

**Evaluation of the Transforming the National Response to Human
Trafficking in and from Albania Programme, 2019-2021**

Inception Report

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ACRONYMS

CEDAW	Convention on the Elimination of All Form of Discrimination against Women
CoE	Council of Europe
CRC	Convention on the Rights of the Child
CRPD	Convention on the Rights of Persons with Disabilities
CSO	Civil Society Organization
DAC	Development Assistance Committee
ECARO	Regional Office of Europe and Central Asia
ERG	Evaluation Reference Group
EU	European Union
FGD	Focus Group Discussion
GDI	Gender Development Index
GDP	Gross Domestic Product
GEWE	Gender Equality and Women's Empowerment
GII	Gender Inequality Index
GIZ	Deutsche Gesellschaft für Internationale Zusammenarbeit
GoA	Government of Albania
GRETA	Group of Experts on Action against Human Trafficking
HDI	Human Development Index
ICESCR	International Covenant of Economic, Social and Cultural Rights
IMF	International Monetary Fund
INSTAT	Albanian Institute of Statistics
IOM	International Organization for Migration
IP	Implementing Partner
KII	Key Informant Interview
MoE	Ministry of Education
MoHSP	Ministry of Health and Social Protection
MoI	Ministry of Interior
MoJ	Ministry of Justice
NCATS	National Coalition of Anti-trafficking Shelters
NE	Ndihma Ekonomike
NGO	Non-governmental Organization
OECD	Organization for Economic Co-operation and Development
ONAC	Office of the National Anti-Trafficking Coordinator
OSCE	Organization for Security and Co-operation of Europe
PVoT	Protection of Victim of Trafficking
RATC	Regional Anti-Trafficking Committee
RMF	Results Monitoring Framework
SDC	Swiss Agency for Development and Cooperation
SIDA	Swedish International Development Cooperation Agency
SOP	Standard Operating Procedure
ToC	Theory of Change
TOR	Terms of Reference
TVPA	Trafficking Victims Protection Act
UDHR	Universal Declaration of Human Rights
UK	United Kingdom
UN	United Nations
UNDP	United Nations Development Programme
UNEG	United Nations Evaluation Group
UNICEF	United Nations Children's Fund
UN Women	United Nations Entity for Gender Equality and the Empowerment of Women
VoT	Victim of Trafficking

1. Introduction

The purpose of this evaluation of the Programme Transforming the National Response to Human Trafficking in and from Albania (hereinafter referred to as the Programme) is twofold: to strengthen the United Nations Children's Fund (UNICEF's) accountability to donor and national stakeholders; and to draw lessons learned and provide evidence-based recommendations on how to scale up counter human trafficking programming in the future. This evaluation has been set as a requirement by the donor, and is UNICEF's responsibility as part of its lead role in the Programme's management.

This Inception Report provides the conceptual framework to be used in this evaluation, including a clear and full description of the evaluation rationale, purpose, scope, objectives, criteria and research questions as outlined in the Terms of Reference (TOR), as well as the evaluation methodology, including data sources, data collection tools, sampling approach and ethical guidelines. Key activities undertaken to generate this Inception Report included a preliminary desk review (see Annex A: References) and Zoom consultations with UNICEF Albania County Office (CO) staff. Information garnered from the desk review and consultations served to define the evaluation methodology and to inform the development of the data collection tools.

The design of this evaluation was guided by information garnered from a review of the TOR and programme documents, and the *Revised Evaluation Policy of UNICEF*¹, *Evaluation Norms and Standards of the United Nations Evaluation Group (UNEG)*², *UNICEF Procedure for Ethical Standards and Research, Evaluation, Data Collection and Analysis*³ and *UNICEF-Adapted UNEG Evaluation Report Standards*.⁴ (2017).

1.1. Country Context

Since the 1990s, Albania undergone rapid social, political and economic change. In 2009, Albania applied for European Union (EU) membership, and since 2014, has been an official candidate for accessions into the EU. Since then, the Government of Albania (GoA) has been working with the Council of the Europe (CoE) to meet certain pre-conditions for starting accession negotiations, such as passing legal and justice system reforms, including establishing new electoral laws, and addressing corruption and respect for human rights. In 2019, the EU General Affairs Council decided to postpone their decision on opening negotiations, due to objections from a number of EU countries. In 2020, the European Council decided to open accession negotiations.⁵

According to the World Bank, Albania is an upper-middle income country⁶ with a Gross Domestic Product (GDP) of USD 17.2 billion in 2022.⁷ Over the past decade, Albania has achieved significant economic growth from a GDP of USD 3.48 billion in 2000 to USD 14.89 billion in 2020 and USD 17.2 in 2022, including a four percent annual increase in GDP from 2017 to 2018. In 2020, however, due to the COVID-19 global pandemic, Albania experienced a four percent annual decrease in GDP from 2019.⁸ In 2021, Albania experienced a robust recovery thanks to a policy stimulus and the resurgence of travel, construction and extractive activities. Private investment, consumption and public spending drove growth while public debt remained high.⁹

¹ UNICEF (2018). *Revised Evaluation Policy of UNICEF*. UNICEF: New York, NY, USA. Retrieved on 30 May 2022 from: [Revised Policy 2018 \(Interactive\).pdf \(unicef.org\)](#)

² UNEG (2016). *Norms and Standards for Evaluation*. UNEG: New York, NY, USA. Retrieved on 19 June 2022 from: [Detail of Norms and Standards for Evaluation \(2016\) \(unevaluation.org\)](#)

³ *UNICEF Procedure on Ethical Standards in Research, Evaluation, Data Collection and Analysis*, 2021. Retrieved on 30 May 2022 from: [Branded Procedure Template \(unicef.org\)](#)

⁴ UNICEF (2017). *UNICEF-Adapted UNEG Evaluation Reports Standards*. UNICEF: New York, NY, USA. Retrieved on 30 May 2022 from: [UNICEF-Adapted UNEG Evaluation Reports Standards | UNICEF Evaluation in UNICEF](#)

⁵ European Commission, 2020

⁶ Retrieved on 8 June 2022 from: [World Bank Country and Lending Groups – World Bank Data Help Desk](#)

⁷ Retrieved on 8 June 2022 from: [Albania Overview: Development news, research, data | World Bank](#)

⁸ Retrieved on 8 June 2022 from: [GDP growth \(annual %\) - Albania | Data \(worldbank.org\)](#) and [Albania Overview: Development news, research, data | World Bank](#)

⁹ Retrieved on 8 June 2022 from: [Albania Overview: Development news, research, data | World Bank](#)

The *Human Development Indices and Indicators: 2020 Statistical Update*¹⁰ presents Human Development Index (HDI) values¹¹ for 189 countries and territories with the most recent data for 2019. **Table 1** compares 1990 and 2019 HDI values¹² for Albania.¹³ Scores for the three HDI dimension indices are aggregated into a composite index using a geometric mean and a ranking provided.¹⁴ In 2019, Albania was classified as being ‘very high’ on the HDI, positioning at 69 out of 189 countries and territories. Between 1990 and 2019, Albania’s HDI value increased from 0.650 to 0.795, an increase of 22.3 percent. Albania has made progress on each of the HDI indicators. In particular, from 1990 to 2019, Albania’s life expectancy at birth increased by 6.7 years, mean years of schooling increased by 2.3 years, and expected years of schooling increased by 3.1 years.¹⁵ Albania’s GNI per capita also increased by about 183.5 percent from 1990 to 2019.¹⁶

Table 1. Albania Human Development Index Indicators				
Human Development Index	Albania		European Union	Very High HDI
	1990	2019	2019	2019
HDI Value	0.650	0.795	0.911	0.898
Life expectancy at birth (SDG 3)	71.8	78.6	81.4	79.6
Expected years of schooling (SDG 4.3)	11.6	14.7	16.8	16.3
Mean years of schooling (SDG 4.6)	7.8	10.1	12.1	12.2
National income per capita (2011 PPP\$) (SDG 8.5)	4,938	13,998	44,635	44,566

Source: *Human Development Report 2020. The New Frontier: Human Development and the Anthropocene – Albania.* UNDP. Retrieved on 8 June 2022 from: [ALB.pdf](#).

To measure human development more comprehensively, the *Human Development Indices and Indicators: 2020 Statistical Update* presents the Gender Development Index (GDI), which compares female and male achievements on HDI values, and the Gender Inequality Index (GII), which highlights women’s empowerment as it relates to reproductive health, education, political representation and the labour market.¹⁷ The GDI is calculated for 167 countries. In 2019, the female GDI value for Albania is 0.780, in contrast to 0.807 for males, resulting in a GDI value of 0.967, placing it into Group 2 of countries with medium to high equality in HDI achievements between women and men. In addition, Albania has a GII value of 0.181, ranking it 42 out of 162 countries. As it relates to the GII dimension indices, 29.5 percent of parliamentary seats are held by women in Albania. In addition, 93.7 percent of adult women have reached at least a secondary level of education, compared to 92.5 percent of adult males. Also, female labour force participation is 46.7 percent, compared to 64.6 percent for men. Also, for every 100,000 live births, 15.0 women die from pregnancy-related causes, and the adolescent birth rate is 19.6 births per 1,000 women of aged 15-19.¹⁸

In 2020, Albania’s population was estimated at 2,837,849¹⁹, of which 21.2 percent were children aged 0-17.²⁰ In 2019, the World Bank estimated that 34.4 percent of the Albanian population lived on less than USD 5.5 per person per day (the poverty threshold for upper-middle income countries). Despite a decline in the absolute poverty level

¹⁰ Retrieved 25 November 2019 from: <http://hdr.undp.org/en/2018-update>

¹¹ The HDI is a composite index focused on three basic dimensions of human development: the ability to lead a long and healthy life, measured by life expectancy at birth; the ability to acquire knowledge, measured by mean year of schooling and expected years of school; and the ability to achieve a decent standard of living, measured by gross national income per capita. The scores for the three HDI dimension indices are aggregated into a composite index using a geometric mean and a ranking provided; see UNDP (2020). *Human Development Indices and Indicators: 2020 Statistical Update*. UNDP: New York, NY, USA.

¹² The HDI was created to emphasize that people and their capabilities should be the criteria for assessing the development of a country, not economic growth alone.

¹³ The Human Development Report Office uses data from international data agencies with the mandate, resources and expertise to collect national data on specific indicators. For a list of international data providers; see *Human Development Report 2020. The New Frontier: Human Development and the Anthropocene – Albania*. UNDP. Retrieved on 8 June 2022 from: [ALB.pdf](#).

¹⁴ Ibid, 2020.

¹⁵ Ibid, 2020.

¹⁶ Ibid, 2020.

¹⁷ Ibid, 2020.

¹⁸ *Human Development Report 2020. The New Frontier: Human Development and the Anthropocene – Albania*. UNDP. Retrieved on 8 June 2022 from: [ALB.pdf](#).

¹⁹ Retrieved on 8 June 2022 from: [Population, total - Albania | Data \(worldbank.org\)](#)

²⁰ Retrieved on 8 June 2022 from: [World Population Prospects - Population Division - United Nations](#)

between 2012 and 2019, as a result of GDP growth and lower unemployment, Albania remained at the top of the list for absolute poverty in the Western Balkans.²¹

In 2019, Albania's Institute of Statistics (INSTAT) reported the at-risk-of-poverty rate²² was 23 percent, a decrease of 0.7 percent since 2017.²³ That same year, severe material deprivation was estimated at 37.1 percent, down from 38.3 percent in 2018. Although there was a slight decrease in the poverty rate for persons aged 18 and older, there was a 0.1 percent increase in poverty among children aged 0-17. In 2019, the child poverty rate was 29.7 percent. Families and children continue to be at greater risk of poverty. In 2019, the estimated poverty rate for households with dependent children was 27.2 percent, up from 26.9 percent in 2017, whereas the at-risk of poverty rate for households without dependent children was estimated at 14.2 percent, down from 15.9 percent in 2017.²⁴ Minority groups, such as Roma and Balkan Egyptians, are also economically disadvantaged.

More recently, in 2020, 32.6 percent of the population was considered poor. The poverty rate in Albania is one of the highest in the Western Balkans, whereas social protection coverage for the population is among the lowest in the region.²⁵ According to the International Monetary Fund (IMF), poverty in the country was estimated to have increased by 0.8 percentage points after the earthquake and pandemic, returning to partial deterioration, after a period of improvement that had begun since 2014.²⁶ Given the country experienced a strong economic recovery in 2021, coupled with government support measures, the World Bank predicted a decline in the poverty rate below pre-pandemic levels.²⁷

In 2019, according to INSTAT, the largest number of *Ndihma Ekonomike* (NE)²⁸ beneficiary families were in Kukës (37 percent), Dibra (29 percent) and Elbasan (21 percent).²⁹ In general, the amount of NE is small, nevertheless, INSTAT indicated that social transfers, excluding old age and family pensions, reduced the at-risk-of-poverty rate by only 11.3 percent; this compares to a reduced rate of 32.3 percent in the EU.³⁰

Albania has ratified core international human rights conventions, including the Universal Declaration of Human Rights (UDHR), Convention on the Rights of the Child (CRC), Convention on the Elimination of All Forms of Discrimination against Women (CEDAW), Convention on the Rights of Persons with Disabilities (CRPD) and the International Covenant of Economic, Social and Cultural Rights (ICESCR), as well as the Millennium Declaration and the 2030 Agenda for Sustainable Development. As a signatory, the GoA has prioritized improving access to and quality of health, education, child protection and social services for children and families in need, including social inclusion of persons with disabilities. Albania is also signatory of the Council of Europe Convention on Preventing and Combating Violence against Women and Domestic, better known as the Istanbul Convention.

Since ratifying the CRC in 1991, Albania has made significant progress in ensuring compliance of its legal and policy frameworks to protect women and children from violence, trafficking and exploitation. After the enactment of Law No. 18 on the Protection of the Rights of the Children in the Republic of Albania in 2017, and the Criminal Justice for Children Code, Albania has made progress developing a national child protection system in keeping with international standards and practices. The State Agency for Child Rights and Protection grew a local network of child protection workers, which increases the outreach of child protection services throughout the country.³¹ The biggest

²¹ UNICEF (2021). *Situation Analysis of Children and Adolescents in Albania*, UNICEF: Tirana, Albania, p. 17.

²² The risk of poverty rate is defined as 60 percent of the median equivalized disposable income. Increasing or decreasing of this threshold affects at the at-risk of poverty rate. The percentage of individuals at-risk-of-poverty in cases where the threshold is set below 50 percent of the median equivalized disposal income is estimated at 17.3 percent in 2018, compared to 17.5 percent in 2017; see UNICEF (2021). *Situation Analysis of Children and Adolescents in Albania*, UNICEF: Tirana, Albania, p. 17.

²³ UNICEF (2021). *Situation Analysis of Children and Adolescents in Albania*, UNICEF: Tirana, Albania, p. 17; see also INSTAT (2021). *Income and Living Conditions in Albania, 2017-2019*. INSTAT: Tirana, Albania.

²⁴ UNICEF (2021). *Situation Analysis of Children and Adolescents in Albania*, UNICEF: Tirana, Albania, p. 17

²⁵ Albania Has Highest Poverty in Western Balkans, IMF Says, Albanian Daily News, 8 December 2021. Retrieved on 29 May 2022 from: [Albanian Daily News](#)

²⁶ Ibid, 2021,

²⁷ Ibid, 2021.

²⁸ Economic Aid, the government's financial social assistance scheme to support poor families.

²⁹ UNICEF (2021). *Situation Analysis of Children and Adolescents in Albania*, UNICEF: Tirana, Albania, p. 17.

³⁰ Ibid, 2021, p. 17.

³¹ Retrieved on 8 June 2022 from: [Child protection system | UNICEF Albania](#)

weakness of the system, besides a deficit in terms of available qualified social workers, is reflected in the uneven distribution of needed resource and capacities.³²

In the area of gender equality and ending violence against women, in recent years, Albania has also taken important steps toward the elimination of gender-based discrimination and gender equality. A National Gender Equality Strategy and Action Plan (NSGE) was adopted for the period of 2016-2020, and legal improvements have been made, including in the areas of labour and property rights.³³ More recently, the National Strategy for Gender Equality 2021-2030 was developed on behalf of the GoA by the Ministry of Health and Social Protection (MoHSP).³⁴

1.2. Human Trafficking in Albania

Since the collapse of communism in the 1990s, Albanian nationals, especially women and children, have been increasingly trafficked to and through European countries.³⁵ Over the past few decades, the Government of Albania has enacted national legislation and policies, and established institutional mechanisms to combat and prevent human trafficking in and from Albania. Still, however, Albania has a human trafficking problem, and serves as sending, receiving and transit country.³⁶ Historical and structural factors, including the country's socio-economic development, are contributing factors to domestic and cross-border human trafficking.³⁷ and these have, in turn, affected the nature and volume of human trafficking, both domestically and in cross-border contexts³⁸

The causes of human trafficking are numerous, including, but not limited to: poverty; low educational attainment and lack of access to education; gender inequality and violence against women; domestic violence and family breakdown; lack of income earning opportunities and livelihoods; and presence of organized crime groups that are involved in human trafficking. Women and children are most often the victims of human trafficking, but men can also be victims of human trafficking.³⁹ In Albania, children from Roma and Egyptian minorities are reportedly more vulnerable to child trafficking due to a combination of factors, including poverty, low levels of education and lack of housing.⁴⁰ Roma street children are especially vulnerable to child sex trafficking, given the fact that they live on the streets or spend a significant amount of time on the streets.⁴¹

In 2018, Albania ranked second as a sending country of victims of trafficking (VoTs) to the EU.⁴² In 2019, the Group of Experts on Action against Human Trafficking (GRETA) reported that from 2015-2019, the majority of Albanian VoTs identified were women and girls who were trafficked abroad for purposes of sexual exploitation.⁴³ Human traffickers often use social media (e.g., Facebook, Instagram and Snapchat) to recruit women and girls using fake job offers. In

³² Retrieved on 8 June 2022 from: [Child protection system | UNICEF Albania](#)

³³ UN Albania (2020). *Common Country Analysis 2020*. UN Albania: Tirana, Albania. Retrieved on 8 June 2022 from: [Web_CCA_2020_final.pdf\(un.org\)](#)

³⁴ *National Strategy for Gender Equality, 2021-2030*, Approved with Council of Ministers Decision No. 400, dated 30.6.2021. Retrieved on 8 June 2022 from: [National Strategy for Gender Equality 2021-2030 | Publications | UN Women – Albania](#)

³⁵ Ramaj, K. (2021). The Aftermath of Human Trafficking: Exploring the Albanian Victims' Return, Rehabilitation and Reintegration Challenges. *Journal of Human Trafficking*. Retrieved on 19 June 2022 from: [Full article: The Aftermath of Human Trafficking: Exploring the Albanian Victims' Return, Rehabilitation, and Reintegration Challenges \(tandfonline.com\)](#)

³⁶ Davy, D. (2022). *Trafficked by Someone I Know: A Qualitative Study of the Relationship between Trafficking Victims and Human Traffickers in Albania*. UNICEF Albania: Tirana, Albania.

³⁷ Davy, D. & B. Metanji (2020). *First Wave Survey Study on Youth Knowledge, Attitudes and Practices with Regard to Human Trafficking in Four Regions in Albania*. UK Government/IDRA/UNICEF Albania: Tirana, Albania.

³⁸ Davy, D. (2022). *Trafficked by Someone I Know: A Qualitative Study of the Relationship between Trafficking Victims and Human Traffickers in Albania*. UNICEF Albania: Tirana, Albania.

³⁹ Davy, D. (2022). *Trafficked by Someone I Know: A Qualitative Study of the Relationship between Trafficking Victims and Human Traffickers in Albania*. UNICEF Albania: Tirana, Albania.

⁴⁰ Ibid, 2022.

⁴¹ Observatory for Children and Youth Rights – Annual Report 2018. Retrieved on 19 June 2022 from: [Public-Annual-Report-2018-Observatory.pdf](#)

⁴² European Commission (2018). *Data collection on trafficking in human being in the EU*. European Commission: Luxembourg. Retrieved on 19 June 2022 from: [Data collection on trafficking in human beings in the EU - Research Portal | Lancaster University \(lancs.ac.uk\)](#)

⁴³ GRETA (2020). *Evaluation Report Albania (Third Evaluation Round): Access to justice and effective remedies for victims of trafficking in human beings*. Secretariat of the Council of Europe Convention on Action against Trafficking in Human Beings: Strasbourg, France. Retrieved on 19 June 2022 from: [1680a0b84f\(coe.int\)](#); see also, GRETA: Albania makes progress in tackling human trafficking, but should do more. Council of Europe, 15 December 2020. Retrieved on 19 June 2022 from: [GRETA: Albania makes progress in tackling human trafficking, but should do more - Newsroom \(coe.int\)](#)

addition, some human traffickers form intimate relationships with their victims, and then exploit those relationships and emotional attachments to traffick and exploit young women. They also use sexual, physical and psychological violence, and other controlling behaviours to traffick women and girls.⁴⁴ In many cases, sex trafficking victims are exploited along Albania's international borders, such as international borders with Kosovo and Macedonia.⁴⁵

In recent years, the number of internal human trafficking victims has also been on the rise, particularly child trafficking for purposes of sexual exploitation and begging. Children from the Roma and Egyptian minorities are considered at high-risk of being trafficked, particularly during tourism season.⁴⁶ In addition, the National Agenda for Children's Rights 2017-2021 revealed that human trafficking for begging and criminal activities is a reality, particularly among boys. In some cases, child trafficking is facilitated by children's parents. Children and youth (aged 15-24) in rural areas are also at increased risk of human trafficking because they lack income generating opportunities.⁴⁷

Another notable trend that has recently been identified is that men and boys are being trafficked to engage in illegal activities, such as drug harvesting and distribution, and street crimes. Traffickers often use debt bondage (i.e., the price of helping them to illegally cross the border to EU countries) to trap men and boys into exploitative situations.⁴⁸ In a country, where young people, particularly young men, do not have many employment opportunities.⁴⁹

According to the US Department of State, *2021 Trafficking in Persons Report*, Albania is still classified as a Tier 2 country, which means that the GoA does not fully meet the minimum standards set forth in the US Trafficking Victims Protection Act (TVPA), but it is making significant efforts to meet those standards. According to the TIP Report, in 2020, 81 VoTs were officially identified by governmental and non-governmental organizations, and 28 criminal procedures were registered by the Prosecutor's Office.⁵⁰ In 2021, the European Commission reported that convictions of human traffickers have decreased in recent years, reaching a low in 2020, with only two convictions.⁵¹ In other words, while the ability to identify VoTs has improved over the years, given the complexity of human trafficking cases, successfully convicting human traffickers and exploiters has become more difficult.

Since March 2020, the COVID-19 global pandemic has had negative socio-economic impacts on individuals and families, particularly the most vulnerable, and communities and societies at-large. The COVID-19 pandemic has most likely increased the risks of human trafficking, particularly for the most vulnerable and disadvantaged, and curbed progress of anti-trafficking in persons initiatives. It remains to be seen what impact the COVID-19 pandemic has had on human trafficking in and from Albania, but a recent report by Terre des Hommes suggests that increases in unemployment and poverty related to the pandemic, in certain areas of Albania, will put people at increased risk of human trafficking and exploitation.⁵² Those most vulnerable to losing their jobs during the pandemic were identified as persons with low paying jobs, as well as women and people 55 years and older.⁵³ Still, however, the impact of the COVID-19 pandemic on human trafficking in Albania has not been well documented. Although there are no

⁴⁴ Davy, D. (2022). *Trafficked by Someone I Know: A Qualitative Study of the Relationship between Trafficking Victims and Human Traffickers in Albania*. UNICEF Albania: Tirana, Albania; Davy, D. (2022). *Economic Reintegration of Trafficking Survivors in Albania: A Qualitative Study of the Challenges for Survivors and Service Providers in Accessing/Providing Economic Reintegration Support*. UNICEF Albania: Tirana, Albania.

⁴⁵ GRETA (2020). *Evaluation Report Albania (Third Evaluation Round): Access to justice and effective remedies for victims of trafficking in human beings*. Secretariate of the Council of Europe Convention on Action against Trafficking in Human Beings: Strasbourg, France; see also, GRETA: Albania makes progress in tackling human trafficking, but should do more. Council of Europe, 15 December 2020. Retrieved on 19 June 2022 from: [GRETA: Albania makes progress in tackling human trafficking, but should do more - Newsroom \(coe.int\)](#)

⁴⁶ Office of the United Nations High Commissioner for Human Rights, 2019; Council of Europe, 2020.

⁴⁷ Ministry of Health and Social Protection, 2021.

⁴⁸ UK Home Office, 2021.

⁴⁹ Davy, D. (2022). *Trafficked by Someone I Know: A Qualitative Study of the Relationship between Trafficking Victims and Human Traffickers in Albania*. UNICEF Albania: Tirana, Albania; Davy, D. (2022). *Economic Reintegration of Trafficking Survivors in Albania: A Qualitative Study of the Challenges for Survivors and Service Providers in Accessing/Providing Economic Reintegration Support*. UNICEF Albania: Tirana, Albania.

⁵⁰ US Department of State (2021). *2021 Trafficking in Persons Report*. US Department of State: Washington, DC, USA. Retrieved on 19 June 2021 from: [2021 Trafficking in Persons Report - United States Department of State](#)

⁵¹ European Commission, 2021

⁵² Terre des hommes (2020). *Situation Report: The Impact of COVID-19 on Families in Need in Albania*. Terre des Hommes: Cologny, Switzerland.

⁵³ UNDP, 2020.

data to support the argument that the pandemic increased trafficking of Albanians, either domestically or internationally; evidence remains largely anecdotal.⁵⁴

1.3. National Legal and Policy Frameworks to Combat Human Trafficking in Albania

In 1992, Albania ratified the CRC, and in 2008, became an accession country to the Optional Protocol on the Sale of Children, Child Prostitution and Child Pornography. In 2002, Albania also ratified the UN Convention against Transnational Organized Crime and the Protocol to Prevent, Suppress and Punish Trafficking in Persons Especially Women and Children, as well as the Protocol Against the Smuggling of Migrants by Land, Sea and Air. In 2006, Albania also ratified the CoE Convention on Action against Trafficking in Human Beings.

There are provisions in the Constitution of the Republic of Albania that makes trafficking in persons illegal. Although Albania does not have a law against human trafficking per se, some of the most important laws that address human trafficking, in general, and child trafficking, in particular, include the the 1995 Criminal Code, the Criminal Procedure Code (No. 7905/1995), the State Police Law (No. 108/2014 and amended law No. 133/2020), the Code of Criminal Justice for Children, the Child Rights and Protection Law (No. 18/2017) and the Social Care Services Law (No. 121/2016). These laws offer additional protection and support to VoTs, including children and adult VoTs.

Despite the lack of a human trafficking law per se, over the past two decades, the GoA has authorized and reauthorized the National Strategy and Action Plan for Combating Trafficking in Human Beings; the most recent version covers the period of 2021-2023. The National Strategy and Action Plan for Combating Trafficking in Human Beings aims to coordinate state and non-state actors, including international organizations, engaged in efforts to combat trafficking in persons. The plan focuses on prevention and identification of child trafficking and VoTs at international borders, through obligatory document checks for all children, whether they cross irregularly or not.⁵⁵

The National Agenda for Children's Rights 2021-2025 also addresses children trafficking, and includes a policy goal to eliminate all forms of violence against children, and to protect children from violence, abuse and trafficking. One of the indicators related to this goal is the rate of child victims and potential VoTs per 100,000 children in the population.

In recent years, there have been some positive developments in improving legislation that addresses the rights of crime victims, including VoTs. In the framework of justice reform, some laws have been adopted that regulate access to justice, such as the Law on the Protection of Children's Rights and the Juvenile Justice Code. There have also been amendments to the Law on Measures Against Domestic Violence and Law on Social Services. These legal reforms reflect the efforts of the GoA to regulate the protection of crime victims, including child victims and gender-based violence victims.⁵⁶

It is also notable that in 2016, standard operating procedures (SOPs) for transnational cooperation and case management for VoTs and 'children on the move' between Albania, Kosovo and Montenegro. In addition, in 2018, SOPs were established to ensure the protection of VoTs and potential trafficking victims.

Laws have also been adopted to regulate case management for child victims and VoTs. In particular, DCM No. 578, 'On Case Management Procedures', includes referral and case management procedures for children in need of protection. These procedures include the development of individual protection plans, and funding its implementation, along with enforcement of protection measures. In the absence of a proper child protection protocol, implementation of the DCM has led to difficulties when it comes to managing child protection cases, including children who are particularly vulnerable or at-risk of human trafficking, and child VoTs. Given the diversity of children in need of protection, drafting protocols that guide child protection need to be aligned with the DCM. Also needed are defined plans for improving child protection and national indicators related to child protection.

⁵⁴ Davy, D. (2022). *Trafficked by Someone I Know: A Qualitative Study of the Relationship between Trafficking Victims and Human Traffickers in Albania*. UNICEF Albania: Tirana, Albania; Davy, D. (2022). *Economic Reintegration of Trafficking Survivors in Albania: A Qualitative Study of the Challenges for Survivors and Service Providers in Accessing/Providing Economic Reintegration Support*. UNICEF Albania: Tirana, Albania.

⁵⁵ Ministry of Interior, 2021

⁵⁶ Simoni and Trimi, 2019

Such protocols would bring clarity for professionals, namely the Child Protection Unit, which is responsible for case management for child victims and VoTs.⁵⁷

In 2020, the Organization for Security and Co-operation of Europe (OSCE) documented the implementation of case management and flaws in the system, particularly when it comes to ad hoc decision-making related to the identification of VoTs, lack of criminal investigations in human trafficking cases, and child protection measures. This report documented the need to strengthen Albania's child protection system in respect to child trafficking by training key stakeholders, such as law enforcement officers, child protection workers and educators.⁵⁸

1.4. Institutional Mechanisms to Combat Human Trafficking in Albania

Albania established an Anti-Trafficking Task Force, comprised of Directors and Deputy Ministers of relevant government agencies, as well as the National Shelters' Coalition and civil society partners. The Anti-Trafficking Task Force is headed by the National Coordinator for Human Trafficking, who also holds the title of Deputy Minister in the Ministry of Interior (Moi).⁵⁹ In the Moi, the Office of the National Anti-Trafficking Coordinator (ONAC) is the focal point for anti-trafficking activity. The Responsible Authority, comprised of specialists in relevant government agencies, and other experts and service providers reports to the Anti-Trafficking Task Force.

In 2017, based on the Prime Minister's Order No. 7/2017, 12 Regional Anti-Trafficking Committees (RATC) were established. RATCs are comprised local officials and civil society organizations (CSOs), and are responsible for coordinating protection and prevention activities. Child Protection Units in the municipalities and local government units are responsible for case management of children in need of protection, including child VoTs and children at-risk of being trafficking. Both the National Referral Mechanism and the RATCs are relatively new mechanisms, but are weak because they lack financial and human resources.

More recently, in 2021, an EU progress report noted that inter-agency cooperation against human trafficking has improved in Albania. Still, however, the report highlights the fact that cooperation needs to be formalized, and border police investigation powers need to be strengthened to detect cases of trafficking in persons.⁶⁰ The US Department of State *2020 Trafficking in Persons Report* also highlighted the fact that border police lack the resources, technical skills and capacities to regularly screen and implement SOPs to identify VoTs, including among refugees and asylum seekers, and undocumented migrants at the borders.⁶¹

1.5. Social Services Provision to Human Trafficking Victims

In Albania, social services and child protection sectors are interlinked, particularly when it relates to prevention of human trafficking and protection of trafficking victims (PVoTs). In 2015, decentralization of social services caused problems for local governments. In recent years, however, new legislation has been enacted which has improved to local governments for social services. Still, however, this legislation has yet to be harmonised or fully implemented, and financial funding remains a challenge.

In 2019, the GoA set up a Social Fund at national level, along with mechanisms for the calculation of funding of social services in an effort to roll out new social services, however, many municipalities lacked the capacities to assess needs and prepare a Social Care Plan.⁶² According to the Economic Assessment of Albania, only 24 of the 61 municipalities had a Social Care Plan, which was a pre-requisite to apply for funding under the Social Fund. Moreover, the Fund had scarce resources; funding was insufficient given the extent of work that needed to be done.

In 2019, 73 percent of local government budgets came from national transfers. The central budget allocated only one percent of the GDP to local governments; the lowest in the Western Balkans. Moreover, in most municipalities,

⁵⁷ Ministry of Health and Social Protection, 2021

⁵⁸ Mcquade, A., J. Rexha & A. Trimi (2020). *A Typology of Child Trafficking in Albania*. OSCE Presence in Albania: Triana, Albania. Retrieved on 19 June 2022 from: [457546.pdf \(osce.org\)](#)

⁵⁹ The members of the task force include police, border patrol, Ministry of Interior Affairs, State Social Service, Ministry of Foreign Affairs, Minister of Health, Ministry of Education, and Coalition of Shelters.

⁶⁰ European Commission, 2021

⁶¹ US Department of State (2021). *2021 Trafficking in Persons Report*. US Department of State: Washington, DC, USA.

⁶² DCM No. 111, On the creation and functioning of the social fund, 23 February 2018; DCM No. 150, On calculation of the funding of social care services, 20 March 2019

local governments are not effective at collecting revenues; thus, the ability of local institutions to deliver quality public services remains limited.⁶³ Moreover, the Needs Assessment and Referral Unit, established in the Social Services Law of 2016, has still not been established in the majority of municipalities. With the support of CSOs, only a few Needs Assessment and Referral Units have been established as pilots. Lack of financial resources and human resources needed for effective case management of children in need of protection is an ongoing issue, that affects children at-risk of human trafficking and child VoTs.

In terms of service provision to VoTs, the GoA operates one shelter for VoTs and partially supports three shelters operated by NGOs. Each of these shelters were established to support women and child victims; there are not shelters for male VoTs.⁶⁴ The four shelters organized to establish a National Coalition of Anti-Trafficking Shelters (NCATS), which enables them to coordinate efforts and provision of services to VoTs, including short- and long-term accommodations, psycho-social counseling, legal aid, health care, education, vocational training, employment services, and financial support/assistance. They also provide reintegration and follow-up services. In 2021, the government increased funding for the state-run shelter, but decreased funding to the three non-governmental organization (NGO)-run shelters.

In 2021, the Convention on the Rights of the Child Report documented the need for more mobile victim identification units, reintegration services and educational access for child victims, as well as the need for improved victim-centred approaches and victim-witness protection services.⁶⁵

In relation to labour exploitation of children and adults, the *2021 Trafficking in Persons Report* documented that the GoA did not make efforts to regulate or punish labor recruiters for illegal practices that increased migrants' vulnerabilities to exploitation abroad. Labor inspectors do not have authority to inspect informal work activities, including unregistered businesses. Amendments to the Law on Public Procurement foresee that companies convicted of child trafficking and exploitation will be disqualified from public contracts.⁶⁶

Efforts to strengthen social services have been focused on PVoTs. Still, however, there is need for services that aim to address the root causes of human trafficking. The National Strategy for Social Protection 2020-2023 highlighted that in 27 municipalities there are no social services at the local level. In fact, the GoA provide only five out of seven different types of services defined by law, which are unevenly distributed across the country. The majority of services are delivered by non-governmental and international organizations. Recent studies and administrative data show that 90 percent of social services are concentrated in urban areas and 75 percent are in the western and central regions of Albania. In 2019, only 10,065 people (0.35 percent of the population) received social services.

2. Programme Transforming the National Response to Human Trafficking in and from Albania

Since 2019, UNICEF Albania, with funding from the Government of the United Kingdom (UK) under the Modern Slavery Fund⁶⁷, have been implementing the Programme entitled, 'Transforming National Response to Human Trafficking in and from Albania'; the Programme was also funded with UNICEF's core-funding.⁶⁸

UNICEF has implemented the Programme in cooperation with implementing partners (IPs). The Programme's inception was in December 2019, and was originally intended to last until March 2021. Since then, the Programme has had two cost extensions from April-September 2021 and October 2021-March 2022, followed by a no-cost extension, from April-September 2022, which is the expected end-date of the Programme. By September 2022, the duration of the Programme will have been 33 months.

In 2019, the overall goal of the Programme was to contribute to an overall reduction in modern slavery and human trafficking in and from Albania. To achieve this goal, the project was designed with a Theory of Change (ToC) based upon four pillars (outcomes), which were partially pre-determined by evidence that was available at the time and the application of a cause-and-effect lens.⁶⁹

⁶³ EU report, 2019

⁶⁴ US Department of State (2021). *2021 Trafficking in Persons Report*. US Department of State: Washington, DC, USA.

⁶⁵ Government of Albania, UN Convention on the Rights of the Child Report, 2021.

⁶⁶ US Department of State (2021). *2021 Trafficking in Persons Report*. US Department of State: Washington, DC, USA

⁶⁷ Call for bids for the Modern Slavery Fund Albania Programme, British Embassy Tirana, August 2019.

⁶⁸ Transforming National Response to Modern Slavery in Albania. UNICEF Programme Proposal, 13 September 2019, p.4.

⁶⁹ Transforming National Response to Human Trafficking in and from Albania, UNICEF Albania Office, December 2019, p. 3.

The four pillars included:⁷⁰

- Evidence-informed strategic communication that leads to positive change in behaviours among individuals, families, communities and duty-bearers.
- Victim-oriented justice and effective law enforcement and prosecution.
- Sustainable and right-based models of reintegration of victims and the at-risk population.
- Community-driven solutions with access to social services to reduce vulnerabilities and reintegration of the most at-risk and VoTs.

See Annex B for the ToC that was developed and applied at the Programme's inception in December 2019. The first ToC was defined in the Government of the UK project proposal and included in August 2019 project bid submitted to the British Embassy in Albania.

The ToC for this Programme has evolved since the planning and implementation stages of the Programme. A revised ToC was developed along with a revised results monitoring framework (RMF), as agreed between UNICEF Albania, members of the Consortium and the Government of the UK. The revised ToC came into effect in September 2021 when UNICEF submitted a second project proposal to the British Embassy in Albania in an effort to continue and build on the existing programme entitled, 'Transforming the National Response to Human Trafficking in and from Albania, and to identify and strengthen successful promising efforts to combat human trafficking in and from Albania. The programme's extension was built on solid evidence and in-depth programmatic reflection on 'what works' and 'what may work' based on lessons learned since the Programme's inception in December 2019. The programme's extension was also strategically aligned with the national policy framework and broader global agenda to combat trafficking in persons via investment in prevention, protection and prosecution (commonly referred to as the "3Ps"). Serious consideration was also given to the recent EU Strategy on Combatting Trafficking in Human Beings, 2021-2025.⁷¹

The second project proposal was grounded in three overarching principles, including:⁷²

- Strengthen the sustainability of the promising and efficient interventions
- Provide more synergy and complementarity between all programme components
- Bring more intensity to the programme presence in targeted communities.

In keeping the four outcomes at the core of programmatic pillars were redefined as:⁷³

1. Communities demonstrate improved knowledge and attitudes to prevent human trafficking.
2. Individuals at-risk have increased social and economic opportunities to prevent human trafficking.
3. Potential victims and VoTs are re-integrated.
4. Justice system is strengthened to investigate, prosecute, convict traffickers and support victims.

The second phase of the Programme was expected to result in a measurable increase of scale, quality and sustainability of those efforts, which are increasing efficiency of anti-trafficking work. The Programme was also envisaged to increase the number of identified VoTs, as a result of more intense community work and direct engagement in frontline professional and people at-risk and high-risk of trafficking.⁷⁴ In keeping with the 2019 Programme proposal, the 2021 Programme proposal was focused on the 3Ps (**Figure 1**)

⁷⁰ Transforming National Response to Human Trafficking in and from Albania, UNICEF Albania Office, December 2019, p. 3.

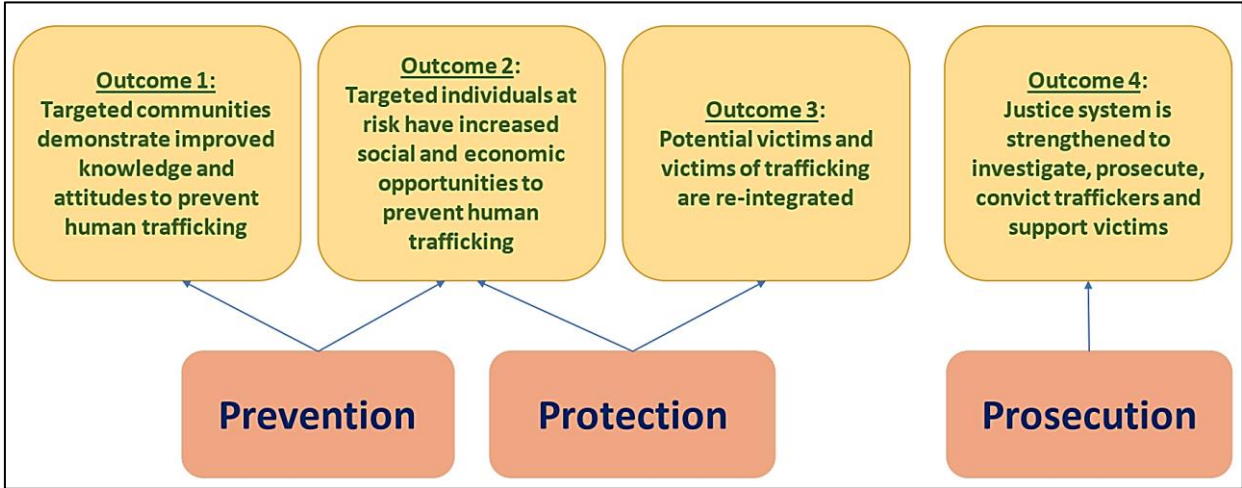
⁷¹ Sustaining efficient response to human trafficking in and from Albania. UNICEF Albania Programme Proposal, September 2021; see also, Communication from the Commission to the European Parliament, the Council, the European Economic and Social Committee and the Committee on Regions on the EU Strategy on Combatting Trafficking in Human Beings, 2021-2025. Retrieved on 19 June 2022 from: [files_en\(europa.eu\)](https://files.en.europa.eu).

⁷² Sustaining efficient response to human trafficking in and from Albania. UNICEF Albania Programme Proposal, September 2021.

⁷³ Sustaining efficient response to human trafficking in and from Albania. UNICEF Albania Programme Proposal, September 2021.

⁷⁴ Sustaining efficient response to human trafficking in and from Albania. UNICEF Albania Programme Proposal, September 2021.

Figure 1. Programme outcomes related to the 3Ps (September 2021)



Source: Sustaining efficient response to trafficking in and from Albania. Proposed (Revised) Programme’s Theory of Change, September 2021.

See Annex C for the revised ToC that was developed and applied in the second Programme proposal in September 2021. The revised ToC does not depart considerably, in terms of structure, from the original ToC; however, it is more detailed. The revised ToC was set forth in the project bid submitted to the British Embassy in Albania in 2021.

During the 33-month Programme period, the Programme has targeted four regions and 17 municipalities in the Northern and Central regions of Albania, including Tirane, Shkoder, Diber and Kukes (Table 2).⁷⁵ These regions were selected because the populations in these four regions are among the most socio-economically deprived, and were affected by trafficking human trafficking. In addition, Tirana, capital city, has served as a transit area for human trafficking.⁷⁶ In recent year, three additional regions in the Southern area of the country were added – Elbasan, Korce, Vlore – put they have not been the main focus of Programme activities.⁷⁷

Table 2. Programme target regions and municipalities	
Region	Municipalities
Tirana	Kamez, Kavaje, Rrogozhine, Tirana, Vore
Shkoder	Fushe-Arrez, Malesii Madhe, Puke, Shkoder, Vau i Dejes
Diber	Bulqize, Diber, Klos, Mat
Kukes	Has, Kukes, Tropoje

The overall estimated budget for the Programme was GBP £ 3,358,273, including GBP £ 2,349,997, which was requested in first project proposal in December 2019, and GBP £ 1,008,276, which as request in the second project proposal in September 2021. GBP £ 3,358,273 is equivalent to approximately USD 4,105,193 or EUR 3,909,030.

Since its inception, the Programme ‘Transforming the National Response to Human Trafficking in and from Albania’ has aimed to improve the realization of human rights of the most vulnerable groups of the population in Albania, in keeping with the ‘leave no one behind’ principle. According to Programme documents, all activities would be carried out with a view to ensuring the best interests of the child, non-discrimination and gender sensitivity, as well as children’s participation in any decision-making process.⁷⁸ It is notable that gender sensitivity was integrated into planned activities and interventions, with the aim of promoting gender equality and women’s empowerment (GEWE) for women and girls who are beneficiaries of the Programme.

2.1. Programme Stakeholders

This Programme has five groups of stakeholders, including: UNICEF and the Government of the UK (i.e., donor); duty-bearers (i.e., GoA); implementing partners (i.e., CSOs with a direct stake in this evaluation because they receive

⁷⁵ Transforming National Response to Modern Slavery in Albania. UNICEF Programme Proposal, 13 September 2019, p.3.
⁷⁶ Programme website. Retrieved on 19 June 2022 from: [End Human Trafficking](#)
⁷⁷ Programme website. Retrieved on 19 June 2022: [End Human Trafficking](#)
⁷⁸ Transforming National Response to Modern Slavery in Albania. UNICEF Programme Proposal, 13 September 2019, pp.18-19.

funding from the Programme); and rights-holders (i.e., beneficiaries). Each of these groups of stakeholders will have a vested interest in findings from this evaluation. In addition, there are other stakeholders, who are not directly involved in or benefit from this Programme, who will also have an interest in this evaluation and its findings, as it will likely inform their programmatic activities.

- **UNICEF and the Government of the UK** – The project has been funded by Government of the UK under the Modern Slavery Fund Albania Programme 2019-2021. Both UNICEF Albania and the Government of the UK donor are interested in continuing and improving programmatic activities in the area of human trafficking; thus, they are both primary stakeholders for this evaluation. Other stakeholders include UNICEF's Regional Office for Europe and Central Asia (ECARO), as they will be able to use evaluation findings to inform regional programme planning and corporate learning and accountability.
- **Duty-bearers** – The GoA is engaged in this Programme as a duty-bearer and will use findings from this evaluation to improve implementation and collaboration around efforts to combat human trafficking. At the national level, the MoI and its Office of the National Anti-Trafficking Coordinator, along with the Directorate Against Human Trafficking and Migration are key stakeholders, which UNICEF collaborates with to implement the Programme. Other duty-bearers include the Albanian State Police Anti-Trafficking Unit and the Cybercrime Unit, as well as MoHSP, Ministry of Justice (MoJ) and Ministry of Education (MoE).

At the regional level, UNICEF has worked with municipal and regional governmental structures to implement different Programme components; thus, they are an audience for this evaluation. Duty-bearers include the RATC in each of the four target regions and municipal Child Protection Units and Needs Assessment and Referral Units in the Social Services Sections, Municipal Police (i.e., law enforcement agencies that are under control of the municipal government) and Anti-Trafficking Units, and community centres and schools involved in the Programme.

- **Implementing Partners (IPs)**– UNICEF has collaborated with 17 non-governmental organizations (NGOs) have been the IPs for the Programme. IPs will use findings from this evaluation to inform their work on the Programme and to improve the services that they provide to beneficiaries of the Programme.
- **Rights-Holders** – The rights-holders are the beneficiaries of this Programme, including VoTs and those most vulnerable or at-risk of being trafficked, mainly children and young people, including children on the move and living on the streets, child beggars and girls who are forced into early marriages.⁷⁹ Rights-holders often face multiple forms of discrimination and vulnerability that put them at high risk of being trafficked and/or re-trafficked for sexual and/or labour exploitation.
- **Other Stakeholders** – There are numerous other stakeholders that have an interest in findings from this evaluation, including multilateral and bilateral donors, especially those institutions that support social and economic integration of the most vulnerable segment of the population (e.g., Swiss Agency for Development and Cooperation (SDC), Swedish International Development Cooperation Agency (SIDA) and Deutsche Gesellschaft für Internationale Zusammenarbeit (GIZ). In addition, other UN agencies, such as International Organization for Migration (IOM), United Nations Development Programme (UNDP) and United Nations Entity for Gender Equality and the Empowerment of Women (UN Women), will likely use findings from this evaluation for learning purposes and to inform their own programming initiatives. Also, CSOs working in the areas of human trafficking, child protection, gender-based violence, social service delivery and human migration to name a few will benefit from the evaluation findings for learning and programming purposes, as well as lobbying and advocacy.

3. Evaluation Rationale and Purpose

The purpose of the evaluation is twofold: 1) to strengthen UNICEF's accountability to donor and national stakeholders; and 2) to draw lessons learned and provide evidence-based recommendations on how to scale up counter human trafficking programming in the future. This evaluation has been set as a requirement by the donor, and is UNICEF's responsibility as part of its lead role in the Programme's management.

⁷⁹ Transforming National Response to Modern Slavery in Albania. UNICEF Programme Proposal, 13 September 2019, p.24.

This evaluation will have a strategic focus, implying greater emphasis on outcome and outputs, rather than details of the programme's activities. The evaluation is meant to be summative (backward-looking) to support enhanced accountability for development effectiveness and learning from experience. The aim is to understand why and to what extent intended and unintended results were achieved and to analyse implications of the results.⁸⁰ On a secondary level, the evaluation is expected to serve as a formative evaluation (forward-looking) to support UNICEF Albania and national stakeholders with strategic learning and decision-making with regard to improving the structure, implementation and quality of the Steps Together Programme, and its eventual scale-up and sustainability through legal and administrative institutionalization and state budgeting.

The primary expected users of this evaluation will be UNICEF Albania and GoA, along with Ps and the donor, the Government of UK. Users of this evaluation will also include key stakeholders, such as: national authorities (i.e., relevant ministries and agencies) and CSOs working at national and subnational levels, and local authorities and professionals working with on trafficking issues at the local level, as well as beneficiaries. This evaluation will also be of interest to partner United Nations (UN) agencies and international financial institutions and donors that contribute to UNICEF results and wider UN system commitments, intended outcomes and efforts on the realization of children's rights and wider human rights commitments, including ending violence, abuse and human trafficking of women and children, and promoting gender equality.

3.1. Evaluation Scope

This evaluation will focus on programme implementation in four of the seven project regions – Diber, Kukes, Shkoder and Tirane – and four of the 17 municipalities – Diber Municipality (Diber Prefecture), Kukes Municipality (Kukes Prefecture), Shkoder Municipality (Shkoder Prefecture) and Kamez Municipality (Tirane Prefecture). The evaluation will cover the period of December 2019 to March 2022. The evaluation will include perspectives and views of all relevant national and subnational partners and stakeholders, as well as UNICEF Albania staff and donors.

This evaluation will also take into consideration challenges faced implementing the programme during the COVID-19 global pandemic, which exerted significant influence on the implementation of planned activities. National measures taken to contain the spread of COVID-19 created enormous pressure on the capacity of institutions and a high level of uncertainty for individuals, families, communities and the government. In fact, the pandemic negatively impacted access to essential services for families, and in many instances left parents to respond to multiple needs of their children without adequate support. During the pandemic, face-to-face provision of services had to be replaced, whenever possible, with teleservices, which required service providers and their clients to master new technology and to develop digital competencies. The COVID-19 response became the main priority and captured most of the capacity of state institutions. In light of this situation, the evaluation will be sensitive to how the COVID-19 pandemic influenced and shaped Programme implementation, and led to the need to be able to adapt and adjust to imposed restrictions and measures aimed at stopping the spread of COVID-19.

Human rights-based, child rights-based, equity-based and gender sensitive approaches will guide the evaluation and data collection approach. Particular attention will be paid to exploring equity dimensions of the intervention. For UNICEF, equity means that all children have an opportunity to survive, develop, and reach their full potential, without discrimination, bias or favouritism. Equity-based evaluations provide assessments of what works and what does not work to reduce inequity, and highlights intended and unintended results for the most vulnerable groups as well as inequalities in outcomes for vulnerable children and families. To the extent possible, access to quality support and outcomes for different subgroups of vulnerable children and families will be explored in this evaluation, and the groups least reached will be identified.

3.2. Evaluation Objectives

In keeping with the TOR, the main objectives of this evaluation are to:

- Assess Programme results against planned activities, with a focus on programme relevance, efficiency, effectiveness, sustainability and coherence.
- Document lessons learned and provide concrete evidence-based recommendations that relevant stakeholders can build upon in future planning and programming.

⁸⁰ UNEG (2016). *Norms and Standards for Evaluation*. UNEG: New York, NY, USA, p. 10.

- Propose revisions to the Programme’s ToC during the final stages of the evaluation, based on the country context, situation analysis, evaluation findings and lessons learned.

3.3. Evaluation Criteria and Questions

Evaluation evidence will be assessed using the Organisation for Economic Co-operation and Development (OECD) Development Assistance Committee’s (DAC) criteria⁸¹ of relevance, coherence, effectiveness, efficiency and sustainability. The evaluation will also incorporate equity, gender equality and human rights considerations as cross-cutting issues.

Evaluation research questions related to **relevance** focus on the extent to which programme implementing strategies are relevant to and address the real problems and needs of target groups and country priorities.⁸²

Relevance questions to be explored include:

- To what extent has the programme and its implementation strategies responded to the needs and rights of the beneficiaries, including the most vulnerable women and children?
- To what extent has the implementing strategies have been able to adapt and change, as needed, to the changing needs of beneficiaries? And, to the country context, including the COVID-19 global pandemic?

Evaluation research questions related to **coherence** focus on the programme’s synergy with UNICEF Albania priorities⁸³ and the appropriateness of partnerships built around the programme. Coherence questions to be explored include:

- To what extent are programme objectives and implementing strategies interlinked or aligned with UNICEF Albania’s Country Programme?
- To what extent does the programme have a well-defined ToC and intervention logic, demonstrating how outputs will produce the intended outcomes? How valid are the assumptions and are they relevant to the context in which the programme is being implemented?
- To what extent have the partnerships and cooperation established contributed to or influenced programme results?
- How has the programme’s approach to strategic partnerships changed over time, if necessary?
- What is the comparative advantage or added value of having UNICEF lead the programme, including the consortium of IPs and work in the field?

Evaluation research questions related to **effectiveness** focus on the extent to which programme objectives have been achieved; focus will remain at the output and outcome level. Given the impact of the COVID-19 pandemic during programme implementation, it is expected that the evaluation will take this context into account. Effectiveness questions to be explored include:

- To what extent have programme interventions achieved, or are expected to achieve, its stated objectives and results, including differential results across groups of beneficiaries, with a focus on the most vulnerable women and children?
- What have been the main factors that have contributed to or hindered intended achievements and/or programme results? What has been the impact of the COVID-19 pandemic on the programme and its results?
- What worked well and did not work well as it related to programme implementation and achieving results? And why?

⁸¹ Retrieved from: <http://www.oecd.org/dac/evaluation/daccriteriaforevaluatingdevelopmentassistance.htm>

⁸² Given the fact that the overall goal and objectives (outcome and outputs) of the programme were predefined by the Modern Slavery Fund at the programme proposal/design stage, this evaluation focus at the choice of change/implementation strategies that UNICEF and partners have made during the course of programme implementation, assessing their relevance to the context and needs of beneficiaries, and how they remain relevant over the course of implementation and beyond. The change strategies are articulated in the programme’s ToC, and include, but are not limited to: advocacy; evidence generation; capacity building; system strengthening; communication for development; and partnership with businesses. The evaluation will examine if the needs of beneficiaries, especially those most vulnerable were assessed throughout the programme cycle, while taking into account the impact of the COVID-19 pandemic on programme implementation.

⁸³ UNICEF Albania’s Country Programme Documents (CPDs) for 2006-2021 and 2022-2026 will serve as the reference for UNICEF Albania’s priorities and change strategies. Given the fact that UNICEF Albania’s CPDs have a larger scope than just the Programme, it is important to explore to what extent the Programme is contributing to UNICEF Albania’s larger programme objectives.

- What measures have been taken to cope with challenges faced, if any, and how they helped to overcome the challenges?
- Has the programme produced any additional, unplanned results, whether positive or negative?

Evaluation research questions related to **efficiency** focus on the extent to which the programme operated in an efficient manner, particularly as it related to the managerial/coordination role of UNICEF, including oversight of programme delivery, and how economic resources/inputs (funds, expertise, time, etc.) were converted into results. Efficiency questions to be explored include:

- To what extent the programme management approach of UNICEF been instrumental in enhancing programme results?
- To what extent monitoring capacities have contributed to and informed programme adjustments needed to ensure timely delivery of programme results and overall coherence? What factors have contributed to this?
- To what extent the financial resources have been distributed/used appropriately to achieve programme results? And proportionate to the interventions undertaken to achieve the results?

Evaluation research questions related to **sustainability** focus on the continuation of programme benefits even after the programme ends and the probability of continued long-term benefits. Sustainability questions to be explored include:

- To what extent has the programme built upon and strengthened government institutional structures, systems and processes at national and subnational levels to ensure ownership and sustainability of results?
- What are the opportunities and/or potential risks in sustaining results even after the programme ends?

Cross-cutting issues related to human-rights based approaches in programming, equity and gender equality will be address in research questions such as:

- In what ways and to what extent has UNICEF integrated an equity-based approach into the design and implementation of the programme?
- Does UNICEF's intervention actively contribute to the promotion of child rights and women's rights, in keeping with the 'leave no one behind' principle?

4. Evaluation Methodology

To ensure the evaluation approach is as thorough and reliable as possible, a mixed methods evaluation approach has been developed to ensure systematic collection of qualitative and quantitative data and information related to each of the evaluation questions and that provides evidence as it relates to evaluation criteria – relevance, coherence, effectiveness, efficiency and sustainability. The primary sources of data and information will be qualitative in nature.

Evaluation methods are in keeping with the TOR for this consultancy. This includes (each are described in more detail in the sections that follow):

- Desk review
- Inception phase consultations
- Site visits and sample
- Key Informant Interviews (KIIs)
 - UNICEF CO interviews
 - Donor interviews
 - Implementing partner interviews
 - Key stakeholder interviews
 - Beneficiary interviews
- Focus group discussions (FGDs) with Regional Coordinating Committees
- Review of administrative data
- Validation of findings

The evaluation methods and data collection tools developed for this evaluation were guided by the TOR and a preliminary desk review with input from the UNICEF CO. The UNICEF CO will serve to ensure the data and information collected is valid, reliable and sufficient to meet the evaluation criteria and to provide credible answers

to each of the evaluation research questions (see Annex D: Evaluation Matrix).⁸⁴ The evaluation methods and data collection tools will allow for a comprehensive, fair and unbiased evaluation of UNICEF's Programme 'Transforming the National Response to Human Trafficking in and from Albania'.

The evaluators will apply participatory approaches and principles of integrating human rights in evaluations, including recognizing key stakeholders and beneficiaries as 'rights-holders', and the responsibility of the State and other actors to act as 'duty-bearers' to support the realization of women and children's rights, and wider human rights commitments, including promoting gender equality.

4.1. Desk Review

The evaluation began with a preliminary desk review of relevant background documents, including national laws and policies, strategy and programme documents, reports and assessments, tools and guidelines, tools, and secondary data shared by UNICEF CO staff. The desk review will also include a review of documents related to the environment in which the Programme operates, and recent development plans and strategies. A more comprehensive desk review of the abovementioned documents will be conducted as the evaluation proceeds.

The desk review has informed the development of this Inception Report and the evaluation methods and data collection tools to ensure all questions and measures are related to the evaluation criteria and related questions. UNICEF CO staff will be consulted to ensure programme documents are properly understood, both in terms of merit and use.

The comprehensive desk review will be an important part of the evaluation. Information from the desk review will be incorporated into the final evaluation report and used, when appropriate, to draw conclusions and develop recommendations.

4.2. Inception Phase Consultations

Evaluations are typically characterized by extensive team engagement throughout the evaluation period, coupled with independent field assessments, data collection and analysis, and generation of findings and conclusions by the evaluation team to ensure independence and open discussion. Thus, UNICEF CO staff will be involved in this process, including planning for the evaluation, establishing the Evaluation Reference Group (ERG), determination of the evaluation methods and data collection tools, selection of sites to visit and key informants to interview, and finalization of the Inception Report. The ERG will also provide input and feedback into finalization of the Inception Report.

During the inception phase, prior to beginning the evaluation and data collection in the field, several consultations with UNICEF CO staff occurred via Zoom. The focus of these consultations was on planning for the evaluation, developing the evaluation methodology and data collection tools, and planning for the mission trip to conduct data collection in the field.

4.3. Site Visits and Sample

The evaluation does not aim to represent the entire country or all of the targeted, but will be conducted at the national and subnational level. This includes the capital city of Tirana and four project regions – Diber, Kukes, Shkoder and Tirane Prefectures (**Figure 1**). These four regions were selected because they are the regions where UNICEF has implemented activities related to the Programme 'Transforming the National Response to Human Trafficking in and from Albania'. In each region, one municipality has also been selected to participate in this evaluation. The four municipalities include: Diber Municipality (Diber Prefecture); Kukes Municipality (Kukes Prefecture); Shkoder Municipality (Shkoder Prefecture); and Kamez Municipality (Tirane Prefecture).

⁸⁴ *Norms and Standards for Evaluation*. United Nations Evaluation Group, 2017, p. 23.

Figure 1. Map of Albania



At the national and subnational levels, the sample will include a cross-section of duty-bearers and individual rights-holders. A purposeful sampling approach will be used to interview individuals who have knowledge of and experience with UNICEF’s Programme ‘Transforming the National Response to Human Trafficking in and from Albania’, including at the stages of planning and implementation, and as it relates to service delivery and use by beneficiaries.

Table 3 provides summary information about the projected sample and sample size at national, prefecture and municipality levels by type of institution. The projected sample size is presented as a range because it is not clear at this time how many institutions and individuals from each of the institutions will participate in the evaluation. In total, the sample will include an estimated 49-57 institutions; in this evaluation, the institution is the unit of analysis. Within the 49-57 institutions, an estimated 118-255 individuals will be sampled using one-on-one interviews, small group interviews and FGDs. The sample includes only duty-bearers, the decision was not to sample beneficiaries (rights-holders), given their status as survivors of child trafficking. The final sample is estimated to include a total of 118-255 individuals, including 49-57 duty-bearers.

Table 3. Projected sample by level, region and type of institution		
Level/Type of Entity	# Institutions (Range)	# Persons (Range)
National Level		
UNICEF CO	1	5-6
Donor	2	3-5
Government (Mol, INSTAT)	2	4-8
Implementing Partners (IPs)	16	34-68
Prefecture Level		
Diber Regional Coordinating Committee	1	7-12
Kukes Regional Coordinating Committee	1	7-12
Shkoder Regional Coordinating Committee	1	7-12
Tirane Regional Coordinating Committee	1	3-4
Municipality Level		
Diber, Diber Prefecture	6-8	12-32
Kukes, Kukes Prefecture	6-8	12-32
Shkoder, Shkoder Prefecture	6-8	12-32
Kamez, Tirane Prefecture	6-8	12-32
Subtotal	49-57	118-255

Table 4 provides more detailed projected sample by type of institutions at each of the national, prefecture and municipality levels, including targeted sample size by institutions and data collection methods. Again, the targeted sample size is presented as a range for each institution because it is not clear yet as to how many individuals from each institution will participate in interviews or FGDs.

Table 4. Projected sample size by level, region, type of institution and collection approach		
National Level (Tirana)	# Persons	Collection approach
UNICEF CO staff	5-6	One-on-one interviews
British Embassy in Albania (donor)	2-3	Small group interview
UK Home Office (donor)	1-2	Small group interview
Ministry of Interior (Mol)	2-3	Small group interview
General Directorate of State Police (Mol)	1-2	Small group interview
Albania INSTAT	2-3	Small group interview
School of Magistrate	2-3	Small group interview
Academy of Security	2-3	Small group interview
Implementing Partners (IPs)		
Agjencia e Sigurimit të Cilësisë së Arsimit Parauniversitar	2-4	Small group interview
Albania Sustainable Development Organization's	2-4	Small group interview
Albanian Women's Christian Association, YWCA	2-4	Small group interview
Different and Equal	2-4	Small group interview
Fondacioni Together Albania	2-4	Small group interview
ICTS Media	2-4	Small group interview
Justice for Children Consortium	2-4	Small group interview
Key Adviser Ltd.	2-4	Small group interview
Management Development Associates	2-4	Small group interview
Organization for Security and Co-operation in Europe (OCSE)	2-4	Small group interview
Nat. Authority for Electronic Certification and Cybersecurity	2-4	Small group interview
Nisma për Ndryshim Shoqëror (ARSIS)	2-4	Small group interview
Qendra Vatra	2-4	Small group interview
Shoqata Kombetare Edukim per Jeten (SHKEJ)	2-4	Small group interview
Tjeter Vizion	2-4	Small group interview
Terre Des Hommes	2-4	Small group interview
Prefecture Level		
Diber Regional Coordinating Committee	7-12	FGD
Kukes Regional Coordinating Committee	7-12	FGD
Shkoder Regional Coordinating Committee	7-12	FGD
Tirane Regional Coordinating Committee	3	One-on-one interview

Municipality Level		
Diber Municipality		
Terre Des Hommes field workers	3	Small group interview
Social service, child protection and gender violence officers (of the municipality)	4-5	2 Small group interviews
KRAT specialist	1	One-on-one interview
World Vision	1	One-on-one interview
Municipal police	1	One-on-one interview
Regional hospital	1	One-on-one interview
Middle school psychologist	1	One-on-one interview
Businesses	2	One-on-one interview
Kukes Municipality		
Terre Des Homes field workers	4	Small group interview
Key Advisor Ltd. field workers	3	Small group interviews
Child protection specialists, need assessment specialist, gender violence specialist, social worker (of the municipality)	5	2 Small group interviews
Chief of economic aid (of the municipality)	1	One-on-one interview
Director of youth and projects (of the municipality)	1	One-on-one interview
Municipal police	1	One-on-one interview
High school principal	1	One-on-one interview
Local health unit specialist and psychologist	2	Small group interview
Psychosocial service psychologists	2	Small group interview
Shkoder Municipality		
Terre Des Hommes	3	Small group interview
Key Advisor Ltd. field workers	2	Small group interview
Director of Social Care	1	One-on-one interview
Child protection worker and economic aid specialist	2	Small group interview
Director of Regional Directory of State Social Services	1	One-on-one interview
Labour Office Chief and specialist	2	Small group interview
Professional High School teachers	2	Small group interview
Middle school psychologists	2	Small group interview
Chief of Social Service Directory	1	One-on-one interview
Multi-functional Centre for Families specialists	2	Small group interview
Businesses	2	One-on-one interview
Kamez Municipality		
Child protection workers	2	Small group interview
Municipal police	1	One-on-one interview
Middle school deputy principal	1	One-on-one interview
Middle school psychologists	2	Small group interview
Dritarjja e Dijes Project Coordinator	1	One-on-one interview

Note: In each municipality, small group interviews will be conducted with each of the representative groups, to the extent that they are available at the time of the site visit. We recognize, however, that some representatives from each of the targeted groups may not be available at the time of the site visit.

The evaluation will be conducted over a five-month period from June to September 2022, including data collection in the field during the two-month period of 10 June to 5 August 2022. The evaluators will divide their time conducting the evaluation in the field with the International Consultant/Lead Evaluator and the National Expert collecting data in the field simultaneously with different national partners and key stakeholders.

4.4. Key Informant Interviews (KIIs)

A purposive sampling approach will be used. In many cases more than one person will be identified as a relevant contact in each of the different organizations, institutions, ministries and agencies. The evaluators will want the opportunity to interview more than one key stakeholder from each of the different organizations, institutions, ministries and agencies selected for sampling. Given this reality, the evaluation approach will involve conducting a combination of one-on-one and/or small group KIIs. Small group interviews include two to four persons. Participation in KIIs will be voluntary and those who participate will be guaranteed confidentiality.

One-on-one interviews will be conducted in those situations where this is one person in an organization, institution, ministry and/or agency that needs to be interviewed and/or in situations where a senior official/representative (e.g., minister, deputy minister, programme manager, principal) needs to be interviewed. One-on-one interviews may also be used in situations where individuals have an area of specialization and/or expertise that requires a one-on-one interview. One-on-one interviews can also be conducted if an interviewee requests.

Small group interviews of two to four persons will be utilized when interviews need to be conducted with staff of the same rank in the same organization, institution, ministry and agency, and staff who work together as a team. Small group interviews will allow for some degree of synergy and discussion on questions which will allow for more depth and perspective by groups from the same organization, institution, ministry and agency. Small group interviews will also allow the evaluators to maximize their contact with a wide range of individuals from organizations, institutions, ministries and agencies identified as partners and key stakeholders by the UNICEF CO.

KIIs will be conducted by both the International Consultant and National Expert. To maximize coverage and inclusion of national partners and key stakeholders, the evaluators will conduct most interviews separately, but may conduct some interviews together. As needed, the National Expert will conduct some interviews on their own before and/or after the International Consultant is in Albania, depending upon the availability of the national partners and key stakeholders.

All interviews will be conducted in the language of preference to interviewees. Most interviews will likely be conducted in Albanian, however, some interviewees may prefer to conduct the interview in English. The International Consultant will work with an interpreter in the field to conduct interviews in Albanian; UNICEF CO will provide the interpreter and additional assistance for translation of some key information.

Informed consent will be obtained from all persons who participate an interview or focus group (see Annex F: Consent Form). Consent forms will be collected prior to beginning the interview or FGD. All respondents will be informed about the purpose of the evaluation and that their confidentiality will be ensured. They will also be informed that the interview or FGD will be audio-recorded with their consent.

4.4.1. UNICEF CO Interviews

An important component of this evaluation approach will be to interview UNICEF CO staff with working knowledge of UNICEF's support to establish and implement the Programme in the seven targeted regions – Diber, Elbasan, Korce, Kukes, Shkoder, Tirane and Vlore. One-on-one interviews will be conducted with each of these individuals.

A structured interview questionnaire will be used to guide interviews with UNICEF CO staff (see Annex G: UNICEF and Donor Interview Questionnaire). The interview questionnaire includes questions focused specifically on the evaluation questions related to each of the evaluation criteria – relevance, coherence, effectiveness, efficiency and sustainability. Questions are designed to capture historical perspective to the degree to which respondents have a historical perspective of UNICEF's implementation and management of the Programme. On average, interviews with UNICEF CO staff will take about 75 minutes to complete. Interviews with UNICEF CO staff will be conducted in English.

4.4.2. Donor Interviews

Interviews will also be conducted with foreign service officers from the donor agency – British Embassy in Albania and the UK Home Office in London, England. The focus will be on those foreign service officers who have working knowledge of UNICEF's role managing and implementing the Programme in the seven regions and 17 municipalities. UNICEF CO staff have identified four to five foreign service officers from the donor agency who should be interviewed. A small group interview will be conducted with two or three of these individuals in the British Embassy in Albania, and a one-on-one or small group interview will be conducted with the one or two individuals in the UK Home Office in London, England.

A structured interview questionnaire will be used to guide the interview with foreign service officers from the donor agency (see Annex G: UNICEF and Donor Interview Questionnaire). The interview questionnaire includes questions focused specifically on the evaluation questions related to each of the evaluation criteria – relevance, coherence, effectiveness, efficiency and sustainability. Questions are designed to capture historical perspective to the degree to which respondents have a historical perspective of UNICEF's implementation and management of the

Programme. On average, interviews with foreign service officers from the donor agency will take about one-hour to complete. Interviews will be conducted in English. On average, interviews with the donor will take about 60 minutes to complete. Interviews with donor staff will be conducted in English.

4.4.3. Implementing Partner Interviews

Another important component of this evaluation is to interview representatives from each of the 17 IPs that UNICEF has collaborated with throughout the project's implementation. The 17 IPs include: Agjencia e Sigurimit të Cilësisë së Arsimit Parauniversitar; Albania Sustainable; Albania Women's Christian Association (YWCA); Different and Equal; Fondacioni Together Albania; ICTS Media; IDRA Shpk; Justice for Children Consortium; Key Adviser Ltd.; Management Development; National Authority for Electric Certification and Cybersecurity (AKCESK); Nisma për Ndryshim Shoqëror-ARIS; Organization for Security and Co-operation (OSCE); Qendra Vatra; Shoqata Kombetare Edukim per Ieten (SHKEJ); Terres Des Hommes.

In each of these organizations, one-on-one and/or small group interviews will be conducted with individuals who were involved in this Programme, in different capacities (e.g., programme managers, specialists and field workers). A structured interview questionnaire will be used to guide the interview with representatives from the IPs (see Annex H: Implementing Partner Interview Questionnaire). The interview questionnaire includes questions focused specifically on the evaluation questions related to each of the evaluation criteria – relevance, coherence, effectiveness, efficiency and sustainability. Questions are designed to capture historical perspective to the degree to which respondents have a historical perspective of UNICEF's implementation and management of the Programme. On average, interviews with IPs will take about one-hour to complete. Interviews will be conducted in English.

4.4.4. Key Stakeholder and Field Worker Interviews

In addition, interviews will be conducted with key stakeholders at the national and subnational levels who have working knowledge of UNICEF's role managing and implementing the Programme. UNICEF CO staff will identify key stakeholders from governmental and nongovernmental institutions, ministries and agencies, as well as local state authorities and service providers who should be interviewed in each of the four regions and municipalities.

At the national level, key stakeholders include members of government ministries and agencies, including the Mol and the General Directors of the Albanian State Police, MoJ, MoE and INSTAT. Other key stakeholders include representatives from the School of Magistrates and Academy of Security, as well as IOM. At the subnational levels, key stakeholders include: child protection; social workers; gender violence officers; social service providers; police and judicial officials; healthcare workers; school staff (e.g., school principals, teachers and psychologists); and private businesses.

UNICEF will recruit key stakeholders at the national and subnational levels to participate in interviews by sending letters to relevant institutions with a request to appoint or provide the name of a representative(s) to participate in the evaluation in their capacities as a professional. Their participation will be voluntary and they will be assured confidentiality.

It is notable that some IPs, such as Terre Des Hommes and Key Advisors Ltd, have field workers in Diber, Kukes and Shkoder. In each region, IP field workers will be invited to participate in small group interviews, but field workers from different IPs will be invited to participate in separate small group interviews as they are working for different organizations.

A structured interview questionnaire will be used to guide the interview with key stakeholders (see Annex I: Key Stakeholder and Field Worker Interview Questionnaire). The interview questionnaire includes questions focused specifically on the evaluation questions related to each of the evaluation criteria – relevance, coherence, effectiveness, efficiency and sustainability. Questions are designed to capture historical perspective to the degree to which respondents have a historical perspective of UNICEF's implementation of the Programme. On average, interviews with key stakeholders will take about one-hour to complete. Interviews will be conducted in Albanian.

4.5. Focus Group Discussions with Regional Coordinating Committee

At the prefecture level, FGDs will be conducted with Regional Coordinating Committees. Each Regional Coordinating Committee is composed of about 10-12 persons. In each region, all members of the Regional Coordinating Committees who have knowledge of the Programme will be invited to participate in FGDs.

In each prefecture, FGDs with Regional Coordinating Committees will be conducted by both the International Consultant and National Expert and should last about two hours. All FGDs will be conducted in Albanian. The International Consultant will work with an interpreter in the field to conduct FGDs in Albanian, and UNICEF CO will provide the interpreter.

4.6. Review of Administrative Data

Effort will be made to learn what type of administrative data is being collected as part of the Programme, and how that data is compiled, analysed and used to assess Programme implementation and service delivery. Effort will be made to collect summary administrative data, without identifiers, from IPs as part of the evaluation. Summary administrative will likely be disaggregated by sex, age and/or type of services provided. Administrative data will not be collected on individuals.

Effort will also be made to collect official summary administrative data at the national and subnational levels on human trafficking and trafficking survivors' access to and use of services from IPs. Administrative data will also be compiled from programme and donor reports. Administrative data sources will be identified by UNICEF CO staff, IPs and the donor.

4.7. Stakeholder Participation and Triangulation

The evaluators will use a participatory approach that recognizes IPs and key stakeholders as important and active participants who contribute to the production of knowledge and understanding. In keeping, the evaluation team will set out to collaborate with all IPs and key stakeholders, and UNICEF CO management and staff. The participatory approach will build upon human rights and child rights-based approaches, and will be gender and culturally sensitive.⁸⁵

Triangulation will also be an important part of the evaluation approach to ensure not only the credibility of information and data collected, but also to allow diverse perspectives and experiences to be captured. The evaluators will undertake analysis and interpretation of data collected in the field as an opportunity to allow the diverse perspectives and experiences captured through triangulation to come to the forefront and to reveal the full influence of UNICEF's Programme 'Transforming the National Response to Human Trafficking in and from Albania'.

Triangulation allows for a critical examination and analysis of information gathered and synthesis of data in an objective manner. If contradictory information is obtained from IPs, stakeholders, UNICEF CO staff and/or donors, effort will be made to understand the reasons for such information, including region and institution/agency differences in perspectives and experiences.⁸⁶

4.8. Ethical Considerations

The evaluation will follow UNEG Norms and Standards and Ethical Guidelines for Evaluations.⁸⁷ In keeping, the evaluation will be "conducted with the highest standards of integrity and respect for the beliefs, manners and customs of the social and cultural environment, for human rights and gender equality, and for the 'do not harm' principle for humanitarian assistance."⁸⁸ In keeping with *UNICEF Procedures on Ethical Standards in Research*,

⁸⁵ *UNICEF Procedures for Ethical Standards in Research, Evaluation, Data Collection and Analysis*, 2021. Retrieved on 19 June 2021 from: [UNICEF Procedure on Ethical Standards in Research, Evaluation, Data Collection and Analysis | UNICEF Evaluation in UNICEF](#)

⁸⁶ *Ibid*, 2021.

⁸⁷ Retrieved from: <http://www.uneval.org/normsandstandards/index.jsp> and <http://www.unevaluation.org/ethicalguidelines>

⁸⁸ UNEG (2016). *Norms and Standards for Evaluation*. UNEG: New York, NY, USA, p. 11.

*Evaluation, Data Collection and Analysis*⁸⁹ principles of respect, beneficence, justice, integrating and accountability have been integrated into the methodology, data collection and ethical procedures, and will inform day-to-day decision-making during data collection in the field and as part of the data analysis and report writing process (**Box 1**).

In addition, the evaluation will be conducted in an independent manner, with key elements of impartiality, objectivity, professional integrity and absence of bias at all stages of the evaluation process. Credibility will be established as evaluation findings and recommendations will be informed by and grounded in the use of the best available qualitative and quantitative data and analysis to meet organizational needs for learning and accountability.⁹⁰

Box 1. Five principles that will inform evidence generation in this evaluation

1. **Respect** – This principle involves engaging with all stakeholders in a way that honours their dignity, well-being, participation and personal agency, and acknowledges any limitations of agency. This evaluation will be responsiveness to respondent’s sex/gender, age, background, ethnicity and ability, among others characteristics.
2. **Beneficence** – This principle means striving to do good for people while minimizing harms arising from evidence generation. This evaluation weighs the harms and benefits of data collection. Data collected will be purpose-driven (directly informed by the activity or benefit), proportional (only collecting what is required) and protective of children’s rights.
3. **Justice** – The principle of justice requires that consideration is given to those who benefit and those who carries the burden of evidence-generation, and the broader equity of the project, its implementation and outcomes. This evaluation will be “people-centric”, which means the needs, interests and expectations of people, will be prioritized by the evaluation team.
4. **Integrity** – This principle necessitates the active adherence to moral values and professional standards, which are essential for all evidence that is commissioned or undertaken.
5. **Accountability** – Is the obligation to be answerable for all decisions made and actions taken, and to be responsible for honouring commitments, without qualification or exception, as well as to report potential or actual harms observed through the appropriate channels. The principle includes accountability to relevant populations. This principle will be followed in keeping with the process of ethical review and international ethical standards of research and evaluation, including human subjects protections.

Source: *Norms and Standards for Evaluation*. United Nations Evaluation Group, 2017, p. 21.

Special measures will be put in place to ensure the evaluation process will be ethical and that participants can openly provide information and express their opinions in confidence. Sources of information will be protected and only be known to the evaluators. In keeping with *UNEG Ethical Guidelines*, specific attention will be paid to issues related to harm and benefits, informed consent, privacy and confidentiality, and exercising commitment to avoid conflicts of interest in all aspects of the evaluation, thereby “upholding the principles of independence, impartiality, credibility, honesty, integrity and accountability.”⁹¹ Data will be protected and coded so as to ensure anonymity.

All participants will be informed of the context and purpose of the evaluation, and guaranteed confidentiality. To ensure confidentiality, all interviewees will be assigned a unique identification (ID) number at the time of the interview by the interviewer, and reassigned a new ID number at the time of data input by the International Consultant. The ID number will be included in the field name. In the evaluation report, only ID numbers will be used to identify and differentiate among respondents. ID numbers and generic categories (e.g., government, IP, beneficiary) will be used to identify and differentiate respondents.

⁸⁹ UNICEF (2021). *UNICEF Procedure on Ethical Standards in Research, Evaluation, Data Collection and Analysis*. UNICEF: New York, NY USA. Retrieved on 30 May 2022 from: [Branded Procedure Template \(unicef.org\)](https://www.unicef.org/branding/branded-procedure-template)

⁹⁰ UNEG (2016). *Norms and Standards for Evaluation*. UNEG: New York, NY, USA, 2017.

⁹¹ UNEG (2016). *Norms and Standards for Evaluation*. UNEG: New York, NY, USA, 2017, p. 21.

All interviews will be saved in files with only the identification numbers assigned to them to further ensure confidentiality and stored in a password protected file.

Qualitative data will be presented in the report in a manner that ensures anonymity and confidentiality, to ensure that respondents cannot be identified. Still, however, the evaluators cannot fully guarantee that participation in this evaluation can have some sort of negative effects.

The International Consultant will not audio record any interviews; rather, verbatim interview notes will be typed directly into Word on a laptop by the International Consultant during the interviews and cleaned immediately thereafter for accuracy. The International Consultant has the skills needed to record verbatim interview notes in this manner, which is more efficient and just as effective as audio recording interviews.

The National Expert will audio record interviews and FGDs, unless respondents decline to be audio recorded, in which case the National Expert will be responsible for taking detailed interview and FGD notes during the interview/FGD. All audio recordings will be transcribed verbatim by the national consultant and translated into English by a 3rd party transcription/translation service contracted by UNICEF. The English version of all transcribed interviews will be sent to the International Consultant for analysis. UNICEF CO will ensure that all audio recordings are erased/deleted following completion of this evaluation.

All participants will be informed of the context and purpose of the evaluation, after which they will be asked to give informed consent to participate in the evaluation. They will be informed of their rights as voluntary participants in the evaluation, including the right to anonymity and/or confidentiality and that all data will be coded to ensure anonymity and confidentiality. Participants will also be informed that they have the right to decline participation in the evaluation without penalty, and can end their participation at any time and/or skip questions without penalty.

Universally recognized values and principles of human rights, gender equality and do no harm will be integrated into all stages of this evaluation and respected by the evaluators.⁹²

4.9. Mitigation of Risk

Minimizing the risks of procedures incorporates several complementary components, including:

- Evaluation methodology provides sufficient detail to demonstrate how each data element will contribute to the analysis plan to eliminate all unnecessary procedures and to minimize the risk of procedures
- Minimum data necessary for the evaluation will be collected
- Minimum number of identifiers necessary will be collected
- Perform only procedures that are necessary to achieve the evaluation purpose and objectives
- Take steps to ensure anonymity and confidentiality to minimize risk to human subjects
- Coding data to conceal identifiers
- Secure the stored data so that the confidentiality of the subjects is preserved

4.10. Evaluation Team

This external evaluation will be conducted by two consultants, including: Dr. Robin Haarr, International Consultant/Lead Evaluator, from the United States; and Ms. Veronika Duci, National Expert, from Tirana, Albania. Both the International Consultant and National Expert have extensive experience conducting evaluations. The evaluation approach and data collection tools were developed by the International Consultant, in consultation with the National Expert and UNICEF CO to ensure they are relevant to the evaluation. UNICEF will review and approve the evaluation approach and data collection tools prior to beginning the evaluation (see Annex C: Work Plan and Evaluation Team Responsibilities).

The evaluation will be conducted between May and October 2022, with data collection in the field during the two-month period of 10 June to 5 August 2022. Prior to beginning data collection in the field, the International Consultant will train the National Consultants on the methodology, data collection tools and ethical procedures.

Following data collection in the field, a first draft of the evaluation report will be prepared by the International Consultant, with support and input from the National Expert. In addition, finalization of the evaluation report will

⁹² UNEG (2016). *Norms and Standards for Evaluation*. UNEG: New York, NY, USA, 2017, p. 12.

be carried out by the International Consultant, with support and input from the National Expert, following review and feedback from UNICEF CO and ERG, and based upon feedback provided during the validation meeting.

The International Consultant will be responsible for managing and leading the evaluation team, including: designing the evaluation methodology and tools; data collection and analysis; leading the evaluation team; data analysis; drafting the Inception and Final Reports; and presenting the Final Report at the validation meeting.

Specific tasks for the International Consultant include:

- Desk review of all relevant programme documents and reports, previous studies and research, and other relevant documents
- Develop and provide methodological guidance for the team with regard to methodology and data collection tools development, and defining the overall direction of data analysis and quality assurance
- Manage the evaluation workplan
- Maintain coordination and communication with the National Expert and UNICEF CO
- Lead evaluation planning and implementation processes
- Undertake the data collection in the field, in cooperation with the National Expert
- Lead data analysis and report writing
- Lead presentation of evaluation findings and recommendations to UNICEF CO and the ERG

Specific tasks for the National Expert include:

- Desk review of all relevant programme documents and reports, previous studies and research, and other relevant documents
- Implement the agreed upon evaluation methodology, data collection tools and ethical guidelines as spelled out in the Inception Report, in cooperation with the International Consultant
- Implement the agreed upon evaluation workplace, in cooperation with the International Consultant
- Maintain regular communication and coordination with the International Consultant and UNICEF CO
- Support evaluation planning and implementation processes
- Undertake the data collection in the field, in cooperation with the International Consultant
- Participate in debrief session with the International Consultant
- Support data analysis and report writing
- Support presentation of evaluation findings and recommendations to UNICEF CO and the ERG

4.11. Data Management and Analysis

Data will be coded and analysed using grounded theory.⁹³ Grounded theory will allow data collection and analysis to occur simultaneously, strengthening both the quality of data and analysis. As data collection and analysis progresses, and preliminary findings begin to emerge, the evaluators will be able to identify and explore emerging themes, such as results achieved, lessons learned, challenges encountered, and adjustments made.

All data from interviews and FGDs will be saved in Word files that will then be shared with the International Consultant. The National Expert will be responsible for managing their own interview and FGD notes in Word, including transcription and translation. The National Expert will share verbatim transcribed and translated interview and FGD notes will be provided to the International Consultant for coding and analysis.

Standardized coding procedures will be developed by the International Consultant for closed-ended questions. Close-ended questions from interviews will be coded and input into a SPSS data management system for statistical analysis. The International Consultant will create the SPSS data management system and will input data from interview notes into SPSS, as well as analyse the data in SPSS.

Data from open-ended interview questions will be saved in Word files that can then be coded based upon themes and sub-themes, and analysed for patterns. All Word interview files and SPSS data sets will be stored in a password protected files and computers.

⁹³ Glaser, B. & A. Strauss (1967). *The Discovery of Grounded Theory: Strategies for Qualitative Research*. Sociology Press: Mill Valley, CA, USA.

Reports will be prepared according to the UNICEF Style Guide and Brand Toolkit and *UNICEF-Adapted UNEG Evaluation Report Standards*⁹⁴, as per the Global Evaluation Reports Oversight System (GEROS).

4.12. Limitations of the Evaluation

There are several limitations that can hinder the evaluation process. Most notable are:

- An evaluability assessment with all the partners has not been conducted.
Mitigation measure: Despite the lack of an evaluability assessment and some data gaps there is available information to conduct a summative and formative evaluation.
- The evaluation does not aim to represent the entire country.
Mitigation measure: This focus will be on programme implementation in four of the seven project regions – Diber, Kukes, Shkoder and Tirane – and four of the 17 municipalities – Diber Municipality (Diber Prefecture), Kukes Municipality (Kukes Prefecture), Shkoder Municipality (Shkoder Prefecture) and Kamez Municipality (Tirane Prefecture).
- Interviewing IPs, key stakeholders, UNICEF CO staff and donors will depend upon their availability during the two-month period when data will be collected in the field.
Mitigation measures: Steps will be taken to conduct online interviews via Zoom to improve access to IPs, key stakeholders, UNICEF CO staff and donors.
- There are likely limitations as to the availability of administrative data related to human trafficking, service delivery to survivors, and Programme implementation by IPs, and a lack of standardized tools for the collection of data, even in the project regions and municipalities.
Mitigation measure: This will constrain quantitative data collection and analysis of the effectiveness of the Programme. This limitation may be mitigated if the evaluation team can collect and compile administrative data from each of the IPs, and possibly synthesize the data for summary and comparative purposes.
- Interviews with beneficiaries, particularly survivors of human trafficking, will not be interviewed due to time constraints.
Mitigation measure: Service providers and field workers who have direct contact with beneficiaries will be interviewed. The goal will be to learn about the experiences of trafficking survivors' from the perspective of service provider and field workers. Effort will also be made to capture case studies and survivor stories from IPs.

At this stage, there are no apparent biases that may arise.

⁹⁴ UNICEF (2017). *UNICEF-Adapted UNEG Evaluation Reports Standards*. UNICEF: New York, NY, USA.

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ANNEX B: THEORY OF CHANGE (DECEMBER 2019)

Figure B1. Theory of Change (December 2019)

OBJECTIVE/PURPOSE		Reduction of Prevalence of modern slavery and human trafficking in and from Albania		
Outcome	Innovative and strategic communications bring positive changes in attitude and behaviors to reduce vulnerability to modern slavery	Strengthened effectiveness in investigation, prosecution and implementation of the amended penal code procedures at the regional level to enhance the rights of victims of trafficking	Successful reintegration of victims of trafficking and potential victims of trafficking through education, vocational training and alternative employment support	Preventive resilience building for those at high-risk of trafficking through education, vocational training and alternative employment support
Output	<ul style="list-style-type: none"> • Robust evidence is generated to better understand the barriers to and enablers for positive change in the attitudes, practices and behaviours that lead to vulnerabilities to modern slavery and human trafficking among the most at-risk populations in Tirana, Shkodra, Kukes and Diber; • Evidence based communication campaign delivers impactful messages to all target communities; • Regional antitrafficking committees have increased strategic communication capacities 	<ul style="list-style-type: none"> • Judges, prosecutors, police, including border police, and lawyers primarily from Tirana, Shkoder, Kukes and Diber regions have increased understanding and capacities in adjudicating and prosecuting trafficking case; • ONAC and Regional Anti-Trafficking Committees from Tirana, Shkoder, Kukes and Diber regions have increased capacities and understanding of vulnerabilities to trafficking and rights of victim 	<ul style="list-style-type: none"> • PV/VoT are effectively identified and receive emergency support services in their communities or in the nearest available locality • 200 PV/VoT and their children are supported with quality and tailored professional support, comprising three-stage interventions—1) crisis intervention; 2) transition to independent life; 3) long-term social inclusion and integration—to overcome crises and achieve sustainable reintegration 	<ul style="list-style-type: none"> • Assessment of economic growth and mapping of potential employment opportunities for victims and at-risk populations in Tirana, Shkoder, Kukes and Diber • Potential victims of trafficking supported with long-term and tailored, professional re-integration services

Annex Table B1. Programme outcomes and outputs (December 2019)

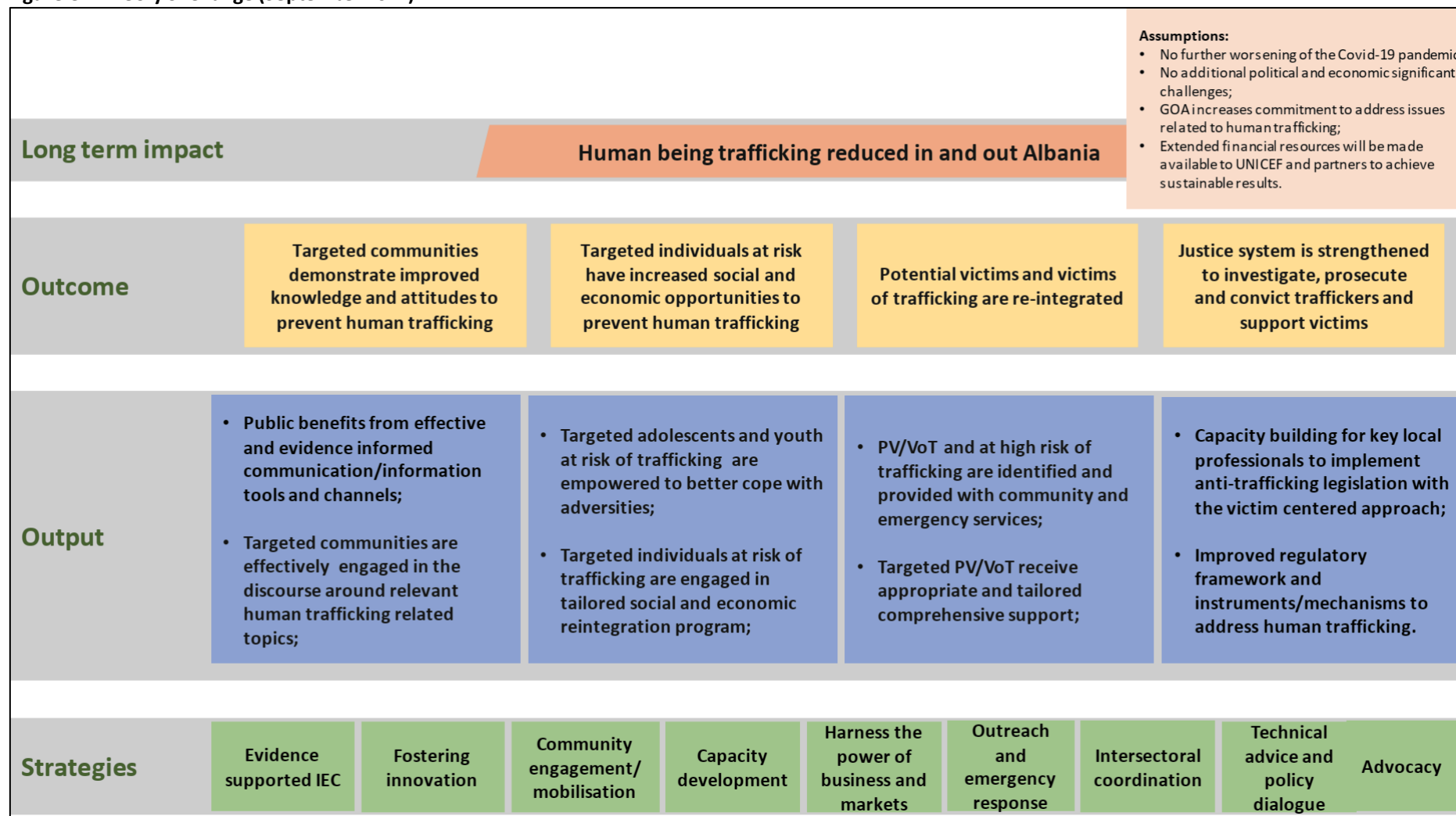
Impact – Reduction in the prevalence of modern slavery from Albania

<p>Outcome 1 – Innovative and strategic communications bring positive changes in attitude and behavior to reduce vulnerability to modern slavery.</p>	<p>Outcome 2 - Strengthened effectiveness in investigation, prosecution and implementation of the amended penal code procedures at district level to enhance the rights of victims of trafficking</p>	<p>Outcome 3 - Successful reintegration of victims of trafficking through education, vocational training and alternative employment support</p>	<p>Outcome 4 – Preventive resilience building for those at high risk of trafficking through education, vocational training and alternative employment support</p>
<p><u>Suggested output 1.1</u>: Research to strengthen identification of vulnerabilities of those at high risk, the barriers to accessing these communities, and on the most effective prevention approaches (social media, schools, peer to peer) and messages to achieve the outcome</p>	<p><u>Suggested output 2.1</u> – Judges, prosecutors, lawyers and potentially police, including border police, have increased understanding in adjudicating and prosecuting trafficking cases including: identification of trafficking indicators/cases, victim and witness sensitivity and protection /interviewing techniques, evidence collection and case management, victims’ rights to compensation effective implementation of new legislation and international best practice; include gender and minor focus</p>	<p><u>Suggested output 3.1</u> - Assessment of the economic growth and mapping of potential opportunities accessible to the target groups</p>	<p><u>Suggested output 4.1</u> - Assessment of the economic growth and mapping of potential opportunities accessible to the target groups</p>
<p><u>Suggested output 1.2</u>: Effective prevention campaign based on identified vulnerabilities using impactful message delivery channels tailored to target communities</p>	<p><u>Suggested output 2.2</u> – Regional anti-trafficking committees have increased awareness of vulnerabilities to trafficking and rights of victims and increased understanding of processes in human trafficking cases. The consortium should identify opportunities to deliver capacity building to regional anti-trafficking committees on these issues.</p>	<p><u>Suggested output 3.2</u> – Vulnerable people at high risk of trafficking, supported with tailored professional support</p>	<p><u>Suggested output 4.2</u> – Potential victims of trafficking supported with long-term tailored professional reintegration support</p>

<p><u>Suggested output 1.3:</u> Regional anti-trafficking committees have increased strategic communication capacities. The consortium should identify opportunities to work in partnership with organization on regional anti-trafficking committees or deliver capacity-building training to these organizations. This should help to increase the sustainability of the intervention.</p>	<p>Strengthened effectiveness in investigation, prosecution and implementation of the amended penal code procedures at district level to enhance the rights of victims of trafficking</p>		
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ANNEX C: REVISED THEORY OF CHANGE (DECEMBER 2021)

Figure C1. Theory of Change (September 2021)



ANNEX D: WORK PLAN AND EVALUATION TEAM RESPONSIBILITIES

Annex Table C1. Evaluation Work Plan							
Steps	Description of Deliverables	Responsibilities	TL Total Days	TL Number Days/Location	NE Total Days	NE Number of Days/Location	Evaluation Team Deliverables (Submission Dates)
Step 1: Desk Review	Desk review of relevant background documents, reports and data to understand the Programme 'Transforming the National Response to Human Trafficking in and from Albania'	Joint: Dr. Robin Haarr (Team Leader, TL) & Veronica Duci (National Expert, NE)	days	days remote	days	days remote	<u>Draft Inception Report</u> Date: <u>Finalized Inception Report</u> Date:
Step 2: Development and finalization of the Inception Report	Development of the Inception Report, including evaluation methodology data collection tools and protocols. Submitted to UNICEF CO for approval.	Lead: Dr. Robin Haarr Inputs: Veronica Duci					
Step 3: Data Collection	Data collection in the field using the agreed upon methodology, data collection tools and ethical protocols. Orientation training for national expert.	Joint: Dr. Robin Haarr & Veronica Duci	days	days remote and 15 days in-country	days	days remote and days in-country	<u>Data collection in the field</u> Dates: 10 June-29 July 2022
Step 5: Data Analysis	Collected data will be analysed by using relevant data analysis methods and triangulation.	Lead: Dr. Robin Haarr Inputs: Veronica Duci		days remote			
Step 6: Draft Evaluation Report	Prepare a draft report with data-driven conclusions, lessons learned and recommendations. The report structure will follow UNICEF's evaluation report guidance.	Lead: Dr. Robin Haarr Inputs: Veronica Duci	days	days remote	days	days remote and day in-country	<u>First draft evaluation report</u> (in English), maximum 50 pages, excluding annexes Date: <u>Second draft evaluation report</u> (in English), maximum 50 pages, excluding annexes Date:

Steps	Description of Deliverables	Responsibilities	TL Total Days	TL Number Days/Location	NE Total Days	NE Number of Days/Location	Evaluation Team Deliverables (Submission Dates)
Step 7: Finalization of the Evaluation Report & Presentation of Key Findings	Submit Final Evaluation Report, including an Executive Summary, and presentation of key findings						<u>Final evaluation report</u> (in English), maximum 50 pages, excluding executive summary and annexes, and PowerPoint presentation (in English) Date:
			Total: 51 days		Total: 28 days		

ANNEX E: EVALUATION MATRIX

Annex Table D1. Evaluation Matrix				
Evaluation Criteria/Questions	Indicators	Data Sources	Data Collection Methods	Methods of Analysis
Relevance				
<p>1.A. To what extent has the programme and its implementation strategies responded to the needs and rights of the beneficiaries, including the most vulnerable women and children?</p>	<p>1.a.1. % respondents who recognize the programme is important and in line with the national priorities of the government (Quantitative)</p> <p>1.a.2. Nature and type of ways the programme was designed to respond to the needs and rights of beneficiaries, including the most vulnerable women and children (Qualitative)</p> <p>1.a.3. Nature and type of ways that in which implementation strategies have reached and responded to the needs and rights of beneficiaries, including the most vulnerable women and children (Qualitative)</p>	<p>Programme Documents</p> <p>UNICEF CO staff</p> <p>Donor staff</p> <p>IPs</p> <p>Key stakeholders</p>	<p>Desk Review</p> <p>UNICEF CO interviews</p> <p>Donor interviews</p> <p>IP interviews</p> <p>Key stakeholder interviews</p>	<ul style="list-style-type: none"> • Content analysis of desk review materials. • Compilation of Programme-related quantitative data collected as part of the monitoring process • Analysis of qualitative interview and FGD data with comparisons across target regions and by target groups
<p>1B. To what extent has the implementing strategies have been able to adapt and change, as needed, to the changing needs of beneficiaries? And, to the country context, including the COVID-19 global pandemic?</p>	<p>1.b.1. % respondents who recognize that implementing strategies have been able to adapt and change to the changing needs of beneficiaries (Quantitative)</p> <p>1.b.2. Type of ways the Programme was able to adapt and change to the changing needs of beneficiaries (Qualitative)</p> <p>1.b.3. % respondents who recognize that implementing strategies have been able to adapt and changes to the country contents, including the COVID-19 pandemic (Quantitative)</p> <p>1.b.4. Nature and type of ways the Programme was able to adapt to changes, such as the COVID-19 pandemic, to remain relevant (Qualitative)</p>	<p>Programme Documents</p> <p>UNICEF CO staff</p> <p>Donor staff</p> <p>IPs</p>	<p>Desk Review</p> <p>UNICEF CO interviews</p> <p>Donor interviews</p> <p>IP interviews</p>	<ul style="list-style-type: none"> • Content analysis of desk review materials. • Compilation of Programme-related quantitative data collected as part of the monitoring process • Analysis of qualitative interview and FGD data with comparisons across target regions and by target groups

Evaluation Criteria/Questions	Indicators	Data Sources	Data Collection Methods	Methods of Analysis
Coherence				
2.A. To what extent are programme objectives and implementing strategies interlinked or aligned with UNICEF Albania's Country Programme?	2.a.1. Nature and type of ways in which programme objectives and implementing strategies are aligned with UNICEF Albania's Country Programme (Qualitative)	Programme Documents UNICEF CPDs and Annual Reports UNICEF CO staff	Desk Review UNICEF CO interviews	<ul style="list-style-type: none"> • Content analysis of desk review materials. • Analysis of qualitative interview and FGD data with comparisons across target regions and by target groups
2.B. To what extent does the programme have a well-defined ToC and intervention logic, demonstrating how outputs will produce the intended outcomes? How valid are the assumptions and are they relevant to the context in which the programme is being implemented?	2.b.1. % respondents who recognize the current ToC is logical and well-developed (Quantitative) 2.b.2. Nature and type of ways that the current ToC is logical and well-development (Qualitative) 2.b.3. Nature and type of ways in which the ToC demonstrates how outputs will produce the intended outcomes (Qualitative)	Programme Documents UNICEF CO staff Donor staff IPs	Desk Review UNICEF CO interviews Donor interviews IP interviews	<ul style="list-style-type: none"> • Content analysis of desk review materials. • Compilation of Programme-related quantitative data collected as part of the monitoring process • Analysis of qualitative interview and FGD data with comparisons across target regions and by target groups
2.C. To what extent have the partnerships and cooperation established contributed to or influenced programme results?	2.c.1. # and type of partnerships established to support the work of the Programmes (Quantitative/Qualitative) 2.c.2. % of respondents who recognize partnerships and cooperation established by UNICEF have contributed to or influenced Programme results (Quantitative) 2.c.3. Nature and type of ways in which partnerships and cooperation established by UNICEF have contributed to or influenced Programme results (Qualitative)	Programme Documents Memos of Understanding UNICEF CO staff Donor staff IPs	Desk Review UNICEF CO interviews Donor interviews IP interviews	<ul style="list-style-type: none"> • Content analysis of desk review materials. • Compilation of Programme-related quantitative data collected as part of the monitoring process • Analysis of qualitative interview and FGD data with comparisons across target regions and by target groups

Evaluation Criteria/Questions	Indicators	Data Sources	Data Collection Methods	Methods of Analysis
<p>2.D. How has the programme’s approach to strategic partnerships changed over time, if necessary?</p>	<p>2.d.1. % of respondents who recognize the Programme’s approach to partnerships and cooperation have changed over time (Quantitative)</p> <p>2.d.2. Nature and type of ways that the Programme’s approach to partnerships and cooperation have changed over time (Qualitative)</p>	<p>Programme Documents Memos of Understanding UNICEF CO staff Donor staff IPs</p>	<p>Desk Review UNICEF CO interviews Donor interviews IP interviews</p>	<ul style="list-style-type: none"> • Content analysis of desk review materials. • Compilation of Programme-related quantitative data collected as part of the monitoring process • Analysis of qualitative interview and FGD data with comparisons across target regions and by target groups
<p>2.E. What is the comparative advantage or added value of having UNICEF lead the programme, including the consortium of IPs and work in the field?</p>	<p>2.e.1. Perceptions of the comparative advantage or added value of having UNICEF lead the Programme and its IPs and work in the field (Qualitative)</p>	<p>Programme Documents UNICEF CO staff Donor staff IPs</p>	<p>Desk Review UNICEF CO interviews Donor interviews IP interviews</p>	<ul style="list-style-type: none"> • Content analysis of desk review materials. • Analysis of qualitative interview and FGD data with comparisons across target regions and by target groups
Effectiveness				
<p>3.A. To what extent have programme interventions achieved, or are expected to achieve, its stated objectives and results, including differential results across groups of beneficiaries, with a focus on the most vulnerable women and children?</p>	<p>3.a.1. # of targets met related to outcome and output-related indicators</p> <p>3.a.2. Description of what has worked well as it relates to Programme implementation and achieving results (Qualitative)</p>	<p>Programme Documents UNICEF Annual Report UNICEF CO staff Donor staff IPs Key stakeholders</p>	<p>Desk Review UNICEF CO interviews Donor interviews IP interviews Key stakeholder interviews</p>	<ul style="list-style-type: none"> • Content analysis of desk review materials. • Compilation of Programme-related quantitative data collected as part of the monitoring process • Analysis of qualitative interview and FGD data with comparisons across target regions and by target groups

Evaluation Criteria/Questions	Indicators	Data Sources	Data Collection Methods	Methods of Analysis
<p>3.B. What have been the main factors that have contributed to or hindered intended achievements and/or programme results? What has been the impact of the COVID-19 pandemic on the programme and its results?</p>	<p>3.b.1. # and type of factors that have contributed to the success and effectiveness of the Programme (Quantitative/Qualitative)</p> <p>3.b.2. % of respondents who recognize there are factors have hindered success or effectiveness of the Programme (Quantitative)</p>	<p>Programme Documents UNICEF CO staff Donor staff IPs Key stakeholders</p>	<p>Desk Review UNICEF CO interviews Donor interviews IP interviews Key stakeholder interviews</p>	<ul style="list-style-type: none"> • Content analysis of desk review materials. • Compilation of Programme-related quantitative data collected as part of the monitoring process • Analysis of qualitative interview and FGD data with comparisons across target regions and by target groups
<p>3.C. What worked well and did not work well as it related to programme implementation and achieving results? And why?</p>	<p>3.c.1. Nature and type of ways that the Programme has improved knowledge and attitudes toward preventing human trafficking in the targeted communities (Qualitative)</p> <p>3.c.2. Nature and type of ways that the Programme increased social and economic opportunities for individuals at-risk of being trafficking to the extent that it has prevented human trafficking (Qualitative)</p> <p>3.c.3. Nature and type of ways that the Programme helped to reintegrate victims of trafficking back into their communities and/or families (Qualitative)</p> <p>3.c.4. Nature and type of ways that the Programme strengthened the justice system to be able to investigate, prosecute and convict traffickers (Qualitative)</p> <p>3.c.5. Nature and type of challenges that remain or need to be addressed as it relate to Programme implementation and achieving results (Qualitative)</p>	<p>Programme Documents UNICEF Annual Reports UNICEF CO staff Donor staff IPs Key stakeholders</p>	<p>Desk Review UNICEF CO interviews Donor interviews IP interviews Key stakeholder interviews</p>	<ul style="list-style-type: none"> • Content analysis of desk review materials. • Compilation of Programme-related quantitative data collected as part of the monitoring process • Analysis of qualitative interview and FGD data with comparisons across target regions and by target groups

Evaluation Criteria/Questions	Indicators	Data Sources	Data Collection Methods	Methods of Analysis
<p>3.D. What measures have been taken to cope with challenges faced, if any, and how they helped to overcome the challenges?</p>	<p>3.d.1. # and type of challenges related to each of the four outcomes (Quantitative/Qualitative) 3.d.2. Approaches taken to overcome challenges related to each of the four outcomes (Qualitative)</p>	<p>Programme Documents UNICEF CO staff Donor staff IPs Key stakeholders</p>	<p>Desk Review UNICEF CO interviews Donor interviews IP interviews Key stakeholder interviews</p>	<ul style="list-style-type: none"> • Content analysis of desk review materials. • Compilation of Programme-related quantitative data collected as part of the monitoring process • Analysis of qualitative interview and FGD data with comparisons across target regions and by target groups
<p>3.E. Has the programme produced any additional, unplanned results, whether positive or negative?</p>	<p>3.e.1. Type of unplanned results, both positive and negative (Qualitative)</p>	<p>Programme Documents UNICEF CO staff Donor staff IPs</p>	<p>Desk Review UNICEF CO interviews Donor interviews IP interviews</p>	<ul style="list-style-type: none"> • Content analysis of desk review materials. • Analysis of qualitative interview and FGD data with comparisons across target regions and by target groups
Efficiency				
<p>4.A. To what extent the programme management approach of UNICEF been instrumental in enhancing programme results?</p>	<p>4.a.1. % of respondents who recognize that UNICEF's programme implementation strategy has been efficient at contributing to programme results (Quantitative) 4.a.2. Nature and type of ways that UNICEF's programme implementation strategy has been efficient at contributing to programme results (Qualitative) 4.a.3. % of respondents who recognize that UNICEF's programme management approach has been efficient at contributing to programme results (Quantitative) 4.a.4. Nature and type of ways that UNICEF's programme management approach has been efficient at contributing to programme results (Qualitative)</p>	<p>Programme Documents Memos of Understanding UNICEF CO staff Donor staff IPs</p>	<p>Desk Review UNICEF CO interviews Donor interviews IP interviews</p>	<ul style="list-style-type: none"> • Content analysis of desk review materials. • Compilation of Programme-related quantitative data collected as part of the monitoring process • Analysis of qualitative interview and FGD data with comparisons across target regions and by target groups

Evaluation Criteria/Questions	Indicators	Data Sources	Data Collection Methods	Methods of Analysis
4.B. To what extent monitoring capacities have contributed to and informed programme adjustments needed to ensure timely delivery of programme results and overall coherence? What factors have contributed to this?	<p>4.b.1. % of respondents who recognize that UNICEF has an M&E approach that ensures effective and efficient Programme management and implementation (Quantitative)</p> <p>4.b.2. Nature and type of ways that M&E have contributed to and informed programme adjustments to ensure timely delivery of programme results and coherence (Qualitative)</p> <p>4.b.3. M&E reports produced to report on and assess the delivery of programme results (Qualitative)</p>	<p>Programme Documents</p> <p>UNICEF M&E Programme Reports</p> <p>UNICEF CO staff</p> <p>Donor staff</p> <p>IPs</p>	<p>Desk Review</p> <p>Donor interviews</p> <p>IP interviews</p>	<ul style="list-style-type: none"> • Content analysis of desk review materials. • Compilation of Programme-related quantitative data collected as part of the monitoring process • Analysis of qualitative interview and FGD data with comparisons across target regions and by target groups
4.C. To what extent the financial resources have been distributed/used appropriately to achieve programme results? And proportionate to the interventions undertaken to achieve the results?	<p>4.c.1. Nature and type of ways in which financial resources have been distributed/used to achieve programme results (Qualitative)</p> <p>4.c.2. Planned and actual costs allocated per activity of the intervention (Quantitative)</p>	<p>Programme Documents</p> <p>UNICEF programme financial reports</p> <p>UNICEF CO staff</p> <p>Donor staff</p> <p>IPs</p>	<p>Desk Review</p> <p>Donor interviews</p> <p>IP interviews</p>	<ul style="list-style-type: none"> • Content analysis of desk review materials. • Analysis of qualitative interview and FGD data with comparisons across target regions and by target groups
Sustainability				
5.A. To what extent has the programme built upon and strengthened government institutional structures, systems and processes at national and subnational levels to ensure ownership and sustainability of results?	<p>5.a.1. Nature and type of ways the Programme built upon and strengthened government institutional structures, systems and/or processes at the national level to ensure ownership and sustainability of results (Qualitative)</p> <p>5.a.2. Nature and type of ways as the Programme built upon and strengthened government institutional structures, systems and/or processes in the prefecture level or in municipalities to ensure ownership and sustainability of results (Qualitative)</p>	<p>Programme Documents</p> <p>UNICEF Annual Reports</p> <p>UNICEF CO staff</p> <p>Donor staff</p> <p>IPs</p> <p>Key stakeholders</p>	<p>Desk Review</p> <p>UNICEF CO interviews</p> <p>Donor interviews</p> <p>IP interviews</p> <p>Key stakeholder interviews</p>	<ul style="list-style-type: none"> • Content analysis of desk review materials. • Analysis of qualitative interview and FGD data with comparisons across target regions and by target groups

Evaluation Criteria/Questions	Indicators	Data Sources	Data Collection Methods	Methods of Analysis
<p>5.B. What are the opportunities and/or potential risks in sustaining results even after the programme ends?</p>	<p>5.b.1. Nature and type of potential risks that exist as it relates to sustaining the Programme's results, even after the Programme ends (Qualitative)</p>	<p>Programme Documents UNICEF CO staff Donor staff IPs Key stakeholders</p>	<p>Desk Review UNICEF CO interviews Donor interviews IP interviews Key stakeholder interviews</p>	<ul style="list-style-type: none"> • Content analysis of desk review materials. • Analysis of qualitative interview and FGD data with comparisons across target regions and by target groups
Cross-cutting issues				
<p>6.A. In what ways and to what extent has UNICEF integrated an equity-based approach into the design and implementation of the programme?</p>	<p>6.a.1. Nature and type of ways that UNICEF integrated an equity-based approach into the design and implementation of Programme (Qualitative) 6.a.2. Nature and type of activities focused on vulnerable women and children, and survivors of human trafficking (Qualitative)</p>	<p>Programme Documents UNICEF Annual Reports UNICEF CO staff Donor staff IPs</p>	<p>Desk Review UNICEF CO interviews Donor interviews IP interviews</p>	<ul style="list-style-type: none"> • Content analysis of desk review materials. • Analysis of qualitative interview and FGD data with comparisons across target regions and by target groups
<p>6.B. Does UNICEF's intervention actively contribute to the promotion of child rights and women's rights, in keeping with the 'leave no one behind' principle?</p>	<p>6.b.1. Nature and type of ways the Programme contributed to the promotion of child rights and women's rights, in keeping with the 'leave no one behind' principle (Qualitative) 6.b.2. Nature and type of activities that have contributed to promoting women's and child's rights (Qualitative)</p>	<p>Programme Documents UNICEF Annual Reports UNICEF CO staff Donor staff IPs</p>	<p>Desk Review UNICEF CO interviews Donor interviews IP interviews</p>	<ul style="list-style-type: none"> • Content analysis of desk review materials. • Analysis of qualitative interview and FGD data with comparisons across target regions and by target groups

ANNEX F: STAKEHOLDER ANALYSIS

Annex Table E1. Stakeholder Analysis				
Human Rights Role	Target Groups	Role in Intervention	Mandate Area(s)	Thematic Areas
Duty-bearers with decision-making authority related to the intervention (e.g., government officials, leaders, funding agency)	UNICEF Albania CO	Programme Management Funder	Normative Operational Coordination	Cross-cutting
	Ministry of Interior (Mol)	Partner Programme beneficiary	Normative Operational	Cross-cutting
	Albanian Institute of Statistics (INSTAT)	Partner Programme beneficiary	Normative Operational	Cross-cutting
Duty-bearers with direct responsibility for the intervention (e.g., funding agency, programme managers, partners and staff members)	UNICEF Albania CO	Programme Management	Normative Operational Coordination	Cross-cutting
	Ministry of Interior (Mol)	Partner Programme beneficiary	Normative Operational	Cross-cutting
	INSTAT	Partner Programme beneficiary	Normative Operational	Cross-cutting
	Agjencia e Sigurimit të Cilësisë së Arsimit Parauniversitar	Partner Programme beneficiary	Normative Operational	Cross-cutting
	Albania Sustainable Development Organization's	Partner Programme beneficiary	Normative Operational	Cross-cutting
	Albanian Women's Christian Association, YWCA	Partner Programme beneficiary	Normative Operational	Cross-cutting
	Different and Equal	Partner Programme beneficiary	Normative Operational	Cross-cutting
	Fondacioni Together Albania	Partner Programme beneficiary	Normative Operational	Cross-cutting
	ICTS Media	Partner Programme beneficiary	Normative Operational	Cross-cutting
	IDRA Shpk	Partner	Normative Operational	Cross-cutting
	Justice for Children Consortium	Partner Programme beneficiary	Normative Operational	Cross-cutting
	Key Adviser Ltd.	Partner Programme beneficiary	Normative Operational	Cross-cutting
	Management Development Associates	Partner Programme beneficiary	Normative Operational	Cross-cutting

Human Rights Role	Target Groups	Role in Intervention	Mandate Area(s)	Thematic Areas
	Organization for Security and Co-operation in Europe (OCSE)	Partner	Normative Operational	Cross-cutting
	National Authority for Electronic Certification and Cybersecurity	Partner Programme beneficiary	Normative Operational	Cross-cutting
	Nisma për Ndryshim Shoqëror (ARSIS)	Partner Programme beneficiary	Normative Operational	Cross-cutting
	Qendra Vatra	Partner Programme beneficiary	Normative Operational	Cross-cutting
	Shoqata Kombetare Edukim per Jeten (SHKEJ)	Partner Programme beneficiary	Normative Operational	Cross-cutting
	Tjeter Vizion	Partner Programme beneficiary	Normative Operational	Cross-cutting
	Terre Des Hommes	Partner	Normative Operational	Cross-cutting
Rights-holders (who are the intended and unintended beneficiaries of the intervention)	Regional Coordination Committees	Primary Beneficiary	Operational	Cross-cutting
	Social Welfare and Protection Units, including Needs Assessment and Referral Unit, Child Protection and Gender Violence (of the municipality)	Primary Beneficiary	Operational	Social service delivery
	Municipal police	Primary Beneficiary	Operational	Justice
	School Principals and Teachers	Primary Beneficiary	Operational	Education
	Community Centres	Primary Beneficiary	Operational	Social service
	Healthcare workers	Primary Beneficiary	Operational	Health care
	Businesses	Primary Beneficiary	Operational	Private sector
	At-risk and vulnerable women and children	Primary Beneficiary	Operational Normative	Cross-cutting
Survivors of human trafficking	Primary Beneficiary	Operational Normative	Cross-cutting	
Collective rights-holders	British Embassy in Albania and UK Home Office	Donor	Normative	Cross-cutting
Other interest groups who are not directly participating in the programme but have a strategic interest	IOM	Interested Partner	Normative Coordination Programme	Cross-cutting
	UN Resident Coordinator	Interested Partner	Normative Coordination Programme	Cross-cutting

Human Rights Role	Target Groups	Role in Intervention	Mandate Area(s)	Thematic Areas
	UNDP	Interested Partner	Normative Coordination Programme	Cross-cutting
	UN Women	Interested Partner	Normative Coordination Programme	Cross-cutting

ANNEX G: CONSENT FORM

Agreement to Participate in the Evaluation of UNICEF Programme “Transforming National Response to Human Trafficking in and from Albania”

Who are we and why are we conducting this evaluation?

The evaluation is being conducted by the United Nation’s Children Fund (UNICEF), and is necessary for the purposes of the Programme “Transforming the National Response to Human Trafficking in and from Albania” which has been implemented by UNICEF Albania since 2019, with funding from the UK Government. As evaluators, we are contracted by UNICEF, but we **are not** employees of UNICEF.

The purpose is to obtain an independent evaluation of the Programme in 4 regions – Diber, Kukes, Shkoder, Tirane – that comprise of 17 municipalities. The aim is to understand why and to what extent intended and unintended results were achieved and to analyse implications of the results. The evaluation is expected to support strategic learning and decision-making with regard to improving the structure, implementation and quality of the Programme, and its sustainability.

What will be your involvement?

Your opinion and point of view are very important to us; therefore, we invite you to participate in this interview/focus group and share your perspectives, attitudes and experiences related to the Programme. This will allow us to assess the relevance, coherence, effectiveness, efficiency and sustainability of the Programme.

Bear in mind, you are just one of more than 100 people that we will be interviewing as part of this evaluation. Everyone who participates in this evaluation is guaranteed confidentiality to protect their privacy. No names or identifiers will be included in any documents or reports. Only summary data for all respondents will be presented in an evaluation report of the Programme.

We anticipate the interview/focus group will take about 1 hour/60 minutes. You acknowledge that:

- This interview will not be audio-recorded, the interviewer will take detailed notes on their laptop.
- This interview will be audio recorded, subject to the rules of anonymity of participants.

If you are participating in a small group interview or focus group with others from your institution/school, you are obliged to keep information confidential that is discussed during the interview/focus group.

How will the information collected be used?

While you will not benefit immediately from taking part in this interview/focus group, findings from this evaluation will be used to support efforts to strengthen the Programme “Transforming National Response to Human Trafficking in and from Albania in the future. Evaluators will **not provide** financial reimbursement **nor** gifts of any type for participation. Refusal to participate **will not impact** you in any way. You can skip questions that you do not want to answer or stop the interview at any point without penalty. You can contact UNICEF in Tirana if you have questions.

HOW DO I GIVE PERMISSION FOR MY PARTICIPATION IN THIS EVALUATION?

You give your permission to participate by checking the appropriate 'Yes' box and signing the form. If you do not give your permission to participate, check the 'No' box. You should also sign and date this form, and return this form to evaluator before you begin the interview.

- Yes, I agree to participate in the interview for this evaluation**
- No, I do not agree to participate in the interview for this evaluation**

Signature _____ Date _____

If you have questions about this evaluation, you can contact Elda Denaj at UNICEF Albania at edenaj@unicef.org +355692088928

ANNEX H: UNICEF AND DONOR INTERVIEW QUESTIONNAIRE

UNICEF and Donor Interview Questionnaire	
Introduction/Directions	
<p>Introduce yourself and explain the scope and purpose of the evaluation and offer a brief description of the methodology. Review the informed consent form with each participant. Get each participant to sign the informed consent form prior to beginning the interview. Keep the signed copy of the informed consent form and leave them an unsigned copy.</p> <p>THE INTERVIEW SHOULD TAKE ABOUT 60-75 MINUTES</p> <p>BEFORE YOU BEGIN MAKE SURE TO SAVE THIS FILE IN YOUR DATA COLLECTION FOLDER WITH THE FOLLOWING DOCUMENT TITLE:</p> <p>Region__ Name of Agency/Institution_ Interview Date (Example: Tirana_UNICEF_12 July 2022)</p>	
Background/Demographic Information	
Date	
Location of interview	
Institution/Agency	
Number of participants	
Number of males	
Number of females	
Names & Titles (of each participant)	
Have you obtained a copy of the signed consent form prior to beginning the interview?	<input type="checkbox"/> Yes → Proceed to interview the parent/caregiver <input type="checkbox"/> No → Do not interview the parent/caregiver
<p>If more than one person is participating in the interview, assign them a number (e.g., 1, 2, 3) and record their responses to each close-ended question using their number. Make sure that each respondent responds to each of the close-ended questions and their separate responses are recorded. Do not skip any questions. If they don't know the response, make sure to record their response as do not know. This allows each respondent voice to be heard and recorded separately, even in small group interviews.</p>	
Familiarity with the Programme	
1	What has been your involvement with the Programme 'Transforming the National Response to Human Trafficking in and from Albania'?
Relevance and Coherence	
<p><i>I want to ask you about the Programme's relevance and coherence. If you do not know the answer to a question, we can skip it.</i></p>	
2	In what ways has the Programme been relevant to Albania?
3	<p>Has the Programme been in line with national priorities and needs of the Government?</p> <input type="checkbox"/> Yes (1) <input type="checkbox"/> No (2) <input type="checkbox"/> Don't know (9)
	If yes, in what ways? If no, where has UNICEF's support been unaligned?

4	<p>On a scale of 1 to 10, how important has the programme been to improving the national response to human trafficking?</p> <p>Not important Somewhat important Very important DK</p> <p>0 1 2 3 4 5 6 7 8 9 10 99</p> <p>Why did you give it a ____?</p>
5	In what ways has the Programme transformed the national response to human trafficking in Albania?
6	In what ways has the Programme responded to the needs and rights of beneficiaries, including the most vulnerable women and children?
7	<p>Since the Programme was introduced in 2019, has the Programme been able to adapt and change to meet the changing needs of beneficiaries, including trafficking victims and those at-risk of trafficking?</p> <p><input type="checkbox"/> Yes (1)</p> <p><input type="checkbox"/> No (2)</p> <p><input type="checkbox"/> Don't know (9)</p> <p>If yes, in what ways did it adapt and change? Were there any challenges faced? How were those overcome? If no, why not?</p>
8	<p>Has the Programme been able to adapt and change to the national context to remain relevant, particularly during the COVID-19 pandemic?</p> <p><input type="checkbox"/> Yes (1)</p> <p><input type="checkbox"/> No (2)</p> <p><input type="checkbox"/> Don't know (9)</p> <p>If yes, in what ways? Were there any challenges faced? How were those overcome? If no, why not?</p>
9	As you know, the Programme has a Theory of Change, and there have been some changes over time to that Theory of Change. Can you tell me more about the evolution of the Theory of Change and the driving factors behind the revisions?
10	I understand discussions are underway to again revise the Theory of Change? What sort of changes are being discussed or proposed? Why do you think these changes are necessary?
11	<p><u>Ask only to UNICEF</u></p> <p>Since 2019, in what ways has the Programme's objectives and implementing strategies been in line with UNICEF's Country Programme outcomes and outputs? Was this part of the planning process?</p>
12	<p><u>Ask only to UNICEF</u></p> <p>How has Programme been in line with UNICEF's Gender Action Plan?</p>
13	In what ways has UNICEF integrated an equity-based approach into the design and implementation of Programme? How can the equity-based approach be strengthened?
14	In what ways has Programme contributed to the promotion of women and children's rights, in keeping with the 'leave no one behind' principle? How can the 'leave no one behind' principle be strengthened?

Effectiveness	
<i>Now I want to ask you some questions about the effectiveness of the Programme.</i>	
15	When you think about the Programme, what has worked well as it relates to implementation and achieving results? Is there anything that has not worked so well?
16	Are there any notable differences between municipalities when it comes to success and effectiveness of the Programme? What do you think is driving those differences?
17	Can you help me understand, what was the decision-making process or criteria related to choosing the four target regions and 17 municipalities? How could this process be improved?
18	Are there any challenges or barriers to the Programme's success or effectiveness? <input type="checkbox"/> Yes (1) <input type="checkbox"/> No (2) <input type="checkbox"/> Don't know (9) If yes, what are the challenges or barriers?
<i>The Programme has several expected outcomes. I want to ask you about each of those outcomes. If you aren't sure how to answer the questions, just let me know and we can skip it.</i>	
19	From your perspective, in what ways has the Programme improved knowledge and attitudes toward preventing human trafficking in the targeted communities? What challenges have been faced, if any? How were the challenges overcome?
20	In what ways has the Programme increased social and economic opportunities for individuals at-risk of being trafficking to the extent that it has prevented human trafficking? What challenges have been faced, if any? How were the challenges overcome?
21	In what ways has the Programme helped to reintegrate trafficking victims back into their communities and families? What challenges have been faced, if any? How were the challenges overcome?
22	In what ways has the Programme strengthened the justice systems ability to investigate, prosecute and convict traffickers? What challenges have been faced, if any? How were the challenges overcome?
23	Are there any challenges that need to be addressed to improve Programme implementation and results?
<i>I have a few more questions about effectiveness.</i>	
24	What impact has the COVID-19 pandemic had on the Programme and its results? What can be done in this situation?
Partnerships and Cooperation	
<i>Now, I want to ask you a few questions about partnerships and cooperation.</i>	
25	What partnerships were established to support the work of the Programme? In what ways have these partnerships been beneficial?

26	I'm curious, what has been the criteria that has guided the selection of partners?
27	Have the partnerships and cooperation established contributed to or influenced Programme results? <input type="checkbox"/> Yes (1) <input type="checkbox"/> No (2) <input type="checkbox"/> Don't know (9) If yes, in what ways? If no, why not?
28.1	What partnership have been particularly important to the Programme?
29	Have new partnerships emerged that have been important, but were not initially identified or planned? <input type="checkbox"/> Yes (1) <input type="checkbox"/> No (2) <input type="checkbox"/> Don't know (9) If yes, what are those partnerships?
30	Are there other partnerships that need to be strengthened? Are there any ways that coordination can be improved?
Efficiency	
<i>I want to ask you a couple of questions about the efficiency of the Programme, including as it relates to the management and coordination role of UNICEF. Remember, if you do not know the answer to a question, we can skip it.</i>	
31	Do you think that UNICEF's programme implementation strategy has been efficient at contributing to Programme results? <input type="checkbox"/> Yes (1) <input type="checkbox"/> No (2) <input type="checkbox"/> Don't know (9) If yes, in what way has it been efficient? If no, why not? If no, how could the implement strategy be more efficient?
32	Do you think that UNICEF's programme management approach has been efficient at contributing to Programme results? <input type="checkbox"/> Yes (1) <input type="checkbox"/> No (2) <input type="checkbox"/> Don't know (9) If yes, in what way has it been efficient at contributing to Programme results? If no, why not? If no, how could the management approach be more efficient?
33	Does UNICEF have a monitoring and reporting approach that ensures effective and efficient Programme management and implementation? <input type="checkbox"/> Yes (1) <input type="checkbox"/> No (2) <input type="checkbox"/> Don't know (9) If yes, can you tell me about the monitoring and reporting approach? How and why was it effective? If no, what were the problems with the monitoring and reporting approach?
34	In what ways has the monitoring and reporting approach contributed to and informed adjustments to the Programme? Is there anything more that could be done?

Sustainability	
<i>I want to finish with some questions about the sustainability of the Programme.</i>	
36	In what ways has the Programme strengthened government structures and processes at the national level to ensure ownership and sustainability of results?
37	In what ways has the Programme strengthened government institutional structures and processes in municipalities to ensure ownership and sustainability of results?
38	Are there any potential risks that exist as it relates to sustaining the Programme's results?
39	What recommendations would you offer to improve sustainability of the Programme and its results?
<i>I have one last question.</i>	
40	From your perspective, what is the comparative advantage or added value of having UNICEF lead the Programme and its IPs, and the work in the field?

ANNEX I: IMPLEMENTING PARTNER INTERVIEW QUESTIONNAIRE

<p>ID#: _____</p> <p>Provide a unique ID number, do not duplicate numbers. If more than one person in the interview provide each person with a separate number. Record the ID#, name, agency, and location in the master list and then delete here before sending for translation. Also, make sure to resave the document with a new title, such ID1_12 July 2022, ID2_5_12 July 2022 (if more than one person) and so on. Always keep a copy of your original interview in Albania without any information deleted and the document title below to ensure you have the original as a back-up.</p>	
<p>Implementing Partner Interview Questionnaire</p>	
<p><u>Introduction/Directions</u></p> <p>Introduce yourself and explain the scope and purpose of the evaluation and offer a brief description of the methodology. Review the informed consent form with each participant. Get each participant to sign the informed consent form prior to beginning the interview. Keep the signed copy of the informed consent form and leave them an unsigned copy.</p> <p>THE INTERVIEW SHOULD TAKE ABOUT 60-75 MINUTES</p> <p>BEFORE YOU BEGIN MAKE SURE TO SAVE THIS FILE IN YOUR DATA COLLECTION FOLDER WITH THE FOLLOWING DOCUMENT TITLE:</p> <p>Region__Name of Agency/Institution_Interview Date (Example: Tirana_OrgName_12 July 2022)</p>	
<p><u>Background/Demographic Information</u></p>	
Date	
Location (city)	<input type="checkbox"/> Diber <input type="checkbox"/> Kamez, Tirane <input type="checkbox"/> Kukes <input type="checkbox"/> Shkoder <input type="checkbox"/> Sofia
Institution/Agency	
Number of participants	
Number of males	
Number of females	
Names & Titles (of each participant)	
Have you obtained a copy of the signed consent form prior to beginning the interview?	<input type="checkbox"/> Yes → Proceed to interview the parent/caregiver <input type="checkbox"/> No → Do not interview the parent/caregiver
<p>If more than one person is participating in the interview, assign them a number (e.g., 1, 2, 3) and record their responses to each close-ended question using their number. Make sure that each respondent responds to each of the close-ended questions and their separate responses are recorded. Do not skip any questions. If they don't know the response, make sure to record their response as do not know. This allows each respondent voice to be heard and recorded separately, even in small group interviews.</p>	

9	As you know, the Programme has a Theory of Change, and there have been some changes over time to that Theory of Change. In what ways has the Theory of Change been relevant?
10	I understand discussions are underway against to revise the Theory of Change? What sort of changes are being discussed or proposed? Why do you think these changes are necessary?
13	In what ways has the Programme addressed the root causes of human trafficking, particularly those who are most vulnerable to being trafficking? How can such an equity-based approach be strengthened?
Effectiveness	
<i>Now I want to ask you some questions about the effectiveness of the Programme.</i>	
15	When you think about the Programme, what has worked well as it relates to implementation and achieving results?
16	Do you know, are there any notable differences between regions or municipalities when it comes to success and effectiveness of the Programme? What do you think is driving those differences?
18	Are there any challenges or barriers to the Programme success or effectiveness? <input type="checkbox"/> Yes (1) <input type="checkbox"/> No (2) <input type="checkbox"/> Don't know (9) If yes, what are the challenges or barriers?
<i>The Programme has several expected outcomes. I want to ask you about each of those outcomes. If you aren't sure how to answer the questions, just let me know and we can skip it.</i>	
19	From your perspective, in what ways has the Programme improved knowledge and attitudes toward preventing human trafficking in the targeted communities? What challenges have been faced, if any? How were the challenges overcome?
20	In what ways has the Programme increased social and economic opportunities for individuals at-risk of being trafficking to the extent that it has prevented human trafficking? What challenges have been faced, if any? How were the challenges overcome?
21	In what ways has the Programme helped to reintegrate trafficking victims back into their communities and/or families? What challenges have been faced, if any? How were the challenges overcome?
22	In what ways has the Programme strengthened the justice systems ability to investigate, prosecute and convict traffickers? What challenges have been faced, if any? How were the challenges overcome?
23	Are there any challenges that need to be addressed to improve Programme implementation and achieving results?
Partnerships and Cooperation	
<i>Now, I want to ask you a few questions about partnerships and cooperation.</i>	
26	What partnerships were established to support the work of the Programme? In what ways have these partnerships been beneficial?

27	<p>Has your organization established any partnerships at the municipal level to support this project?</p> <p><input type="checkbox"/> Yes (1)</p> <p><input type="checkbox"/> No (2)</p> <p><input type="checkbox"/> Don't know (9)</p> <p>If yes, in what ways? If no, why not?</p>
28.1	<p>What partnership have been particularly important to the Programme?</p>
29	<p>Have new partnerships emerged that have been important, but were not initially identified or planned?</p> <p><input type="checkbox"/> Yes (1)</p> <p><input type="checkbox"/> No (2)</p> <p><input type="checkbox"/> Don't know (9)</p> <p>If yes, what are those partnerships?</p>
30	<p>Are there other partnerships that need to be strengthened? Are there any ways that coordination can be improved?</p>
<p>Efficiency</p>	
<p><i>I want to ask you a couple of questions about the efficiency of the Programme, including as it relates to the management and coordination role of UNICEF. Remember, if you do not know the answer to a question, we can skip it.</i></p>	
31	<p>Do you think that UNICEF's programme implementation strategy has been efficient at contributing to Programme results?</p> <p><input type="checkbox"/> Yes (1)</p> <p><input type="checkbox"/> No (2)</p> <p><input type="checkbox"/> Don't know (9)</p> <p>If yes, in what way has it been efficient? If no, why not? If no, how could the implement strategy be more efficient?</p>
33	<p>Does UNICEF have an effective monitoring and reporting approach to support the Programme and its implementation?</p> <p><input type="checkbox"/> Yes (1)</p> <p><input type="checkbox"/> No (2)</p> <p><input type="checkbox"/> Don't know (9)</p> <p>If yes, can you tell me about the monitoring and reporting approach? How and why was it effective? If no, what were the problems with the monitoring and reporting approach?</p>
34	<p>In what ways has the monitoring and reporting approach contributed to demonstrating results and making adjustments to the Programme? Is there anything more that could be done?</p>
<p>Sustainability</p>	
<p><i>I want to finish with some questions about the sustainability of the Programme.</i></p>	
36	<p>In what ways has the Programme strengthened structures and processes at the national and/or municipality levels to ensure ownership and sustainability of results?</p>
38	<p>Are there any potential risks that exist as it relates to sustaining the Programme's results?</p>
39	<p>What recommendations would you offer to improve sustainability of the Programme and its results?</p>

I have one last question.

40

From your perspective, what is the comparative advantage or added value of having UNICEF lead the Programme and its implementing partners, and the work in the field?

ANNEX J: KEY STAKEHOLDER AND FIELD WORKER INTERVIEW QUESTIONNAIRE

<p>ID#: _____</p> <p>Provide a unique ID number, do not duplicate numbers. If more than one person in the interview provide each person with a separate number. Record the ID#, name, agency, and location in the master list and then delete here before sending for translation. Also, make sure to resave the document with a new title, such ID1_12 July 2022, ID2_5_12 July 2022 (if more than one person) and so on. Always keep a copy of your original interview in Albania without any information deleted and the document title below to ensure you have the original as a back-up.</p>	
<p>Key Stakeholder & Field Worker Interview Questionnaire</p>	
<p><u>Introduction/Directions</u></p> <p>Introduce yourself and explain the scope and purpose of the evaluation and offer a brief description of the methodology. Review the informed consent form with each participant. Get each participant to sign the informed consent form prior to beginning the interview. Keep the signed copy of the informed consent form and leave them an unsigned copy.</p> <p>THE INTERVIEW SHOULD TAKE ABOUT 60-75 MINUTES</p> <p>BEFORE YOU BEGIN MAKE SURE TO SAVE THIS FILE IN YOUR DATA COLLECTION FOLDER WITH THE FOLLOWING DOCUMENT TITLE:</p> <p>Region__Name of Agency/Institution_Interview Date (Example: Tirana_KS_OrgName_12 July 2022)</p>	
<p><u>Background/Demographic Information</u></p>	
Date	
Location (city)	<input type="checkbox"/> Diber <input type="checkbox"/> Kamez, Tirane <input type="checkbox"/> Kukes <input type="checkbox"/> Shkoder <input type="checkbox"/> Sofia
Institution/Agency	
Number of participants	
Number of males	
Number of females	
Is this person a field worker?	<input type="checkbox"/> Yes <input type="checkbox"/> No
Names & Titles (of each participant)	
Have you obtained a copy of the signed consent form prior to beginning the interview?	<input type="checkbox"/> Yes → Proceed to interview the parent/caregiver <input type="checkbox"/> No → Do not interview the parent/caregiver
<p>If more than one person is participating in the interview, assign them a number (e.g., 1, 2, 3) and record their responses to each close-ended question using their number. Make sure that each respondent responds to each of the close-ended questions and their separate responses are recorded. Do not skip any questions. If they don't know the response, make sure to record their response as do not know. This allows each respondent voice to be heard and recorded separately, even in small group interviews.</p>	

Effectiveness	
<i>Now I want to ask you some questions about the effectiveness of the Programme.</i>	
15	When you think about the Programme, what has worked well as it relates to implementation and achieving results?
16	I am not sure if you can answer this question. Do you know, are there any notable differences between municipalities in this region when it comes to effectiveness of the Programme? What do you think is driving those differences?
18	Are there any challenges or barriers to the Programme's success or effectiveness? <input type="checkbox"/> Yes (1) <input type="checkbox"/> No (2) <input type="checkbox"/> Don't know (9) If yes, what are the challenges or barriers?
<i>The Programme has several expected outcomes. I want to ask you about each of those outcomes. If you aren't sure how to answer the questions, just let me know and we can skip it.</i>	
19.1	From your perspective, in what ways has the Programme improved knowledge and attitudes toward preventing human trafficking in this region or municipality? What challenges have been faced, if any? How were the challenges overcome?
20	In what ways has the Programme increased social and economic opportunities for individuals at-risk of being trafficking to the extent that it has prevented human trafficking? What challenges have been faced, if any? How were the challenges overcome?
21	In what ways has the Programme helped to reintegrate trafficking victims back into their communities and/or families? What challenges have been faced, if any? How were the challenges overcome?
22	In what ways has the Programme strengthened the justice systems' ability to investigate, prosecute and convict traffickers? What challenges have been faced, if any? How were the challenges overcome?
23	Are there any challenges need to be addressed to improve Programme implementation?
Partnerships and Cooperation	
<i>Now, I want to ask you a few questions about partnerships and cooperation. If you aren't sure how to answer the questions, just let me know and we can skip it.</i>	
27	Have you established any partnerships at the local level as part of this project? <input type="checkbox"/> Yes (1) <input type="checkbox"/> No (2) <input type="checkbox"/> Don't know (9) If yes, in what ways have the partnerships helped you in your work to support the Programme? If no, why not?
28.1	What partnership have been particularly important to the Programme?

29	<p>Have new partnerships emerged that have been important, but were not initially identified or planned?</p> <p><input type="checkbox"/> Yes (1)</p> <p><input type="checkbox"/> No (2)</p> <p><input type="checkbox"/> Don't know (9)</p> <p>If yes, what are those partnerships?</p>
30	<p>Are there other partnerships that need to be strengthened? Are there any ways that coordination can be improved?</p>
Efficiency	
<i>I want to ask you a couple of questions about the efficiency of the Programme, including as it relates to the management and coordination role of UNICEF. Remember, if you do not know the answer to a question, we can skip it.</i>	
33	<p>Were you provided any forms for monitoring and reporting their work on the project?</p> <p><input type="checkbox"/> Yes (1)</p> <p><input type="checkbox"/> No (2)</p> <p><input type="checkbox"/> Don't know (9)</p> <p>If yes, are the forms easy to use or do you face any challenges with the forms?</p>
34	<p>In what ways has the monitoring and reporting forms helped you see what you have accomplished? Have the forms also helped you to changes that you need to make to improve your work?</p>
Sustainability	
<i>I want to finish with some questions about the sustainability of the Programme.</i>	
37	<p>In what ways has the Programme strengthened structures and processes in municipalities to ensure ownership and sustainability of results?</p>
38	<p>Are there any potential risks that exist as it relates to sustaining the Programme's results?</p>
39	<p>What recommendations would you offer to improve sustainability of the Programme and its results?</p>
<i>I have one last question.</i>	
40	<p>From your perspective, what is the comparative advantage or added value of having UNICEF lead the Programme and its implementing partners, and the work in the field?</p>

ANNEX K: STRUCTURE OF THE EVALUATION REPORT

The Final Report will comply with UNICEF evaluation reporting standards and will include the following structure:

- Title page
- Opening pages
- Executive summary
 - Purpose, Objectives and Users
 - Methodology
 - Key Findings
 - Conclusions
 - Lessons Learned
 - Recommendations
- Introduction
 - Country Context
 - Human Trafficking in Albania
 - Programme Description
 - Theory of Change
 - Expected Results
 - Evaluation Rational
- Evaluation
 - Purpose and Scope
 - Objectives
 - Evaluation Criteria and Questions
 - Evaluation Methodology
- Evaluation Findings
 - Relevance
 - Coherence
 - Effectiveness
 - Efficiency
 - Sustainability
- Conclusions
- Lessons learned
- Recommendations
- Annexes