



Global Action against Trafficking in Persons and
the Smuggling of Migrants

REPORT

GLO.ACT COMMUNITY OF PRACTICE WORKSHOP PEER TO PEER EXCHANGE

20-21 MAY 2019, VIENNA INTERNATIONAL CENTER
AUSTRIA



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BACKGROUND

The Global Action to Prevent and Address Trafficking in Persons and the Smuggling of Migrants (GLO.ACT) is a multi-year joint initiative by the European Union (EU) and the United Nations Office on Drugs and Crime (UNODC) which was launched in 2015 and is currently entering its second phase expanding towards Asia and the Middle East until 2022. GLO.ACT has been implemented in partnership with the International Organization for Migration (IOM) and the United Nations Children’s Fund (UNICEF). In its first phase, GLO.ACT was delivered in 13 strategically selected countries across Africa, Asia, Eastern Europe and Latin America, namely Belarus, Brazil, Colombia, Egypt, the Kyrgyz Republic, Lao People's Democratic Republic, Mali, Morocco, Nepal, Niger, Pakistan, South Africa and Ukraine.

GLO.ACT is considered a flagship project by the EU and UNODC alike and has sought to make a lasting contribution for future UNODC-EU cooperation against Trafficking in Persons (TIP) and the Smuggling of Migrants (SOM). Through delivering targeted, innovative, demand-driven and sustainable interventions and the identification of good practices, the project has managed to achieve ‘transition to impact’ across most of its target countries.

Highlights include the passing of the 2018 Trafficking in Persons and the Smuggling of Migrants Acts in Pakistan after extensive advocacy work by UNODC undertaken under the framework of GLO.ACT; the establishment of a network of prosecutors specializing in TIP and representing every court of appeal in Morocco and the passing of National Action Plans against Trafficking in Persons and/or the Smuggling of Migrants, tailored to national contexts in Brazil, Colombia, Mali and South Africa, further solidifying these countries responses to trafficking and smuggling. The project also partnered with private enterprise (IBM) and civil society, leveraging youth engagement to develop cutting-edge and innovative mobile applications to combat human trafficking. UNODC also developed a virtual reality tool to investigate TIP for the purpose of organ removal as part of a larger objective to shine a light on this much less reported on form of human trafficking, while IOM achieved much broader buy-in using an extensive stakeholder consultation process to develop the Handbook on “Protection and Assistance for Migrants Vulnerable to Violence, Exploitation and Abuse.

The Global Action against Trafficking in Persons and the Smuggling of Migrants – Asia and the Middle East (GLO.ACT Asia and the Middle East) is an extension the original GLO.ACT project and is another multi year (2018-2022) joint initiative by the EU and UNODC, which is planned to be delivered in partnership with IOM in up to five countries including: Islamic Republic of Afghanistan (Afghanistan), People’s Republic of Bangladesh (Bangladesh), Islamic Republic of Iran (Iran), Republic of Iraq (Iraq) and Islamic Republic of Pakistan (Pakistan).

This second phase of the project builds on a “**global community of practice**” set in motion during the first phase of GLO.ACT (2015-2019). The project will assist governmental authorities and civil society organizations in targeted, innovative and demand-driven interventions: sustaining effective strategy and policy development, legislative review and harmonization, capability development, and regional and trans-regional cooperation. The project will also provide direct assistance to victims of human trafficking and vulnerable migrants through the strengthening of identification, referral, and protection mechanisms.

Why A Community of Practice?

To ensure that GLO.ACT is able to assist its partners in delivering targeted, innovative, demand-driven and, above all, sustainable interventions, it proactively engages in the continuous development of a “**global community of practice**”. A CoP is a trusted group of practitioners that shares knowledge based on real life experiences. Members of a CoP operate in a space where they can share what works, does not work, contemplate ideas and solve problems together. CoPs are repositories of knowledge and good practices which members then apply and share through their own networks or workplaces.

For GLO.ACT, this is also a community that is committed to achieving lasting change at the level of institutions, legislation and policies. To achieve this, GLO.ACT engages relevant target groups in project design as well as project implementation. This approach allows GLO.ACT to secure local ownership and ensures that, upon project completion, achievements of project objectives are not jeopardized and that progress towards the objectives will continue beyond the project end date.

OBJECTIVES

The objectives of the Community of Practice workshop were to:

- Formally introduce the next phase of the GLO.ACT project: GLO.ACT Asia and the Middle East;
- Acknowledge the efforts of GLO.ACT partner governments in addressing TIP and SOM in a sustainable manner across all six project objectives;
- Facilitate a dialogue and information exchange between the countries – pooling valuable learning, creating new knowledge which participants can take back out again into their own contexts;
- Promote joined-up thinking, around particular patterns of movement and exploitation and the most effective responses;
- Explore synergies between the first and second phase countries of GLO.ACT and GLO.ACT Asia and the Middle East;
- Identify concrete inputs for the development of workplans in GLO.ACT Asia and Middle East Countries.

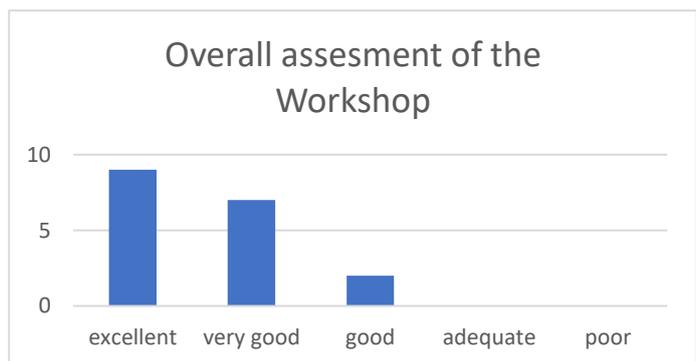


OUTCOME

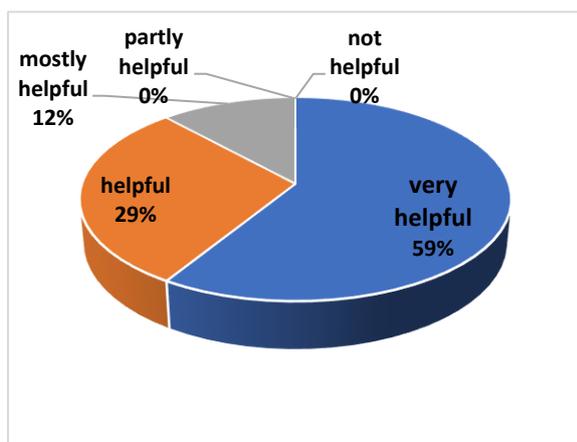
The GLO.ACT Community of Practice Workshop took place on 20 and 21 May 2019 in the Vienna International Center. It started with the formal opening and introduction to GLO.ACT and its second phase in GLO.ACT Asia and the Middle East and was followed by five sessions corresponding to the GLO.ACT objectives/outcomes (5th session combined two objectives focusing on protection and assistance). The Workshop was very successful thanks to the level of participation, the overall level of expertise, participants’ engagement, as well as by the insights, challenges and experiences shared along the Workshop.

The Workshop responded to its main objectives and participants’ expectations. It was well received, gaining high average ratings across the board. The overall evaluation of the Workshop was relatively high, with an average of 4,4/5.

Participants rated the Workshop as relevant to their work (4,6/5), and acknowledged that their expectations related to this Workshop were principally met (4,4/5). Furthermore, the participants felt this Workshop helped them further develop understanding/knowledge on the topics related to combating Trafficking in Persons and the Smuggling of Migrants (4.5/5).



Most of the participants emphasized as positive that the Workshop brought together representatives of diverse backgrounds who shared different experiences, lessons learned and best practices, as well as it helped to identify similarities faced by different countries in combating TIP and SOM. Many participants also noticed that they will consider different national experiences and apply/tailor them to the context of their countries, when developing projects and implementing activities on TIP and SOM.



Participants also pointed out that the Agenda was very tight, and more time should have been given to interactive sessions and discussions.

In terms of the personal learning experience, most of the participants 59% found that the Workshop was very helpful to develop their own understanding/knowledge on TIP and SOM. The quiz by using Mentimeter (www.menti.com) at the end of the Workshop showed that expectations of the participants on the Community of Practice Workshop were met, in particular most of participants (16) said that they learned about good

practices from other countries that they could adapt and implement in their own country; stated that now they are familiar with next phase of the project in Asia and the Middle East (12); said that they were able to present their country’s efforts in addressing TIP and SOM (12); and noted that they explored synergies between participating states (9).

SESSIONS

Formal Opening

The formal opening of the Workshop was moderated by **Mr. Ilias Chatzis**, Chief of the Human Trafficking and Migrant Smuggling Section, UNODC.

Mr. John Brandolino, UNODC Director of the Division of Treaty Affairs opened the community of practice workshop by saying that GLO.ACT is a flagship project and a good model for all of UNODC, “it’s a very systematic project, that looks at all aspects of legislation, institutions, and capacities.”



Ms. Myria Vassiliadou, EU Anti-Trafficking Coordinator, stated that "the strategic EU partnership with UNODC can be further fostered. Partnerships and outreach are essential in our efforts to eradicate trafficking."

Ms. Cristina Albertin, UNODC Regional Representative, Regional Office for the Middle East and North Africa, re-affirmed how important it is that “colleagues and national partners are here to give us feedback on the work done and their expectation for future cooperation.”

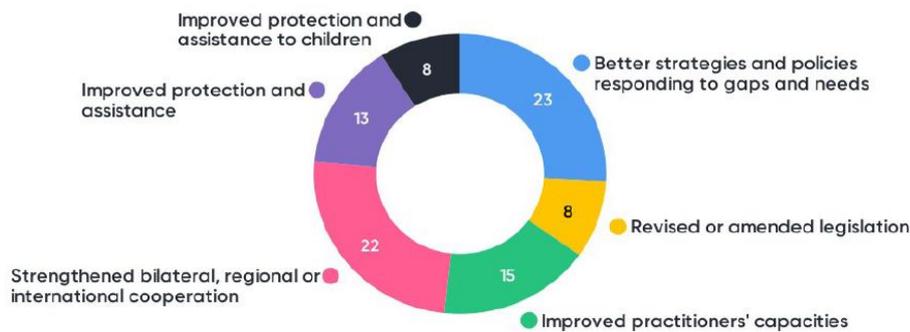
Ms. Aimée Comrie, GLO.ACT Asia and the Middle East Coordinator, UNODC, opened by saying “In 2020, we will mark 20 years of the UN Trafficking in Persons Protocol, there has been tremendous achievements made in this regard and global consensus on this issue. UNODC sees strong commitment from countries and we see strong opportunity in Afghanistan, Iraq, Iran, and Pakistan”.

Ms. Heather Komenda, Migrant Protection and Assistance Specialist, IOM, told the group that she expected even better and quicker implementation after the joint IOM/UNODC experience with GLO.ACT.

Ms. Eurídice Márquez, GLO.ACT Coordinator, UNODC wants to bring a greater focus on M&E into the Project. She engaged with the audience using an innovative method – Mentimeter (www.menti.com). Below are results from the quiz by using Mentimeter at the beginning of the Workshop:

What does GLO.ACT as a project to prevent and combat TIP and SOM mean to you?

Mentimeter



30

In ONE word, please share one thing that is being sustained after GLO.ACT in your country.... or one main result you would like to highlight...

Mentimeter



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On the question of how GLO.ACT contributed to strengthening cooperation with other countries, 26 participants replied the following: internationally by exchanging with countries outside your region (15), through establishing informal networks (13), by promoting sub-regional cooperation (12), by promoting bilateral cooperation (11) and through establishing formal networks (11).

Question regarding expectations on the Community of Practice Workshop showed that most of the participants (23) expected to learn about good practices from other countries that they could adapt and implement in their own countries. Participants also expected to explore synergies between participating countries (11) and to know about the next phase of the project in Asia and the Middle East (11). Some participants (9) expected to present their country's efforts in addressing TIP and SOM.

Introduction to GLO.ACT and GLO.ACT Asia and the Middle East

This part of the Workshop was moderated by Ms. Aimée Comrie, GLO.ACT Asia and the Middle East Coordinator, UNODC. Introductory remarks were delivered by:

- **Ms. Margaret Akullo**, former GLO.ACT Asia and the Middle East Coordinator, UNODC
- **Ms. Eurídice Márquez**, GLO.ACT Coordinator, UNODC presented a video on “GLO.ACT Impressions” summarizing main achievements and results until now across thirteen partner countries in Africa, Asia, Eastern Europe and Latin America. The video is available [here](#).
- **Ms. Aimée Comrie**, GLO.ACT Asia and the Middle East Coordinator, UNODC. Link to her presentation can be found [here](#).
- **GLO.ACT Asia and the Middle East country introductions** – Partner countries for GLO.ACT presented the current situation in their country, the challenges, opportunities and expectations of the project. Links to the presentations: [Afghanistan](#), (in consultations with [Bangladesh](#)), [Iraq](#) and [Pakistan](#).
- **International Partners** – Ms. Sedef Dearing and Mr. Enrico Ragaglia, ICMPD – Ms. Dearing said she welcomes the design of GLO.ACT Asia and the Middle East, “from these five pillars, there’s a lot to be done with governments in capacity building and other areas”.



Session 1: Legislative assistance

During this session, the Director (UN-I), Ministry of Foreign Affairs of Pakistan, Mr. Bilal Mahmood Chaudhary and Ms. Riikka Puttonen, Drug Control and Crime Prevention Officer, UNODC presented their experiences in legislative assistance against TIP and SOM. The session was moderated by **Ms. Samantha Munodawafa**, GLO.ACT Crime Prevention and Criminal Justice Officer, UNODC.



Mr. Bilal Mahmood Chaudhary from the Ministry of Foreign Affairs of Pakistan discussed Pakistan’s experience in the passing of two federal laws on TIP & SOM. He emphasized that both new laws were designed to be equally balanced between giving legal authorities the tools to combat TIP and SOM, while also providing support to victims. He highlighted their focus on human rights, including the non-criminalization of smuggled migrants and that Pakistan will continue to seek bilateral, regional and international agreements to ensure these laws are upheld. He closed by commending UNODC for their help throughout the entire drafting process, from the gaps & needs assessment, drafting of proposed bills, to implementation and training of relevant stakeholders. Link to his presentation can be found [here](#).

Ms. Riikka Puttonen discussed UNODC’s legislative assistance, and the two legal systems of the UNTOC protocol. She emphasized that neither law is self-executing, because countries have such different legal codes, so UNODC’s role is to accompany a country in the legal process, but ultimately it has to be done from within. She highlighted that civil society has an important role to play in the legislative process and the six different stages in the process.

1. Look at the gaps in a country’s legal system to combat TIP/SOM
2. A study to look at the phenomenon in the region. What is the specific problem, what are the flows, what are the forms of exploitation?
3. Start the drafting process, involving all relevant stakeholders and ensuring it is evidence-based.
4. The responsible stakeholders (i.e. Ministries, agencies) must be nominated.
5. The law should incorporate a provision creating a transparent, accountable and participatory monitoring and evaluation mechanism.
6. The training of practitioners and if necessary, parliamentarians.

Link to her presentation can be found [here](#).

Session 2: Strategy and policy development

During this session, the representatives from **Brazil, South Africa, Colombia and the Kyrgyz Republic** presented their national strategies and policies on TIP and SOM. The session was moderated by **Mr. Philip Marshall**, GLO.ACT Change Management Expert.

Ms. Renata Braz Silva, Coordinator, Department to Combat Trafficking in Persons of the Ministry of Justice of Brazil provided an overview on the National Action Plan against TIP (2018-2022). She emphasized that there was a need for a sustainable programme that could survive over time, despite political changes, e.g. impeachments, elections, etc. In these circumstances, it was important to have a very diversified map of stakeholders; the Ministry of Justice does not work alone, it has strong counter-parts. Link to her presentation can be found [here](#).

Mr. Vusi Madonsela, Director-General of the Department of Justice and Constitutional Development of the Government of South Africa shared information on the development of National Policy Framework on TIP in his country. When developing the National Policy Framework, it was important to understand the crime of TIP and roles of different government departments in combating this crime. The Inter-sectional Committee is already in place and includes government departments and non-governmental organizations. Civil society role is essential for implementation of the Framework; Department of Home Affairs works together with NGOs and Department of Justice coordinates the implementation of the Framework.



Mr. Juan Camilo Saretzki, Minister Counsellor, Ministry of Foreign Affairs of Colombia presented National Strategy to combat SOM in Colombia. He emphasized that before GLO.ACT there was no law or policy on SOM in the country, and with the support from UNODC in the framework of GLO.ACT the 1st National Strategy to combat SOM was developed and approved in 2018. The next step is the establishment of the working plan. Link to his presentation can be found [here](#).

Mr. Mirlan Parkhanov, Deputy Director of the State Agency for Youth Affairs, Physical Culture and Sports under the Government of the Kyrgyz Republic presented Nationwide awareness raising campaign "100 days against trafficking in persons". He also mentioned the government programme against TIP 2017-2010, which is a legal framework for government stakeholders, but there is a lack of coordination between local and government authorities and civil society. Link to his presentation can be found [here](#).

Session 3: Capacity building



During this session, the representatives from **Morocco, Egypt, Mexico and Belarus** presented their capacity building activities on TIP and SOM. The session was moderated by **Ms. Emmanuelle Hedwig Kunigk**, GLO.ACT Communications Expert.

Mr. Said Ftena, Prosecutor, Head of Unit, Presidency of the Prosecutor General's Office, Morocco provided information on the establishment of a nation-wide network of prosecutors supported by GLO.ACT. She emphasized that it was important to promote

joint cooperation, especially in order to ensure the effectiveness of new law on TIP (2016). Multidisciplinary workshops were conducted, and the programme was successful.

Mr. Khaled Elnakkady, Member of Technical Secretariat, Head of Capacity Building and Training Grants Unit, National Coordinating Committee of Egypt shared information on the National Coordinating Committee for Preventing and Combating Illegal Migration and Trafficking in Persons (NCCPIM-TIP), composed from 26 entities. He also provided figures on the capacity building programme in the country, as well as capacity building in the framework of GLO.ACT and number of investigations on TIP. Link to his presentation can be found [here](#).

Ms. Nayely Sanchez, National Project Officer, UNODC Liaison and Partnership Office in Mexico presented National project against SOM in Mexico. Mr. Victor Aguirre, Anti-Smuggling of Migrants Officer from the same Office in Mexico joined the session via Skype and talked about national and binational interactive simulation exercises against SOM. Their presentation can be found [here](#).



Mr. Viachaslau Stadolnik, Senior Training Specialist, International Training Centre on Migration and Combating Trafficking in Human Beings, Academy of the Ministry of the Interior of Belarus delivered presentation on the Training of criminal justice practitioners to online child sexual exploitation and abuse. He mentioned that ITS training modules are very mobile and can be adapted to various needs; there is also innovation in training, such as mock trials, which are very successful. Link to his presentation can be found [here](#).

During the open discussion at the end of the session, the representative from **Iraq** suggested to create a WhatsApp group where participants from different countries could exchange information, share good practices and lessons learned on capacity building activities. It was supported by other representatives; participation in this group could be on a voluntary basis. Other countries shared such practices as: creating a WhatsApp group after each training, which also helps to provide timely

assistance to victims (**Morocco**); deploying investigators to joint operations in the region after training (**South Africa**); and giving participants credits after training (**Mexico and Belarus**).

The problem of high rotation of training participants and maintaining knowledge was also discussed. The countries shared their practices to deal with this problem, such as: having training-of-trainers (Mexico) and obligatory re-training for police officers every three years (**Belarus**).

To mainstream gender approach, it was mentioned as a good practice to have a female trainer to show empowerment and to have female representative in the government, non-governmental organizations, law enforcement, etc. (Pakistan) Another good example is going beyond gender mainstreaming and incorporating a gender responsive approach already in the theory of change at the national level and looking at the data and available evidence to promote and achieve greater gender equality (Brazil).

Another topic discussed was the issue of adjustment of training to particular needs. It was suggested to tailor training to participants` level of understanding of the topic (basic, advanced, etc); and to have multi-stakeholder workshops. Regular follow-up and monitoring, as well as immediate feedback in terms of content, delivery and participants should be also taken into consideration. Moreover, engagement of civil society increases the effective of training (**Pakistan**).

Other good practices mentioned in relation to this: to have a mixed group of people in the workshop and swap the roles as it helps to better understand each person`s role; to adapt content of training to stakeholders; to take into consideration the particularities of each region in the country and adjust training based on their needs and expectations (**Morocco**).

Session 4: Regional and trans-regional cooperation

During this session, Ms. Carolina Barrio Peña, a Spanish Prosecutor focusing on TIP/SOM, and Mr. Luis Francisco de Jorge Mesas, Criminal Justice and Crime Prevention Officer, UNODC presented their experiences and lessons learned in Regional and trans-regional cooperation in the fight against TIP and SOM. The session was moderated by **Mr. Tofik**



Murshudlu, Chief of the Implementation Support Section, UNODC

Ms. Carolina Barrio Peña, TIP/SOM prosecutor from Spain, discussed her experiences as a prosecutor working specifically on cases of TIP and SOM and on the launch of the Protocol of the Ibero-American Network of Prosecutors on TIP and SOM (REDTRAM) in Latin America. She provided an overview of the creation of the network and its main results thus far, including a component that specifically addresses migrant smuggling and acknowledges that TIP and SOM should be tackled with a different perspective; the development of Joint Investigation Teams (JITs); and the cross-border sharing of information, cases and good practices in the region. She closed her presentation by emphasizing that the REDTRAM model could be adapted and replicated in other regions, thus

increasing regional and international cooperation in enhancing justice for victims and reducing impunity for traffickers. Her presentation can be found [here](#).

Mr. Luis Francisco de Jorge Mesas, UNODC presented on the synergies between GLO.ACT and several UNODC-supported regional judicial cooperation networks. He discussed the intricacies of how these networks operate and the objectives of international cooperation and networks. He stressed the need to assist the networks' "contact points"; to facilitate judicial cooperation between jurisdictions, to train criminal justice practitioners on international cooperation in criminal matters and disseminate tools developed by UNODC while also supporting the establishment or strengthening of Central Authorities for mutual legal assistance. Other good practices in this area include having two or more designated Contact Points per country: holding regular meetings of Contact Points, and leveraging the networks' websites and information exchange tools. Mr. de Jorge Mesas finished by discussing future plans of opening new networks of cooperation in the Middle-East region. Link to his presentation can be found [here](#).

Mr. Tofik Murshudlu, Chief of the Implementation Support Section, UNODC closed the session with a short presentation on the key lessons learned and good practices in creating networks to combat transnational organized crime. He stressed that criminal super-networks encompassing all types of crime exist across the globe, and training and education are the best defence against these incredibly complex organizations. He introduced a concept known as "networking the networks" or linking the vast array of criminal justice networks across the world to talk to each other, share information and stay ahead of these criminal super-networks. He ended by saying: "take the time to build these networks, this time is well worth it." Link to his presentation can be found [here](#).

Session 5: Protection and assistance to victims of trafficking and smuggled migrants including assistance and support to children among victims of trafficking and smuggled migrants

During this session, the representatives from IOM, Lawrence House (South Africa), UNICEF, Lao PDR and Niger presented on the topic of protection and assistance to victims of trafficking and smuggled migrants, including assistance and support to children among victims of trafficking and smuggled migrants. The session was moderated by Ms. Joy Ezeilo, UN Advisory Board Member on Sexual Exploitation and Abuse, Former United Nations Special Rapporteur on Trafficking in Persons, especially women and children.



Ms. Heather Komenda, Migrant Protection and Assistance Specialist, IOM delivered presentation on IOM Handbook on the protection and assistance to migrants vulnerable to violence, exploitation and abuse. Link to her presentation can be found [here](#).

Ms. Giulia Treves, Manager, Lawrence House, South Africa (*via VTC*), presented the work of Lawrence House, which is a child and youth care centre registered with the Department of Social Development and located in Cape Town. It specialises in the care and protection of unaccompanied foreign minors and refugee children, as well as of children who have experienced trauma. It provides basic care and protection to children in need, including accommodation, meals, education, health care, and the necessary needs-directed therapeutic and developmental services. It also tries to influence policies beyond Cape Town by doing advocacy work.

Ms. Khamsay Lemsouthi, UNICEF (Lao PDR) presented the work of UNICEF with particular focus on the work in Lao PDR. He mentioned that there is a need to have a clear communication between different agencies to understand responsibilities of each agency. Although GLO.ACT is coming to an end, the assistance will be continued. He emphasized that in order to work for and with victims, there should be people who are trained on this. UNICEF and the Ministry of Social Affairs developed training workshops in Lao PDR.

Mr. Khamsouk Somphavong, Deputy Director, Division of Child Protection and Assistance to Trafficked Victims, Social Welfare Department, Ministry of Labor and Social Welfare, Lao PDR delivered presentation on protection and assistance to victims of trafficking and smuggled migrants in Lao PDR. The government developed the Guidelines on Victims Identification and guidelines on Protection and Assistance of the Trafficking Victims with the support from UNODC, IOM and UNICEF. As a result of the project implementation and based on the experiences and lessons learned from GLO.ACT, the government learned and acknowledged the need to improve protection and assistance to the victims of trafficking and smuggled migrants. The government is planning to expand the centers for protection and assistance to the victims of trafficking to southern, and northern part, the MOLSW is planning to build the vocational training center for disadvantaged people including victims of trafficking and violence. This will contribute in narrow the gap on the limitation of the services to the victims. Link to his presentation can be found [here](#).

Mr. Maman Laouali Sadissou, GLO.ACT National Project Officer in Niger shared information on treatment of child victims associated with violent and extremist groups. He mentioned that child recruitment is a huge problem in Niger. On the border with Niger: Boko Haram (Nigeria). Niger is a transit country. There is UNODC Global Programme on Violence against Children. GLO.ACT together with the Global Programme on Violence against Children conducted TOT training for prosecutors and judges.

Conclusions and closure of the GLO.ACT Community of Practice Workshop

Concluding remarks were delivered by:

- Ms. Loide Aryee, Chief, Organized Crime Branch, UNODC
- Ms. Harmke Kruithof, Programme Manager, European Union, DG DEVCO
- Ms. Heather Komenda, Migrant Protection and Assistance Specialist, IOM
- Ms. Eurídice Márquez, GLO.ACT Coordinator, UNODC
- Ms. Aimée Comrie, GLO.ACT Asia and the Middle East Coordinator, UNODC



During concluding remarks, colleagues highlighted the following points:

- It is important to have a whole-of-society approach, bring all stakeholders together.
- Complexity of the issues of TIP and SOM – there is a need to discuss these problems and build networks.
- Importance of innovative practices, such as 100 Days Campaign against TIP in the Kyrgyz Republic, where youth was engaged.
- Importance to stay connected after capacity building activities, e.g. through WhatsApp groups.
- Early identification of victims of human trafficking can lead to early actions.
- People are facing the same challenges but have different solutions. Collaboration and cooperation at bilateral and international level is crucial.
- Need to be context specific and flexible. Design and planning need to be tailored to national context.
- Importance of strong partnerships and engagement with civil society.
- Human rights-based approach; gender and age sensitive approach.
- Multi-disciplinary and inclusive approach; hear different voices.
- Different levels of impact. Impact can be at personal level (changing mentality and behaviour), priorities level, institutional level and at the level of final beneficiaries.

Ms. Eurídice Márquez, GLO.ACT Coordinator, UNODC summarized the following lessons learned and good practices towards achieving transformational change and engaged with the audience to get their feedback on the Workshop beyond the evaluation questionnaire distributed.



In ONE word, please summarize the Community of Practice Workshop?

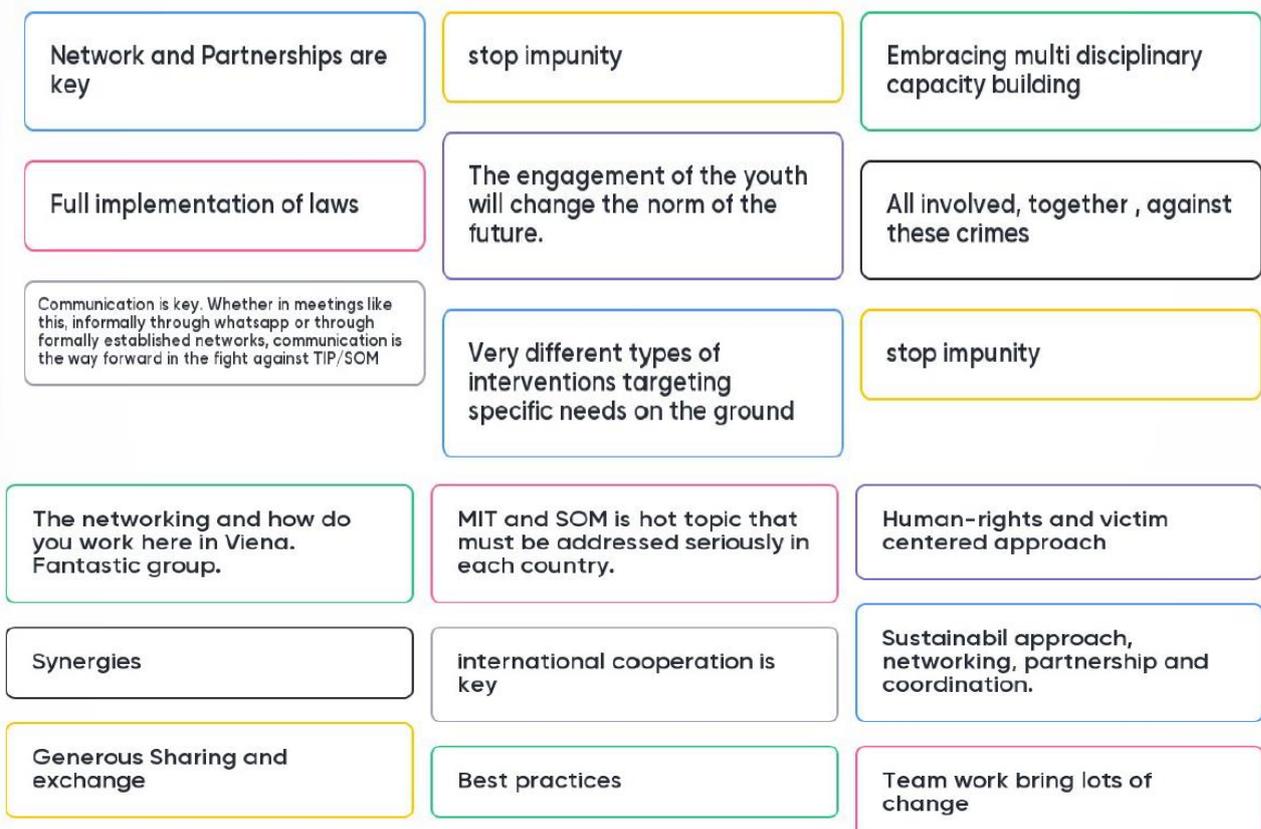
Mentimeter



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Please share ONE THING that you learned and you will TAKE HOME to implement from the Community of Practice Workshop?

Mentimeter



To conclude the Workshop, **Ms. Aimée Comrie**, GLO.ACT Asia and the Middle East Coordinator, summarized the event with three main wrap-up points:

1. The diversity within every aspect of the event was very encouraging, from Governments, representatives of different Ministries, representatives from IOM, UNICEF, ICMPD and non-governmental organizations like Lawrence House. Furthermore, this same diversity in staff and expertise is reflected within the UNODC Headquarters.
2. The quality and richness of good practices and cases presented. Highlighting threads of common practice and common challenges that have been overcome.
3. The openness of spirit and the willingness to continue working together through a compendium of best practice and through the creation of informal means of communication like WhatsApp groups that go beyond just a single office or single country.

ANNEXES

- Annex I: Agenda of the Community of Practice Workshop
- Annex II: List of participants
- Annex III: Biographies of participants