020), to increase the frequency of CfP launches every year (minimum two per year), accommodate emergency type interventions and hone issues more specifically by including regional focus to cater to emerging global crises situations. Support provided by staff of different UNODC Units, including, EPEU, HTMSS, Finance and Advocacy, enables the Fund to manage the CfPs; which are widely deemed to be efficient. UNODC FRs are involved to a limited extent in activities related to the Fund and the grantee CSOs, with potential for further involvement. Financial management of the Fund is in compliance with UNODC's rules and procedures. After reviewing expenditures from 2012 – 2021, a scope for enhancing cost efficiency could not be established. (Findings 4, 5, 6)

3. EFFECTIVENESS: The Outcomes and Objective of the Fund, as stated in the latest approved version of the UNVTF project document (2019), are largely assessed to be achieved, the degree of achievement varies. Strategies for funds-mobilisation, donor and stakeholder relations and partnerships have been fully aligned to overall UNODC Fundraising Strategies. However, sustainability of the Fund is yet to be fully achieved. For example, incoming funds fluctuate from year-to-year and grants received earlier from the private sector have reduced considerably; the unspoken strategy is to retain some funds for the following year. Whereas website and social media access, where victims' voices are published, indicates that efforts have been made to enhance the visibility, a potential for improvement of the same was mentioned by interviewed stakeholders. All the Board Members, since 2014, are individuals who have held high-profile positions, most of whom have done work in the field of anti-human trafficking or any related field; they provide strategic guidance to the Fund and support its functioning in different ways. (Findings 7, 8, 9, 10)

4. IMPACT: The Fund has supported 110 CSOs in 55 different countries, reportedly reaching between 3,500-5,000 victims annually, from CfP 2 – CfP 6-I. Survivors share positive experiences and an improvement in their lives after receiving the Fund's assistance, also reporting a positive impact on their families and communities. Grantee institutions have been provided with limited TiP thematic policy support and guidance and currently, a common forum for an exchange does not exist. (Findings 11, 12, 13)

5. HUMAN RIGHTS, GENDER MAINSTREAMING, DISABILITY INCLUSION AND LEAVING NO ONE BEHIND: The establishment of the Fund is based on strong consideration of human rights and gender equality aspects, is in line with the Universal Declaration of Human Rights and taking these aspects into account in its implementation. Similarly, the work of the CSOs is based on basic human rights and gender issues, and most of the CSOs report these aspects to form an integral part of their work and paying due attention to gender aspects and marginalized groups. Although some of the CSOs also report implementing specific activities and measures for LGBTQI+ and people with disabilities, thus making efforts to leave no one behind, they have not been mentioned in project and CfP documents. While some data on gender, age dimensions of victims of TiP and impact data has been collected, other relevant data has not been systematically gathered. (Findings 14, 15)

IV. RECOMMENDATIONS

Co-Financing and Partnerships Section (CPS), United Nations Office on Drugs and Crime (UNODC) should make efforts to implement Recommendations 1, 2, 4, 6 and 7 till 31 December 2023, and Recommendations 3 and 5 till 31 December 2024.

RECOMMENDATION 1 – EFFICIENCY

1.1 CPS, UNODC, should continue with **the implementation of the GLOX42 project**, in line with UN GA Resolution 64/293 and being the only Trust Fund managed at UNODC and ensure that it is included in the organization's strategic priorities, as well as raise awareness on issues, such as the Fund's overall positive impact, as well as on requirements and challenges, including organisational procedures, to the UNODC management.

1.2 It is recommended that CPS, UNODC, identifies its **annual financial and human resource requirements**, in line with its updated UNVTF framework and target indicators and request additional human and financial resources to UNODC management to enable it to carry out strategic and programmatic tasks and activities.

1.3 It is recommended that CPS, UNODC, carries out (individual or group) **briefings for UNODC FRs** in the countries/regions of the grantee CSOs, informing them about the Fund, explain its modus operandi, activities, and results, and provide them with information about the grantee CSOs in their respective countries and regions in an effort to strengthen FR involvement.

Based on findings 1 (Relevance) and 5, 6 (Efficiency).

RECOMMENDATION 2 – FUNDRAISING AND DONOR RELATIONS

2.1 It is recommended that CPS, UNODC, building on previous private sector outreach efforts, develop a more **comprehensive and tailored UNVTF fundraising strategy** and include innovative fundraising, to look beyond traditional forms of funding, to newer possibilities, for example, via social media outlets, or any other to attract more and steadier private donor interest.

Based on finding 7 (Effectiveness).

RECOMMENDATION 3 – COMMUNICATION AND PARTNERSHIPS

3.1. It is recommended that CPS, UNODC, **strengthen strategies for communication and advocacy**, including, inter alia, campaigns, events, published articles, outlets, by giving due attention to inclusion of victims' voices and 'ethical storytelling' through sharing victims' testimonies.

3.2. It is recommended that CPS, UNODC, prepare a **tailored UNVTF strategy for communication, advocacy, and partnership**, expanding on prior efforts made in alignment with overall UNODC Communication Action Plan and Media Guidelines, targeting potential partners and synergies for increasing digital and offline visibility.

Based on findings 7, 8 (Effectiveness) and 6 (Efficiency).

RECOMMENDATION 4 – RESULTS-BASED MONITORING

4.1 It is recommended that CPS, UNODC, **revise the GLOX42 TOC and logical framework matrix**, and include specific and measurable indicators³⁹, taking into account ongoing UNODC Strategies⁴⁰.

4.2 It is recommended that CPS, UNODC, **revise guidelines for staff for virtual and on-site monitoring visits** and develop interview guidelines with victims in order to mainstream more efficient data gathering - to include relevant disaggregated data about victims' backgrounds and intersectionality (also related to R5.1

³⁹ SMART indicators.

⁴⁰ For example, currently, UNODC Strategy 2021-2025.

below); consider including ‘**monitoring costs**’ in the Grant Agreement, for monitoring visit by UNODC FR during project implementation.

Based on findings 5 (Efficiency), 7 (Effectiveness), 12 (Impact) and 14 (HR, GM, DI, LNOB).

RECOMMENDATION 5 – GENDER MAINSTREAMING (GM), HUMAN RIGHTS (HR), DISABILITY INCLUSION (DI), LEAVING NO ONE BEHIND (LNOB)

5.1 It is recommended that CPS, UNODC, **strengthen collection and analysis of information** (also belongs under R7) related to gender dimensions of TiP, human rights, and marginalized groups, including LGBTQI+ and persons with disabilities, in order to better assess the character and scope of these aspects and develop effective and targeted programmatic activities. Corresponding documents of the Fund pertaining to the CfP, as well as reporting and monitoring templates need to be revised and streamlined.

5.2 It is recommended that CPS, UNODC, considers options to enable an **inclusion of survivors’** voices in policy, decision-making and operational processes, for example, by establishing a Survivors’ Coalition Group to advise the Board of Trustees, with a focus on young survivors of trafficking, In line with UNODC Strategy 2021-2025, which calls for promoting a meaningful participation and empowerment of children and youth, and encouraging nominations of **victims/survivors of human trafficking to join as new members of the UNVTF board**. In addition, CPS, UNODC, should consider carrying out **direct consultations** with the victims to gather first-hand information on how the grants are impacting their lives.

Based on findings 3 (Relevance), 12 (Impact), and 14, 15 (HR, GM, DI, LNOB).

RECOMMENDATION 6 – CAPACITY BUILDING FOR CSO

6.1 It is recommended that CPS, UNODC, facilitates the establishment of a **network of grantee CSOs**, as well as **forum for regular dialogues**, for example intra and inter-regional FGDs, and invite Board members to participate, as feasible.

6.2 It is recommended that CPS, UNODC, share with grantee CSOs **knowledge materials**, such as reports, toolkits, guidelines and recommendations for working procedures and services required in the identification, protection, and access to services of victims, including avoiding physical barriers in shelters and office structures to enable better access for persons with disabilities, as well as age-sensitive measures, ethical guidelines and trauma-informed consent and safety protocols. CPS, UNODC, could invite grantee CSOs to participate in **knowledge and networking initiatives already available at the UNODC**, for example, knowledge hub ‘Whatson’⁴¹ and learning management system UNODC KNOWTS⁴².

Based on findings 1 (Relevance), 12, 13 (Impact) and 14 (HR, GM, DI, LNOB).

RECOMMENDATION 7 – INFORMATION AND KNOWLEDGE MANAGEMENT AT THE FUND

7.1 It is recommended that CPS, UNODC, prepare, a consolidated **database**, for example in MS Excel, with all relevant data of UNVTF projects, stakeholders and relevant indicators, inter alia, UNODC FRs, donors, grantee CSOs, contact information, focal persons, start-dates, end-dates, amounts, reporting, key-words summary of projects, target indicators achieved, including number of victims supported with gender-disaggregated data as well as other relevant aspects such as intersectionality and others mentioned above (R4 and R5) to highlight grantee performance. Secondly, it is also recommended that CPS, UNODC, prepare a **knowledge database** with impact data, for example survivors’ stories, good practices, lessons learned, lessons from the field.

Based on findings 3 (Relevance), 7 (Effectiveness), 12, 13, (Impact) and 14, 15 (HR, GM, DI, LNOB).

⁴¹ <https://whatson.unodc.org/>

⁴² www.knowts.unodc.org

V. LESSONS LEARNED AND GOOD PRACTICES

LESSONS LEARNED

1. Despite human resource constraints, the Secretariat has been able to successfully operationalize the TF with the support provided by other UNODC Units and Sections, namely, EPEU, HTMSS, Advocacy and Finance.
2. UNVTF funds were the only source of funding for the grantee CSOs. For example, during the COVID-19 pandemic, UNVTF funds were regarded as extremely important as there was lack of alternative funding for direct assistance of victims.
3. CSOs also confirmed that UNVTF funds achieve longer-term impact which stretch beyond project completion, and hence there may be relevance in pursuing further impact data.
4. Data on beneficiaries, with gender and age segregation, as well as types of activities of grant recipients (here, civil society organizations) have been systematically collected and reflected in the UNVTF annual reports since 2018. There is, however, relevance in strengthening data collection, compiling and analysis around intersectionality aspects of TiP and impact data to build knowledge, capitalise on experiences, gather best practices, lessons learned and know-how from CSOs
5. UNODC in-house resources have not been utilized to their full potential; for example, the FRs are involved to a limited extent in the activities of the Fund, different reports and toolkits on anti-trafficking, and the knowledge and information platforms – KNOWTS and Whatson – can also be shared with the grantee CSOs.
6. The Fund's visibility, awareness raising, and fundraising activities achieve higher visibility when combined with highlighted dates and events; for example, the Fund's 10 years' celebration, Blue Heart campaigns and World TiP Day.

GOOD PRACTICES

1. Fast-track emergency aid sub-program has been appreciated as an effective, useful and timely response to the crisis situation presented due to the COVID-19 pandemic.
2. Videos with testimonies of victims disseminated via different channels have contributed to the Fund's efforts to include survivors' voices and ensuring a victim/survivor-centred approach to combating human trafficking. This is also expected to make visible CSOs efforts and work.
3. CSOs praised the flexible approach in the utilisation of UNVTF funding; this is in terms of funding activities that otherwise are very difficult to cover by other funding sources
4. UNVTF has been able to increase its digital media footprint (website, Facebook, Twitter, and Weibo), with over 700,000 annual website visits that spike during key advocacy event dates. As part of its innovative fundraising initiative, the UNVTF also added the first and only donate button on the UNODC website, which seeks direct contributions to the Fund through the UN Foundation.
5. The CfP application process and templates have been appreciated to be non-complicated, easy to fill, fair and objective. The inclusion of UN languages in a few CfPs, namely, French, Russian and Spanish, has been appreciated by the grantee institutions, as well as accessibility of Secretariat staff to clarify questions before submitting their proposals.
6. The Fund has made efforts to have a wide geographical coverage, and grantee institutions are located in East, Southeast, West and Central Asia, Africa and the Middle East, Southeast Europe and Latin America and the Caribbean.
7. The use of virtual adaptive tools during the implementation of the Fund is regarded as very useful and effective, in particular in crisis situation or when funding is limited. For example, the online monitoring system used during COVID-19, the use of virtual platforms to coordinate with the CSOs, or the organisation of virtual fundraising concerts.

ANNEX I: TERMS OF REFERENCE

Background and Context

Project duration (dd/mm/yyyy-dd/mm/yyyy):	27.09.2011 – 31.12.2023 (The UNVTF was established by GA Resolution 64/293 in August 2010 and is currently active and operational)
Location (Country/ies and sub-national focus areas, if relevant):	Global
Linkages to Country, Regional and Thematic Programmes & UNODC Strategy 2021-2025:	Sub-programme 1. Countering transnational organized crime, illicit trafficking, and illicit drug trafficking. Sub-programme 7. Policy support
Linkages to the SDG targets to which the project contributes:	SDG 3, 4, 5,8,16, 17.
Executing Agency (UNODC office/section/unit):	United Nations Office on Drugs and Crime, DPA, CPS
Partner Organizations:	
Donor(s):	Pooled fund (34 Member States and 32 Private Sector Donors as of Dec 2021).
End Beneficiaries/Recipients:	Survivors of Human Trafficking
Total Approved Budget (USD):	USD 9,914, 284
Total Overall Budget (USD):	USD 9,914, 284
Total Expenditure by date of initiation of evaluation (USD):	USD 700,144,9 (Dec 2021)
Name and title of Project/Programme Manager(s) and implementing UNODC office(s)/section(s)/unit(s):	Flavio Mirella, Chief, Co-Financing and Partnerships Section, UNODC
Time frame of evaluation: (planned start and end date of the evaluation process)	17/10/22 to 10/02/23
Budget for this evaluation in USD ⁴³ :	USD 35,000
Number of independent evaluators planned for this evaluation ⁴⁴ :	2
Type and year of past evaluations (if any):	Mid-term evaluation in 2014.

⁴³ Including fees for evaluation team, travel, printing, editing, translation, interpretation, etc.

⁴⁴ Please note that the recommendation for any UNODC evaluation is at least two independent evaluators, i.e. one Evaluation Expert and one Substantive Expert in the subject area of the project to be evaluated.

Project Overview

The United Nations Voluntary Trust Fund for Victims of Trafficking in Persons, Especially Women and Children (henceforth UNVTF/Trust Fund used interchangeably), was instituted by General Assembly Resolution A/RES/64/293, under the Global Plan of Action to Combat Trafficking in Persons in July 2010. Article 38 of the resolution stipulated that the Trust Fund would provide humanitarian, legal and financial aid to victims of trafficking in persons through established channels of assistance, such as governmental, inter-governmental and non-governmental organizations. UNODC was mandated to manage the Trust Fund. UNODC is supported by a Board of Trustees composed of five persons, appointed by the UN Secretary-General for a three-year term, who have relevant experience in the field of human trafficking. The Board provides strategic direction to the Trust Fund, mobilizes resources, and makes resource allocations.

The UNVTF aligns with the Protocol to Prevent, Suppress and Punish Trafficking in Persons, Especially Women and Children, supplementing the UN Convention against Transnational Organized Crime, as the first global international legal framework to protect and assist victims of trafficking with respect for their human rights.

The project (GLOX42) was created to facilitate the administration of the Trust Fund. Primarily, to manage the grants awarded through the Small Grants Facility (SGF) of the Trust Fund to Non-Governmental Organizations (NGOs) and to manage the budgeting and expenditure of the direct costs related to the Trust Fund operations.

Through the funding of projects, the Trust Fund emphasises a victim-centred approach that aligns with the "3P" paradigm of "Prevention", "Prosecution" and "Protection", formulated under the Trafficking in Persons Protocol. This paradigm serves as the fundamental framework used by governments around the world to combat human trafficking and seeks to guarantee the rights of each individual victim.

The UNVTF awards multi-year grants of up to USD 60,000 to global CSOs that provide victim-centred comprehensive support and humanitarian aid to survivors of human trafficking in desperate need of help. With the latest 20 selected proposals, the Trust Fund has awarded over 6 million USD to more than 140 projects implemented by civil society partners, thereby directly supporting over 5,000 victims a year, most of which are women and girls.

The Project's Objective:

The Trust Fund's main objective is to provide humanitarian, legal and financial aid to victims of trafficking in persons through established channels of assistance, such as governmental, inter-governmental and non-governmental organizations.

The project's main objective is to create and strengthen support structures for victims of trafficking, specifically, humanitarian, legal and financial support through implementing partners including governments, intergovernmental organisations, and non-governmental organisations.

The Project's Outcomes:

1	Outcome 1: The Voluntary Trust Fund for Victims of Trafficking in Persons, Especially Women and Children is managed effectively and sustainably.
2	Outcome 2: Establish funding instruments which respond to urgent temporal and local challenges, strengthening front-line support providers, principally NGOs.
3	Outcome 3: A Board of Trustees to provide strong and coherent strategic guidance.

Purpose and Scope of the Evaluation

Planned utilisation of the evaluation results ⁴⁵ :	The UNVTF will draw lessons learnt from the evaluation results to help improve the management and operations of the Trust Fund; to further accountability to donors; identify the value added of the Trust Fund and formulate recommendations for improvement.
Main users of the evaluation results ⁴⁶ :	UNODC as Trust Fund manager, the Board of Trustees, the donors, the UN Member States advocating for the creation of the Trust Fund, i.e., the Group of Friends United against Human Trafficking.
Unit of analysis (full projects/segment/etc.)	The UN Trust Fund for Victims of Human Trafficking, project GLOX42
Time period covered by the evaluation:	June 2014 – December 2022
Geographical coverage of the evaluation:	Global. Given that the UN Trust Fund for Victims of Human Trafficking has provided funding to NGOs in more than 60 different countries around the globe, that it is a UN-wide Trust Fund and open to contributions from a wide range of donors, the coverage of the evaluation will be global.

All findings and recommendations as well as the management response pertain solely to the UNODC project/programme being evaluated and is not in any way targeted to Member States, implementing partners or other entities that took part in this project/programme.

Evaluation Criteria

The evaluation will be conducted based on the below selected relevant DAC criteria⁴⁷. All evaluations must include gender, human rights, disability inclusion and no one left behind. Ideally these are mainstreamed within the evaluation questions. Moreover, the evaluation needs to identify lessons learned⁴⁸ and good practices. The evaluation questions will be further refined by the Evaluation Team in the drafting of the Inception Report.

Criteria	Evaluation question
Relevance ⁴⁹ : Is the intervention doing the right thing?	To what extent has the UNVTF been relevant to stakeholder's (e.g., victims of trafficking, grantee NGOs, governments, Member States, etc.) needs and priorities?

⁴⁵ e.g. inform the future development of the project or similar projects, for organizational learning, assess the success and areas of improvement of the project etc.

⁴⁶ e.g. senior management, programme management, stakeholders, beneficiaries, donors etc.

⁴⁷ <https://www.oecd.org/dac/evaluation/daccriteriaforevaluatingdevelopmentassistance.htm>

⁴⁸ Lessons learned concern the learning experiences and insights that were gained throughout the project/ programme.

⁴⁹ Relevance is the extent to which the activity is suited to the priorities and policies of the target group, recipient and donor.

Criteria	Evaluation question
	To what extent is the Trust Fund relevant for the NGOs eligible for its grants to help them become more prominent interlocutors in advocating for victims' rights?
Efficiency ⁵⁰ : How well are resources being used?	To what extent has the project delivered outputs in a timely and efficient manner?
Effectiveness: Is the intervention achieving its objectives? ⁵¹	To what extent did the UN Trust Fund achieve its intended outcomes and objective to assist victims of human trafficking? Has it met the expectations of the UN Member States that advocated for its creation?
Impact ⁵² : What difference does the intervention make?	What are some preliminary findings about the impact the Trust Fund grants are making to the long-term well-being of victims of trafficking in persons?
Human rights, gender equality, disability inclusion and leaving no one behind ⁵³ : Has the intervention been inclusive and human rights based?	To what extent has the project design and implementation fully considered human rights, gender equality as well as marginalized groups, including and people with disabilities?

⁵⁰ The extent to which the intervention delivers, or is likely to deliver, results in an economic and timely way.

⁵¹ The extent to which the intervention achieved, or is expected to achieve, its objectives, and its results, including any differential results across groups.

⁵² The extent to which the intervention has generated or is expected to generate significant positive or negative, intended, or unintended, higher-level effects.

⁵³ The extent to which the project/programme has mainstreamed human rights, gender equality, and the dignity of individuals, i.e., vulnerable groups, including those with disabilities.

Evaluation Methodology

All evaluations of the United Nations system are guided by the principles of human rights, gender equality, disability inclusion and leaving no one behind. Gender-sensitive and disability inclusive evaluation methods and gender-sensitive and disability inclusive data collection techniques are therefore essential to identify key gender issues, address marginalized, disabled, hard-to-reach and vulnerable population.

The methods used to collect and analyse data.

While the evaluation team shall fine-tune the methodology for the evaluation in an Inception Report, a **mixed-methods approach of qualitative and quantitative methods** is mandatory due to its appropriateness to ensure that evaluation conclusions, findings, recommendations, and lessons learned are substantiated by evidence and based on sound data analysis and triangulation; as well as a gender-sensitive, inclusive, respectful and participatory approach and methodology to capture disability and gender equality issues. Special attention will be paid to: (i) ensuring that voices and opinions of both men, women, and other marginalised groups, such as people with disabilities are heard (including gender related and disaggregated data, (e.g., by age, sex, countries etc.); (ii) ensuring an **unbiased and objective approach and the triangulation of sources, methods, data, and theories**. The limitations to the evaluation need to be identified and discussed by the evaluation team in the Inception Report, e.g., data constraints (such as missing baseline and monitoring data). Potential limitations as well as the chosen mitigating measures should be included. The evaluation team will be asked to present a dedicated methodology in the Inception Report outlining the evaluation criteria, indicators, sources of information and methods of data collection. The evaluation methodology must conform to the United Nations Evaluation Group (UNEG) Norms and Standards as well as the UNODC Evaluation Policy, guidance, tools, and templates. The evaluation team is also expected to use interviews, surveys and/or any other relevant quantitative and/or qualitative tools as a means to collect relevant data for the evaluation. While maintaining independence, the evaluation will be carried out based on a participatory approach, which seeks the views and assessments of all parties identified as the stakeholders of the project/ programme.

The final evaluation report will be externally independently assessed (facilitated by IES) and the final rating will be included in the report. Based on this assessment, the report may not be published if it does not meet minimum quality standards.

All tools, norms and templates to be mandatorily used in the evaluation process can be found on the IES website: <https://www.unodc.org/unodc/en/evaluation/guidelines-and-templates.html>

MID-TERM INDEPENDENT PROJECT EVALUATION OF GLOX42

Timeframe and Deliverables

Evaluation stage	Start date (dd/mm/yy)	End date (dd/mm/yy)	Subsumed tasks, roles	Guidance / Process description
Finalisation ToR (2-4 weeks)	29/08/22	16/09/22	Initiate the evaluation in Unite Evaluation and upload ToRs; finalise draft ToR based on IES feedback; IES shares final draft with CLPs; PM to finalise ToR based on CLPs feedback.	Includes 1 week review by IES and 1 week review by CLPs; multiple revisions by PM based on IES and CLPs feedback; final clearance by IES; in parallel, outreach by PM to qualified evaluators (consultation with IES on potential candidates)
Recruitment (3-4 weeks)	19/09/22	14/10/22	Consult with IES on potential evaluators; PM manages full recruitment process ⁵⁴	Review and clearance of evaluators by IES before recruitment can be initiated by PM. Note: please follow the usual process for recruiting international/national consultants.
Inception Report, incl. desk review (2 weeks)	17/10/22	04/11/22	Kick-off meeting with PM and evaluators; desk review by evaluators, followed by draft Inception Report; Review by IES; clearance of revised Final Inception Report by IES	Includes 1 week review and clearance by IES; IES may participate in the kick-off meeting
Data collection (incl. field missions) (3-4 weeks) ⁵⁵	07/11/22	02/12/22	Field missions; observation; interviews; etc. by evaluators	Coordination of data collection dates and logistics by PM.
Analysis and draft report	05/12/22	23/12/22	Data analysis and drafting of report by evaluators	Includes 1 week review by IES, followed by 1 week review by PM.

⁵⁴ Please follow the official recruitment process for international, regional or national consultants at UNODC.

⁵⁵ Data collection is currently likely to take longer than usual due to competing priorities of stakeholders and beneficiaries due to COVID-19. Data collection phase may imply on-line interviews, surveys etc instead of travel/face-to-face interviews.

MID-TERM INDEPENDENT PROJECT EVALUATION OF GLOX42

Evaluation stage	Start date (dd/mm/yy)	End date (dd/mm/yy)	Subsumed tasks, roles	Guidance / Process description
(3-4 weeks)	26/12/22	13/01/23	Review by IES; review by PM; revision of draft report by evaluators	
Draft report for CLP comments (1 week)	16/01/23	23/01/23	CLPs review and provide comments to IES	CLP comments are compiled and shared by IES with evaluators
Final report, evaluation brief, PowerPoint slides, and External Quality Assessment (1-2 weeks)	24/01/23	31/01/23	Revision by evaluators; Evaluation report, 2-page Evaluation Brief and PowerPoint slides are finalised by evaluators based upon feedback by IES and PM; external quality assessment of report; completion of MR and EFP by PM	Includes 1 week review and clearance by IES of Final Report and Brief and 1 week review by PM of Brief and PowerPoint slides; 1 week for external quality assessment facilitated by IES
Presentation (1 day)	01/02/23	10/02/23	Presentation organised by PM.	Date of presentation of final results to be agreed between PM and evaluators; IES to be invited.

The UNODC Independent Evaluation Section may change the evaluation process, timeline, approach, etc. as necessary at any point throughout the evaluation process.

Evaluation Team Composition

Role	Number of consultants ⁵⁶ (national/international)	Specific expertise required ⁵⁷
Evaluation Expert	1 consultant	Evaluation methodology, experience and knowledge of the UN system
Substantive Expert	1 consultant	Thematic expertise in counter-human trafficking, familiarity with international instruments, especially conventions related to counter trafficking in persons

The evaluation team will not act as representatives of any party and must remain independent and impartial and must not have been involved in the design and/or implementation, supervision, and coordination of and/or have benefited from the programme/project or theme under evaluation.

Furthermore, the evaluation team shall respect and follow the UNEG Ethical Guidelines for conducting evaluations in a sensitive and ethical manner. The qualifications and responsibilities for each evaluation team member are specified in the respective job descriptions attached to these Terms of Reference (Annex 1). The evaluation team will report exclusively to the Chief or Deputy Chief of the UNODC Independent Evaluation Section, who are the exclusive clearing entity for all evaluation deliverables and products.

The evaluation team will be issued consultancy contracts and paid in accordance with UNODC rules and regulations.

The payment will be made by deliverable and only once cleared by IES. Deliverables which do not meet UNODC and UNEG evaluation norms and standards will not be cleared by IES. IES is the sole entity to request payments to be released in relation to evaluation. Project/Programme Management must fulfil any such request within 5 working days to ensure the independence of this evaluation process. Non-compliance by Project/Programme Management may result in the decision to discontinue the evaluation by IES.

⁵⁶ Please note that an evaluation team needs to consist of at least 1 independent evaluator – the Evaluation Expert – and ideally one Substantive Expert.

⁵⁷ Please add the specific technical expertise needed (e.g., expertise in anti-corruption; counter terrorism; etc.) – please note that at least one evaluation team member needs to have expertise in human rights and gender equality.

ANNEX II: STAKEHOLDERS CONSULTED DURING EVALUATION

Organisation	Number of stakeholders	Type of stakeholder (see note below)	Sex disaggregated data	Country(ies)
UNODC	14	Executing Agency	Male: 6 Female: 8	Albania, Armenia, Austria, Bangladesh, Benin, Bolivia, Colombia, Cote d'Ivoire, DR Congo, Ecuador, Ethiopia, Georgia, Ghana, Guinea, India, Italy, Kyrgyzstan, Lebanon, Liechtenstein, México, Moldova, Nepal, Nigeria, Panama, Philippines, Russia, Serbia, Switzerland, Uganda, United Kingdom, Thailand, Togo, Ukraine, United States of America, Uzbekistan, Viet Nam.
Donors, International Trust Funds	2	Donor, Trust Fund Experts	Male: 1 Female: 1	
External experts	2	International Experts	Male: 1 Female: 1	
UNVTF Board of Trustees	3	Executing Agency	Male: 1 Female: 2	
Grantee Institutions	53	Civil society organizations	Male: 8 Female: 45	
	Total: 74		Male: 17 Female: 57	

Note: A stakeholder could be a Civil Society Organisation; Project/Programme implementer; Government recipient; Donor; Academia/Research institute; etc.

STAKEHOLDERS PARTICIPATING IN SURVEYS OR OTHER FORMS OF WRITTEN FEEDBACK:

Type of stakeholder	Number of responses	Sex disaggregated data
Civil Society Organizations	55	Male: 25 Female: 28 No disclosure: 2
UNODC Field Representations	9	Male: 2 Female: 7
Board Members	4	Male: 1 Female: 3
	Total: 68	Male: 28 Female: 38 No disclosure: 2

Note: there may be stakeholders interviewed and the same individuals may also have replied to surveys, which cannot be tracked to ensure confidentiality and anonymity. Therefore, these numbers cannot be combined.

ANNEX III: DESK REVIEW LIST

UNODC DOCUMENTS

- GLOX42 Project document
- TOR UNVTF
- Full ToR for the evaluation
- UNVTF Annual Reports 2014-2021 – 8 documents
- UNVTF Board Meeting minutes since 2014 – 14 documents
- UNVTF MTE report 2014
- UNVTF Grants Process Documents – 3 documents
- UNOV/UNODC’s Strategy for Gender Equality and the Empowerment of Women (2018-2021)
- UNODC Strategy 2021-2025
- UNODC Evaluation Guidance Documents and Templates
- List of Stakeholders
- UNVTF Financial reports– 8 documents, from 2014 to 2021
- Step by Step Process of Call for Proposals
- Call for Proposals documents – 56 documents
- CSOs Progress and Final Reports– 10 documents
- Donor reports– 2 documents
- Monitoring Questionnaire Template
- Monitoring Missions Reports– 9 documents
- UNODC Fundraising Strategy
- UNODC Organizational Structure– 2 documents
- Annual Website Analytics Reports – 4 documents
- Consolidated CSO contact list
- UNODC Toolkit for mainstreaming Human Rights and Gender Equality into criminal justice interventions to address trafficking in persons and smuggling of migrants.
- UNODC Knowledge Hub on Human Trafficking & Migrant Smuggling, KNOWTS document.

EXTERNAL DOCUMENTS

- UNGA Res. 64/293
- UNEG Norms and Standards for Evaluation (2016)
- UNEG Integrating human rights and gender equality in evaluations.
- CSO reports submitted (some examples)
- UN Trust Fund to End Violence against Women, Grants Management System Documentation
- UN Voluntary Trust Fund on Contemporary Forms of Slavery, Annual Grant Cycle Documentation
- UN, The Inter-Agency Coordination Group against Trafficking in Persons, The Gender Dimensions of Human Trafficking, 2017
- UN Inter-Agency Project on Human Trafficking, Guide to Ethics and Human Rights in Counter-Trafficking, 2008
- OSCE Applying Gender-Sensitive Approaches in Combating Trafficking in Human Beings
- Council of Europe Gender Equality and Trafficking in Human Beings toolkit, 2022
- European Institute for Gender Equality, Gender-specific measures in anti-trafficking actions, 2018
- ODIHR National Referral Mechanisms (NRM Handbook) Joining efforts to protect the Rights of Trafficked Persons, 2022.
- G R E T A Group of Experts on Action against Trafficking in Human Beings, Thematic Chapter of the 8th General Report on GRETA’s activities, Assistance to victims of Human Trafficking, 2019
- UN Women, Safe consultations with survivors of violence against women and girls, 2022
- US Department of State, Trafficking in Persons Report 2022.

ANNEX IV: EVALUATION TOOLS: QUESTIONNAIRES AND INTERVIEW GUIDES

SEMI-STRUCTURED INTERVIEW GUIDES BY STAKEHOLDER GROUP

Semi-structured interviews were conducted with the stakeholders involved in the project, as well as external experts with thematic expertise, to deepen the understanding as well as receive further in-depth information from the stakeholders, in addition to the short survey. Before commencing with the interviews, the Project Manager was requested to inform all stakeholders about the evaluation and the interviews. Questions were (slightly) adapted depending on the stakeholder, for example, they were different for donors and for implementing partner/beneficiary institutions.

Introduction via Evaluation Team:

The Independent Evaluation Section of United Nations Office on Drugs and Crime (UNODC) is in the process of conducting an Independent Evaluation of the “Management of the United Nations Voluntary Trust Fund for Victims of Trafficking in Persons, especially Women and Children” (UNODC ID GLOX42). The evaluation is undertaken in line with UNODC and UNEG norms and standards for evaluation.

The purpose of the independent evaluation is to draw lessons from the evaluation results to help improve the management and operations of the Trust Fund; to further accountability to donors; identify the value added of the Trust Fund and formulate recommendations for improvement.

The evaluation is carried out by a team of external independent evaluators, consisting of an Evaluation Expert, Ms. Suman Lederer and a Substantive Expert, Ms. Monica Portillo.

Please let us know if you think or feel that responding to the questions of the evaluation, or speaking with the evaluation, has the potential to harm you in any way, either immediately or in the long-term.

Confidentiality: The interview is entirely confidential with all information received being aggregated and anonymised. No individual will be quoted, nor will the organization they represent be identified. The data collected will only be used for evaluation purposes. Your participation in the interview is voluntary and you may withdraw from it at any moment.

INTERVIEW QUESTIONS FOR PROJECT STAFF:

General questions

1. Name
2. Gender
3. Position
4. Location
5. Since when are working with the UNODC?
6. Since when are you involved with the UNVTF and what is your role within your organization for the UNVTF?
7. Are you full-time dedicated to the UNVTF?

8. What are your tasks and responsibilities?

Specific questions:

Relevance

9. Are there any specific country strategies or action plans in the grantee countries relevant to human trafficking?
10. Are you aware of any city- or country-level plan/strategy and/or budget to support victims/survivors of trafficking?
11. Can you please name a few of your other funding sources/donors?
12. What is the ratio of applications to grants per call for proposals?
13. How are the criteria of the Calls for Proposals being identified? Who is involved?
14. In your opinion, to what extent are the needs of the victims/survivors, CSOs and donors being taken into consideration in the Calls for Proposals?
15. In your opinion, what difference would it make in the grantee countries/institutions in the absence of the UNVTF?

Efficiency

16. In your opinion, to what extent do you consider that the Grants management system and process is efficient? (Call for proposal process, appraisal of CSOs projects, disbursement of funds etc). What factors contribute to its efficiency or not?
17. What is the average time, after a proposal being accepted, that funds from the UNVTF are disbursed?
18. In your opinion, does the UNVTF Secretariat have adequate resources for carrying out its work?
19. Are you aware if the UNVTF is partnering with any other anti-human trafficking initiatives? In your opinion, can any benefits/synergy effects be achieved via such partnerships? Please elaborate.
20. To what extent are the UNODC field offices/representations involved in any manner in the work of the UNVTF (for e.g. monitoring)?
21. What are the issues and challenges faced in implementing your work, in terms of resources (time and funds)?
22. In your opinion, could anything have been done differently in the whole process, for example, to increase efficiency?

Effectiveness

23. In your opinion, have the Outcomes “...” and Objective “...” been achieved? Why? Why not?
24. If not, what would have been (additionally) necessary to achieve the Outcome and/or Objective of providing humanitarian, financial and legal support to the victims/survivors of trafficking?
25. What, in your opinion, is the value-added of the UNVTF?
26. What could be considered additionally and/or differently to carry out / in carrying out its work?
27. Can you please explain the activities you carry out to illustrate the work of and results achieved by the UNVTF?
28. Can you please explain the UNVTF Grant's monitoring framework? To what extent do you think this monitoring mechanism is effective?
29. Can you please explain the UNVTF Fundraising and Outreach Strategy? In your opinion, which elements of the strategy are effective and which are not?
30. To what extent are you implementing any innovative ways of mobilising funds?

31. In your opinion, to what extent are the results of the work carried out by the UNVTF adequately visible?

Impact:

32. How many CSOs in how many countries have you supported so far?

33. Do the grantee CSOs have a mechanism to follow-up on victims/survivors after providing them with support?

34. What kind of support is provided by the grantee CSOs to the victims/survivors of trafficking?

35. To what extent does the support provided have any impact on victims' lives? Please elaborate.

36. How many persons (who are trafficking victims) does the UNVTF provide support to on an average per year, via the grantee CSOs?

37. What impact would the absence of the UNVTF have on the grantee CSOs and their work of providing support to victims/survivors?

38. Is the UNVTF providing any policy support/guidance to governments and other institutions, via the UNODC, in anti-human trafficking?

Human rights, gender equality

39. How were aspects related to human rights, gender equality and marginalised groups – including people with disabilities taken into consideration in the calls for proposals or any of your advocacy work?

40. Are there any challenges in effectively mainstreaming gender and human rights in your work? Please elaborate how this can be done enhanced.

General:

41. In your opinion, what are the lessons learned so far? How are these lessons learned being taking into consideration to make changes?

42. Any other comments, feedback, or suggestions for the UNVTF?

INTERVIEW QUESTIONS FOR DONORS:

General questions

1. Name

2. Gender

3. Organization

4. Position

5. Location

6. Since when are you involved with the UNVTF and what is your role within your organization for the UNVTF?

Specific questions:

Relevance

7. Are you aware of any national plan/strategy and/or budget to support victims/survivors of trafficking in the countries strongly affected by trafficking?

8. What difference would it make in the grantee countries in the absence of the UNVTF?

Efficiency

9. What is your opinion about the process of providing funds (calls for proposals, etc.)?

10. In your opinion, does the UNVTF Secretariat have adequate resources for carrying out its work?

11. In your opinion, has the UNVTF met your expectations so far regarding managing the funds (on a scale of 1-5, 1=not at all; 5=completely)? Why? Why not?
12. Are you aware if the UNVTF is partnering with any other anti-human trafficking initiatives? In your opinion, can any benefits/synergy effects be achieved via such partnerships?

Effectiveness

13. In your opinion, has the Objective “...” been achieved? Why? Why not?
14. If not, what would have been (additionally) necessary to achieve the Objective of providing humanitarian, financial and legal support to the victims/survivors of trafficking?
15. Has the UNVTF met your expectations so far in terms of support provided to victims of trafficking (on a scale of 1-5, 1=not at all; 5=completely)? Why? Why not?
16. What, in your opinion, is the value-added of the UNVTF?
17. In your opinion, is the UNVTF carrying out its assigned work in an effective and efficient manner?
18. To what extent is the work of and results achieved by the UNVTF adequately visible?
19. In your opinion, how would you rate the advocacy work carried out by the UNVTF? (on a scale of 1-5, 1=not at all; 5=completely)? Why? Why not?
20. To what extent is the monitoring system of the UNVTF adequate?
21. To what extent is the fund-mobilization strategy of the UNVTF adequate? Innovative?
22. To what extent are you satisfied with the UNVTF Annual Reports you receive?
23. What could be considered additionally and/or differently to carry out / in carrying out its work?

Impact:

24. What impact would the absence of the UNVTF have on the grantee CSOs, and thus, on victims/survivors of trafficking?

Human rights, gender equality

25. To what extent are aspects related to human rights, gender equality and marginalised groups – including people with disabilities taken into consideration in the work of the UNVTF?

General:

26. In your opinion, what are the lessons learned so far? How are these lessons learned being taking into consideration to make changes?
27. Any other comments, feedback, or suggestions for the UNVTF?

INTERVIEW QUESTIONS FOR BOARD MEMBERS:

General questions

1. Name
2. Gender
3. Organization
4. Position
5. Location
6. Since when are you a board member?
7. Have you been involved with the UNVTF before being a board member?

8. Have you been involved with work related to trafficking before?

Specific questions:

Relevance

9. Are you aware of any city- or country-level plan/strategy and/or budget to support victims of trafficking?

10. Can you please name a few other funding sources/donors for trafficking?

11. What difference would it make in the grantee countries in the absence of the UNVTF?

Efficiency

12. What is your opinion about the process of providing funds (calls for proposals, etc.)?

13. In your opinion, could anything have been done differently in the whole process, for example, to increase efficiency?

14. In your opinion, does the UNVTF Secretariat have adequate resources for carrying out its work?

15. Do you see any potential for synergy effects to be achieved? How? Please elaborate.

16. To what extent are the UNODC field offices/representations involved in any manner in the work of the UNVTF (for e.g., monitoring)?

Effectiveness

17. In your opinion, has the Objective “...” been achieved? Why? Why not?

18. If not, what would have been (additionally) necessary to achieve the Objective of providing humanitarian, financial and legal support to the victims/survivors of trafficking?

19. What activities do you carry out to advocate for the UNVTF?

20. What, in your opinion, is the value-added of the UNVTF?

21. In your opinion, is the UNVTF carrying out its assigned work in an effective and efficient manner?

22. Are the results of the work carried out by the UNVTF adequately visible?

23. To what extent is the monitoring system of the UNVTF adequate?

24. To what extent is the UNVTF fund-raising strategy adequate? Innovative?

25. Has the UNVTF met your expectations so far in terms of support provided to victims of trafficking (on a scale of 1-5, 1=not at all; 5=completely)? Why? Why not?

Impact:

26. Based on your experience, does the support the UNVTF provides have any implications on victims/survivors of trafficking?

27. What impact would the absence of the UNVTF have on the grantee CSOs and thus, on victims/survivors of trafficking?

28. Is the UNVTF providing any policy support/guidance to governments and other institutions, via the UNODC, in anti-human trafficking?

Human rights, gender equality

29. How were aspects related to human rights, gender equality and marginalised groups – including people with disabilities taken into consideration in the work of the UNVTF?

30. Are there any challenges in effectively mainstreaming gender and human rights in your work? Please elaborate how this can be done enhanced.

General:

31. In your opinion, what are the lessons learned so far? How are these lessons learned being taking into consideration to make changes?
32. Any other comments, feedback, or suggestions for the UNVTF?

ONLINE SURVEY/QUESTIONNAIRE

A short e-survey, prepared on SurveyMonkey website, was sent to all the stakeholders, except UNODC HQ staff, to receive their feedback via close-ended questions, to enable a quantitative analysis of the responses. The link to the survey was sent via e-mail. During the semi-structured interviews and FGDs, the evaluation team increased the depth of information to be collected.

Before sending out the e-mail with the link to the survey, the Project Manager was informed, and informed all the stakeholders about the evaluation and the e-survey.

Dear [Name],

UNODC has been administering the United Nations Voluntary Trust Funds (UNVTF) for victims of trafficking in persons, especially women and children since 2010. The objective of the UNVTF is “to provide humanitarian, legal and financial aid to victims of trafficking in persons through established channels of assistance, such as governmental, inter-governmental and non-governmental organizations”. As foreseen for the UNVTF, as well as in line with UNODC’s evaluation policy, an independent evaluation is being carried out to draw lessons learnt for improving the management and operations of the Trust Fund, to further accountability and identify value added of the Trust Fund.

The evaluation is carried out by a team of external independent evaluators, consisting of an Evaluation Expert, Ms. Suman Lederer and a Substantive Expert, Ms. Monica Portillo.

As a stakeholder of the project, your feedback would be very important for the evaluation process. All the information provided will be kept confidential.

You will need about 5-7 minutes to respond to the questions. We request you to kindly complete the survey by [Date] [2 weeks]. In case of any questions, please do not hesitate to contact Ms Suman Lederer at suman.lederer@theleders.at

Thank you very much for your valuable time and feedback.

E-survey for CSOs:

		Female	Male	Other	I don't want to answer this question	
A	Please select your gender					
B	Please mention the country in which you are working					
C	Please state the type of your organization	Govt, Development Agency, Donor, Civil Society, Academia				
		Highly relevant	Relevant	Not so relevant	Not relevant at all	I cannot answer this question

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1	To what extent has the UNVTF been relevant to the needs of the following:					
A	Grantee CSOs					
B	Victims/survivors of trafficking					
2	What part of your yearly budget is being funded by the UNVTF?					
3	Can you please name a few of your other funding sources/donors? If any					
		Yes	No			
4	Are there any specific country strategies or action plans in your country relevant to human trafficking?					
		Yes	No			
5	Are you aware of any city- or country-level plan/strategy and/or budget in your country to support victims of trafficking?					
6	How many times have you applied for grants from the UNVTF? Please mention in figures	Free text				
7	How many times have you received funding from the UNVTF? Please mention in figures	Free text				
8	What is the average time, after your proposal being accepted, that you	Free text				

MID-TERM INDEPENDENT PROJECT EVALUATION OF GLOX42

	received funds from the UNVTF?					
		Yes	No			
9	Have any of the UNODC Field Offices been in touch with you?					
10	Are you aware if the UNVTF is partnering with any other anti-human trafficking initiatives?	Yes	No			
		Throughout	Somewhat		Not at all	I cannot answer this question
11	To what extent is the UNVTF carrying out the selection process for granting funds (calls for proposals, selection, providing funds):					
a	In a timely manner?					
b	In an efficient manner?					
		Completely agree	Somewhat agree	Completely disagree		I cannot answer this question
12	Is the UNVTF achieving the objectives initially foreseen for the UNVTF, that is, providing humanitarian, legal and financial support to victims of trafficking?					
		Yes	No			
13	Have any best practices from other grantee organizations been shared with you?					
		Completely adequate		Not so adequate	Completely inadequate	I cannot answer this question

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14	To what extent have the following aspects been carried out by the UNVTF adequately?					
a	Providing information and illustrating results it has achieved, via its website?					
b	Providing information and illustrating results it has achieved, via its annual reports?					
d	Monitoring of work carried out by grantee CSOs?					
e	Fund-raising?					
f	Innovative ways of fund-raising?					
		Yes	No			
15	Have you received any kind of guidance documents related to anti-human trafficking from the UNVTF?					
15b	If yes, please mention the titles:	Free text				
		Very useful	Somewhat useful	Not useful	I cannot answer this question	
16 (If yes to 15)	To what extent were the guidance documents useful for your work?					
		Completely	Somewhat	Not at all	I cannot answer this question	
17	To what extent has the UNVTF been carrying out its work as initially foreseen, during its creation?					
		Yes	No			
	Does the UNVTF funding assist in enhancing the					

MID-TERM INDEPENDENT PROJECT EVALUATION OF GLOX42

	results of your work? Please elaborate.					
		Completely aligned	Somewhat aligned	Not at all aligned	I cannot answer this question	
18	To what extent is the work of the UNVTF in alignment with your expectations of the UNVTF?					
		Yes	No			
19	In your opinion, does the UNVTF have a direct or indirect, impact on the support provided to victims/survivors via the grantee CSOs?					
19b	If not, why not?	Free text				
		Yes	No			
20	Do you have a mechanism to follow-up on victims after providing them with support?					
21	How many persons (who are trafficking victims) do you provide support to on an average per year?	Free text				
		Yes	No	I do not know		
22	Is the UNVTF is providing any policy support/guidance to your government (anti-human trafficking units of the government), via the UNODC?					

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		Completely	Somewhat	Not at all	I cannot answer this question	
23	To what extent does the UNVTF take the following aspects into consideration in its work?					
a	Human rights					
b	Gender equality					
c	Marginalized groups, including people with disabilities					
24	To what extent are the following aspects taken into consideration in your work with the victims/survivors of human trafficking?					
		To a great extent	Somewhat	Not really	I cannot answer this question	
	Human rights					
	Gender equality					
	Marginalised groups, including people with disabilities					
25	Can you please mention a success/inspiring story about victims/survivor(s) of human trafficking?	Free text				
26	Any other comments/feedback	Free text				

E-survey for UNODC FOs, Board members

		Female	Male	Other	I don't want to answer this question	
A	Please select your gender					

MID-TERM INDEPENDENT PROJECT EVALUATION OF GLOX42

B	Please mention the country in which you are working					
C	Please state the type of your organization	Govt, Development Agency, Donor, Civil Society, Academia				
		Highly relevant	Relevant	Not so relevant	Not relevant at all	I cannot answer this question
1	To what extent has the UNVTF been relevant to the needs of the following:					
A	Grantee CSOs					
B	Victims/survivors of trafficking					
		Throughout	Somewhat		Not at all	I cannot answer this question
2	To what extent is the UNVTF carrying out the selection process for granting funds (calls for proposals, selection, providing funds):					
a	In a timely manner?					
b	In an efficient manner?					
		Completely agree	Somewhat agree	Completely disagree		I cannot answer this question
3	Is the UNVTF achieving the objectives initially foreseen for the UNVTF, that is, providing humanitarian, legal and financial support to victims of trafficking?					
		Completely adequate		Not so adequate	Completely inadequate	I cannot answer this question
4	To what extent have the following aspects been					

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	carried out by the UNVTF adequately?					
a	Providing information and illustrating results it has achieved, via its website?					
b	Providing information and illustrating results it has achieved, via its annual reports?					
d	Monitoring of work carried out by grantee CSOs?					
e	Fund-raising?					
f	Innovative ways of fund-raising?					
		Completely	Somewhat	Not at all	I cannot answer this question	
5	To what extent has the UNVTF been carrying out its work as initially foreseen, during its creation?					
		Completely aligned	Somewhat aligned	Not at all aligned	I cannot answer this question	
6	To what extent is the work of the UNVTF in alignment with your expectations of the UNVTF?					
		Yes	No			
7	In your opinion, does the UNVTF have a direct or indirect, impact on the support provided to victims/survivors via the grantee CSOs?					
		Completely	Somewhat	Not at all	I cannot answer this question	

8	To what extent does the UNVTF take the following aspects into consideration in its work?					
a	Human rights					
b	Gender equality					
c	Marginalized groups, including people with disabilities					
9	Any other comments/feedback	Free text				

FOCUS GROUP GUIDES AND ARRANGEMENTS

07 FGDs with grantee CSOs in 4 different regions were conducted – Asia and the Pacific, Europe, Central and West Asia, Africa and the Middle East and Latin America and the Caribbean (LAC) (in Spanish).

Guide for the Focus group discussions (including introduction, consent, questions, and finalization note):

Introduction via Evaluation Team:

The Independent Evaluation Section of United Nations Office on Drugs and Crime (UNODC) is in the process of conducting a Independent Evaluation of the “Management of the United Nations Voluntary Trust Fund for Victims of Trafficking in Persons, especially Women and Children” (UNODC ID GLOX42). The evaluation is undertaken in line with UNODC and UNEG norms and standards for evaluation.

The purpose of the independent evaluation is to draw lessons from the evaluation results to help improve the management and operations of the Trust Fund; to further accountability to donors; identify the value added of the Trust Fund and formulate recommendations for improvement.

The evaluation is carried out by a team of external independent evaluators, consisting of an Evaluation Expert, Ms. Suman Lederer and a Substantive Expert, Ms. Monica Portillo.

Please let us know if you think or feel that responding to the questions of the evaluation, or speaking with the evaluation, has the potential to harm you in any way, either immediately or in the long-term.

Confidentiality and informed consent: Your participation in this focus group is confidential, with all information received being aggregated and anonymized. No individual will be quoted nor will the organization they represent be identified. The data collected will only be used for evaluation purposes. Your participation in the focus group is voluntary and you may withdraw from it at any moment.

Do’s and Don’ts of this discussion:

We request all the participants to adhere to confidentiality, especially regarding to responses and data provided by other respondents. Please do not mention names or other identifiable data of victims/survivors of human-trafficking. Please do not use/publicize information provided during this discussion anywhere in any form. Please let others complete their statements. Please press the button for raising hand when you wish to respond to the question(s).

FGD QUESTIONS FOR CSOS:

General questions (Responses to the general questions will be requested during registration for the FGD)

1. Name
2. Gender
3. Organization
4. Position
5. Location
6. Since when are you involved with the UNVTF and what is your role within your organization for the UNVTF?

Specific questions:

Relevance

7. What difference would an absence of the UNVTF make to your organization?

Efficiency

8. What is your opinion about the process of providing funds (calls for proposals, etc.)?
9. Did you face any issues or challenges during your participation in the call for proposals?
10. In your opinion, could anything have been done differently in the whole process, for example, to increase efficiency?
11. In your opinion, can any benefits/synergy effects be achieved via partnerships with other anti-human trafficking initiatives?

Effectiveness

12. How do you carry out your work in terms of 'prevent, protect and prosecute' related to trafficking?
13. What activities do you carry out to advocate for victims' rights?
14. What, in your opinion, is the value-added of the UNVTF?

Impact:

15. What impact would the absence of the UNVTF have on the further development/life of victims?

Human rights, gender equality

16. Do you face any challenges in taking gender, human rights, and marginalized groups into consideration in your work. Please elaborate. Please explain how mainstreaming gender and human rights in your work can be done enhanced.

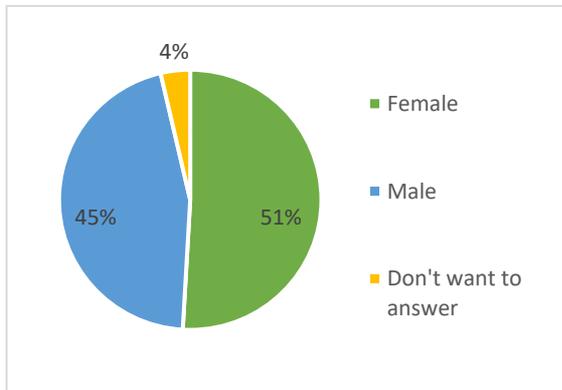
General:

17. Is there any other kind of support, besides the SGPs/funds that you would like to receive to support your work with victims of trafficking?
18. In your opinion, what are the lessons learned so far? How are these lessons learned being taking into consideration to make changes?
19. Any other comments, feedback, or suggestions for the UNVTF?

ANNEX V: E-SURVEY RESPONSES

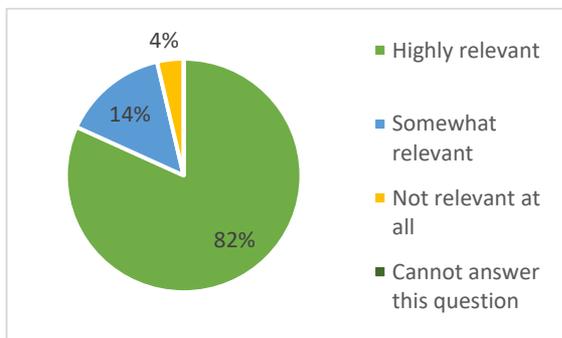
E-survey responses from grantee CSOs

1. Please select your gender:



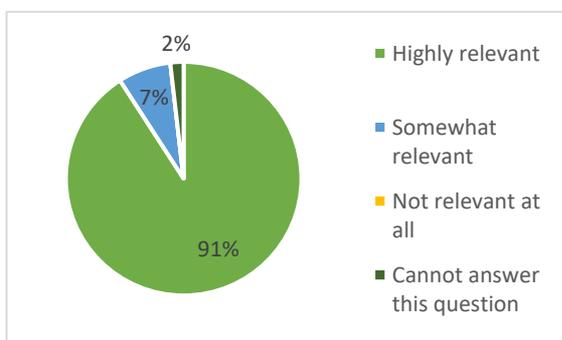
2. To what extent has the UNVTF been relevant to the needs of the following:

a. Needs of Grantee CSOs

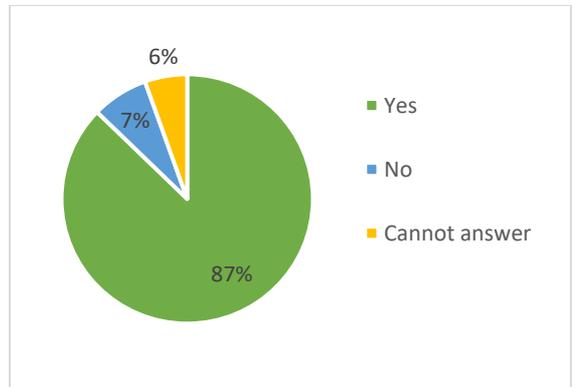


1.

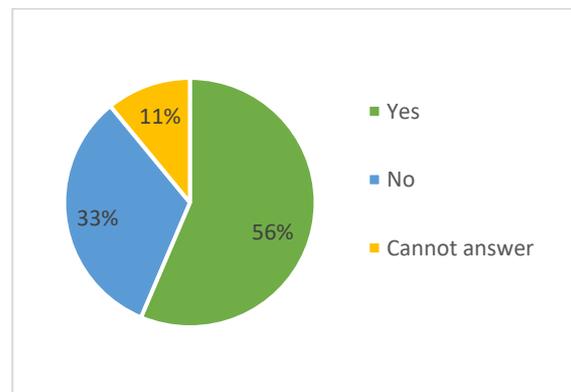
b. Needs of victims/survivors



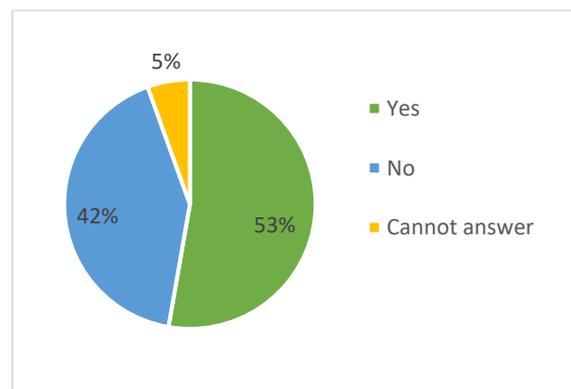
3. Are there any specific country strategies or action plans in place in your country relevant to human trafficking?



4. Are there any city- or country-level budget in your country to support victims of trafficking?

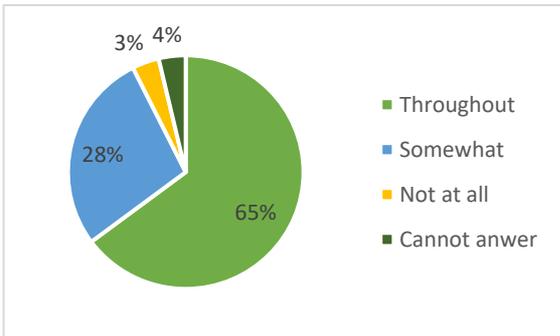


5. Have any of the UNODC Field Offices been in touch with you?

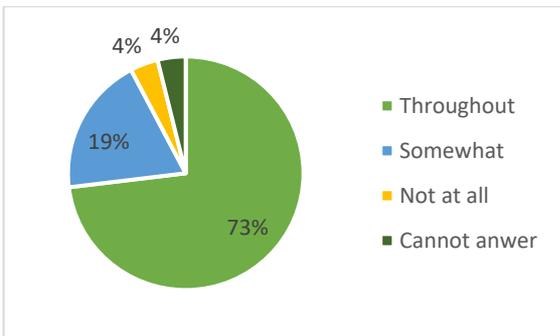


MID-TERM INDEPENDENT PROJECT EVALUATION OF GLOX42

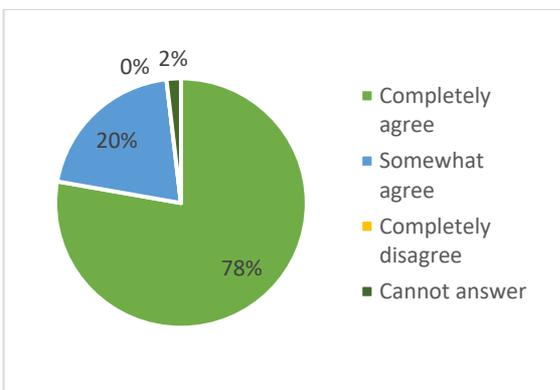
6. To what extent is the UNVTF carrying out the selection process for granting funds (calls for proposals, selection, providing funds):
- a. In a timely manner



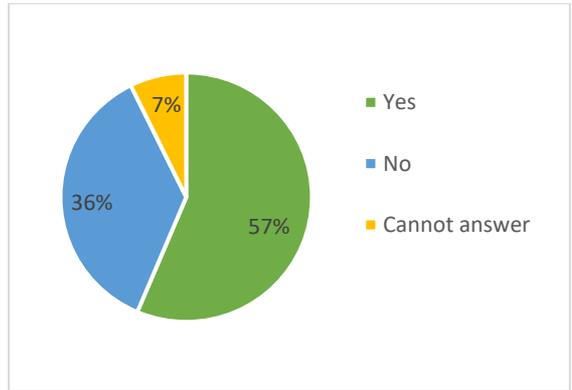
- b. In an efficient manner?



7. Is the UNVTF achieving the objectives initially foreseen for the UNVTF, that is, providing humanitarian, legal and financial support to victims of trafficking (via the grantee CSOs)?

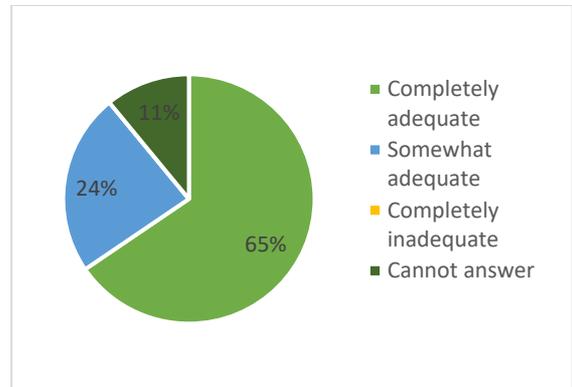


8. Have any good/successful practices from other grantee organizations been shared with you?

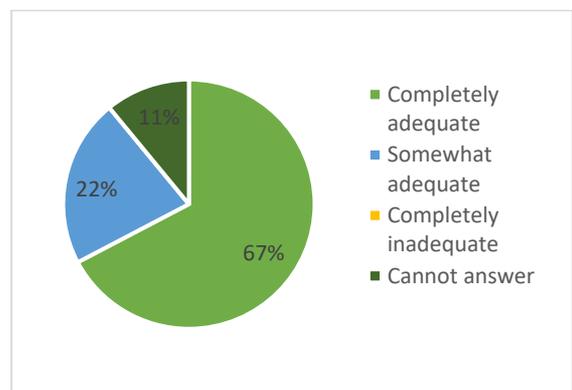


9. To what extent have the following aspects been carried out by the UNVTF adequately?

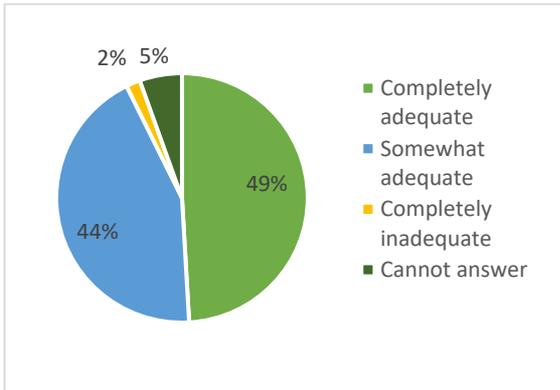
- a. Providing information and illustrating results it has achieved, via its website?



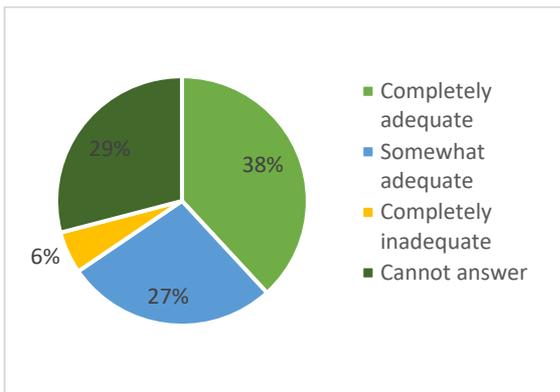
- b. Providing information and illustrating results it has achieved, via its Annual Reports?



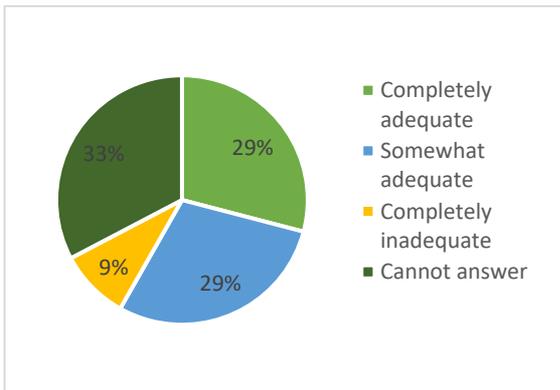
c. Monitoring of work carried out by grantee CSOs?



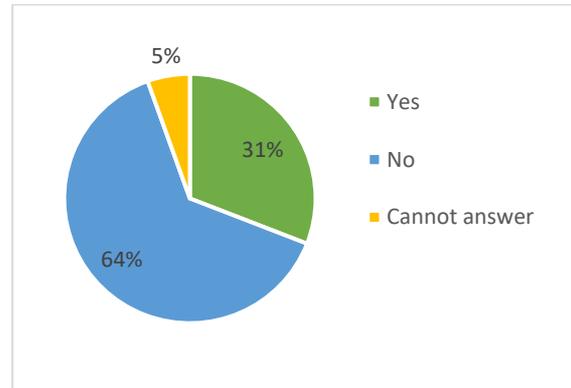
d. Fund-raising?



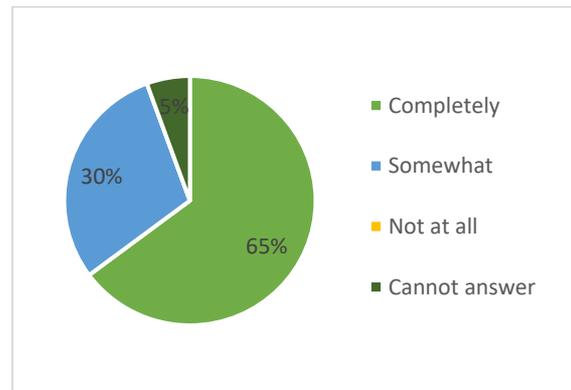
e. Innovative ways of fund-raising?



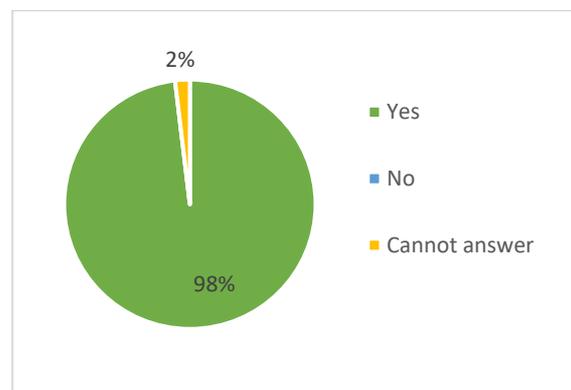
10. Have you received any guidelines/guidance documents related to antihuman trafficking from the UNVTF?



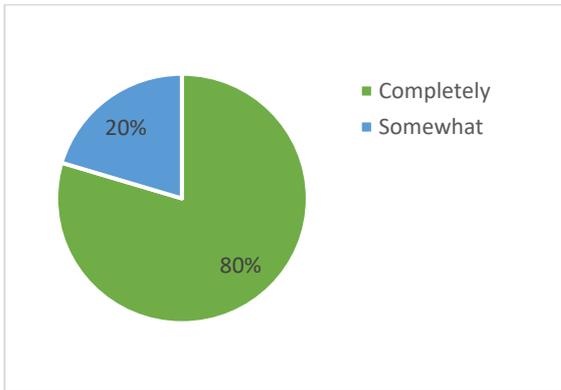
11. In your opinion, to what extent has the UNVTF been carrying out its work as initially foreseen, during its creation?



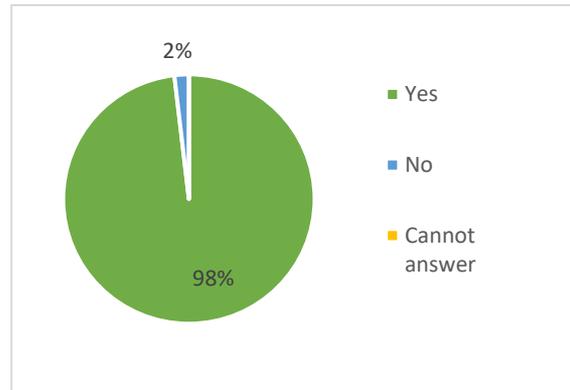
12. Does the UNVTF funding assist in enhancing the results of your work?



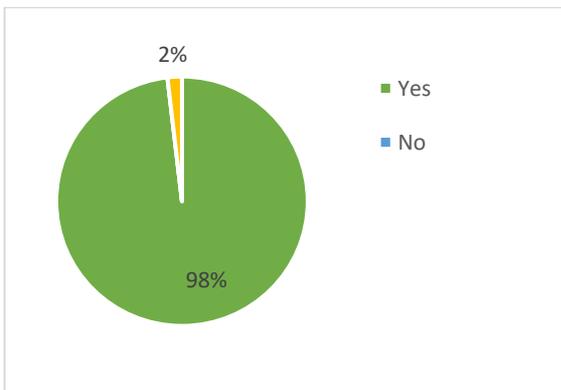
13. To what extent is the work of the UNVTF in alignment with your expectations of the UNVTF?



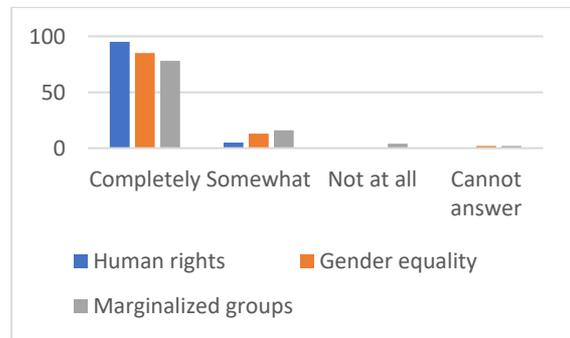
15. Do you have a mechanism to follow-up on victims/ survivors after providing them with support?



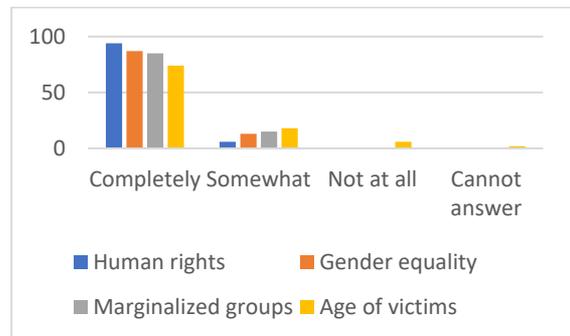
14. In your opinion, does the UNVTF have a, direct or indirect, impact on the support provided to victims/survivors via the grantee CSOs?



16. To what extent does the UNVTF take the following aspects into consideration in its work?



17. To what extent are the following aspects taken into consideration in your work with the victims/survivors of human trafficking?



ANNEX VI: FGDS - KEY POINTS

HUMAN RIGHTS, GENDER, VULNERABLE GROUPS, INTERSECTIONALITY

All interviewed CSOs work with victims of different backgrounds, even if in some cases is not formally foreseen or comprehensively reflected by the project proposals. All agree that tailoring the assistance to specific backgrounds of the victims is challenging, very expensive and forces CSOs to adapt already approved operational interventions during project implementation as well as search for additional funds, resources, partnerships, and cooperation with specialised institutions and other CSOs. It also forces CSOs to upgrade their knowhow and pursue relevant capacity building initiatives. Below is a compilation of key points gathered during the FGDS, clustered by different victims' backgrounds:

GENDER/IDENTITY

- Male victims in forced labour exploitation lack appropriate referrals and vocational training. All available training opportunities are tailored to female victims.
- Male victims lack access to medical care and avoid hospitals because they feel discriminated.
- Male victims are emerging as a vulnerable group in exploitative begging.
- Gender separated shelters are very expensive. There is a lack of shelters specifically for males and boys. Due also to the social stigma, there is even a greater lack of shelters for transgender victims.
- Males and transgender victims are reluctant to report to the police. This results in a lack of identification for this group of victims, preventing males and transgender to access available assistance. CSOs recommend awareness raising campaigns on these shortcomings.
- LGBTQ+ people are discriminated due to bias, lack of identification and assistance.

DISABILITY

- General lack of social awareness on children with disabilities. CSOs report numerous challenges in dealing with such cases. For instance, there is a lack of identification, referrals, and assistance.
- Disabling mental illness such as schizophrenia or drug addiction are extremely difficult cases to deal with. Treatments are costly and lengthy. Victims are stigmatised within families and communities. Victims also lack appropriate shelter options. There is also a lack of psychiatric and psychological support.
- Medical assistance must go beyond gynaecological and dental care. Victims typically have a wide range of medical problems. Referral to other medical specialities is also very difficult due to lack of available specialists as well as expensive and long treatments.
- When dealing with victims with physical disabilities, it is very expensive to adapt architectural barriers.

AGE

- There is a general lack of appropriate and separate shelters for children and adults.
- There is a lack of understanding for children with mental disorders. There is also a lack of referrals and psychiatric assistance.
- Cultural issues need to be tackled with awareness raising. For instance, in early marriages, training and raising awareness should target family, religious and community leaders.
- Some CSOs report that sometimes it easier to reintegrate children than adults. This is due to adult stigmatisation which also prevents targeted assistance to adults. Adult victims' survivors carry higher grades of stigma and interventions with adults are more challenging. CSOs report that sometimes donors demand them to focus interventions only on children.

- It is difficult to reintegrate children in their places of origin also due to lack of schools and prospects. This is particularly common in rural and remote areas.
- Some CSOs claim that closed shelters are not appropriate for children as they might contribute to their institutionalisation and complicate reintegration. Providing children with open shelters might entail safety protocols which are complicated to arrange and implement.
- Children usually prefer to stay in shelters while adults want to return to their places of origin. This requires expensive repatriation expenditures, usually not covered by donors.

SOCIAL AND ECONOMICAL BACKGROUND

- It is very difficult to convince victims from remote and rural areas to return to their places of origin. Remote rural areas lack prospects and thereby there is no pull factor for return. This is aggravated by economic and social disadvantages as well as stigmatisation from families and communities.
- Children originating from remote and rural areas do not want to return to school and prefer to search for sources of income. Families of these children are usually difficult to reach, consequently interventions become complicated due to lack of access to their legal guardians.
- Interventions with victims from dysfunctional and economic disadvantage families should also include interventions directly with the families.

NATIONALITY

- Provision of assistance and interventions in shelters with victims of different nationality and language, requires additional costly resources for interpretation and translation services.
- Repatriation of victims to their countries of origin is always very expensive and only few donors cover it. IOM could theoretically cover repatriation costs, but they are not always available or present in the areas of intervention.
- Lack of appropriate identification within migrant groups. This is particularly the case within migrants resulting from the war in Ukraine.

ETHNICITY AND RELIGION

- Psychological support is not acknowledged by families of victims and smaller communities as it leads to shame and stigmatisation.
- Socially accepted crimes, such as rape, clash with adequate and appropriate interventions.
- In some social contexts children are perceived as not belonging to their respective families but to a wider community. This results in a lack of effective responsibility over children.
- Interventions with victims of forced and early marriages are not successful if family, religious and community leaders are not included. Interventions must consider and address the circumstances across different levels.
- Shelters accommodating victims of different religious and cultural backgrounds face greater challenges: tailored food, routines as well as mental and physical care.
- Cultural mediators are needed to better assist victims with different cultural backgrounds, also to provide the courts with adequate assessments of the victims during judicial proceedings.
- Ethnic minorities are not recognised or identified, for example Roma and Afghan Ukrainian refugees.

VICTIMS INVOLVED IN JUDICIAL PROCEEDINGS (as victims, witnesses, or perpetrators)

- In some geographical areas, for example LAC, victims are only considered victims if they report to the police. However, lack of trust in the police and in the judicial system prevents victims from reporting the crime and accessing existing assistance. UNVTF is praised for allowing interventions beyond this criterion so as to include survivors.
- Sometimes security protocols need to be implemented when victims are involved in judicial proceedings, for example when victims are witnesses.

- Victims access to justice and compensation is a huge challenge. Victims lack pro bono and/or adequate legal assistance. CSOs report systematic downgrading of the legal typification of trafficking criminal cases. CSOs also report lengthy judicial proceedings (up to 9 years), resulting also in a lack of access to compensation for victims.
- Families, when referring to children, do not want to file complaints because they fear stigmatisation. Consequently, victims cannot access and benefit from assistance.
- Assistance is only available during judicial proceedings. Survivors, however, continue to need support. UNVTF is praised for covering assistance also for survivors.

CSO RECOMMENDATIONS AND REQUESTS

- Hold periodical online meetings with CSOs and UNVTF so as to exchange best practices, share challenges faced during project implementation, exchange relevant data and information (i.e., cross border issues, repatriation, trends and patterns, new trafficking routes, etc.). Whenever necessary, these meetings could focus on specific thematic issues and geographical areas.
- Organise a Global Forum once a year, also enabling the option of having CSOs in-person participation. This would also serve as an opportunity to visit the Secretariat in Vienna. This was repeatedly requested.
- Have UNODC lend its political support at the local levels. This was highlighted as particularly useful when elaborating and negotiating Memorandums of Understanding (MoU) with Governmental Institutions. In particular, CSOs shared the usefulness of MoUs with education facilities (online vocational training platforms), medical institutions (to train them in the identification of male victims, for specialised treatments for victims with disabilities or drug addiction, etc.).
- Grant access to the UNODC library. Have UNODC send relevant material and documentation periodically. This would contribute to capacity building, as the documentation would also be shared with domestic networks as well as translated and shared with Government and other stakeholders.
- Invite the UNVTF to carry out periodical field visits to increase awareness and promote political attention at the national levels as well as to improve coordination. Consider also visits by UN Resident Coordinator, Special Representatives, Board members, UNODC technical staff and/or donors.
- Use all UN official languages during project implementation. More specifically, request to have all CfP documents translated, including proposals and agreements (to be able to use them locally), as well as for communicating with management.
- Share forward looking policy and strategic considerations on the UNVTF for planning purposes.
- Facilitate coordination and cooperation with UNODC FOs.
- Arrange virtual kick off meetings upon project approval. Assign a contact person to exercise technical backstopping officer during project implementation.

FINANCIAL AND BUDGET RELATED ISSUES

- CSOs conveyed the need to address staff protection and supervisory costs, including psychological support⁵⁸.
- Include transportation costs in the budget proposals as most donors do not cover transportation for remote locations.
- Add repatriation costs as these are usually not covered by other donors. This is particularly important whenever IOM or similar organisations are not present in the areas concerned.
- Allow flexibility to realign between budget lines during project implementation.

⁵⁸ Some CSOs request to cover Staff protection and supervisory cost, including psychological support. Investing in the well-being of the Staff would enhance projects' sustainability as well as promote implementation of safety protocols as recommended by relevant guidelines. <https://www.osce.org/odihr/510551>

- Factor in inflation in the budget proposals to cover possible cost increases occurring in-between project proposal and project implementation. (LAC, Africa) complain that from project approval to the disbursement of funds, prices have increased exponentially.
- Secure psychological support for victims and survivors. Most CSOs report an increase in mental health problems.

BEST PRACTICES IDENTIFIED IN PROJECTS' IMPLEMENTATION

- Establishment of a Survivors' Board by an Albanian CSO. This board also acts as Advisory Board to National Stakeholders and structures.
- Elaboration by CSOs of cost estimates for comprehensive assistance packages to victims (per month, per year). This helps visualize the magnitude of longer-term assistance, including rehabilitation and reintegration. It also helps raise awareness on funding needs and provides donors with a general idea of what their funds have achieved.
- Modification by CSOs of shelters and offices to introduce barrier free architecture for people with physical disabilities. CSOs leading by example and prompting changes by Government run facilities.
- Establishment of partnerships with private entities for the provision of noncash contributions (for example, job or training opportunities).
- Publication of materials aimed at raising awareness on intersectionality aspects and diversity of victims' backgrounds.
- Recruitment of cultural mediators to tailor the interventions to the specific backgrounds of the victims and the survivors, including overcoming language barriers and cultural diversities.
- Follow-up to UNVTF interventions with national funding. In some cases, the UNVTF serves as pilot project and spearheads subsequent allocation of national funding. The UNVTF serves as an advocacy instrument with the national Governments.
- Establishment of partnerships with local specialised CSOs contribute to increased success in assisting and supporting children (for instance in providing individual and tailored shelter and reintegration).
- Coverage by the UNVTF of Staff costs as these are rarely covered by donors. Investing in the wellbeing of the Staff promotes project sustainability.
- Coverage by the UNVTF of emergency and essential items (food, sanitary etc). This proves very positive for immediate and direct assistance to victims.
- Flexible approach in the utilisation of UNVTF funding. CSOs praised the flexibility, during the COVID pandemic as they were able to purchase COVID test kits or tablets with the funds.

ANNEX VII: VICTIMS'/SURVIVORS' STORIES

Below a compilation of victims and survivors' stories shared by the CSOs in the E-Survey

15-year-old male victim was helped by our organisation to file a legal complaint against two minors who pimped him to a teacher who sexually abused him. The organisation provided him with psycho-social and educational assistance. In 2021, a guilty verdict was released against these minors for qualified trafficking and sexual abuse. He now looks forward to finishing his high school and fulfilling his dream to join one day the armed forces.

14-year-old girl orphan smuggled and trafficked in Nigeria where she suffered the worst forms of economic and especially sexual exploitation. She was intercepted by the Beninese Interpol and then evacuated to Benin. Our organisation provided her with psychological, legal, health and social support. She joined a vocational training, successfully passed her trades qualification exam and currently is self-employed.

Young female adult belonging to a minority ethnic group was sold as a bride in China. In 2020, she was rescued by Chinese police and repatriated to Vietnam where she could not speak the language or remember her home address. The social worker at our organisation supported her. After two months of searching for her family's information, we found her sister, who came to pick her up.

A girl was trafficked for forced begging after an adult female falsely registered her guardianship. The girl addressed our organisation for help. We filed the applications to annul the guardianship and our psychologist attended the session of the multidisciplinary board where the guardianship was terminated.

17-year-old boy was forcibly recruited to join a military organisation, after a few months he managed to escape. However, during that time he was exposed to tobacco and Khat/Miraa and developed an addiction. When he was rescued and brought to our organisation, he underwent medical assessments and counselling sessions. Through his rehabilitation period he was introduced to football, which he adopted immediately as a coping mechanism to combat the withdrawal symptoms from the drugs.

52-year-old migrant female, due to financial difficulties and lack of work in Kyrgyzstan emigrated to Russia. For over 5 years, she worked more than 12 hours a day, without an employment contract. She received punishments and fines for late completion of work and damage to products. The employer used mechanisms of intimidation with physical violence. Our organisation assisted her to return to Kyrgyzstan and provided her with timely legal, psychological, and humanitarian assistance. She will have a long process of re-integration and recovery.

9-year-old girl from an IDPs area in eastern Afghanistan. She decided to emigrate to Europe, a man drove her to Iran where two men and one woman exploited her for a year. She became very sick, and the traffickers did not take her to hospital, they dumped her on a roadside. Iranian police took her and deported her back to Afghanistan. When she returned to the IDPs area, our organization supported her. Now she is very happy with my family and appreciate the help of our organization.

19-year-old boy from a family with over 15 children. He dropped the school, run away from home, and became a street child, collecting garbage and, at times, stealing for survival. He was forced to be a scrap collector and all the money he got was taken away. He was referred by a community local leader to our organisation's rehabilitation centre. He attained motorbike mechanics skill, and his mother was able to link him to a motor vehicle garage, where he is now employed. He received other services like psychosocial support and life skills training, which have also been relevant to his current living situation.

5 young girls from Nigeria victims of human trafficking for sexual exploitation were rescued by the police. The girls did not want to stay in the shelter as they wanted to earn money to financially assist their families back home. After several interventions by our protection team and social workers, they finally agreed and benefited from psychological care and psychosocial support. They also received holistic care (medical, clothing, hygiene, food, literacy) and legal assistance. The International Organization for Migration (IOM) help them with family reunification and they voluntary returned to their country of origin.

A young woman, survivor of sexual exploitation, following the various accompaniments received through our organization, decided to become a leading human rights activist. Today, she is actively involved in raising awareness and reporting trafficking cases.

15-year-old girl was trafficked for domestic servitude to a prominent family. She was rescued by our organization in collaboration with Law Enforcement Agencies and was later reunited with her parents. The organisation continued to follow-up with the girl and her family to ensure that the family is able to access available social security schemes and that the child does not became a victim of trafficking again.

40-year-old male, from a rural area of Ukraine and having his mother in need of care. He lost his job during the COVID pandemic and accepted the offer of a stranger to sell various goods in the metro of Kyiv. He worked all day, but no salary was provided. He was exposed to alcohol and pills and threatened with reprisals. Eventually the police identified the organised crime group which exploited him. Our organisation provided him with basic needs, information, legal and reintegration assistance, and temporary accommodation. He needed long-term psychological support and therefore referred to a partner organisation. He received the official status of victim of human trafficking and was entitled to receive one-time state financial aid and support to get an employment.

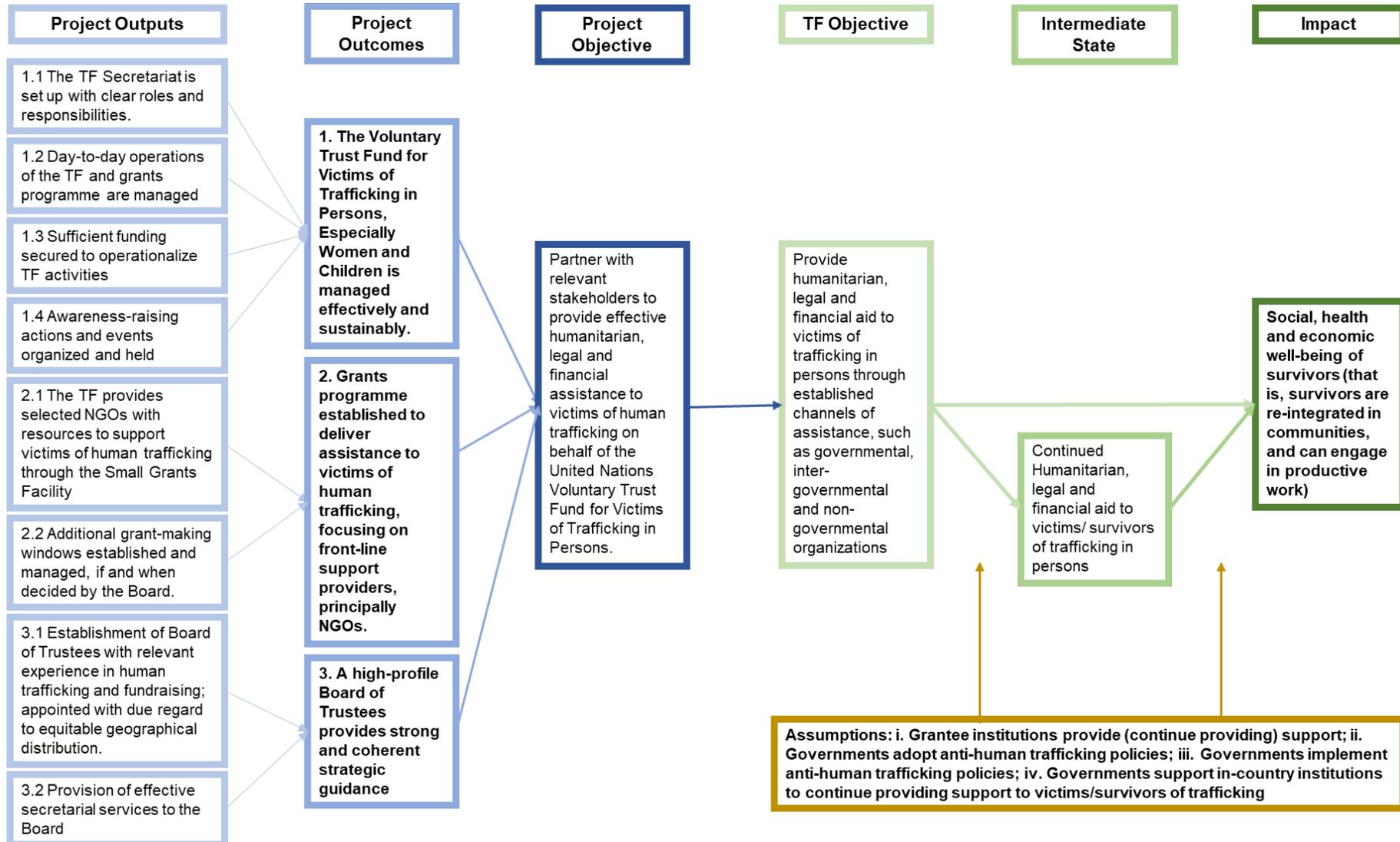
14-year-old girl sent by her parents to Ghana to study with her aunt. When she arrived in Ghana, she was not enrolled in school and her aunt forced her to work in her household and sold at the market for over three years. After meeting the local village protection committee, she was included in our vocational training. The development of agricultural entrepreneurship is part of our reintegration process for victims of human trafficking.

21-year-old female from a remote village, went with his boyfriend to live in Switzerland when she finished her 8th grade. Her boyfriend trafficked her for sexual exploitation. Because her lack of documentation, she was deported back to Albania, where her father reported the case to the police. She was informed about our organisation by the police and accommodated in our shelter. Her needs were assessed by our multidisciplinary team, and received psycho-social, medical, and legal assistance. She was proactively involved in the shelter's activities and family relationships were strengthened. Our staff also helped to enrol her in high school. She later successfully completed a hairdressing course, and with our staff and her family's support, she opened a small hairdressing business. Her boyfriend has been convicted as sex trafficker.

A young married woman living in Beni territory abducted and used as a sex slave by members of an armed group. After a military operation she was released, however she was sexually raped on the roads by unknown persons before she arrived at her community. Upon her arrival, her husband repudiated her, and her relatives did not accept her. Thanks to the support of our project, she has benefited from psycho-social support, family mediation and material and food support. Today, she has integrated her family and her living conditions are improving.

Young female was promised a job in a beauty salon in Dubai. After her arrival, the recruiter took her passport and forced her to prostitution. After 5 months she managed to escape and applied for asylum at our organisation, where legal assistance was provided to return to her homeland. She was accepted in our organisation in our project for reintegration of victims of trafficking in human beings. Psychological, legal, and social assistance was provided as well as purchase of clothes and provision of sewing courses. Received a diploma in seamstress. She currently works in a garment factory and our social worker contact her regularly.

ANNEX VIII: THEORY OF CHANGE



Source: Reconstructed by the evaluation team, based on UN GA Res.64/293, TOR of the Fund and the project document.