Trainer’s Manual for Professionals Working in Reception and Identification Centres

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<th>Description</th>
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<tbody>
<tr>
<td>ASAN</td>
<td>Association of Southeast Asian Nations</td>
</tr>
<tr>
<td>CEDAW</td>
<td>Convention on the Elimination of All Forms of Discrimination Against Women</td>
</tr>
<tr>
<td>CoE</td>
<td>Council of Europe</td>
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<tr>
<td>EBO</td>
<td>Emergency Barring Orders</td>
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<tr>
<td>EC</td>
<td>European Commission</td>
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<tr>
<td>ECHR</td>
<td>European Convention of Human Rights</td>
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<tr>
<td>EIGE</td>
<td>European Institute for Gender Equality</td>
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<tr>
<td>EPO</td>
<td>European Protection Order</td>
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<tr>
<td>EU</td>
<td>European Union</td>
</tr>
<tr>
<td>EUCPN</td>
<td>European Crime Prevention Network</td>
</tr>
<tr>
<td>FGM</td>
<td>Female Genital Mutilation</td>
</tr>
<tr>
<td>FMI</td>
<td>For more information</td>
</tr>
<tr>
<td>GBV</td>
<td>Gender-Based Violence</td>
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<tr>
<td>GRETA</td>
<td>Group of Experts on Action against Trafficking in Human Beings</td>
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<tr>
<td>ILO</td>
<td>International Labour Organisation</td>
</tr>
<tr>
<td>LGBTIQ</td>
<td>Lesbian Gay Bisexual Trans-sexual Intersexual Queer</td>
</tr>
<tr>
<td>NGO</td>
<td>Non-Governmental Organisation</td>
</tr>
<tr>
<td>NRM</td>
<td>National Referral Mechanism</td>
</tr>
<tr>
<td>OHCHR</td>
<td>Office of the High Commissioner for Human Rights</td>
</tr>
<tr>
<td>OSCE</td>
<td>Organization for Security and Cooperation in Europe</td>
</tr>
<tr>
<td>PICUM</td>
<td>Platform for International Cooperation on Undocumented Migrants</td>
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<tr>
<td>PTSD</td>
<td>Post Traumatic Stress Disorder</td>
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<tr>
<td>RIC</td>
<td>Reception and Identification Centre</td>
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<tr>
<td>SGBV</td>
<td>Sexual and Gender Based Violence</td>
</tr>
<tr>
<td>STS</td>
<td>Secondary Traumatic Stress</td>
</tr>
<tr>
<td>THB</td>
<td>Trafficking in Human Beings</td>
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<tr>
<td>UAM</td>
<td>Un Accompanied Minor</td>
</tr>
<tr>
<td>UN</td>
<td>United Nations</td>
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<tr>
<td>UNHCR</td>
<td>United Nations High Commission for Refugees</td>
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<tr>
<td>UNODC</td>
<td>United Nations Office on Drugs and Crime</td>
</tr>
<tr>
<td>VoT</td>
<td>Victim(s) of Trafficking</td>
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Introduction

Professionals working in Reception and Identification Centres (RICs) for migrants, asylum seekers and refugees play a crucial, yet often underestimated, role in prevention and protection processes. However, these same professionals often lack gender-based and THB training, and the centres in which they operate can be excluded from the formal networks of public and private bodies involved in the fight against trafficking and in the protection of victims (EIGE, 2018).

ACTIVATE - enhAnCing the anti-Trafficking Identification, preVention And supporT mEchanisms is an AMIF (Asylum, Migration and Integration Fund) project that aims at contributing to the eradication of trafficking and at supporting Victims of Trafficking (VoT) by enhancing the prevention, identification and support mechanisms against Trafficking in Human Beings (THB), with a special focus on victims of trafficking for sexual exploitation.

The present manual, developed under Work Package 2 (WP2), provides a broad overview of the different aspects related to trafficking and support to the victims, as well as training materials that can be used in order to enhance the competences of professionals working in RICs and allow them to play an active and effective role in the fight against one of the major violation of human rights and dignity. The training manual has been used for the implementation of capacity building trainings for the enhancement of prevention mechanisms and formal and informal identification procedures.

A multi-disciplinary approach is the key underlining principle of this training. In order to be effective, this anti-trafficking training was developed and carried out by multi-disciplinary teams composed of lawyers, social workers, psychologists and criminologists with experience in trafficking cases and providing assistance to VoTs. The manual was created by the project consortium between December 2020 and June 2021, and tested in twelve trainings in Italy, Greece, Germany and Bulgaria. On the basis of these trainings and of reports issued by the project partners in the training manual was revised by incorporating the feedback from the trainers and 290 training participants. This training manual serves as a source for the development of an e-learning tool for staff working in Reception and Identification Centres, which will be published on ACTIVATE’s website: https://www.activateproject.eu/.

1 The Lessons Learnt Reports from the implementation of the training are available on the project’s website.
PART I: THE MANUAL

1.1. Conceptual framework

International and EU legislation obliges States to ensure that a person is provided with assistance and support as soon as the competent authorities have a reasonable-grounds indication for believing that they might be victims or survivors of trafficking. Based on their individual needs, support should include appropriate and safe accommodation, material assistance, medical treatment, psychological support, counselling, as well as information, translation and interpretation services. Special treatment is needed for particularly vulnerable victims and survivors, including children, pregnant women and persons with disabilities.

According to the EU Strategy towards the Eradication of Trafficking in Human Beings (EC, 2012), identifying victims efficiently and at an early stage is the first step towards making sure they are treated as rights holders, have access and can exercise their rights effectively, which includes receiving appropriate assistance and protection.

As concluded in the report on the transposition of the Directive 2011/36/EU of the European Parliament and the Council of Europe on preventing and combating trafficking in human beings, protecting victims and replacing the Council Framework (hereinafter Directive 2011/36/EU), national authorities have made substantial efforts to enact the Directive in national law. Yet, there is still inadequate access to information about victims’ rights and ineffective referral mechanisms at national and transnational level, coupled with failure to identify all those who fall victims to THB, including those in mixed migration flows. The aforementioned issues continue to prevent VoTs from actually benefiting from the rights to which they are entitled (EC, 2016).

In order to grant an early identification of VoTs and prevent re-trafficking and secondary victimisation, all stakeholders who come in contact with migrants shall have common tools and procedures which grant the prompt identification of persons exposed to forms of victimisation during migration paths. In this context of formal and informal reception and accommodation, the personnel is exposed to significant functional flexibility in functions and duties, but also territorial mobility.

Such a system of processes and procedures related to migrant and refugee flows implies the risk of non-homogeneous and dispersive interventions due to the non-homogeneity of
decoding indicators of exposure to human rights violations and to risk factors of further victimisation, as well as adapting the intervention to the real needs of the person. In fact, another problem is that, in order to speed up the tasks, but also to reduce the risk of omissions during interventions, there is a tendency to set up automatisms in the carrying out of protection interventions. These automatisms, however, can have serious consequences on the quality of the response to people’s individual needs.

Who is this manual for?

This manual is addressed to trainers that will train staff working in RICs with migrant, refugee and asylum seeking populations. This target group might include professionals with different backgrounds, skills and competences, but are involved in one or more steps and services provided to migrants, refugees and asylum seekers (reception and accommodation facilities, refugees’ shelters, helpdesks, women’s shelters, helpdesks or emergency helplines, etc.).

1.2. Aims and objectives of the manual

This manual intends to offer a practical guide for trainers to train professionals who encounter migrant, refugee and asylum seeking populations on different approaches, the legal framework, the identification of VoTs and the protection and provision of support.

This manual aims at offering a flexible tool for continued training of professionals working in RICs in order to achieve the following objectives:
1. To offer a training guide for trainers that want to offer a training in RICs.
2. To enhance the prompt and early identification of VoTs, with particular attention to the gender-based forms of exploitation and their impacts as well as consequences;
3. To prevent the starting and/or the continuation of the exploitation in the destination country;
4. To strengthen the access to justice, including the access to protection measures, compensation and reparation measures;
5. To prevent the risk of re-trafficking, including trans-European trafficking, and repatriation and pushbacks, in violation of the non-refoulement principle.

The training curriculum also aims at enabling the relevant professionals to develop a methodology for analysing and combating trafficking with a gender and intersectional approach, and to strengthen the participatory capacity of the recipients of support activities, meaning VoTs.
Finally, the present curriculum aims at defining new forms of relationship among professionals and recipients/VoTs. In particular, by enhancing the definition and sharing of an effective approach that is open to the authentic listening of individual experiences, avoiding procedures that risk looking at people as standardised objects of intervention, thus reducing them to invisible numbers and failing, consequently, a prompt identification as rights holders.

1.3. Methodology

This manual is based on a multi-faceted approach and gender-based perspective, which conjugate the objective of granting the prompt, early and effective identification of VoTs. It follows an experiential and participatory approach, as it encompasses theoretical background, experiential exercises and resources on the explored topics. The participatory approach also refers to the approach this manual proposes to professionals engaged with victims and survivors of THB and fundamental rights violations, in order to prevent all automatisms and procedures which disregard the individual needs and wills of the beneficiaries.

The rationale of this manual includes the need to ensure the sharing and transferring of acquired skills and knowledge about trafficking and its transformations, gained in direct contact with individual victims, so that the negative impact of the extreme mobility of professionals on the task of identification of VoTs can be mitigated.

Consequently, this manual was designed with the aim of pursuing capacity-building, intended as an approach, rather than a set of discrete or pre-packaged interventions and tools. This implies efforts to implement a people-centered approach focused on human rights, empowerment, participation, interdependence, change, sustainability, and mitigation of risk factors.

Finally, the proposed methodology develops an intersectional view that allows to analyse the existence of multiple risk factors and vulnerabilities and to formulate a multi-dimensional intervention that aims at removing the multiple discriminations that hinder the success of the intervention.

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2 More information on these approaches can be found in Module II of the present Manual.
3 More information can be found in Module II of the present manual.
The training topics of the present manual were selected based on the international and European legal obligations binding EU Member States in the protection of the rights of the victims and survivors of THB.

1.4. How to use the manual

The training curriculum is organized into two parts and four modules that can either be used together or separately during training. This first part is dedicated to defining the target groups of this manual, its aims and objectives, its methodology and structure.

The second part is opened by Module I, which offers an overview of THB as it emerges from recent data on identified victims and survivors, including background information on the international, European and national legal frameworks defining the phenomenon. This module also underlines the intersection of many axes of discrimination and the complexity of migration and refugee flows, so that trafficking is increasingly producing a serious impact on migrants, refugees and asylum seekers. The module aims to allow the understanding of the effects of this impact and to suggest a framework that combines the different forms of protection in order to better protect against the risk of refoulement, which is one of the major risk factors for re-trafficking.

Module II offers the elements to enhance a gender-based perspective, which professionals need in the light of the specific and prevalent forms of trafficking in EU Member States. It offers elements to invest in a tailored response, which entails:

- Restoring the human rights of VoTs.
- Focusing on the needs and concerns of victims to ensure a sensitive delivery of services in a non-judgmental manner, seeking to minimise retraumatisation associated with the criminal justice process by providing the support of victim advocates and service providers, empowering survivors as engaged participants in the process, and providing survivors an opportunity to play a role in seeing their traffickers brought to justice (victim centered approach).
- Recognising the multiple discriminatory factors that intersect in the experience of individuals (sex, gender, class, race, etc.) and understand their impact on the victimisation within trafficking (intersectional approach).
Module III addresses several aspects of the phenomenon, identifying risks and vulnerabilities to THB. It will help professionals recognise subjective and objective circumstances in the individual stories, which allow for a better understanding of the experience shared by VoTs and to detect the involvement in the trafficking network case by case, without neglecting an in-depth analysis of the damages caused by the violation of fundamental rights.

Module IV is dedicated to introducing support and empowerment measures, including compensation and reparation to which VoTs are entitled.

Each of the different modules, in addition to the training content briefly described, includes:

- Tools for trainers, specifically designed to facilitate the organization and implementation of training activities;
- Examples of participatory training activities that can be offered to participants in both online and offline trainings.

The proposed content, tools and activities can be easily adapted and/or integrated based on the specificities of different national contexts; the characteristics of the training (such as duration, mode of implementation, etc.) and the participants’ profile.
QUESTIONNAIRE FOR PARTICIPANTS

The proposed questionnaire may be a useful tool to be filled in by participants before the training. As discussed, professionals working in RICs, as well as other accommodation places for migrants, refugees and asylum seekers, can have different personal, professional and training backgrounds. Collecting information on participants’ data, job position and previous training experiences can provide useful inputs in order to design a training program tailored to the participants’ needs and interests and to select the relevant topics based on this manual.

____ Insert your email address ____

1. **Age**
   - [ ] 18-24
   - [ ] 25-34
   - [ ] 35-44
   - [ ] 45-54
   - [ ] >55

1. **Gender**
   - [ ] M
   - [ ] F
   - [ ] Other

1. **Education level**
   - [ ] Secondary school
   - [ ] High School Diploma
   - [ ] Degree

1. **Specify the type of degree you own**
   - [ ] Legal area
   - [ ] Human Sciences area
   - [ ] Humanistic area
   - [ ] Health sector
   - [ ] Other
   - [ ] None

1. **In which type of center do you work?**
   - [ ] Hotspot
   - [ ] Center for Asylum Seeker
   - [ ] Center for refugees
   - [ ] Shelter for Victim of Trafficking
   - [ ] Other

1. **In which city is the center located?**
   ___ Insert text ___

1. **Does the center host victims of trafficking (formally identified)?**
   - [ ] Yes
   - [ ] No

1. **What is your role in the center?**
1. Have you ever participated in training on Trafficking in Human Beings?
☐ Yes ☐ No

1. Have you ever participated in training on Gender Based Violence?
☐ Yes ☐ No

1. Have you ever participated in training on migration phenomena (e.g. flows, pull and push factors, asylum)?
☐ Yes ☐ No

1. How do you estimate your knowledge on Trafficking in Human Beings?
*Please indicate a number from 1 to 5, where 5 is the maximum*
☐ 1 ☐ 2 ☐ 3 ☐ 4 ☐ 5

1. How do you estimate your knowledge on Gender Based Violence?
*Please indicate a number from 1 to 5, where 5 is the maximum*
☐ 1 ☐ 2 ☐ 3 ☐ 4 ☐ 5

1. How do you estimate your knowledge on migration phenomena?
*Please indicate a number from 1 to 5, where 5 is the maximum*
☐ 1 ☐ 2 ☐ 3 ☐ 4 ☐ 5

1. Which topics would you be most interested in learning more about?
*You can choose more than 1 option*

☐ Trafficking in Human Beings and forms of exploitation
☐ Gender/intersectional/victim-centered Approaches
☐ Identification of victims of THB
☐ Identification of risks factors/vulnerabilities to THB
☐ Protection, Support and Assistance of victims
Legal framework

1. Please, write below if there are other specific topics concerning THB you would be interested in learning more about

___ Insert text ___
PART II - TRAINING MODULES

MODULE I: TRAFFICKING OF HUMAN BEINGS: LEGAL FRAMEWORK AND PROTECTION POLICIES

This module challenges the presumption that legal norms are difficult to understand by non-legal professionals and helps apply the law in practice. All professionals can benefit in terms of clarity about the phenomenon, its dimension and purposes, but also about the potential of their own intervention and duties under relevant legal sources. At the end of this module, you will acquire knowledge about relevant legal sources, positive and negative legal obligations on professionals and definitions.

1.1. What is Trafficking in Human Beings?

Trafficking in human beings consists in the recruitment, transportation, transfer, harbouring or reception of persons, including the exchange or transfer of control over those persons, by means of threat or use of force or other forms of coercion, abduction, fraud, deception, abuse of power or of a position of vulnerability, or the giving or receiving of payments or benefits to achieve the consent of a person having control over another person, for the purpose of exploitation. \(^4\)

In all cases, the above-mentioned acts are punishable even if none of the coercion means has been used when the conduct involves a child, who is any person below 18 years of age.

A **position of vulnerability** means a situation in which a person has no real or acceptable alternative but to submit to the abuse involved.

**Exploitation** includes, as a minimum, the exploitation of the prostitution of others or other forms of sexual exploitation, forced labour or services, including begging, slavery or practices similar to slavery, servitude, the exploitation of criminal activities, or the removal of organs \(^5\).

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\(^4\) Directive 2011/36/EU, article 2.

\(^5\) See Module III.
The consent of VoTs to exploitation, whether implied or expressed, is irrelevant in case of coercion.

1.2. EU DATA on trafficking: identified victims and survivors of trafficking and forms of exploitation

As trainers, it is important for you to know some basic data on THB which you could include into your training. According to information reported by the Member States with respect to VoTs who have been registered by authorities and/or other agencies and organizations, for the overall period of 2017-2018, 26,268 victims were registered in the EU-28; 12,514 victims were registered in the EU-28 in 2017, and 13,754 in 2018 (EC, 2020).

For 2017-2018, the five Member States in the EU-28 with the largest number of registered victims were the United Kingdom (12,123), France (2,846), Italy (1,988), the Netherlands (1,624) and Germany (1,380). In the EU-27, Romania (1,159) was the fifth Member State registering the most victims.
In the previous reporting period (2015-2016), the top five countries with the largest number of registered victims were the United Kingdom (7,071), the Netherlands (2,442), Italy (1,660), Romania (1,636) and France (1,516).

Comparing these numbers with the dimension of migration and refugee flows to EU Member States during the same years and having in mind the prevalent origin countries, it is made visible that the rate of identification of trafficked persons is still unsatisfactory – also, in the light of the priority given to the objective of prompt identification in the framework of the relevant legislation on THB (CEDAW, 2020).

In line with previous data collections, in 2017-2018, trafficking for the purpose of sexual exploitation was reported as the main form of exploitation in the EU-27 and EU-28. Close to two thirds (60%) of the registered victims were trafficked for sexual exploitation in the EU-27; 46% of all registered victims were trafficked for sexual exploitation in the EU-28.

Member States were requested to provide data on all forms of exploitation, including criminal activities, exploitation of begging, domestic servitude, benefit fraud and removal of organs.

The findings of the data collection indicate that, in the EU-28, in 2017-2018, trafficking for criminal activities corresponded to 11% of the forms of exploitation that came to the attention of registering organisations, followed by domestic servitude (5%) and exploitation of begging (1%). Additionally, 49 VoTs for benefit fraud and 17 VoTs for organ removal were registered in the EU-28, representing statistically the ‘0%’ of the total number of registered victims by form of exploitation.

Women and girls remained the majority of the victims of THB in 2017-2018. In the EU-28, 58% of all registered victims were female (women and girls), whilst males (men and boys) represented the 39% of all registered victims. Over half (6,941 out of 10,163) of the male registered VoTs in the EU-28 were found in the United Kingdom.

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6 According to the GRETA report (2018) in Italy in 2017 there were 1050 of identified and assisted THB survivors and 121 children, and the majority of them (85.6%) were female, mostly exploited for sexual purposes (78 % in 2017, 90 % in 2018, followed by labour exploitation (13 % in 2017, 7 % in 2018), forced begging (1.9 % in 2017, 1.5 % in 2018) and forced criminality (0.2 % in 2018, 2.7 % in 2017).
Women were the vast majority (92%) of the victims of trafficking for sexual exploitation in the EU-27 in 2017-2018, whilst men represented the 6% of victims for this form of exploitation. In the EU-28, the proportion of female VoTs for sexual exploitation is identical (92%) to the one in the EU-27. Men accounted for a higher share of the registered VoTs for labour exploitation in the EU-27 (80%) than in the EU-28. In both, around two thirds (63%) of the VoTs for other forms of exploitation were female.

Forty-one per cent of registered victims in the EU-28 were EU citizens, and 56% were third country nationals (TCN). Amongst the EU victims, 27% were registered in their country of citizenship. The majority (57%) of the child victims registered in the EU-28 were EU citizens (out of which nearly half (49%) were trafficked in their own country) and 41% of the trafficked children were TCN.

The vast majority (94%) of the victims with EU citizenship in 2017-2018 were from 10 EU Member States. The top five EU countries of citizenship of registered VoTs in absolute numbers were Romania (2,880), the United Kingdom (2,449), Hungary (1,250), France (1,049) and Poland (675). In the EU-27, the top EU countries of citizenship of registered victims were Romania (2,194), Hungary (1,170), France (1,041), the Netherlands (510) and Bulgaria (507). The main countries of citizenship of TCN registered in the EU were Nigeria (3,112), Albania (1,814), Vietnam (1,535), China (1,064) and Sudan (603).

Third country nationals as VoTs registered in the EU in 2017-2018 were trafficked mainly for sexual exploitation (41%), forced labour (24%) and other forms of THB (24%).
The five non-EU citizenships with the highest proportion of VoTs for sexual exploitation in the EU-28, in 2017-2018, were Nigeria (68%), Albania (58%), China (52%), Iraq (15%) and Pakistan (14%). Other non-EU citizenship represented half (41%) of the total of non-EU VoTs for sexual exploitation. For labour exploitation, these citizenships were Sudan (88%), Eritrea (54%), India (53%), Bangladesh (46%) and Pakistan (39%).

Collected data confirm the gender-based characteristics of trafficking in EU Member States both of EU citizens and TCN: women and girls are the majority of victims and they are still mostly exposed to sexual exploitation.

![Graph showing forms of exploitation](source)

1.2. THB as a gender-specific crime

This information confirms the need of enhancing a gender-based analysis of the phenomenon and a gender-based perspective among professionals involved in formal and
informal reception and accommodation of migrant, refugee and asylum seeking population, as laid down in Art. 1 EU Directive 2011/36/EU (Fondazione Giacomo Brodolini, 2014).\footnote{7}

The prevalence of female victims impacts the forms of suffered exploitation and, consequently, the prevention and repression strategy should consider the gender-based aspects of both the phenomenon and its relevant policies.

It is important to know that women and girls who have suffered from trafficking may have also been exposed to other severe forms of gender-based violence, including:

1. child and forced marriage,
2. Female Genital Mutilation (FGM) and religious persecution,
3. gender-based discrimination, neglect, denial of access to education as women,
4. domestic violence.

Consequently, it is crucial to establish a permanent cooperation among public and private agencies, including \textit{Sexual and Gender Based Violence (SGBV) experts}, for the recognition and protection of victims and survivors of trafficking, in order to grant them effective access to specialised services.

Furthermore, \textbf{new risk factors} have emerged: apart from the well-known social and economic risk factors (Fondazione Giacomo Brodolini, 2014), there are several risk factors for secondary victimisation (see Module II).

At the same time, the process of normalisation of sexual exploitation of women and girls is nourishing a public discourse that encourages the demand instead of rising awareness against all forms of sexual exploitation (Committee on Women's Right and Gender Equality, 2013).

\section*{1.3. The Legislative Framework}

THB is a phenomenon that has stimulated regulatory intervention at international, regional and national level, in a constant mutual exchange and integration of definitions, approaches and best practices from the local to the global.

\footnote{7 See also (Askola, 2007), A. Gallagher, Contemporary forms of female slavery, in (Askin & Koenig, 2000)}

The EU Member States shall comply with obligations set out by the *Protocol to Prevent, Suppress and Punish Trafficking in Persons Especially Women and Children*, supplementing the *United Nations Convention against Transnational Organized Crime* (UN, 2000). On 12 December 2000, the European Commission signed this instrument together with all the Member States, making it to all intents and purposes a binding instrument throughout the EU.\(^8\)

Entered into force on 25 December 2003, it is the first global legally binding instrument with an agreed definition on trafficking in persons. The intention behind this definition is to facilitate convergence in national approaches with regard to the establishment of domestic criminal offences that would support efficient international cooperation in investigating and prosecuting trafficking in persons cases.

The **purposes** of the Protocol are:

a) To prevent and combat trafficking in persons, paying particular attention to women and children.

b) To protect and assist the victims of such trafficking, with full respect for their human rights.

c) To promote cooperation among States Parties in order to meet those objectives.

The **obligations** set out by the Palermo Protocol include:

- Criminalisation ‘of the recruitment, transportation, transfer, harbouring or receipt of persons, by means of the threat or use of force or other forms of coercion, of abduction, of fraud, of deception, of the abuse of power or of a position of vulnerability or of the giving or receiving of payments or benefits to achieve the consent of a person having control over another person, for the purpose of exploitation. Exploitation shall include, at a minimum, the exploitation of the prostitution of others or other forms of sexual exploitation, forced labour

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or services, slavery or practices similar to slavery, servitude or the removal of organs’ (article 3, let. a).

- Protection and empowerment of victims: ‘protective measures for their safety, their privacy and identity including, inter alia, by making legal proceedings relating to such trafficking confidential; information on relevant court and administrative proceedings; assistance to enable their views and concerns to be presented and considered at appropriate stages of criminal proceedings against offenders; measures for the physical, psychological and social recovery of victims of trafficking in persons, including (a) Appropriate housing; (b) Counselling and information, in particular as regards their legal rights, in a language that the victims of trafficking in persons can understand; (c) Medical, psychological and material assistance; and (d) Employment, educational and training opportunities; measures that offer victims of trafficking in persons the possibility of obtaining compensation for damage suffered’.

All interventions and measures shall be tailored, taking into account the age, gender and special needs of victims and survivors (article 6.4).

From the provisions of the Palermo Protocol derives the first design of the “4P” Model (Sheldon-Sherman, 2012).

**Graph – The « 4P » Model**

![4P Model Graph]

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Warsaw Convention (2005, CETS N. 197)

The Council of Europe Convention on Action against Trafficking in Human Beings, adopted in Warsaw in 2005, aimed at pursuing the goals of preventing and combating trafficking in human beings together with the promotion of gender equality and the design of a comprehensive framework for the protection and assistance of victims, survivors and witnesses. Furthermore, the Convention aims to ensure effective investigation and prosecution and to promote international cooperation on action against THB (CoE, 2005).

The legal act obligates States to grant gender mainstreaming in the development, implementation and assessment of the measures (article 17).

With a very innovative approach, the Warsaw Convention recalled the States to adopt measures to discourage the demand that fosters all forms of exploitation of persons, especially women and children, that leads to trafficking, conjugating legislative measures with administrative, educational, social, cultural or other measures (article 6).

The Warsaw Convention defined the procedure of identification of the victims (article 10) as the core stage of an effective protection system for trafficking victims.

It provides that States shall employ trained and qualified personnel in identifying and helping victims, including children, among its competent authorities in cooperation with relevant support organisations “so that victims can be identified in a procedure duly taking into account the special situation of women and child victims and, in appropriate cases, issued with residence permits under the conditions provided for in Article 14 of the Convention”.

In case of “reasonable grounds to believe that a person has been victim of trafficking in human beings, that person shall not be removed from its territory”, and they are provided a recovery and reflection period and a residence permit.

EU Directive 2011/36/EU

The EU Directive 2011/36 was announced as part of a global action against trafficking in human beings, which includes action involving third countries of origin and the transfer of victims “with a view to raising awareness, reducing vulnerability, supporting and assisting victims, fighting the root causes of trafficking and supporting those third countries in developing appropriate anti-trafficking legislation”.

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The Directive represents a critical step in addressing human trafficking with a comprehensive approach, acknowledging that it is both a crime and a human rights violation and that Member States have primary responsibility to respect, protect and promote the rights of all trafficked persons regardless of their country of origin.

The Directive puts human rights at the centre of all the efforts, including when dealing with criminal matters, dedicating specific provisions to the rights of victims during criminal proceedings.

The Directive recognizes the gender-specific phenomenon of trafficking by acknowledging “that women and men are often trafficked for different purposes” (Art. 1). For this reason, the Directive provides that Member States shall grant gender-specific assistance and support measures in a general integrated, holistic, human rights and victim-centered approach, strengthening the obligation to establish appropriate mechanisms aimed at the early identification of, assistance to and support for victims, in cooperation with relevant support organisations.

The 4P model in Graph is taken as reference and expanded by a fifth “P”, that stands for participation of the victims and survivors, who are the recipients of assistance and support measures referred to in the provisions of the Directive on a consensual and informed basis.

1.3. The protection of victims and survivors of trafficking within the international protection system

It is deemed necessary in this handbook to outline the close correlation between anti-trafficking legislation and asylum because it is now a key content to raise awareness among practitioners involved in the protection of trafficked persons. For this reason, not only a general theoretical framework is provided, but also some practical advice on the management of the related procedure for the recognition of international protection, keeping in mind that it is always necessary to develop a complex and customised intervention.

All the international instruments mentioned above specify, through the provision of an explicit and specific safeguard clause, that there may be a close correlation between the need for protection of trafficking victims and the need to respect the principle of non-refoulement and especially the obligations arising from the 1951 Geneva Convention on the recognition of refugee status (UNHCR, 2010). Some victims, or potential victims, of trafficking may fall within the definitions and may, therefore, qualify for international protection. This
principle must structure the work of State authorities and also the professionals who assist and support trafficking victims, as it is important that international protection from a legal point of view is a status of the person and as such the authorities must implement its recognition.

Due to the positive obligations of protection cited above, all Member States’ immigration law requires the regulation of specific residence permits for identified trafficking victims. However, the possession of such residence permits or the right to access them should not exclude the possibility of simultaneously initiating a procedure for the recognition of international protection. The establishment of the right to international protection must be considered to provide the trafficking victim with a more lasting guarantee against the risk of refoulement.

In order to implement this principle, it is important for professionals to provide information on the right to access the procedure for recognition of international protection and that it is implemented to the fullest extent possible. Any obstacles that might make such access less effective should be removed.

Currently, alongside the Geneva Convention on the Status of Refugees (1951), in EU Member States the providing of international protection to VoTs is regulated by the following Directives:


By virtue of these rules, it is clear that the circumstance of having been or being at risk of becoming a VoT can determine the requirements for international protection, and whether a refugee status or subsidiary protection is given to the VoT. Moreover, the UNHCR Guidelines (UNHCR, 2006) recall that although the conditions under which a trafficked person applies

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for protection may be very different depending on the personal situation of the applicant, in many cases they are such as to require the recognition of the status.

The UHNCR Guidelines also stress, recalling the principles of the Convention, that it is the duty of the State to analyse the personal circumstances of the applicant and to investigate the well-founded risk of persecution in light of the specificities of the phenomenon of trafficking.

It is possible that the application is made by a person who has already been trafficked or is at risk of being trafficked; that the victim has been exposed to exploitation outside their country of origin or that exploitation is the reason for their escape; and that at the time of applying for international protection they may have managed to escape trafficking or may still be a victim of trafficking. In all these situations, there may always be a risk of persecution, the assessment of which implies a prognostic judgement on the consequences that the victim will face in case of return. Such an investigation requires an adequate knowledge of the phenomenon of trafficking (which also differs according to migration routes) and the availability of accurate and up-to-date information on existing conditions in the countries of origin.

In this sense, it is important that professionals - accompanying and supporting the applicant for international protection - are also aware of the correlation between trafficking and migration. As highlighted in Recommendation no. 38 of the CEDAW (CEDAW, 2020), migration policies that force people to travel by irregular routes or in situations of irregular migration constitute themselves a risk of exposure to trafficking at all stages of the migration cycle: in transit, at the borders and in the countries of destination.

All serious violations of human rights to which the victim or potential victim would be subjected in case of return are relevant for the purposes of integrating the requirements of persecution. You must be aware that also those non-serious violations that acquire the character of seriousness as a whole can constitute persecution.

Possible and specific forms of persecution of trafficked persons are represented by:

● The risk of re-trafficking.
● From reprisals on the part of the exploiters in the event that the victim has escaped trafficking or has attempted to do so or has cooperated in the punishment of crimes related to their exploitation.
The marginalisation, stigma and discrimination to which the victim would be exposed because of their trafficking experience by the family or community in the country of origin.

The risk of persecution must also be assessed with particular rigor when it is added to the trauma of exploitation already suffered, which makes the risk itself more serious. If the person has been subjected to trauma, it must be ascertained that in the country of origin there is an effective availability of adequate conditions and assistance for the recovery of an effective state of wellness (Corbanese & Rosas, 2020).

It is essential to consider that the Geneva Convention contains an important humanitarian clause in Article 1-C, n. 5 and n. 6 for imperative reasons arising from previous persecution. This clause allows for protection even when the experience of persecution has ended and the risk is no longer present. The clause provides that when the experience of persecution has been particularly atrocious and the person is still subject to the effects of the serious violations suffered to the extent that a return would in any case be intolerable, it is still necessary to proceed to the recognition of the status.

One should pay particular attention in the examination of applications for international protection submitted by (potential) VoTs, whereby focus should be laid on the concept of agent of persecution or serious harm. In THB cases, almost always the agent of persecution is a non-State agent such as traffickers or criminal organisations or in some cases even the family or community of origin. For this reason, it becomes very important to assess whether the authorities of the country of origin are willing or able to provide protection. In many countries, such as Nigeria, where trafficking is a widespread phenomenon, State authorities have structured legislative and administrative mechanisms to prevent and combat trafficking through which they provide assistance to victims. However, the existence of such mechanisms cannot automatically lead to exclusion from protection because the personal situation of the applicant and, above all, the effectiveness and efficiency of the protection provided must always be evaluated.

For example, the following should be relevant for the assistance of VoTs to make an international protection claim\(^\text{12}\):

● The numerical incidence of assistance and reception systems in order to verify their effectiveness.
● The existence of a durable protection system that can effectively affect the reasons for exposure to trafficking (including gender-based) and physical, psychological and social recovery.
● The coexistence of the risk of other forms of persecution due to personal circumstances and individual history.
● The circumstance that the risk of re-trafficking may be determined by the simultaneous existence of many factors and that protection systems do not necessarily act on all of them.

Moreover, one of the substantial differences in the international protection regime between refugee status and subsidiary protection lies in the degree of the personalisation of the violation, and in particular in the existence of a causal link between the harm and the persecution factor.

The UNHCR guidelines point out that it is necessary to consider that the VoT may, in certain circumstances, constitute in itself a "social group" whose membership is linked to protection under the Geneva Convention - as it is also the case in other forms of gender based violence. This is the case, for example, when in a society, due to the context, the trafficked person is recognisable by others and therefore exposed to persecution. However, for a proper risk assessment it must be considered that, very often, the factors of persecution are not unique, that they intersect and that the existence of additional factors such as race, religion, political opinions aggravate the risk of exposure to trafficking and are therefore relevant. As mentioned in the guidelines and also in the recent General Recommendation no. 38 of the CEDAW Committee, although trafficking is a transversal phenomenon, it is undeniable that it disproportionately affects women and children. For this reason, even in the analysis of applications for international protection, this circumstance must be given particular importance. The recommendation explicitly states:

“Gender-neutral provisions in States’ migration policies contribute to limiting access for women to safe and regular migration pathways and to regular and decent job opportunities in transit and destination countries. The ability for women to migrate is further restricted by gender-based stereotypes, discriminatory laws, discrimination and exploitation in recruitment, lack of available decent work and limited reliable information on migration. Migrant women also face indirect discrimination from migration laws that have prerequisites such as a mandatory minimum income in order to obtain a visa. Given that women are often
employed in low-wage and insecure employment, it is difficult for some women to satisfy such criteria”.

Article 22 of the EU "Reception" Directive 33/2013 establishes that victims of trafficking within the procedure for the recognition of international protection must be considered "vulnerable" in the same way as minors, unaccompanied minors, disabled people, elderly people, pregnant women, single parents with minor children, persons suffering from serious diseases or mental disorders and persons who have been subjected to torture, rape or other serious forms of psychological, physical or sexual violence, such as victims of FGM and for this reason provides for some more favourable provisions in their reception and examination of their procedure.

In general, the simultaneous existence of a double obligation of protection on the part of the State authorities, arising on the one hand from the legislation on international protection and on the other from the peculiar situation of victims of trafficking, makes the procedure for the recognition of international protection a moment of particular importance and relevance.

For this reason, it is necessary that the applicant for international protection enjoys the widest possible guarantees for a proper examination of the application, and it is also essential that, within the recognition procedure, the victim of trafficking can be promptly identified as such and enjoy the specific support and protection actions aimed at the exit from subjection. From the point of view of the examination of the application, it is necessary to rigorously evaluate the cases in which the national legislation imposes summary and accelerated procedures for the examination of applications for protection, especially in cases of detention or at the border.

In these cases, in fact, the risk of inadequate examination of the application of victims of trafficking is very high, as well as the risk that the asylum procedure exposes the person to re-victimization or violations of the principle of non-refoulement.

The possibility of access to complete and correct information and effective remedies in the appeal process, guaranteed also through effective access to specialized legal protection, are particularly important in this regard.

Moreover, since the identification of trafficking victims is sometimes a very long and complex process that can be hindered by the resistance of the victims themselves due to fear, shame,
lack of trust in the authorities, it can happen that they are not able to reveal all or part of the facts of their experience.

This implies two different consequences that must be taken into account in order to correctly apply the positive obligations of protection.

- First, the condition that the victim self-identifies as such should not be considered necessary for the recognition of international protection and the protection of the general principle of non-refoulement. Authorities examining the application should have the competence to make a pre-identification and make a referral of the applicant to competent personnel to make a full objective identification, regardless of the self-narrative of the person. This identification is fundamental in order to provide adequate support to the person and correctly assess their situation, and must be carried out by the operator not only on the basis of the person’s statements but also on the basis of objective indicators. If the requirements for the right to recognition of international protection, in particular refugee status, are met, it is necessary for the decision-making body to positively evaluate the application. To do so, it is necessary in some cases, that the decision-maker makes their own assessment, giving precedence to the objective elements of the risk of persecution, regardless of the subjective expression of that risk.

- Secondly, it is important to ensure full access to the application for international protection even in case of re-submission. The application can be rejected due to an incorrect identification or because the applicant did not present their exploitation experience, as it emerged from the Consortium partners’ experience. However, in order not to violate the positive obligations of protection, it is necessary that in the case of re-submitted applications in which the applicant expresses their fear of persecution that they did not previously share and therefore was not evaluated, there is an adequate and thorough examination of the personal situation and access to the procedure is not limited in any way. To this end, it is necessary that the application which is a subsequent application within the meaning of Article 2 of Directive 2013/32/EU is examined thoroughly on its merits.

Any assessment of admissibility must be conducted in order to decrease the risk of the trafficked person being exposed to refoulement.
1.4. EU policy for addressing trafficking in human beings

The European Union’s policy for addressing trafficking in human beings focuses on prevention, the protection of victims, the prosecution of criminals, and the development of partnerships with the various actors involved. The policy aims at strengthening a human rights and victim-centred approach, incorporating a gender-specific, child-sensitive perspective. This approach is articulated by the Directive 2011/36/EU, which, among the various obligations, also provides that Member States shall appoint National Rapporteurs or Equivalent Mechanisms\(^\text{13}\).

An important policy instrument that follows the Directive 2011/36/EU is the EU Strategy towards the eradication of trafficking in human beings 2012-2016. The Strategy focuses on prevention, protection, prosecution, and partnerships and also on ways to increase the knowledge on emerging concerns related to trafficking in human beings.

\(^{13}\) This is not the case in each Member State, such as Germany. If you want to know more about the procedure in place in Germany, you can visit [https://www.solwodi.de/seite/547957/bibliothek-activate.html](https://www.solwodi.de/seite/547957/bibliothek-activate.html) and consult the digital toolkit developed by SOLWODI.
# EXAMPLES OF TRAINING ACTIVITIES

<table>
<thead>
<tr>
<th>Title</th>
<th>The global dimension of trafficking</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Type of activity</strong></td>
<td>Brainstorming</td>
</tr>
<tr>
<td><strong>Estimated duration of the activity</strong></td>
<td>15 min</td>
</tr>
<tr>
<td><strong>Type of platform suggested</strong></td>
<td>Any.</td>
</tr>
</tbody>
</table>
| **Tools needed**                   | Power point presentation (or similar), showing two images in two different slides:  
- slide 1: a world map;  
- slide 2: the same world map with graphic indications of the main trafficking routes to your country and forms of exploitation (you can use, for example, arrows of different colours and sizes).  
You can also choose maps already available online, such as the ones that you can find at this link. |
| **Goals/expected outcomes**        | Through visual facilitation, participants can get a clearer idea of the global dimension of trafficking, the main countries of origin of victims and forms of exploitation. At the same time, trainers can gather useful information with respect to lesser-known dimensions of the phenomenon. The activity can be proposed before addressing the contents related to data of trafficking and forms of exploitation, as an introduction to the topics, or after, to secure the content addressed and/or assess its acquisition. |
| **Description of the activity**    | Presentation of the activity (2 minutes): show to participants the first slide/image. Ask them what they think are the main countries of origin of VoT and the forms of exploitation they are subjected to.  
Let participants express their opinions and collect them (5 minutes): Invite participants to express their opinions and take note of the given answers.  
Compare (8 minutes): Show to participants the second slide/image. Ask them (or highlight yourself) which countries of origin and/or forms of exploitation have not been taken into account in the answers provided. You can also ask additional questions such as: Did they know that people from other countries not mentioned may also be trafficked? Did they know about additional forms of exploitation? |
LEGAL SYNOPTIC OVERVIEW

This tool is based on the idea that everyone shall be able to find and directly manage the legal provisions which are relevant to guide their work in responding to and assisting victims of trafficking.

This tool therefore offers an intuitive map to orientate oneself in the system of legal sources, from the international to the national level, to clarify where to look for the rules of your national implementation of anti-trafficking international obligations.

Source: Own Graph
MODULE II: SPECIFIC APPROACHES

This module offers a recognition of specific approaches that professionals should understand and implement at each stage of the intervention for which they are in charge, in order to maximise the possibility of a timely and prompt identification of trafficked persons and to ensure an effective response. In this module, we therefore explore what we call a multi-faceted approach, which results from the combination of gender-based perspective, intersectional approach and victim-centred approach.

2.1. Gender-based perspective

Women and girls are the majority of victims and survivors of trafficking in human beings\(^{14}\). The ways, purposes and experiences of trafficking can differ greatly between males and females (European Parliament, 2016).

The 5\(^{th}\) Sustainable Development Goal of the 2030 Agenda for Sustainable Development regarding gender equality and empowerment of women and girls “includes the elimination of trafficking and sexual or other forms of exploitation, as well as the elimination of harmful practices, such as child, early and forced marriage and female genital mutilation”.

Gender inequality and feminisation of poverty - social and economic structures that offer unequal access to education, work, resources, and decision-making processes, can force women to seek risky economic opportunities, laying the ground for the traffickers to exploit their vulnerability. Amongst the factors contributing to the vulnerability of women and girls to trafficking in human beings is the gender inequality in economic and employability matters. Women are often paid less than men, while their employment remains unstable, often characterised by lack of contracts and stable jobs, leading them to risky routes aiming at economic growth (UN General Assembly, 2020).

It should be noted that the Covid-19 pandemic has had an impact on the phenomenon and especially women and girls’ victims of trafficking for sexual exploitation. The gendered trafficking dynamics have been exacerbated by the already existing gender inequality, as women and girls’ vulnerability is increased when it comes to online recruitment. Females are still the majority of victims for sexual exploitation, while males are mostly victims of labour trafficking (UN Women, OSCE, ODHIR, 2020)\(^{15}\). Furthermore, domestic violence, which is

\(^{14}\) See Module I. For furthermore information and data see (Counter-Trafficking Data Collaborative, 2018).

\(^{15}\) See also subchapter 1.2.
amongst the contributing factors to trafficking and intimate partner trafficking and is frequent when it comes to female victims, has increased during the pandemic. Such form of violence can lead the victim to flee their home and community, which can potentially contribute to the escalation of the victim’s vulnerability (UN Women, OSCE, ODHIR, 2020).

Taking the impact of gender on trafficking into consideration, along with recommendations in the existing literature, the gender-based perspective is considered to be vital when approaching/supporting victims and survivors of trafficking. As explained in the Gender Sensitive Guideline for Handling Women Victims of Trafficking in Persons of the Association of Southeast Asian Nations (ASEAN) (ASAN, 2016), professionals should follow the following principles when providing support to victims and survivors of human trafficking:

- **Do no harm:** any potential harm that could be caused to the victim should be minimised
- **Respect and dignity:** the rights of the victim should be protected regardless of any of their characteristics, such as religion, race, sex, disability, etc.
- **Confidentiality:** the confidentiality of the victims should be preserved by the professionals working with them – organisations should take measures to ensure the confidentiality of the victims
- **Informed consent:** professionals need to provide the necessary information, options and facts to the victim, so as the latter can freely choose their path of actions
- **Right to Justice:** the right of the victims to fair treatment and access to justice should be protected and advocated
- **Rights-based/needs-based approach:** the victim should be meaningfully involved in the process and maintain access to information. Along with professionals, each victim should be included in the planning of future actions. The rights of the victim should always be promoted and protected.
- **Gender sensitivity:** organisations and professionals should be aware and respectful of the needs of women and girls, while providing appropriate support and services, such as health care, shelters etc.
Professionals dealing with migrant populations in EU Member States shall develop and implement a multi-faceted approach, which shall be intersectional, human rights and victim-centred in a general framework of gender-based perspective.

It implies a gender-based analysis of the phenomenon for its better understanding and designing effective prevention strategies aiming at tackling trafficking in women and girls, but it does not mean simply including women and girls in a framework of already defined procedures and services.

Professionals dealing with migrant, refugee and asylum seeking populations shall be able to understand the phenomenon of trafficking, its various forms of exploitation and the consequences of the THB experience as a gender-specific crime through gender-sensitive lens. This will help them deal with the procedures and services, as well as in identifying the necessary steps to take in supporting VoTs.

This deconstruction process allows for a more comprehensive recognition than a neutral perspective of the push and pull factors in the context of human trafficking, thus enabling an early identification of trafficked persons and persons at risk of further victimisation among the migrant population. It implies gaining knowledge of the gender-driven dynamics of trafficking and forms of exploitation. For example, former female VoTs are often offered the opportunity to recruit new victims to decrease their debt to the traffickers. This information should be taken under consideration and assessed in the criminalisation of behaviour.

At the same time, it is important to imply a reflection on the gender-based social and cultural obstacles that victims and survivors of trafficking encounter in transit and destination countries in being recognised as subjects exposed to serious human rights violations and thus in gaining access to protection, services, justice, but also in becoming protagonists of their migration project and integration into the host society.

2.2. Intersectional approach

Although the gender dimension of trafficking has been documented and described (see subchapter 1.3), there are other characteristics that, when interfering with gender, increase the vulnerability of women and girls. The 2020 report of the UN General Assembly on Trafficking in women and girls points out that migration, refugee status, ethnicity, disability and HIV status are some of these characteristics that, when intersecting with gender, increase the vulnerability of women at work, which respectively increases the chances of exploitation (UN General Assembly, 2020).
Trafficking in Human Beings connects with the broader systems of structural oppression, such as racism, xenophobia, colonialism and sexism, and these intersecting forms of oppression affect the lived experience of migrant, refugee and asylum seeking populations encountered at the borders or on the territory of EU Member States (Baker, 2018).

Consequently, for an effective and prompt identification of victims and survivors of human trafficking, the latter and intersecting oppressions shall be situated within a broader historical and sociological context — and one should draw upon these factors to critically assess various strategies for protecting and empowering victims and survivors of trafficking. For a better understanding of the social phenomena, the intersectionality of such multiple axes of discrimination cannot be ignored (Abbatecola, 2018).

The European Institute for Gender Equality defines intersectionality as an ‘Analytical tool for studying, understanding and responding to the ways in which sex and gender intersect with other personal characteristics/identities, and how these intersections contribute to unique experiences of discrimination’ (EIGE, N.D.). According to Kimberlé Crenshaw, who introduced the term, intersectionality describes the ways that different forms of discrimination, such as sexism, racism and xenophobia, overlap, leading to a person experiencing multiple forms of oppression (Laboratory to Combat human Trafficking, 2017). This approach is used to challenge perceptions of within-group homogeneity and bring to light the experiences of marginalised individuals.

Therefore, when professionals approach a victim of human trafficking, they should bear in mind their individual/unique background, including the social, economic, cultural and political markers of their lived experiences, and the way they are linked to their behaviour, stances, beliefs and reactions (Atewologun, 2018). The reasoning behind someone’s behaviour is linked to a variety of factors.

The intersectional approach is also laid down in EU law in the Directive 2012/29/EU. In particular, it stresses the needs for a tailored response for victims of crimes, including VoTs, and it mentions several subjective and objective circumstances and factors that shall be taken into considerations while dealing with persons surviving the violation of their own rights, such as: ... “race, colour, ethnic or social origin, genetic features, language, religion or belief, political
or any other opinion, membership of a national minority, property, birth, disability, age, gender, gender expression, gender identity, sexual orientation, residence status or health”.

Professionals should not make categorisations of victims based on one characteristic, and always remember the within-group differences. The characteristics of a person that intersect with each other may influence the activities and decisions of a person in all situational contexts. In order to follow this approach, professionals should gather all necessary data and analyse it in order to examine the nature of the intersections and how these influence the individual experience (Atewologun, 2018).

2.3. Human Rights-based and Victim-centred Approach

The EU plan on best practices, standards and procedures for combating and preventing trafficking in human beings (CoE, 2005B) recognises the importance of an integrated human rights-based approach and focuses on the protection and assistance of the victims. From this policy paper and the following policy and legal acts, the human rights-based and victim-centred approach results as the best framework for dealing with those who suffer from serious human rights violations and crimes.

This approach has been also reinforced by the most relevant EU Directives on the issue of trafficking and protection of victims of crimes (2011/36/EU §7, 2012/29/EU §§8 and 54). It implies that all professionals dealing with migrant population are aware of their possible previous and/or actual exposure to serious human rights violations. This awareness implies the need to establish a supportive and listening relationship.

In a victim centred approach, the needs of the victims are just as valued as the prosecution of the offender - including the identification and stabilization of the victims (U.S. Department of Homeland Security, N.D.), while ensuring a compassionate and sensitive delivery of services in a non-judgmental way. This approach aims at reducing the risk of secondary victimization throughout the process of identification, service provision and of the criminal justice process, and at ensuring that the victim has an active role (Office of Justice Programs – Office for Victims of Crime: Training and Technical Assistance Center, N.D.).

In order to embrace this approach, professionals should ideally follow a trauma-informed perspective and be culturally sensitized, while forming collaborations with all relevant professionals, in order to make a comprehensive effort to meet the needs and wishes of the

victim. It is advisable that all professionals advocate for the victim, avoiding excluding them from the process, unintentionally resembling the behaviour of the trafficker. When working with victims, professionals should create a relationship of trust and respect, aiming to the empowerment of the victim’s independence. It is important to always act in the best interest of the victim, rather than for the prosecution procedure (Office of Justice Programs – Office for Victims of Crime: Training and Technical Assistance Center, N.D.).

When placing the victim at the centre of the approach, it is essential that professionals remember that victims may not be comfortable in speaking up and cooperating with authorities, as they might fear them, not identify themselves as victims of human trafficking, not tell the entire story or they may identify with the trafficker. Nonetheless, these behaviours are interconnected and represent the power dynamics between the trafficker and the victim. Following the victim centred approach, professionals should immediately refer the victim to support services, take time to an individualized interview on who the victim is, acknowledging and addressing their fears, while being aware and sensitized to cultural differences and language barriers, using interpretation services if needed. The interview should be conducted in a neutral space, upon the assessment of the victims’ needs, while professionals should be patient and give the victim time to stabilize their recovery process (U.S. Department of Homeland Security, N.D.).

2.4. How to approach victims

According to the International Organization for Migration (IOM) Manual on combating trafficking in persons and capacity building of law enforcement officers (IOM, 2018), upon the establishment of some indicators that a person is a victim of trafficking, professionals should adhere to the following five steps during the screening process:
1. Make the contact with the victim;
2. Explore whether the several indicators are met;
3. Conduct a screening interview to establish that the activity’s means and purposes are met;
4. Find additional information and/or evidence;
5. Consider all evidence found, i.e., the indicators, the results of the screening interview and the additional evidence.

The aforementioned manual further elaborates on the third step of the screening process; professionals are advised to follow the PEACE model to conduct screening interviews, which is considered an international best practice and consists of the following steps:
1. **Planning and preparation:** plan where the interview will take place and who will conduct it. In order to be prepared, professionals should acquaint themselves with the phenomenon, in terms of: the forms of trafficking that are most common in their area of work, along with the indicators that can help them to identify victims; with the impact of the phenomenon; with the professionals and organisations that are available/offer relevant services and their role and responsibilities throughout the procedure. Professionals should also ensure that efforts are made in order to cover the needs of the victims, for example they should ensure the provision of interpretation services, so that the victim understands what they are being asked. Prior to the interview all professionals should sign an agreement of confidentiality.

2. **Engaging and explaining:** while conducting the interview, professionals should actively listen and be open. General questions should be asked first, in order for the professional and the survivor to acquaint themselves with each other. Although it is best for the victim to be informed by the professionals regarding all the steps of the process, in this case it is recommended that professionals do not make it clear that this is a screening interview, as victims might not be aware of what trafficking is or they may be afraid to speak up, and traffickers could be alerted. Professionals should pay attention to the body language, both theirs and the victim’s; they should not have any threatening poses or make any threatening gestures, while they should observe the body language of the victim.

3. **Account:** when conducting the interview, professionals should be careful not to cause any retraumatisation to the potential victim, by asking them to describe difficult stories. Open questions, that can be unrelated to trafficking, can be asked at the beginning of the screening interview, while the professionals’ questions should be structured by the responses of the victims. Open questions can also be asked throughout the interview, in order to get information about the interviewee’s life. The professionals should also ask questions regarding trafficking in human beings and evaluate the knowledge of the victim regarding the phenomenon and what happened to them.

4. **Closure:** the retrieved information should be evaluated by the professionals, in order to conclude on whether the person they are interviewing is a victim of trafficking. If so, the following steps should be explained, in order to ensure that the victim understands the procedure; in case the steps that will be followed are not adequately explained, the victim might feel threatened and uncooperative. If the interviewee is evaluated not to be a victim of trafficking, professionals should provide adequate information regarding existing organisations they should address to receive support and steps to be followed.
5. **Evaluation:** evaluation takes place throughout the interview process. Thus, professionals should pay close attention to the interviewee, actively listen and compare the answers of the interviewee to the indicators of trafficking in human beings.

When working with victims of trafficking, professionals should bear in mind that certain behaviours might be a response to the trauma caused by the experience, and they should be aware of the impact of such experiences on the mental health of the victims (see subchapter 4.2 b). Moreover, professionals should be well informed on trauma treatment and work with cultural mediators, in order to provide culturally competent services. Mental health issues should always be addressed by relevant professionals (Office of Justice Programs – Office for Victims of Crime: Training and Technical Assistance Center, N.D.).

According to the IOM (IOM, 2011), the following principles should be followed when providing support to victims of trafficking and in the everyday work of your training participants:

1. **Respect and protection of human rights:** the aim of all steps or measures taken should ensure the restoration, protection and advocacy of the victim’s rights, as well as the prevention of any further violation.

2. **Informed consent:** victims should be informed of their rights and options; all policies, laws, actions and procedures should be well explained to the victim, in a language they understand, so as they are capable of making decisions regarding the path of the procedure to be followed.

3. **Non-discrimination:** all services should be provided based on non-discrimination of any characteristic, may it be sexual orientation, gender identity, age, disability, social class, political beliefs, language, race, religion or any other status.

4. **Confidentiality and right to privacy:** support service providers and organizations should have a policy for the protection of the privacy and confidentiality of the victim and the information they share; all relevant information should be confidentially kept, and all professionals should be well informed of the system that is followed by their organisation.

5. **Self-determination and participation:** a victim-centred approach should be followed, where the victim is actively involved in the process and decision-making of their path.
6. **Individualized treatment and care**: when working with a victim, an individualized approach means acknowledging the different characteristics and experiences of each victim; when possible, personalized care and support should be provided.

7. **Comprehensive approach to direct assistance**: collaboration amongst service providers is vital in order to have a holistic approach of each case and ensure that the needs and wishes of the victims are met.

8. **Best interest of the victim**: all steps, actions and measures taken should always benefit the victim.

In the context of support provision, professionals should ensure the provision of accommodation, medical and health care, psychological support, legal assistance, reintegration and educational support (see Module IV). Professionals should aim at covering the urgent needs of the victims and then act to empower them towards their independence (IOM, 2011). When necessary, referrals should be made; thus, a referral system should be established in the organisation and/or amongst professionals.

To develop a relationship of trust, when approaching victims of trafficking, professionals should be fully aware and updated in regard to the rights of the victim, the support service providers that are also available in the area and the procedures that will be followed in order to create an individual plan for the support of the victim and to inform the latter as soon as possible. When contacting the victim for the first time, service providers should introduce themselves and their role in the process, always in a language that is fully understood by the victim—with the support of interpreter services if needed. Likewise, it is advisable that, when possible, professionals explain which actions are taken, along with the reasoning of these actions.\(^\text{17}\)

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### EXAMPLES OF TRAINING ACTIVITIES

<table>
<thead>
<tr>
<th>Title</th>
<th>The three words that come to your mind</th>
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<tbody>
<tr>
<td>Type of activity</td>
<td>Brainstorming, introduction to the module</td>
</tr>
<tr>
<td>Estimated duration of the activity</td>
<td>20’</td>
</tr>
<tr>
<td>Type of platform suggested</td>
<td>Any</td>
</tr>
<tr>
<td>Digital tools needed</td>
<td><a href="https://www.canva.com/">https://www.canva.com/</a> Using the word cloud</td>
</tr>
<tr>
<td>Goals/expected outcomes</td>
<td>- Participants to be introduced to the module and the use of online tools - Participants to estimate their knowledge on specific approaches</td>
</tr>
</tbody>
</table>
| Description of the activity | 1. Before the implementation of the training, the facilitator shall create a world cloud presentation, that will include three questions (see “materials needed” below). Prior to the introduction of the participants to the several approaches that will be described/introduced in this module, the facilitator will send a link of the online tool that will be used to the chat of the online platform.  
2. Participants will have 3 minutes per question and they should write down three words they feel they describe the specific approach. After a number of participants answer the question, the word cloud will make the words/phrases used the most appear in a larger font. The facilitator will read the words/phrases and link them to what participants will see in the module.  
3. After all questions are answered, you will summarise what each approach that will be introduced in the context of the module entails, based on the answers received. This way you will be able to link the pre-existing knowledge/idea of the participants to the theory. |
| Materials needed / offered (if any) | **Questions to be used:**  
1. What three words come to your mind when thinking about a gender - sensitive approach?  
2. What three words come to your mind when thinking about an intersectional approach?  
3. What three words come to your mind when thinking about a victim-centred approach? |
<table>
<thead>
<tr>
<th>Title</th>
<th>Step in to change the path</th>
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<tbody>
<tr>
<td>Type of activity</td>
<td>Forum Theatre</td>
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<td>Estimated duration of the activity</td>
<td>50’</td>
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<tr>
<td>Type of platform suggested</td>
<td>Any</td>
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<tr>
<td>Digital tools needed</td>
<td>-</td>
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<tr>
<td>Goals/expected outcomes</td>
<td>Participants to further acquaint themselves with the approaches presented in the module Participants to get to know how they can approach a victim</td>
</tr>
</tbody>
</table>

**Description of the activity**

You explain the exercise to the participants. Two volunteers will be asked to perform the scenario that will be shared to the trainees. It is advised that these two people are identified in the beginning of the training and that the scenario is sent to them prior to the implementation of the exercise, so that they can read it during a break. Ask the volunteers to wear clothes or elements that they own in order to get in the role. The scenario will be about the conduction of a screening interview with a woman from Nigeria that has arrived in a Reception and Identification Centre (one volunteer to be the professional conducting the interview and one to be the refugee woman) [10’]. After the scenario is performed by the volunteers and all participants have paid close attention, the scenario will be performed again. This time, all trainees will be able to unmute their microphone and say ‘STOP’ any time they find that something should be done otherwise. They should be able to base their interventions on what they have learnt from this module. They then shall instruct any of the volunteers to change the path of the scenario, by changing the narrative, clearly stating what should be said or done instead. The volunteers shall follow the new structure of the scenario [20’].

After the scenario has been performed twice, you will guide the participants in a debriefing session, asking the following questions (additional questions can be asked, based on the responses of the participants and the interventions made during the second performance of the scenario) [20’]:

- Was there anything else that you would like to change, but did not have the chance to say ‘STOP’?
- How did you feel during the first performance of the scenario? How did you feel during the second time the scenario was played and you had the chance to intervene?
- Have you ever noticed such practices being implemented during interviews with potential victims? If so, what do you think the impact is on potential victims of trafficking? If not, can you imagine what the impact would be? What would you do if one of your colleagues did something relevant?

After the debriefing is over, you should help the volunteers (and participants) to get out of their role. Volunteers should take off all clothes and materials they used for playing their role. Ask the participants to implement a very quick exercise (e.g. state their names and one characteristic of themselves that begins with their initial),
while stretching their fingers. Upon the completion of this step, it is advised to have a break, so that participants are completely detached from the scenario.

<table>
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<th>Materials needed / offered (if any)</th>
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| Case study that will constitute the basis of the scenario: Two volunteers are needed. A woman from Nigeria, named Adla (volunteer 1), arrived at the Reception and Identification Centre you are currently working at. She walks frightened, with her head looking down. When male professionals are around, she steps back, presenting feelings of fear and anxiety. When professionals address her, she usually looks for a man who has arrived with her and speaks on her behalf, and she constantly checks for his approval. When professionals firstly approached her, she was quite distrustful and she revealed to a social worker that she will not say anything because her family will be in danger. You are about to perform a screening interview in English (volunteer 2), which is the language Adla understands (the dialogue will follow in the national language).

Professional: Good morning! Please sit down. Would you like something to drink? Adla: No, thank you.

P: We have lately noticed some signs and this is a screening interview to establish whether you have experienced trafficking.
A: I am not trafficked!

P: Ok. How did you arrive here?
A: I came with my partner [looks frightened to the door]

P: Did your partner force you into doing something?
A: No, no! [long pause] He would never do that!

P: I see that your wrist is bruised. How did that happen?
A: I fell down and one of my friends tried to pick me up.

P: Are you lying?
A: No!

P: I can bring a doctor to confirm that this bruise did not happen because someone tried to pick you up.

A: No, no! Fine, I will tell you, but you need to swear that you will not tell anyone!

P: Fine.

A: Please! This is not my partner anymore. He told me that he would marry me and that we would go to another country that has more economic prospects. He took my passport and told me to have sex with other men.

P: Ok, thank you for telling me. I will need to evaluate what you said and call you for another discussion.

Adla leaves the room frightened and the professional calls in the existing scientific group to discuss Adla’s case.

References

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GLOSSARY

Asylum seeker/refugee: An Asylum seeker is an individual who is seeking international protection. Not every asylum seeker will ultimately be recognized as a refugee, but every recognized refugee is initially an asylum seeker. A refugee is person who qualifies for the protection of the United Nations provided by the UNHCR. According to the Geneve Convention (1951), a refugee is a person who, owing to a well-founded fear of persecution for reasons of race, religion, nationality, membership of a particular social group or political opinion, is outside the country of his nationality and is unable or, owing to such fear, is unwilling to avail himself of the protection of that country; or who, not having a nationality and being outside the country of his former habitual residence as a result of such events, is unable or, owing to such fear, is unwilling to return to it (IOM, N.D.).

Child and forced marriage: Child marriage is any marriage where at least one of the parties is under 18 years of age. Forced marriage is a marriage in which one and/or both parties have not personally expressed their full and free consent to the union. A child marriage is considered to be a form of forced marriage, given that one and/or both parties have not expressed full, free and informed consent (OHCHR, N.D.).

Confidential/Confidentiality: The right of a person to have information about him/herself kept private and not shared with anyone else without his/her permission (British Columbia, N.D.).

Female Genital Mutilation (FGM): The Istanbul Convention recognises FGM as a form of violence against women and defines it as “excising, infibulating or performing any other mutilation on the whole or any part of a woman’s labia majora, labia minora or clitoris” (Article 38.a) (CoE, 2011).

Gender-sensitive: Policies and programmes that take into account the particularities pertaining to the lives of both women and men, while aiming to eliminate inequalities and promote gender equality, including an equal distribution of resources, therefore addressing and taking into account the gender dimension (EIGE, N.D.).

Intersectionality: Analytical tool for studying, understanding and responding to the ways in which sex and gender intersect with other personal characteristics/identities, and how these intersections contribute to unique experiences of discrimination (EIGE, N.D.).
Intersectional Discrimination: Discrimination that takes place on the basis of several personal grounds or characteristics/identities, which operate and interact with each other at the same time in such a way as to be inseparable (EIGE, N.D.).

Migrant/Immigrate: « Migrant » is an umbrella term, not defined under international law, reflecting the common lay understanding of a person who moves away from his or her place of usual residence, whether within a country or across an international border, temporarily or permanently, and for a variety of reasons. The term includes a number of well-defined legal categories of people, such as migrant workers; persons whose particular types of movements are legally-defined, such as smuggled migrants; as well as those whose status or means of movement are not specifically defined under international law. From the perspective of the country of arrival, an « immigrant » is a person who moves into a country other than that of his or her nationality or usual residence, so that the country of destination effectively becomes his or her new country of usual residence (IOM, N.D.).

Secondary victimisation: Secondary victimisation occurs when the victim suffers further harm not as a direct result of the criminal act but due to the manner in which institutions and other individuals deal with the victim. Secondary victimisation may be caused, for instance, by repeated exposure of the victim to the perpetrator, repeated interrogation about the same facts, the use of inappropriate language or insensitive comments made by all those who come into contact with victims (EIGE, N.D.).

Sexual exploitation: the use of another person in non-consensual sex for profit. Children are especially vulnerable – attitudes to privacy can make communities reluctant to intervene in cases of child sex exploitation, and children are targeted particularly by internet pornography and sex tourism (EC, N.D.).

Smuggling: Migrant Smuggling is the facilitation, for financial or other material gain, of irregular entry into a country where the migrant is not a national or resident. The criminals behind this highly profitable business seize the opportunity created by the need or desire of people to escape not just poverty and lack of employment opportunities but also natural disaster, conflict or persecution (UNODC, N.D).

Trafficking in human beings: Human trafficking is a serious crime that abuses people’s fundamental rights and dignity. It involves the criminal exploitation of vulnerable people for the sole purpose of economic gain. Human trafficking is a modern form of slavery. It is often transnational in character and its victims are of both genders and all ages (EUROPOL, N.D.).
**Potential victims:** individuals from vulnerable groups who may become victims of trafficking in human beings (OCSE, 2011).

**Presumed victims of trafficking:** individuals who manifest indicators of trafficking in human beings (OCSE, 2011).

**Victim/Survivor:** « victim » is defined as any natural person who is subject to trafficking in human beings as defined in the European legal framework (CoE, 2005) (2011/36/EU). « Survivor » is the term generally preferred in the psychological and social support sectors because it implies resilience (IASC, 2005).
MODULE III: IDENTIFICATION OF VICTIMS OF TRAFFICKING IN HUMAN BEINGS

This module provides an overview of the different forms of exploitation to which a trafficked person may be subjected to and related indicators of victimisation. It also addresses risk factors and measures to mitigate them in order for professionals to understand the systemic/structural elements and the personal experience of victims that may have been used by traffickers to involve the victims and at the same time may become obstacles in the process of protection, support and empowerment.

3.1. Forms of exploitation

This subchapter focuses specifically over the different forms of exploitation through which traffickers commit the crime and make money out of it. This knowledge is important for the RICs as the way victims are exploited is crucial to the approach to their support and long-term assistance.

Exploitation is a fundamental element of the criminalisation of THB though not defined in international law. However, there is general support for understanding it in a sense of taking unfair advantage of another person’s vulnerability or state of need. Within the context of human trafficking, exploitation is seen as a continuum (GRETA, 2020).

The trafficked persons’ consent to the intended exploitation is irrelevant, when any abusive means have been used in the case of adults (the use of means is immaterial in the case of children), as persons subjected to sexual and labour exploitation in particular may willingly accept the situation because they perceive that they have no alternative in order to make a living, or because they do not perceive it as exploitation. The clear statement of the irrelevance of the consent to the intended exploitation in the legal framework could improve the implementation of the anti-trafficking provisions and provide trafficked persons with greater confidence in self-reporting to NGOs and public authorities.

This section focuses on the different forms of exploitation that traffickers enforce to victims.

a. Sexual exploitation

Sexual exploitation in the context of THB encompasses forcing a person into prostitution aiming to financial gain. It takes place in different countries regardless of the legal regulation
of prostitution and may occur outdoor, e.g. street prostitution, and indoor, in closed places, like strip clubs, gentlemen’s clubs, as part of escort services, including specially rented apartments by the traffickers. Indoor prostitution and sexual exploitation increased significantly since March 2020, due to the COVID-19 pandemic (GRETA, 2021) which created many challenges for victims to be identified. Modern communication technologies (internet, social media and mobile applications) enabled traffickers to recruit and exploit victims, due to the increased anonymity, the ability to take part in real-time encrypted communications, the possibility to reach a broader audience (in terms of victims and beneficiaries), geographical mobility, and the ability to control victims from a distance.

**Online sexual exploitation** includes electronically recording, photographing, non-consensual streaming of images, video, audio distribution or transmitting intimate or sexual acts of another person without their knowledge and consent, or allowing third parties to observe sexual acts, engaging in voyeurism or distributing intimate or sexual information about another person via Internet/Intranet. Online sexual exploitation is happening mainly to women and children and has an increasing trend of over 100% since the pandemic started, according to Europol’s estimates (Europol, 2020).

**Grooming and online sexual exploitation of children.** In 2020, Europol reported a 100% increase in cases of grooming and sexual exploitation, especially of children (Europol, 2020). In the last several years traffickers are growingly using the Internet to sport, recruit, abuse, exploit and control victims through social media and different digital platforms by using grooming, sexting and sextortion. Grooming involves building a connection with someone to coerce or deceive them into being involved in an exploitative situation. It can happen to anyone of any age and gender. However, people may not recognise that they have been groomed and may not view their relationship as exploitative. Grooming is often associated with sexual exploitation but is also present in other forms of exploitation such as modern slavery and financial exploitation. It can take place face-to-face, via the telephone and via internet – specifically social media, instant messaging, photo-sharing apps and online gaming platforms. Unlike other forms of abuse, the child can potentially be re-victimized millions of times – every time an image is watched, sent or received.

**Online sexual exploitation of children** (EUROPOL, N.D.) happens through:

- **Online child sexual abuse material** – accessing, possessing, producing and/or distributing images and/or videos of child sexual abuse - “child pornography” (Thomson, 2020).
Grooming of children for sexual purposes - developing a relationship with a child to enable their sexual abuse and/or exploitation, online or offline (Sunde, 2018).

Live-streaming sexual abuse of children (Sullivan, 2020) - using online video encrypted applications/platforms (such as Skype and Discord) to view, and sometimes interact with the sexual abuse of children live.

Sextortion (UK Gov, N.D.) - coercing and blackmailing children for sexual purposes - producing and/or utilising sexual images and/or videos depicting a child, for the purposes of sexual, financial or other personal gains.

b. Labour exploitation

Labour exploitation (EC, N.D.b) is the second most common type of exploitation with people being exploited in different private sectors such as construction, agriculture, manufacturing, fisheries, food industry, hospitality, logistics, cleaning, forestry, domestic work, textile, metallurgy, electronics, oil and gas (GRETA, 2020b). Forced or compulsory labour is defined in Article 2(1) of the ILO Convention concerning Forced or Compulsory Labour (No. 29 of 1930) as “all work or service which is exacted from any person under the menace of any penalty and for which the said person has not offered himself voluntarily”. Victims of labour exploitation can be of any age, gender and race, although males prevail in the industrial sector (see subchapter 1.2). Domestic Servitude is a form of forced labour which occurs in households or communes, and in most cases affects women and children. Migrant workers are often vulnerable to domestic servitude. Recruiting agencies trick workers into moving abroad, without speaking the language of the country they will go and confiscate their documents on arrival, leaving them stuck inside a home, fearing immigration officials and being unable to make contact outside of the home they serve (End slavery now, N.D.).

c. Other forms of exploitation

Forced criminality. Adults and children are trafficked and forced to commit crimes such as cannabis cultivation, ATM theft and benefit fraud or forced to beg or pickpocketing. Exploitation of crimes is when somebody is forced to carry out criminal activity through coercion or deception, and it also encompasses social welfare fraud (Together free, N.D.). This takes place when exploiters falsely apply for tax credits and other welfare benefits using the victims’ details. There is often horrific abuse used against the individuals in order to coerce them into falsely applying for benefits. Although some countries are further ahead (UK (GRETA, 2016), Germany (GRETA, 2019)) than others (Bulgaria, Macedonia, Poland) in
recognising this form of exploitation and taking steps to address it, this type of trafficking is under-reported (RACE in Europe, 2014).

**Organ harvesting (including cells, tissues and blood).** The trafficking in organs involves removing a part of the body, commonly the kidneys and liver, to sell as an illegal trade. Organs can be taken through trade – a victim formally or informally agrees to sell an organ, but are then cheated because they are not paid, or are paid less than the promised price; through ailments – a vulnerable person is treated for an ailment, which may or may not exist, and the organs are removed without the victim’s knowledge; and through extortion – when a victim may be kidnapped from their family and organs removed without consent (CoE/UN, 2009).

**Forced Marriage** (UK Gov, N.D.) occurs when full and free consent by both parties does not exist, often as the result of coercion or deceit, or when a person is put under pressure to marry someone. Victims may be threatened with physical or sexual violence or placed under emotional or psychological distress in order for the trafficker to achieve the aims. The main reason for forced marriage to be used is someone who is paying the trafficker to gain access into a (EU) country (third country nationals) and/or to gain access to benefits (UN news, 2020). ILO estimates 15.4 million women and girls in forced marriages (ILO, 2016). It is important to highlight the issue of **sham marriages** within the THB context: traffickers also exploit victims, mainly women, through fraudulent marriages where there is no intention on the part of one or both spouses to participate in a genuine relationship as spouses. Common reasons behind sham marriages are resolving issues on immigration, residency, work, or citizenship rights for one of the spouses.

**Trafficking of pregnant women for the purpose of baby selling/sell of new-born babies** is the sale of babies from poor and socially isolated communities to families with reproductive problems and is an increasingly used exploitation/form of THB used by traffickers and for the victims themselves is a way to tackle poverty. Through well-organised criminal groups and manipulators, young girls, and women mainly from Roma communities, mostly living in extreme poverty and illiteracy, give birth and sell their newborn children abroad. This form of exploitation has been observed in some EU Member States (Bulgaria, Greece, France).

**d. Exploitation of children**

Globally, approximately 28% of identified VoT are children (UNICEF, 2018). According to Europol, children are trafficked from different parts of the world to the EU and are targeted mainly for sexual exploitation (72% of girls victims) but also labour exploitation (66% of boys),
forced begging and forced criminality, such as pickpocketing, shoplifting and drug trafficking (UNODC, 2021). Children are also trafficked for illegal adoption and sham marriages (EUROPOL, 2018).

**Trafficking of unaccompanied minors.** In the EU context, an unaccompanied minor (UAM) is a minor who arrives on the territory of the EU Member States unaccompanied by an adult or a minor who is left unaccompanied after they have entered the Member States’ territory. Unaccompanied minors are particularly vulnerable to all types of exploitation from traffickers due to their increased vulnerability along the migration route. UAMs often depend on smuggling services and with not enough financial resources to pay for them, part of the deal is often that the debt is repaid in kind, e.g. through forced labour (including domestic servitude), prostitution, or forced criminality. Many unaccompanied minors had been subject to exploitation along the way, before entering the EU, as a way of paying for the transfer to Europe so there is clearly a hybrid smuggling-trafficking phenomenon (EUCPN, 2020).

### 3.2. Indicators of victimisation

**Vulnerability** and its abuse are central to any understanding of human trafficking. ILO observed that vulnerability can result from some innate characteristic of the trafficked person (physical or mental deficiency, ill health, or youth) or may develop due to the situation the person finds themselves in within a destination country (as poverty or precarious administrative status). There are several indicators for victimisation, including within the group of migrants, asylum seekers and refugees, some of which are presented below:

**General indicators (OSCE/ODIHR, 2004)**

Dependence is a strong sign of any type of exploitation but in particular for sexual and labour exploitation the person:

- Does not speak the local language.
- Does not know their home or work address.
- Is dependent on the trafficker for their survival or/drug use.
- Is subjected to physical, sexual, and/or emotional abuse.
- Witnesses violence against other people with the purpose of maintaining “instructed” fear.
- Is threatened with violence against them or family members.
- Is deprived of food and water.
- Has visible marks of violence.
● Is “disciplined” through punishments and intimidations.
● Is drugged in order to develop an addiction.

Blackmailing is a common indicator for THB. The person is blackmailed:
● By retention of their personal documents.
● By their illegal status in the destination country.
● Relatives are threatened or blackmailed.
● Through threats of dissemination of personal information of the victim (including photos and videos) to their family, friends or/and informing the authorities.
● Through the criminal activities in which the person is involved and exploited.
● Through threat of disclosure to immigration authorities.

Professionals can also ask persons to report on their migration journey, as the migration journey in itself can offer indicators speaking for a THB situation. For example the person:
● Is transferred from one country/town to another or from one settlement to another.
● Is sold/resold or exchanged from one trafficker to another.
● Is “rented”.
● Has a false identification or travel documents or
● does not have their identification or travel documents because they are being held by someone else.

Specific indicators are described below in relation to the form of exploitation to which they relate.

Sexual exploitation

Direct indicators (BG Gov, 2016): the person:

● Is not allowed to stop prostituting themselves and being moved to different clubs/brothels/prostitution places, having tattoos, branding, or other marks showing “belonging” to a certain trafficker or/and being in the brothel/night.
● Lives or travels with other women who sometimes do not speak her language and knows only words related to the provision of sexual services in the local language or the language of the group of VoTs.
● Has clothes typical for the sex industry.
● Is not allowed to refuse services to a sex client or/and not allowed to refuse certain sexual activities.
● Is forced to have unprotected sex.
● Is subjected to forced gynaecological exams and pregnancy tests, contraceptives or terminate a pregnancy.

**Indirect indicators**

● There’s evidence that groups of women are living together under the control of other people.
● There are advertisements in brothels suggesting sexual services of women of certain nationalities.
● There is information that prostituting women provide services to sex clients of a certain nationality.
● Sex clients report that the prostituting woman seems nervous or anxious and says she is forced to prostitute.

**Labour exploitation**

**Direct indicators** include that the person

● Is subjected to exploitation in sectors such as agriculture, construction, industrial production, entertainment, hospitality, fishing, garment industry, timber and wood processing, etc (BG Gov, 2016) (UNODC, 2021).
● Lives in agricultural or industrial buildings.
● Is not properly dressed for the job they are doing.
● Is recruited by a friend, partner, relative, family member, other acquaintance, or false marriage.
● Has been abducted or kidnapped.
● Was deceived with promises for large income, the nature and/or conditions of work or with promising romantic relationship and/or for marriage.

**Indirect indicators:**

● The person has not received any training for the job they are doing.
● Job notices/advertisements have been posted in languages other than the local language.
● The employer or manager is unable to show the documents required for employing workers from other countries, or records of wages paid to workers.
● There are no health and safety notices.
● Equipment is designed or has been modified so that it can be operated by children.
● The **working conditions** of the person do not follow the established rules in the labour legislation.
● The person cannot negotiate their working conditions and is forced to do certain activities (BG Gov, 2016).
● The preliminary working arrangements are not kept.
● The person does not have access to medical assistance.
● The person is forced to work and live in the same place or the person’s housing offers really bad accommodation and sanitary conditions, or/and it is shared with lots of people and very small in space.
● The person pays very high amounts for very bad living conditions.
● Limited access to information (radio, TV, newspapers).
● The person is being hidden or does not have access to personal belongings.

The person is recruited by an intermediary agency for work abroad, a model agency, a tourism agency, dating agency, training or other agency (BG Gov, 2016).

**Domestic servitude**

**Direct indicators** include the person:

● Lives with the family as a servant and has no personal space and/or is able to leave the house without their employer.
● Does not have meals with the rest of the family or does not receive enough food.
● Is reported missing by their employer even though they are still living in the employer’s house.
● Is subjected to insults, abuse, threats or violence.

**Indirect indicators** include that a person:

● Is in permanent telephone contact with the trafficker, telephone conversations are monitored, controlled and limited, including with their family.
● Receives little or no payment.
● Has accumulated debt – a person pays debts to the trafficker and/or debt constantly increases.
Is forced to earn a minimum amount per day or week.
- Cannot use or does not have access to their earnings.

**Begging, pickpocketing & other criminal activities**

Direct indicators include that a person:
- Begs in public places or in public transports.
- Is part of a group involved in begging, petty crimes, or other type of criminal activity, including being involved against their will in the activities of organised crime groups.
- Has physical impairments that appear to be the result of intentional mutilation.
- Is punished if they do not steal enough.
- Moves daily in large groups and over considerable distances.
- Lives together with other people who are not part of their family who are known to the police in relation to criminal activities or travels with members of a criminal group to the country of destination.
- Has been banned from leaving the country of origin.

Indirect indicators:
- There is an increase in crime related to begging or pick-pocketing.
- The group of presumed victims has moved across many countries over a certain period of time.
- The person is known in relation to begging.
- The presumed victims have been involved in begging, pickpocketing or other types of criminal activity in the country or abroad.

**Trafficking for organ removal harvesting**

Direct indicators for recruitment and exploitation (de Jong & Ambagtsheer, 2015) of the victim:
- The person is communicating online with a person and/or company that advertises/organizes transplants and organ donations (abroad).
- The person is receiving incorrect or misleading information about the pre- and post-operative risks and/or the duration of the operation.
- The person does not know who their prospective recipients abroad are and their motivation for the donation is only connected with the financial aspect.
● He/She travels together with one or more persons, who do not appear to know each other, to the same destination.
● The person is accompanied by someone with a medical background.
● He/She travels directly to a hospital or clinic upon arrival in a foreign country.

Indirect indicators:

● The person has a relative/acquaintance who has sold an organ before.
● The person suffers from physical complaints, such as pain in the area where the organ was implanted or removed.
● The person has not organized their own transport and/or does not know their destination.
● He/She is carrying a considerable amount of cash.
● He/She is carrying medical records and/or letters of invitation for medical treatments.

Sham or forced marriages

Direct indicators are when a person is:

● Put pressure on to marry someone against her/his will through threats, physical violence or sexual violence.
● Emotionally and psychologically pressured to marry someone by making them feel like they are bringing ‘shame’ on their family.

Trafficking in children (up to 18 years of age)

Direct indicators include: a child:

● Is neglected or/and lives with adults who are not their relatives.
● Is scared, uncommunicative and does not know the local language.
● Persistently begs from people on the street.
● Tried to escape from the officer who is detaining them.
● Is part of a group with other children of the same nationality (ethnicity) and who travel with the public transport for no obvious reason, or is part of a group of children supervised by the same adult.
● Carries and/or sells drugs.
● Was “found” unaccompanied and by an adult of the same nationality.
● Has a history of been detained by the police and is registered for thefts.
● Does not go to school and cannot read or write.
● Is trained to answer in a particular way in certain situations.
● Cannot use the money they earn.
● Is under permanent control/monitoring of an adult from a distance.

Indirect indicators include that the adults that live with the child:

● Have their identity documents and a declaration of consent from the child’s parents.
● Have large sums of money without being able to prove their origin.

3.3. “Secondary exploitation”
Secondary exploitation describes the phenomenon in which trafficked persons are generally exposed to one main form of exploitation, mostly sexual exploitation, and either jointly or alternatively to a second form of exploitation if the victims are unable to provide the required return for the primary exploitation. It has become very common in recent times, especially in the aftermath of the pandemic. It mostly consists of the employment of women in the context of ancillary criminal activities, e.g. to cover short distances as couriers of drugs, small arms and money from criminal activities. This involvement exposes women not only to additional dangers related to the imposed activities, but also to criminal sanctions that may interfere with the path to international protection (GRETA, 2019b) (Villacampa & Torres, 2019). These activities are severely punished, even involving imprisonment, and in the absence of specialised legal assistance, even as criminal defendants. Their status as victims of crime is likely to remain invisible and thus no one will enforce the non-punishment clause established by the Directive.

3.4. Risk factors of trans-European trafficking
Multiple factors create vulnerabilities to trafficking of migrants, refugees, and asylum seekers after they have entered the EU. In order to facilitate the training process, we propose to group the variety of risk factors that can lead to vulnerability to trans-European trafficking into four groups:

a. Factors related to demographic, personal and social characteristics.
b. Factors related to obstacles to integration process of migrants, refugees and asylum seekers in the EU.
c. Factors related to existing procedures, policies, and legislation on human trafficking, migration, and asylum in the EU.
d. Factors related to the COVID-19 pandemic.
The information on the four groups of factors that are elaborated below can be provided to the trainees in the form of handouts or as a presentation summarising practical exercises during the training sessions.

a. **Personal characteristics as risk factors for vulnerability to trafficking**

**Age** is one of the most important determinants of vulnerability, with younger females being at greater risk of trafficking (Randle, 2020), especially for the purpose of sexual exploitation. Age is also a risk factor and a source of vulnerability for male victimisation: there are more and more cases of sexual exploitation of young men and boys in the context of migration. Unaccompanied minors, regardless of their gender, are among the groups facing the highest risk (UNHCR, 2020).

**Gender** is another major and important risk factor of trafficking of migrants, refugees, and asylum seekers, as women and girls are disproportionately affected by trafficking and exploitation. Gender determines the relationship between the other risk factors, including age, economic status, family status, etc. all at the same time (Randle, 2020). Gender identity and sexual orientation are factors that are yet to be examined which increases vulnerability. People from the LGBTQIA+ community among migrants, refugees and asylum seekers face a higher risk as they are often marginalised from their families and communities (UNODC, 2021).

**Health**, including mental health, conditions also predispose vulnerability to trafficking. These may include chronic or acute states or illnesses related to the use of life-saving medications (such as HIV, diabetes, asthma, etc.) that could be scarce during migration and that could force people in need to go through various forms of exploitation in order to procure the medications. Migrants are more likely to face unmet medical needs related to various factors such as: lack of access or limited health, lack of knowledge on how to access medical services, financial resources, language barriers and lack of adaptation of national systems to their specific needs (EC, 2020b). Different forms of physical disability could be related to a risk of trafficking for the purposes of begging. The psychological trauma could lead to emotional disbalance and affect their attitude in a way that puts migrants at risk of abuse and trafficking. Different mental health problems could prevent adequate reality testing, affect their behaviour and create a risk of trafficking. Psychological problems are often used by traffickers. These may be hypomanic states whose symptoms can include sexualised behaviour or lack of personal boundaries. Addictions to substances and mental deficits also constitute risk factors. The health factor creates additional vulnerability to women in relation to their reproductive health and especially in case they are pregnant or have given birth recently.

**Nationality and ethnicity** are discussed in some studies as risk factors in the country of destination or transit in the EU. The EU gives priority to nationalities that are considered to be at higher risk and most likely to qualify for protection as refugees (Syrian, Iraqi and Afghani).
(Brunovskis & Surtees, 2017). Refugees, unlike immigrants\textsuperscript{18}, are entitled to resettlement in safe places and to not being returned to places where there are threats to their life and health (the principle of non-refoulement).\textsuperscript{19} This is why when it comes to immigrants the risk of becoming victims of trafficking or abuse may be underestimated if they are to be returned to their countries of origin or taken outside the EU boundaries. Migrants have to find shelter and jobs or to make money faster in order to continue their journey. This puts them in a more vulnerable situation to accept propositions that might involve exploitation. Due to the pressing desire to reach their destination, immigrants may use the services of smugglers that can easily turn into trafficking.

**Economic status**, as for some migrants, poverty is a reason to look for better income in Europe. Others invested all their savings into using the services of smugglers. The lack of income and the opportunity to work once they enter the EU is a serious risk factor. People who received international protection or have a long-term residence permit have the right to work, but there are a number of obstacles that take time to be overcome, including the language barrier, lack of valid documentation that proves the level of education or professional experience, lack of knowledge of the labour market in the country of stay. Often, migrants and especially women are forced to work in low paid jobs that are beneath their level of qualification or are engaged in the grey sector where they work without a contract, insurance, and respect to their labour rights. The risk of exploitation in such a work situation is very high. Other directly related factors are low levels of education, professional qualification, and work experience that make integration difficult and are a warning sign for vulnerability and victimisation. A number of studies show that the poverty factor affects more women due to the traditionally lower levels of education and lack of professional experience (Randle, 2020).

**Family status** is a factor that affects mainly women and comes from the traditional understandings of their role in the family as being economically dependent and not having enough freedom to make life choices. Women are responsible for taking care of the children. In most cases, they are systematically subjected to attitudes that can be described as GBV, including domestic violence. The isolation and dependency, the lack of education and professional experience put barriers to integration. Women remain closed and isolated without access to resources and thus can become VoTs (Spampinati, C. et al., 2020). Single refugee women face high risk of trafficking with the purpose of sexual exploitation, due to their economic status, lack of professional skills, and family support (Randle, 2020).

\textsuperscript{18}It is important to note the difference: **Immigrants** are people who leave their home country on their own free will due to personal, economic or other types of reasons with the aim of settling in another State. **Refugees** are people who are forced to flee from armed conflicts, violence, persecution, and cross to another country to look for safety.

\textsuperscript{19} Convention on the status of Refugees (Geneva Convention) – 1951.
Religious beliefs and practices that assign inequality between men and women often act as push factors for women to migrate. They are escaping forced marriages, genital mutilation, honor-based crimes, domestic violence and other forms of gender-based violence. Fears of persecution may increase vulnerability to trafficking.\(^{20}\)

\[\text{b. Problems of integration in Europe as a risk factor}\]

Despite the fact that most, if not all, EU Member States have systems that support migrants, refugees and asylum seekers, there are a number of serious obstacles to their integration that makes them vulnerable to becoming victims of abuse and human trafficking within the EU, including:

- **Lack of local language knowledge** which prevents them from communicating with the local community and institutions that can help them. They cannot receive clear information on their rights and possibilities as well as accessible services, or have trouble explaining their problems. Women who are isolated at home as a result of family traditions and/or looking after their children find it difficult to learn the language well enough in order to integrate in the society. Social isolation is one of the vulnerabilities traffickers use for recruiting victims (Spampinati, C. et al., 2020).

- **Socio-cultural barriers** that migrants have to overcome during the integration process and the adjustment to a new culture might cause multiple stresses (Wang, Z.; de Graaf, T.; Nijkamp, P., 2018). Integration is a long process and includes the understanding, acceptance and abidance by different and sometimes contradicting to their own social norms and values\(^ {21}\), religion beliefs, family structures, norms for societal interaction (Wang, Z.; de Graaf, T.; Nijkamp, P., 2018). Cultural barriers prevent women from finding employment and becoming equal and autonomous. Due to lack of financial resources, they cannot be involved in various activities of the community that facilitate integration - sports clubs, cultural activities and others.\(^ {22}\) Depending on the level of adaptation, migrants might find themselves in a situation of integration, assimilation, separation, or marginalisation (Constant, A.; Gataullina, L.; Zimmermann, F., 2006). Social separation and marginalisation can easily be used by traffickers who often belong to the same migrant groups and exercise power and control in these closed communities.

- **Discrimination, prejudices, stigma** and other negative attitudes towards migrants, refugees and asylum seekers constitute a significant barrier on their way to integration. European

\(^{20}\) For more information see (Inka, 2020).

\(^{21}\) Like Individualism versus collectivism, patriarchy versus gender equality.

\(^{22}\) For more information see (VV.AA, 2020b).
societies may discriminate against them when accessing the labour market on the basis of ethnicity, culture, religion, requirements for perfect knowledge of the local language and gender. Employers might prefer to hire local workers. Migrants, refugees and asylum seekers often do not report the crimes they had suffered due to fears of prejudice and discrimination that would prevent the authorities from taking them seriously. This is an example of how prejudice and discrimination can limit the impact of laws, services for those who experience discrimination (UN Department of Economic and Social Affairs, 2018).

**Lack of access to legal aid** puts migrants, refugees and asylum seekers’ life and health at risk. They need a legal representative when it comes to procedures related to their status, which can be long-lasting, and decisions might have to be appealed. They may also need a legal counsel in other civil, administrative, or criminal procedures - marital issues, labour issues, starting their own business, compensation, access to social protection and benefits, bringing claims, pressing charges, or just navigating in legal, social, labour systems and procedures. For many women legal aid is the only way to overcome domestic violence they have endured for years.

c. **Risk factors coming from applicable procedures, practices, and legislation**

The managing of the migration process from the State can turn into a risk factor in case priority is given to problems of security and prevention of illegal migration and not to the prevention of THB. Inadequate identification of victims, criminalisation of some VoTs, lack of adequate support for people in transit are direct results of policies that are not sensitive towards the vulnerability to THB.

Here are some practices that most often create vulnerability to victimisation and that are often reflected in the procedures of RICs.

**Fast procedures** that aim at speeding up the asylum applications and the return procedures make it impossible to examine risk factors (Forin, R. et al., 2018).

**Restrictive migration policies** prevent first line experts from identifying VoTs (Forin, R. et al., 2018) and migrants look for risky ways to cross borders which puts them at risk of trafficking (La Strada International, 2020).

**The Dublin III regulation** plays a major role in the access of VoTs to residence permits provided via asylum procedures. The chances of people looking for asylum depends upon the Member State that evaluates the request. Not all States have proactive mechanisms for identification of victims of trafficking or people at risk of trafficking according to the Dublin procedure, and the sovereignty clause (17.1.) is rarely used to prevent trafficking and re-trafficking.
Unidentified victims of trafficking are referred back to another EU country, where they are at high risk of being re-trafficked. **Individual interviews** with asylum seekers are not conducted in a suitable environment that suggests sharing or self-identification of the victims. The procedures and questionnaires are not aimed at identifying the risk of trafficking. **Lack of sufficient information** that authorities can provide to migrants regarding their rights, places for support, existing social services, etc. Or the information is is presented in an unclear and confusing or too broad manner. Lack of various channels for sharing information in understandable ways accessible also for illiterate people - counseling services, websites, videos, images, leaflets etc. (VV.AA, 2021). **Visa status** is a factor that concerns undocumented migrants who have limited to no access to support services. They can only work illegally, do not have social or medical rights. They have to pay bribes to corrupted employees or accept exploitative practices in order to avoid detention or deportation (IOM, 2019). **There are no procedures** that support undocumented migrants to report crimes related to THB without fear of being detained or deported. **Migrants who are victims of crimes** want to avoid being identified because they do not want to take part in criminal proceedings that they do not fully understand and over which they have no control. They fear contact with authorities, or feel shame to report crimes, especially if sexual violence was involved. Often they believe they have no benefit in pressing charges and are not aware of their rights as victims of a crime, including THB. **The asylum and refugee system and the anti-trafficking system are not synchronised** and operate separately with no connection between each other. Migrants have difficulties to claim protection from both systems and have to choose which one serves better their personal plans. **The terms trafficking in human beings and smuggling are often mistaken** and this leads to gaps in the identification of human trafficking risk factors. In the first case migrants are in the position of victims, while in the second they are active participants (IOM, 2019). **The necessity to follow the law to the letter** as well as the exact definition of identification of VoTs for the purposes of the criminal proceedings prevents a number of people who are at risk of trafficking from receiving support. **Lack of clear criteria on security and integration** when leaving the RICs forces a lot of people to take care of themselves without any actual support which makes them vulnerable to human trafficking and exploitation.
d. The COVID-19 pandemic as a risk factor

The COVID-19 pandemic is an additional risk factor for many vulnerable communities among which are migrants, refugees and asylum seekers, as it worsened the pre-existing social exclusion and marginalisation. It has exacerbated existing socio-economic inequalities and gender discrimination that underlie violence against women and girls, including trafficking (UN Women, OSCE, ODHIR, 2020). Therefore, COVID-19 is an important aspect of vulnerability to be considered when assessing the risk of trafficking in RICs. Many migrant workers are losing their jobs and have no alternative means of income, which increases the possibility of being exploited. Undocumented migrants cannot receive government help and unemployment compensation. The risk of contracting the virus is very high due to the inability to follow the anti-pandemic measures especially those related to social distancing. Because of poverty, many migrants live in crowded places, including RICs and camps. The pandemic delays and hinders the access to asylum, protection, basic services and support programmes (PICUM, 2020). The stigma and fear of discrimination, detention and even deportation, the lack of health insurances may prevent migrants from looking for medical assistance or vaccination.  

3.5. Measures to mitigate risk factors deriving from the procedures

During your training, you should encourage participants to think about how they can react when they identify a risk of trafficking. You should be aware that they might be reluctant to do so and claim that procedures are not up to them and they have to follow the rules of the institution they work for. You should respect their position, but they have to be encouraged to think about even small changes they can make in their everyday work that would help them prevent THB. Below, you can find some good practices and work principles that can be applied in different contexts without breaking the procedures and rules of the institutions.

A suitable space for conducting an interview, ensuring confidentiality and where the risk assessment can take place without interruptions (Inka, L. et al, 2019). Separate interviews for asylum-seeking women without the presence of male family members and interpreters, will ensure they have the opportunity to share their situation (UNHCR, 2002)

Interview and communication. Some VoTs, especially women, may not be able to identify their traumatic experiences. They may consider professionals from RIC to be people of authority, and fear them. In addition, they may fear rejection or punishment from their family and community (UNHCR, 2002). Interviewers and interpreters of the same sex should be provided to women, should be aware of cultural or religious sensitivities or personal factors

23 For more information see https://picum.org/covid-19-undocumented-migrants-europe/.
Creating vulnerability and should be open-minded and aware of the principles of communication with vulnerable people (like tolerant and non-judgemental attitudes, respect for the suffering, etc.). A calm and tolerant environment can help in building trust and encourage the person to disclose sensitive information that may be related to the (situation of) trafficking. More than one interview may be needed in order to establish a trustful relationship and obtain the needed information to assess the vulnerability to trafficking. The interviewer must take into account the person’s emotions and boundaries and abstain from asking questions about sensitive information, when needed.

**Information.** Professionals need to provide information to migrants, refugees and asylum seekers, as they may not understand what their rights are, what services are available for them, and what they should do to receive support (Brunovskis, A; Surtees, R., 2012).

**Asylum seeker or victim of crime.** VoTs have rights in every EU Member State, which they can claim. The asylum and refugee system aims at protecting people from persecution or serious harm in their countries of origin, while the victims’ rights provisions ensure protection for victims of crime in the EU (Brunovskis, A; Surtees, R., 2012). They also need free legal assistance to make an informed decision whether they should take advantage of their status as a crime victim in the EU.

**Case management, teamwork, and supervision.** A multidisciplinary team with different professionals from the RICs is the most efficient approach when working with vulnerable groups. The team may discuss the work on the case, difficulties they face, ideas on further actions, and coordinate with other experts and institutions. The lead expert on the case has the closest relation with the beneficiary, serving as a link between all experts involved, and manages the work on the case. Supervision is a form of support for professionals working on complex cases. It provides guidance, debriefing, and shared responsibility for the work (Inka, L. et al, 2019).

**Safe net for support and protection.** RICs need to have enough support resources they can rely on for the prevention of trafficking of migrants leaving the centres, including those showing specific problems during their stay in the RIC. It is important to identify community services that can be partners in difficult cases, including all participants in the National Referral Mechanism and their regional structure, specialised services for children, women and people with disabilities, crisis centres, consultative centres, specialised services for victims of violence, including trafficking. Hotlines and NGOs providing social support and legal aid are good sources of information on specific matters. Preliminary work for establishing working relations with these organizations and institutions is needed, as well as the development of interorganisational referral chains (Biffl, G.; Pfeffer, T.; Trnka-Kwiecinski, A., 2019).
**EXAMPLES OF TRAINING ACTIVITIES**

### Forms of Exploitation

<table>
<thead>
<tr>
<th>Title</th>
<th>Migration vulnerabilities vs. vulnerabilities to THB</th>
</tr>
</thead>
<tbody>
<tr>
<td>Type of activity</td>
<td>Group work – case discussion</td>
</tr>
<tr>
<td>Estimated duration of the activity</td>
<td><strong>60 to 75 min.</strong> depending on how many subgroups the participants will be split. If online it might take more time for the discussions within the groups.</td>
</tr>
<tr>
<td>Type of platform suggested</td>
<td>Platform with breakout rooms.</td>
</tr>
<tr>
<td>Tools needed</td>
<td>Flipchart and permanent markers for you, blank sheets of paper and pens for participants. Jamboard if the training is online.</td>
</tr>
<tr>
<td>Goals/expected outcomes</td>
<td>Participants to analyse and define (as a group) the form of exploitation through the story of the potential victims. With this activity, participants will develop skills to quickly recognise the form of exploitation the potential victim might have had experienced and set up a support plan.</td>
</tr>
<tr>
<td>Description of the activity</td>
<td><strong>Presentation of the activity - 5 min</strong>&lt;br&gt;This activity is appropriate for introducing the different types of exploitation within human trafficking. Each group will receive a case which they should discuss and decide what form of human trafficking the case describes. You should give instructions to the groups, as the participation of all group members is important. It is equally important that they can express their opinion freely and the group takes a common decision on the type of trafficking.  If online, groups are to be split in breakout rooms and the cases to be given in the chat of each breakout room.  <strong>Work in small groups - 15 min</strong>&lt;br&gt;Divide the participants in four (or more) small groups and invite each group to work on one case study given below. Their task will be to discuss and to come up as a group to a common decision on which is the type of trafficking and if there are additional violations of rights.  <strong>Work in the plenary - 40 min (it might take more if online)</strong>&lt;br&gt;Invite each group to present the results from their work for 5 min (including shortly presenting their case study). When one group finishes, you should ask the other groups if they have something to add, questions or comments. Based on the conclusions of each group, you should facilitate a discussion on the different types of trafficking. Make a point on the growing number of cases with mixed forms of exploitation. Add information and examples.</td>
</tr>
</tbody>
</table>
### Materials offered

#### Group 1: “Mariposa” case

**Victims:** originally there were 25 presumed VoTs, but only 17 could be identified; the victims were citizens of Venezuela, except for two who were Cuban.

**Defendants:** Five defendants (three female, two male), one of the defendants was under the age of 21 when the crime was committed (beginning of 2016 to mid-2018). All defendants originated from Venezuela and were blood-related or related by marriage; one defendant held an Austrian citizenship and two defendants held Spanish citizenship.

**Story:** Most of the victims had been approached and recruited in Venezuela, either personally or through social media. Their travel to Austria was organised by the defendants, they were picked up at the airport by the defendants and then mostly procured to the clients by the defendants. The victims were usually exploited for several months before new victims were brought in. They had agreed to provide escort services on the basis of splitting the money earned 50:50 with the defendants, but in the end they were allowed to keep considerably less. Their conditions were exploitative - no days off, regardless of sickness or menstruation, availability 24 hours per day, seven days per week, no right to reject customers or sexual practices.\(^{24}\)

**Note for the trainer:** In this case, the defendants were charged for THB, sexual exploitation, trans-border prostitution trade, exploitation of foreigners, dangerous threat and smuggling of migrants. You can inspire the participant by asking them if they see other types of exploitation or crimes against the victims.

#### Group 2 - “Dediu Ion” case \(^{25}\)

**Details of the case:** A Moldovan man recruited five girls using a mobile phone, messenger and video chat applications (Viber, Skype, WhatsApp), knowing that they were under the age of 16 and abusing their vulnerability. He asked them to send intimate pictures of themselves and subsequently threatened them to share the pictures with their relatives and other persons. Creating false profiles on social networks with the intimate photos and videos of the girls, the offender convinced them to continue taking photographs in indecent positions and to participate in online video sessions.

**Note for the trainer:** In this case, the defendant was charged for trafficking in children and child pornography, and sentenced to 16 years’ imprisonment.

#### Group 3 - “Helen” case

**Victim:** A 25-year-old female VoT, with low level of education and intellectual disability, citizen of the Republic of Moldova. In her childhood, she was abandoned by her parents and from the age of four she was raised in an orphanage and taught at a special school for children with learning problems.

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**Defendants:** Two women and one man. A fourth perpetrator (man) was arrested later and prosecuted in a separate trial.

**Details of the case:** The victim had been recruited in the Republic of Moldova by her grandmother, with whom she lived because she was homeless and unemployed. After two weeks, her grandmother convinced her to go to the Russian Federation to beg and earn money. The travel was organised by the grandmother’s niece and her husband, who helped the victim arrange for a passport and organised her trip to Moscow. The fourth defendant picked up the victim at the train station in Moscow and he hosted her in his rented home. He took her passport and forced her to go out and beg in the streets every day, under his supervision. She was often beaten and threatened when she refused to continue begging. She was exploited for a period of nine months, until she was helped to escape by the members of a religious community. She was initially deceived, and agreed that she would beg for herself, paying the defendants only for travelling and accommodation in Moscow, but in reality, all the money was taken by the defendant in Moscow, which he then shared with the other defendants in the Republic of Moldova.

**Note for the trainer:** The defendants were charged for trafficking for the purpose of forced begging and sentenced to seven to eight years’ imprisonment.

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### Indicators of Victimisation

<table>
<thead>
<tr>
<th>Title</th>
<th>Open discussion</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Type of activity</strong></td>
<td>Open discussion of case study in the plenary</td>
</tr>
<tr>
<td><strong>Estimated duration of the activity</strong></td>
<td>20 to 30 min. depending on how active in the discussion the participants are.</td>
</tr>
<tr>
<td><strong>Type of platform suggested</strong></td>
<td>-</td>
</tr>
<tr>
<td><strong>Tools needed</strong></td>
<td>Flipchart and permanent markers for you; Jamboard if the training is online</td>
</tr>
<tr>
<td><strong>Goals/expected outcomes</strong></td>
<td>The participants shall discuss and analyse different vulnerability indicators with the help of real cases. With this activity, participants will develop an understanding and knowledge about the different indicators of vulnerability that put potential victims at risk.</td>
</tr>
<tr>
<td><strong>Description of the activity</strong></td>
<td>Presentation of the activity - 5 min This activity is appropriate for introducing the indicators of vulnerability for human trafficking. You present the case (if online use the video in the link below).</td>
</tr>
</tbody>
</table>
Discussion of the case (15 min): Start the exercise by opening a discussion and giving as many participants as possible the chance to share their opinion. The more opinions and arguments you inspire about the case, the more fruitful the discussion will be.

Discussion of a case(s) suggested by participants (10 min): Ask the participants if they can share a case which has a number of indicators of vulnerability and if they can discuss it in the group. This is a good approach to motivate people to share their own experience, discuss it with other professionals and learn from each other.

Materials offered

Case for discussing vulnerabilities:

Maria was arrested for illegal prostitution in Belgium. She was 15 years old and was pregnant at the time of her identification as a victim of sexual exploitation. In 2016, her partner, whom she met on the Internet and with whom she had been in a relationship for 2 years, persuaded her to go to Belgium to make money as a prostitute. The minor, Maria, left Bulgaria with the permission of her mother, who authorized D.Ch., who had been criminally exposed and was serving a 9-month effective sentence, to take her out of the country.

Maria lived in a difficult family environment. One parent died under unclear circumstances; the mother is an absent parent working in England. She has two brothers, one of whom is deaf.

Note to the trainer: Ask the participant what signs of vulnerability they see and which is the most striking one.

Additional case if the training is online: Video: Can you see me? https://vimeo.com/250929493

Risk factors on trans-European trafficking

<table>
<thead>
<tr>
<th>Title</th>
<th>Migration vulnerabilities vs. vulnerabilities to THB</th>
</tr>
</thead>
<tbody>
<tr>
<td>Type of activity</td>
<td>Brainstorming</td>
</tr>
<tr>
<td>Estimated duration of the activity</td>
<td>60 min</td>
</tr>
<tr>
<td>Type of platform suggested</td>
<td>Platform that allows the creation of breakout rooms</td>
</tr>
<tr>
<td>Tools needed</td>
<td>Flipchart and permanent markers for you, blank sheets of paper and pens for participants. Handouts. Jamboard or padlet if the training is online.</td>
</tr>
</tbody>
</table>
### Goals/expected outcomes

Participants will connect their own experience and knowledge on migration to the vulnerability to trafficking.

### Description of the activity

**Presentation of the activity - 15 min**

This activity is suitable for introducing the theme on risk factors on trans-European trafficking.

**Step 1**

Ensure that participants have profound knowledge and experience on the complicated situation of migrants in RICs. Ask them to brainstorm ideas on factors that make migrants vulnerable in the EU in general. Write on the flipchart (or if online, share your screen and put sticky notes on a Jamboard) the factors they list and while doing so organise them in four areas:

1. Factors related to demographics, personal and social characteristics - gender, age, nationality, economic status, family status, health, prior traumatic experience, etc.
2. Factors related to obstacles to the integration process of migrants in the EU;
3. Factors related to existing procedures, policies, and legislation on human trafficking, migration, and asylum in the EU;

**Step 2**

Explain to the participants that the next step is to think about how these factors which they observe in their everyday work create a risk of trafficking: What makes people dependent, with limited control over their lives, pressing them to seek help from suspicious persons, etc.?

**Work in small groups - 15 min**

Divide participants into four small groups and ask each group to work on one of the four areas above. Their task will be to discuss how the factors in each area create vulnerability to THB.

**Work in the plenary - 30 min**

Ask the groups to present their work and, based on their conclusions, facilitate a discussion on vulnerabilities to trafficking. Add information and examples. To conclude, summarise the main findings by exploring the four areas of vulnerability from a trafficking perspective. You could consider preparing and distributing a handout with a detailed list of risk factors.

### References

(e.g. to other similar or alternative activities and/or to deepen the topics addressed)

<table>
<thead>
<tr>
<th>Title</th>
<th>Introduction of the SCREENING TOOL FOR RISK ASSESSMENT</th>
</tr>
</thead>
<tbody>
<tr>
<td>Type of activity</td>
<td>Case discussions</td>
</tr>
<tr>
<td>Estimated duration of the activity</td>
<td>90 min</td>
</tr>
<tr>
<td>Type of platform suggested</td>
<td>Platform that allows the creation of breakout rooms</td>
</tr>
<tr>
<td>---------------------------</td>
<td>--------------------------------------------------</td>
</tr>
<tr>
<td>Tools needed</td>
<td>Flipchart and permanent markers for you, blank sheets of paper and pens for participants. Jamboard if the training is online.</td>
</tr>
<tr>
<td>Goals/expected outcomes</td>
<td>Increase sensitivity towards risk factors. At the end of the exercise, participants will know how to work with the SCREENING TOOL FOR RISK ASSESSMENT.</td>
</tr>
</tbody>
</table>
| Description of the activity | **Presentation of the activity – 15 min**  
Ask participants to share their own experience in identifying vulnerabilities to trafficking from their work in the RICs. Do they remember cases in which they were concerned about the possible abuse and exploitation of someone from the RIC? It is expected that they would share scarce or uncertain experiences. They may also share that they could never be sure whether someone is vulnerable to trafficking or that they had never thought about it. Explain that identifying vulnerabilities to trans-European trafficking is a complicated and complex issue as trafficking per se is a very dynamic phenomenon. One can never be sure. Nevertheless, there are some indicators that can help us assess vulnerabilities.  
**Work in small groups – 20 min**  
Divide participants into four small groups and provide each group with a case description. Each group has to discuss their case and answer the following questions.  
Do you think that this person is vulnerable to trafficking?  
What are the factors that make you assess them as a person at risk of trafficking?  
Why do you think these factors create vulnerability to trafficking?  
**Case 1**  
Roquan is an Iraqi woman. She has been refused a residence status twice and is currently appealing the refusals in front of the highest court. She has two children in Iraq, whom are being raised by two different men. She divorced the first man and is currently in the process of divorcing the second man. She had an abortion and is therefore persecuted by authorities in her home country. On the one hand, her brother and her first husband want to kill her as part of the “Law of Honor”, and on the other hand, the police wants to arrest her due to the abortion. She has a young child in the country she is currently in, whom she often treats aggressively and inadequately to their age, which threatens their emotional development. It is clear that, due to her traumatic experience, she is having a hard time taking care of the child.  
**Case 2**  
Mehran has two children and has arrived from Afghanistan. She is a victim of psychological and physical violence form her husband and his family in Afghanistan. She was forced into the marriage by her mother-in-law after she had been raped in one of the houses she cleaned. The woman claims that if she was to return to Afghanistan her first husband would be obliged to punish her according to the “Law of Honor”. She shares that the |
usual ways include cutting her ears or nose off, pouring acid on her, publically beating her with stones or disfiguring her. Currently, she has no residence status in the country she is in (after two refusals) and no access to medical care for her and her children, to work, and to education for her two children. She has difficulties in taking care of her children and considers physical punishment an acceptable form of disciplining her children.

**Case 3**

Salma is an asylum-seeker in the country she is in. Her father passed away when she was six and according to traditional norms and the law of Islam his male relatives can make decisions about her future. Her father’s relatives arranged a paid marriage to a man from Turkish origins. A month after the forced marriage, the woman traveled to Turkey where she lived with her husband and his mother for eight months. They used physical, psychological, and economic violence against her. She ran away while heavily pregnant. She gave birth to her child in the country she is in now. After being refused a permanent residence permit, she is forced to hide due to persecution from her husband.

**Case 4**

Amira is a young woman of Afghan descent. She met her husband when she was 18 and he was 38 and married him immediately. They lived in extreme poverty and decided to travel to a country in Western Europe as the man had relatives there. They travelled illegally using the services of smugglers. While crossing Turkey, the man had a heart attack and died. Amira was forced to continue on her way alone and when she arrived in Europe, she was already pregnant. The Police found her on the street and sent her to a RIC. She gave birth to a baby girl. The only way she can communicate was via an interpreter. She graduated from high school but has no diploma. She has no labour experience, but she can cook and clean, has good communication skills, she is nice and polite.

**Work in plenary – 55 min**

**Step 1**

Ask each group to read their case and present their conclusions. Encourage others to ask questions and add to the discussion. When a risk factor is brought up, write it on the flipchart. Explain to the participants that it is easier if they group the factors in four categories 1) Personal factors; 2) Factors related to integration; 3) Factors related to procedures 4) Factors related to COVID-19;

**Step 2**

Introduce the SCREENING TOOL FOR RISK ASSESSMENT (See Tool n. 4) and explain how it is used. Demonstrate it based on the first case discussed.

**Step 3**

Ask participants to fill in the RISK ASSESSMENT TOOL together for the other cases. Provide help and instructions when needed.

**Materials offered**

4 cases studies
# Measures to mitigate risk factors deriving from the procedures

<table>
<thead>
<tr>
<th>Title</th>
<th>Prevention of trafficking in human beings based on risk assessment</th>
</tr>
</thead>
<tbody>
<tr>
<td>Type of activity</td>
<td>Case study discussion</td>
</tr>
<tr>
<td>Estimated duration of the activity</td>
<td>90 min</td>
</tr>
<tr>
<td>Type of platform suggested</td>
<td>Platform that allows the creation of breakout rooms</td>
</tr>
<tr>
<td>Tools needed</td>
<td>Flipchart and permanent markers for you, blank sheets of paper and pens for participants;</td>
</tr>
<tr>
<td>Goals/expected outcomes</td>
<td>-</td>
</tr>
<tr>
<td>Description of the activity</td>
<td><strong>Presentation of the activity – 10 min</strong>&lt;br&gt;Explain to the participants that they are going to work again in the same small groups as in the previous session. Each group will continue to discuss the same case as in the previous Exercise. This time, they have to answer questions related to the role of professionals in RICs in preventing THB.&lt;br&gt;&lt;br&gt;<strong>Work in small groups – 20 min</strong>&lt;br&gt;In the same small groups, participants discuss the following questions:&lt;br&gt;What can we do to prevent victimisation and trafficking in this case?&lt;br&gt;Are there any limitations or obstacles in our work that can hinder prevention of trafficking in this case?&lt;br&gt;Are there any ways to deal with them?&lt;br&gt;&lt;br&gt;<strong>Work in plenary – 60 min</strong>&lt;br&gt;Invite participants to share the results of the group work. Discuss good practices and new ideas on how to work with vulnerable migrants at risk of trafficking. Be ready to listen to the complaints of the participants about existing procedures and limitations. Respect them and address their concerns. Propose actions. Help participants to obtain a broader view on how existing support systems could be used to prevent trafficking.</td>
</tr>
<tr>
<td>Materials offered</td>
<td>4 cases studies (see previous exercise « Introduction of the screening tool for risks assessment »)</td>
</tr>
</tbody>
</table>

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26 Introduction of the SCREENING TOOL FOR RISK ASSESSMENT.
Title | Attitudes towards assessment and prevention of trafficking
---|---
**Type of activity** | Work on attitudes

**Estimated duration of the activity** | Depends on how many statements will be presented. **20-30 min for about 6 statements.** The activity could be used as an “energiser” in the session of prevention of trafficking in human beings (see the exercise above).

**Type of platform suggested** | The activity is implemented more effectively in an in-person training. It can be modified for the online context as well by using a platform that allows the creation of polls (e.g. zeetings).

**Tools needed** | Labels with “I agree”, “I disagree”, “I don’t know” and a long-enough rope (optional). Digital poll (e.g. zeetings) – if online.

**Goals/expected outcomes** | Participants will become aware of their own attitudes towards various risk factors and their role in preventing victimisation (for example, do they tend to neglect certain vulnerabilities or do they underestimate their role in preventing trafficking).

**Description of the activity** | Draw an imaginary line (or use a rope) on the floor of the training room and stick an “I agree” label on the one end and an “I disagree” label on the other end of the imaginary line. In the middle you can stick an “I don’t know” label. Ask participants to stand up and tell them that you are going to read out some statements and they have to show their opinion by finding the position on the line which corresponds best to how much they agree or disagree with it. Read one of the statements below and ask participants to take a position on the line. When all participants have taken a position on the line, ask some of them to explain why they agree, disagree or are neutral. Provide the correct interpretation of the given statement and explain the prejudice related to it. Continue with the next one. You can choose some of the provided statements or you can create your own.

Examples of statements:
- Women and men are equally vulnerable to trafficking when they leave the RICs.
- Only women and girls are victims of trafficking.
- Only young gay men are vulnerable to sexual exploitation.
- Sexual exploitation never happens in RICs.
- Professionals from RICs are not responsible for what happens to migrants when they leave the centre.
- People who pay other people to transport them illegally to other countries are not VoTs.
- Human trafficking involves only organised crime.
- There is no risk for migrants accommodated in RICs to be trafficked or exploited.
- Women who travel alone often exaggerate the gender-based violence they have suffered in their countries in order to receive protection.
- Violence in the family is a cultural norm in some countries from which migrants originate and it is not our business to interfere with it.
- Most vulnerable women do not want to be protected and separated from their families, and there is nothing to do about it.
Migrants must be happy with any job they can get because they do not know the local language.
There is no way to take care of everything when someone leaves the RIC. This is not our responsibility.
The COVID-19 pandemic hits everyone equally. Migrants are not any more vulnerable than other people.
In case the training is conducted online, create quick polls on the questions and randomly ask participants about their position.
SCREENING TOOL FOR RISK ASSESSMENT

The Screening Tool for Risk Assessment is aimed at supporting professionals from RICs in their assessment of vulnerability and risk factors for THB. This Tool should be used on a case-by-case basis for persons accommodated in RICs. It should be completed during the RIC professionals everyday work based on the information gathered during the asylum interviews, counselling sessions and other professional encounters with the person. The aim is to identify vulnerable areas in order to take timely measures and guarantee the safety of asylum seekers during their stay in the RIC and, more importantly, after leaving the centre. The vulnerability assessment is not a one-time action, and information may also be gathered from other experts working on the case.

Vulnerability is determined by individual and environmental factors specifically combined for each individual person. The Screening Tool provides a non-exhaustive list of the two types of factors and the indicators for each of them. The factors and indicators presented are among the most common and typical for refugees, migrants, and asylum-seekers. This does not mean that other risks could not be identified.

The vulnerabilities to human trafficking are not a static phenomena. They are dynamic and constantly change through time and in different circumstances. Thus, the Screening Tool is a dynamic document to be complemented and changed during the communication with the person in the RIC. It is especially important when making the decision to leave the RIC as well as for the development of an effective and tailor-made system of care and support for integration.

When identifying some of the risk factors/indicators, there might be a need for involving additional specialists for dealing with them (see subchapter 4.4). The importance of some factors grows stronger when combined with others. Such an “intensifying” factor is for example gender. Factors such as economic and family status, religion, and other obstacles to integration affect more women than men.

The preparation of this assessment cannot be a formal activity. It requires good relation with the assessed person, enough time, devotion, analytical approach and, in some cases, intuition.
Factors and indicators for human trafficking vulnerability

NOTE: The list below is non-exhaustive but contains the most common indicators. Applying an individual and victim-centered approach (see subchapter 2.4) will help in uncovering individual factors and indicators for vulnerability.

<table>
<thead>
<tr>
<th>Information about the case</th>
<th>Risk assessment</th>
</tr>
</thead>
<tbody>
<tr>
<td>Please include information about the person according to the specific factors. Some factors are related to the person themselves. Other factors are related to the environment. Please do not limit yourself to the given indicators. Include everything that you find important.</td>
<td>Please assess the risk for each factor. All indicators (but not limited to them) included are a sign for high risk.</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Low risk</th>
<th>Medium risk</th>
<th>High risk</th>
</tr>
</thead>
</table>

### Personal characteristics as risk factors for vulnerability to trafficking

#### 1. Age
- Young woman
- Young man
- Boy (<18 y.)
- Girl (<18 y.)

#### 2. Gender
- Cis female
- Cis male
- Trans female
- Trans male
- Intersex
- Other (please specify)

**Sexual orientation**
- Heterosexual
- Lesbian
- Gay
- Bi
- Queer
- Pansexual (optional)
- Other (please specify)

#### 3. Health
- Specific health conditions that require special treatment
- Substance addiction
- HIV, diabetes, asthma, etc.
- Unmet medical needs (due to language barrier or other reasons)
- Physical disability
- Sexual health issues
- Mental health issues
- Risk of suicide
- Psychological trauma
- Experienced violence (including sexual violence)
- Survivor of torture
- Lack of anti-COVID-19 protective equipment

#### 4. Nationality and ethnicity, and related legal status issues
<table>
<thead>
<tr>
<th>5</th>
<th>Economic status</th>
</tr>
</thead>
<tbody>
<tr>
<td>Not qualified for protection and refugee status</td>
<td></td>
</tr>
<tr>
<td>Protection claim rejected</td>
<td></td>
</tr>
<tr>
<td>Exhausted legal options for remaining in the country of stay</td>
<td></td>
</tr>
<tr>
<td>Upcoming refoulement against the will of the person</td>
<td></td>
</tr>
<tr>
<td>Little or no means to meet basic needs</td>
<td></td>
</tr>
<tr>
<td>Risk of poverty</td>
<td></td>
</tr>
<tr>
<td>No source of income</td>
<td></td>
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<tr>
<td>No savings</td>
<td></td>
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<tr>
<td>Lack of access to employment or welfare systems</td>
<td></td>
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<tr>
<td>Lack of housing</td>
<td></td>
</tr>
<tr>
<td>Low-paid jobs, below-the-minimum-wage pay</td>
<td></td>
</tr>
<tr>
<td>Work position below the qualification of the person</td>
<td></td>
</tr>
<tr>
<td>Work position without contract or insurance</td>
<td></td>
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</tbody>
</table>

<table>
<thead>
<tr>
<th>6</th>
<th>Family situation</th>
</tr>
</thead>
<tbody>
<tr>
<td>Past or present domestic violence</td>
<td></td>
</tr>
<tr>
<td>Victim of GBV</td>
<td></td>
</tr>
<tr>
<td>Pregnant woman</td>
<td></td>
</tr>
<tr>
<td>Dependency of a family member who needs care (child, person with disability, elderly)</td>
<td></td>
</tr>
<tr>
<td>Single woman</td>
<td></td>
</tr>
<tr>
<td>Isolation within the family</td>
<td></td>
</tr>
<tr>
<td>Financial dependency</td>
<td></td>
</tr>
<tr>
<td>Unaccompanied child</td>
<td></td>
</tr>
<tr>
<td>Child victim or witness of family violence</td>
<td></td>
</tr>
<tr>
<td>Male victims of violence in the family</td>
<td></td>
</tr>
</tbody>
</table>

**Integration barriers as risk factors creating vulnerability to trafficking**

<table>
<thead>
<tr>
<th>7</th>
<th>Lack of local language knowledge</th>
</tr>
</thead>
<tbody>
<tr>
<td>Little to no knowledge of the language</td>
<td></td>
</tr>
<tr>
<td>Inability to read and write using the language of the country of stay</td>
<td></td>
</tr>
<tr>
<td>Lack of knowledge of other common languages in Europe such as English, French, German, Spanish</td>
<td></td>
</tr>
<tr>
<td>Illiteracy</td>
<td></td>
</tr>
<tr>
<td>Learning difficulties</td>
<td></td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>8</th>
<th>Socio-cultural barriers and social insecurity</th>
</tr>
</thead>
<tbody>
<tr>
<td>Difficulty in labour integration – lack of language knowledge, lack of labour experience, etc.</td>
<td></td>
</tr>
<tr>
<td>9</td>
<td>Gender stereotypes preventing women to work</td>
</tr>
<tr>
<td></td>
<td>Lack of education</td>
</tr>
<tr>
<td></td>
<td>Lack of documents required when starting a job (diplomas, certificates, etc.)</td>
</tr>
<tr>
<td></td>
<td>Lack of social skills</td>
</tr>
<tr>
<td></td>
<td>Social isolation</td>
</tr>
<tr>
<td></td>
<td>Lack of cultural adaptation</td>
</tr>
</tbody>
</table>

| 9 | **Discrimination, prejudices, and stigma – environmental factor** |
|   | High level of aggression and xenophobia in the region |
|   | Widespread prejudice and discrimination towards foreigners in the region |
|   | Radicalised groups (such as homofobic ones) in the region |
|   | Job requirements that are impossible to meet for foreigners (language, diploma, etc.) |
|   | Lack of cultural mediators the person could be connected to |

| 10 | **Lack of access to legal aid – environmental factor** |
|    | No access to free legal aid |
|    | No specialised programmes for legal aid for refugees and migrants in the region |
|    | Overloaded specialized legal aid programmes |
|    | Legal aid available during the appeals phase only but not during the whole asylum-seeking process |
|    | Existing specialised legal aid programmes do not deal with issues outside the asylum-seeking process (civil, criminal or administrative proceedings) |

| 11 | **Applicable procedures, practices, and legislation as risk factors creating vulnerability to trafficking** |
| 12 | **Fast migration and asylum procedures – environmental factor** |
|    | Procedures do not allow sufficient communication with persons in RICs |
|    | Procedures do not include enough asylum interviews |
|    | Case load in RICs prevent closer communication with persons placed there |

| 12 | Increased border control, corruption and bribes to border officers and illegal border crossing |
| Lack of legal channels for transit, entering and residing in the country |  |
| Border control is prioritised over individual safety |  |

| 13 | **The Dublin Regulation**  
There is a decision to transfer the person to another Member State despite of the risk of (re-)trafficking or other forms of abuse (because of no clear identification)  
There is not enough ground for the ‘sovereignty clause’ (Article 17(1)) to be applied |  |

| 14 | **Individual interviews** – **environmental factor**  
The asylum interview does not take place in a private and safe place, where confidentiality is guaranteed  
The asylum interview is conducted in the presence of third persons (excluding interpreters)  
Interpretation is performed by a person of the different sex  
No cultural mediators were involved  
The person refused to answer questions related to previously experienced abuse, including human trafficking |  |

| 15 | **Lack of sufficient information on rights, places for support, existing social services, etc.** – **environmental factor**  
The existing possibilities for support and the choices given by the law are not explored and discussed with the person  
The person denies they are victim of crime and is not informed about special rights, services, and legal aid they are entitled to  
The person is not provided with contacts of professionals, institutions and organization that might help them |  |

| 16 | **Undocumented status**  
The person is undocumented |  |

| 17 | **Procedures for safe reporting for undocumented migrants** – **environmental factor**  
The country does not provide opportunities for undocumented people to report crimes without facing unwanted consequences  
There are limited or no possibilities for support to undocumented migrants |  |
<table>
<thead>
<tr>
<th></th>
<th>Migrants avoiding identification</th>
</tr>
</thead>
</table>
| 18 | **There are signs to suggest experienced abuse (symptoms of psychological trauma, signs of physical abuse etc.)**  
|   | The person shares they are passing through the country in transit and are planning to continue their way to other EU Member States  
|   | The person does not want to take part in criminal proceedings against perpetrators  
|   | The person fears they may be excluded from their migrant community if they report the violence |

<table>
<thead>
<tr>
<th></th>
<th>The asylum and refugee system and the anti-trafficking system are not synchronised – environmental factor</th>
</tr>
</thead>
</table>
| 19 | Supposed trafficking or a risk of re-trafficking are not grounds for providing international protection  
|   | The person must choose one of the two systems to claim protection  
|   | The person has limited or no access to settlement and integration support |

<table>
<thead>
<tr>
<th></th>
<th>Lack of clear criteria on security and integration - environmental factor</th>
</tr>
</thead>
</table>
| 20 | Due to various circumstances, no sufficient preparation was performed in relation to the person leaving the RIC (risk assessment, personal integration plan, referral etc.)  
|   | No contact is made to institutions and organisations that provide support following the person leaving the RIC  
|   | No clear criteria when it is safe enough to leave the RIC  
|   | No clear working procedures related to the leaving of the RIC |

<table>
<thead>
<tr>
<th></th>
<th>Lack of clear and easy-to-follow procedures for referral - environmental factor</th>
</tr>
</thead>
</table>
| 21 | There is no reliable institution or organization to address the specific problems of the person in the community  
<p>|   | Due to financial constraints, external experts are rarely included in the work on cases of people accommodated in the RIC |</p>
<table>
<thead>
<tr>
<th>22</th>
<th>The health, education, and social systems are not adjusted to the needs of foreigners - environmental factor</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>There are no specialists in schools, hospitals, and social services in the region speaking foreign languages</td>
</tr>
<tr>
<td></td>
<td>There are no cultural mediators available to facilitate communication with health, educational and social institutions</td>
</tr>
<tr>
<td></td>
<td>There are not special programmes for migrant children in schools</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>23</th>
<th>Temporary documents can be obstacles - environmental factor</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>Permanent documents and permanent address required for starting a job, opening a bank account, renting a place and any other activity</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>24</th>
<th>Other</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>All other indicators that are not listed here but are of high importance to the individual situation of the person</td>
</tr>
</tbody>
</table>

| TOTAL | |

**Conclusion**

Please state your conclusion on the vulnerability of the person and the risk of becoming a victim of trafficking.
MODULE IV: PROTECTION, SUPPORT AND ASSISTANCE

After a person has been identified as a VoT, they shall promptly access justice, protection and compensation measures and benefits from support, assistance and empowering tools. This module offers an overview of the main health, social and economic aids that exist for VoTs. On the one hand, the aim of the module is to strengthen professionals’ knowledge of the implications of the phenomenon on the individual’s psychophysical integrity and on the other hand, to provide a measure of the complexity of the intervention required from them to support the recovery of the victims.

4.1. Protection

According to the Directive, the trafficked person must be guaranteed protection before, after and during any process and in any case from the first moment they are identified. Such protection must avoid any standardised procedure but proceed according to a personalised approach and an individual assessment. That should be timely and should aim to identify specific protection needs and to determine whether and to what extent they would benefit from special measures in the course of criminal proceedings due to the particular vulnerability to secondary and repeat victimisation, to intimidation and to retaliation.

Protection, like other intervention instruments, should be characterised by:

- Maximum confidentiality and respect for privacy: personal data can be collected from victims and processed only for specified, explicit and legitimate purposes and in the framework of the tasks of the competent authority. Processing has to be lawful, adequate, relevant and not excessive (in relation to the purpose for which it was collected). Data must be deleted or made anonymous when it is no longer required for the purpose for which it was collected.

- Participation guaranteed also through correct and adequate information: victims are entitled to information since their first contact with the competent authorities (such as the police, judicial authorities, etc.) and as far as possible in languages which are commonly understood. Information should include: the type of services or organisations to which they can turn for support; the type of support which they can obtain; where and how they can report an offence; procedures following such a report and their role in connection with such procedures; how and under what conditions they can obtain protection; to what extent and on what terms they have access to legal advice, legal aid or any other sort of advice;
requirements for them to be entitled to compensation; how to receive reimbursement for the expenses incurred as a result of their participation in criminal proceedings. All information must be adapted to the person and their characteristics and condition. In this sense, the involvement of interpreters and cultural mediators who know the person’s context of origin and can effectively create a communicative bridge that allows real understanding can play a fundamental role.

- **Support and self-determination**: victims should have access to legal counselling and legal representation, including for the purpose of claiming compensation, without delay and free of charge if the victim does not have sufficient financial resources. It is always good to remember that under certain conditions the victim could be entitled to be accompanied by someone of their choice who can help them understand or be understood when in contact with a competent authority. The protected person should always be aware in order to ensure effective participation and self-determination in every step of their protection. In this sense the victim should be aware of their right to review their decision not to prosecute.

- **Particular attention to secondary victimisation**: avoid unnecessary repetition of interviews during investigations, prosecution or trial and the visual contact between the victim and the perpetrator. Respect for the person’s private life also plays a role, avoiding all unnecessary personal demands.

International legislation, especially the EU Directive 36/11/EU, places the focus of anti-trafficking action on support and assistance to the victim. Article 11 of the Directive sets out the main conditions and characteristics of such interventions clarifying that victims are entitled to assistance and support as soon as the competent authorities have reasonable grounds to believe that they might have been trafficked. In cases where the victim does not reside lawfully in the Member State concerned, assistance and support should be provided unconditionally at least during the reflection period and should be characterized by effective non-conditionality, as it should not be linked to the victim’s willingness to cooperate in the criminal investigation, prosecution or trial.

In order to ensure a subsistence-level standard of living, support and assistance must consist of some basic measures:

a) safe accommodation and material assistance.

b) medical treatment including psychological support, counselling and information.
Special needs should also be considered and attended anytime, in particular needs related to pregnancy, health, disability, physical or mental illness, or having suffered serious physical, sexual or psychological violence. Care must always be provided with targeted and integrated support for victims with specific needs, including victims of sexual violence and victims of GBV, including trauma support and counselling. Participation must be ensured by continuously informing victims in regard to the services to which they have access and to the right to confidentiality, freeness of charge and acting in their own interest. Third-country national victims must be informed of the reflection and recovery period and provided with information on the possibilities of obtaining international protection.

a. Safe reception

Accommodation assistance is essential to ensure that victims can escape from the situation of exploitation and for the commencement of recovery and reflection in a safe environment conducive to healing (Yonkova, 2020). Specific rules derive from the EU Reception Directive\footnote{EU Directive 2013/33/EU.} to ensure safe and victim-centred reception. In Recital No. 14 it is stated that “the reception of persons with special reception needs should be a primary concern for national authorities in order to ensure that such reception is specifically designed to meet their special reception needs”.

According to Article 21 of the EU Reception Directive, persons with special reception needs or defined as vulnerable are “persons such as minors, unaccompanied minors, disabled people, elderly people, pregnant women, single parents with minor children, victims of human trafficking, persons with serious illnesses, persons with mental disorders and persons who have been subjected to torture, rape or other serious forms of psychological, physical or sexual violence, such as victims of female genital mutilation”.

The basic prerequisite for the intake process is that these vulnerable groups are first identified so that the special rights can actually be claimed. This can only be done through a standardised identification procedure. However, the actual implementation of the EU Reception Directive varies amongst Member States\footnote{See Module 4.}. In some Member States there is not even a possibility to accommodate every person seeking asylum. Many are without shelter, and this severely reduces the identification of VoTs, so that the intake process cannot even start, and special rights cannot be claimed (KOK, 2020).
The following is a list of pillars that should guide the provision of a suitable reception for the emergence of victimisation in the context of trafficking.

- **Unconditioned safe accommodation and assistance for victims of trafficking**

Victims who cooperate in criminal investigations are often preferentially treated in comparison to victims who do not participate in investigations. This practice is detrimental to trafficked migrants, refugees and asylum seekers and it directly contravenes EU law, requiring that the assistance to victims is not conditional on their participation in criminal proceedings (Yonkova, 2020). In case of such a cooperation, all protection measures shall be implemented, including accommodation in a single room in order to avoid a roommate finding out that the person is cooperating in a police investigation.

- **Re-trafficking and secondary victimization prevention by means of a gender specific accommodation**

For VoTs, different needs must be considered in the reception process, such as safety aspects to prevent the victims’ exposure to re-exploitation or re-trafficking by already known or new perpetrators. As prescribed by Article 11(5) of the Directive 2011/36/EU and Article 9(3) of the Directive 2012/29/EU, State Members shall provide an own and gender-specific accommodation for victims of trafficking for safety and recovery reasons (Rossel, C.F. et al., 2018). It is advisable to provide special accommodation also for LGBTQI+ persons. There is also the danger of becoming a victim of other forms of (gender-based) violence, such as sexual harassment or even sexual violence by RIC or security staff etc. (Scherrer, 2019).

- **Trauma sensitive accommodation**

Everything that increases self-efficacy can be helpful in the process of recovery\(^\text{29}\). The reception should be designed in a way that recovery and healing can become possible; safety and dignified accommodation, with a maximum of self-efficacy, must be implemented in order to achieve this. Recovery is also important for VoTs with regard to the asylum process, when the reasons for fleeing have to be presented to asylum authorities and thus possibly later prosecution (Feltes, Goeckenjan, Hoven, Ruch, & Schartau, 2018). Single accommodation room also responds to recovery needs: it helps to

\(^{29}\text{This is based on the Consortium’s members work experience.}\)
calm down from post-traumatic stress in the first months and it avoids that a victim is triggered by different conditions they have to face in big reception centres, e.g. noise, quarrels between flatmates, no control about who comes into the centre/room etc.

Another aspect of trauma-sensitive accommodation is to grant protection, orientation and control in interaction with traumatised persons, so that those affected can assess situations well and become or remain capable of acting on their own. This can be achieved through structural transparency and it helps overcoming mistrust in others due to victimisation. For VoTs, it is usually helpful to know who is responsible for what and when which services are available. Joint agreements should be adhered to create trust and security (Flory, 2017).

- **Independent complaining mechanism and accountability in reception and accommodation facilities**

  There should be binding rules and also consequences should be taken in every case of violation. This should also be clearly stated in the recruitment process of the staff, and consequences under labour law should be drawn accordingly (Wells, Freudenberg, & Levander, 2019). It is advisable to do regular awareness trainings also with the population living inside the facilities. This can also encourage people to talk about their problems, it helps to create a more open culture and a framework of accountability.

**b. Medical treatment including Psychological support, counselling and information**

THB has a large impact on victims’ health, causing severe harms to individual wellbeing. These harms must be considered and an accurate assessment of the areas of health affected by the victimisation must be included in the individualised support and care plan with the consent of the person, without neglecting the harms resulting from other forms of persecution and suffered violence.

- **Trauma** is defined as an event that confronts a person and their previously developed coping mechanisms with a task that they cannot cognitively and emotionally process in the usual way. A traumatic event can be an isolated, one-time event, but also a continuous exposure to threatening stimuli and events that the person perceives as difficult and threatening. Cases of VoTs who have not suffered severe trauma in childhood or at an earlier stage of adulthood (e.g., victims of sexual violence, forced marriage, victims of domestic violence, etc.) are less common. To these traumatization factors, trafficking experience usually adds further traumas. Consequently, one speaks of a complex trauma, namely when the
traumatic experiences built on each other and/or when the traumatic events were particularly dramatic and unexpected, so that they can be equated with torture (Korićanac, 2013).

The trauma differs and can affect many aspects of life: “daily functioning, emotional well-being, relationships, self-image, goal setting and follow through, engagement in services, mental health and physical health” (Human Trafficking Capacity Building Center, 2021).

VoTs may suffer from: “(…) posttraumatic stress disorder (PTSD), complex PTSD or Disorder of Extreme Stress not otherwise specified, depression, absence of emotional reactions, anxiety disorder, self-blame, helplessness and meaninglessness, nightmares, anger and rage control problem, suicidal ideas and attempts, paranoia, Stockholm syndrome, fatalism and temper tantrums, psychoactive substance abuse problems, alcohol abuse, problems in everyday grooming, sleeping problems, dissociative disorders etc” (Korićanac, 2013).

Traumatic stressors are commonly referred to as flashbacks/intrusions. Flashbacks can be explained as the unexpected, intense re-experiencing of traumatic events in the form of images, film-like scenes or nightmares, as well as bodily sensations and smells. During the traumatic situation, no processing of the experience could take place, but afterwards these processing attempts take place in situations in which the body comes to rest (falling asleep, nightmares, waking up). Flashbacks can also take place during the day or be caused by so-called triggers or key stimuli, such as smells, colours, sounds or other stimuli that remind of the traumatic situation. These stimuli are often not even consciously associated with the traumatising situation. Often, those affected are not even aware of the triggers. These flashbacks unexpectedly trigger extreme fear or dissociation. The memory of the experience makes the persons feel powerless, or ‘relive’ the traumatising experience again (Flory, 2017).

Signals can be: fixed gaze, trembling, frozen facial expressions, crying, petrified posture (high muscle tone), running away, not responding to the environment, etc. (Küstner-Nnetu, 2018).

VoTs may experience dissociation, which means "separation" or "dissolution" of the actually interrelated functions of memory, perception and motor skills. It may serve as a kind of protective mechanism, which is why there is a reduction of incoming stimuli, insensitivity and distorted perception of time (Flory, 2017).

In such moments it is very important that you speak loudly and clearly, avoiding physical contact (unwanted touching can be a renewed violation of boundaries), have stimuli ready
(stress ball or similar). Concrete procedures to bring the person back to the "here and now" are:

- Address the person clearly, calmly and several times by name.
- Ask the person about the place and day (easy questions help with orientation in the here and now).
- Look for eye contact and to do this, go to the viewing height of the person opposite you.
- Advise the person to stand and move (stomping, shaking out, leaving the room together).
- Advise them to exhale deeply.
- Offer something to drink.
- Offer strong stimuli: Hold hands under cold water, squeeze a stress ball, offer strong chewing gum/lozenge (Küstner-Nnetu, 2018)

➤ The depressive disorder. A further common psychological reaction is the development of one of several trauma sequelae disorders, such as the depressive disorder. The causes of depressive symptoms include potentially traumatic experiences, a lack of options and prospects, the insolubility of problems and the inability to adequately process grief and pain. The typical symptoms of a depressive disorder also include depressed mood, loss of interest, joylessness, lack of drive and energy, inner restlessness, increased fatigue, exhaustion, sleep disturbances, difficulty concentrating, negative or pessimistic future prospects, reduced self-esteem and self-confidence, feelings of guilt, worthlessness, reduced appetite, and, within a severe depression, also thoughts of death and suicidal tendencies (Flory, 2017).

External factors can trigger a psychological crisis for a traumatized person, such as threats of deportation, racially motivated violence, death of relatives left behind in the country of origin, or loss of contact with family or friends due to the flight situation. A distinction must be made between a crisis and acute suicidal tendencies. During the conversation, it should be explored whether the survivor has concrete suicidal intentions or can credibly distance themselves from them. Suicidal thoughts, indirect and direct expressions of suicidal intent should always be taken seriously and treated as a priority. An understanding of the suicidal tendency can be shown against the background of what has been experienced and the current life situation: "With all that you have just reported, I can absolutely understand that the thought crosses your mind that life no longer makes sense for you in this way". This can provide relief, as well as showing that many people in this situation also have such thoughts (Flory, 2017). Clarify how acute the situation is:
● If necessary, make a referral to hospital as a consequence, accompany them to a clinic, contact a psychiatrist, in case of acute danger call an Emergency doctor and rescue service.
● Perceive (mirror), acknowledge (validate) and allow negative feelings.
● At the same time, clarify and set realistic hopes, e.g. regarding the stay.
● Clarify further involvement: what do they need and want?

➢ **Other medical needs:** The majority of studies on the health of VoTs have focused on women who have been sexually exploited. The health effects of other types of trafficking are less well recognized. Nonetheless, the exploitative aspect of human trafficking, as well as the risk of working in hazardous situations, have unquestionably negative health consequences. The following factors have a major impact on health:

● Exposure to infectious diseases.
● Repetitive physical, sexual and/or psychological abuse.
● Chronic deprivation – e.g. food, sleep, shelter.
● Hazards – e.g. poor ventilation, sanitation, exposure to chemicals, bacterial/airborne contaminants, dangerous machinery, lack of protective equipment etc.
● Pre-existing health conditions – given the pathways into trafficking, some victims already have health issues that are exacerbated by trafficking (The Scottish Government, 2019).

**Gender-specific medical support.** Although health care is meant to be inclusive for all, including people part of the LGBTQI+ community, it is important to pay attention to gender-specific needs: "Many women experience forced abortions or miscarriages during trafficking in prostitution and continue to be sexually exploited shortly after such intense health crises. This is an area that requires a markedly gender-specific approach, centered on the recovery from physical trauma and conditions associated with sexual exploitation, including treatment of sexually transmitted diseases, consequences of repeat abortions, pelvic infections, infertility, throat infections and other specific conditions. The gynaecological examination and treatment must be a priority in the early assistance offered to trafficked migrant women and must be carried out in a trauma and culturally sensitive manner" (Yonkova, 2020).

Acquiring competence on FGM-related health problems and accompanying cultural issues has to be a priority for medical personnel responding to female VoTs.

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The individual empowering plan shall include basic knowledge about their own body, sexual organs, menstrual hygiene, contraceptive methods and sexually transmitted diseases. Sex education as a whole represents a medical need that operators may address in their gender-specific support service. Due to the personal nature and stigma attached to such women-specific medical issues, sensitive gender-specific interpretation is also required\(^{31}\).

### 4.2. Integration and empowerment

States are obliged to assist victims in their physical, psychological and social recovery. Assistance should be tailored to the victims’ protection needs in line with their gender and age and should be offered as soon as competent authorities have reasonable grounds to believe they have encountered a victim. The support should thereby be offered for an appropriate time and should be made unconditional to the victims’ willingness to cooperate with criminal investigators etc. (Art. 11 Anti-Trafficking Directive; Art. 8 Victims’ Rights Directive) (Rossel, C.F. et al., 2018). To design an adequate and effective empowering response, it is important for professionals to firstly understand the socio-economic and legal consequences VoTs commonly suffer from.

**Health, social, economic, and legal implications of trafficking on victims’ lives**

There are three main social levels that have an impact on third country nationals having experienced THB: the micro, meso and macro level.

**On the micro level**, violence causes trafficking victims to lack participation in society.

Socio-economic consequences - amongst others - entail: marginalisation, feelings of guilt, shame, losing previous social roles and status, personal isolation, and integration problems, loss of social status, damage to relationship with own children and other family members, risking their residence permit due to contradictory statements in the asylum interview, fear of discrimination, losing social support from family, friends, acquaintances.

VoTs also face a number of economic consequences caused by the trafficking experience: loss of income, problems finding a job (e.g. due to lacking language skills, missing school certificates, no allowance to work by the immigration authority), medical treatment expenses,

\[^{31}\text{Ibid. 28-29.}\]
fees for legal consultations, difficulties going back to school, paying their traffickers in order to secure the safety of their families in the countries of origin, etc.

On the meso level, violence creates an unstable and unsafe family life, especially if the perpetrator is a family member or the family is not allowed to know that another family member has fallen victim to human trafficking. Particularly if VoTs are mothers that e.g. suffer from traumatisation, health problems, etc., the children are also consequently at risk of suffering distress in their psycho-social well-being.

Furthermore, human trafficking as a form of GBV helps to promote gender stereotypes, gender inequality and discrimination, as well as increasing GBV crime rates within societies at macro-level (Wells, Freudenberg, & Levander, 2019) (Aninoșanu, Marțiș, Stoian, & D’Amico, 2016).

Assisting victims in their empowerment

In line with the gender and human rights-based approach, integrated in the victim-centred perspective, participants shall be able to distinguish among emergency, immediate and long-term needs of support in all the above-mentioned areas: health, social dimension, economic empowerment, legal issues as victims of crime and third country nationals.

Immediate/emergency assistance incorporates crisis intervention care (medical, psychological, legal and social support, safe housing, etc.), while intermediary and long-term assistance addresses issues such as educational and (re)integration needs until the objectives of the assistance and protection plan are met (s. Table 1) (Aninoșanu, Marțiș, Stoian, & D’Amico, 2016) (Wells, Freudenberg, & Levander, 2019). The provided support shall offer tools for different areas of life, not just with incidents connected with the trafficking experience.

32 See Module 2.
Table - Direct assistance needs during the three phases of assistance

<table>
<thead>
<tr>
<th>Emergency/immediate assistance phase</th>
<th>Intermediate assistance phase</th>
<th>Long-term assistance phase</th>
</tr>
</thead>
<tbody>
<tr>
<td>Safety</td>
<td>Temporary/Permanent residence</td>
<td></td>
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<tr>
<td>Information</td>
<td>Information on rights on the territory</td>
<td></td>
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<tr>
<td>Medical and psychological assistance</td>
<td>Legal assistance</td>
<td></td>
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<tr>
<td>Shelter</td>
<td>Health care</td>
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<tr>
<td>Clothing, food</td>
<td>Social assistance</td>
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<tr>
<td>Legal assistance</td>
<td>Psychiatric assistance/Psychotherapy</td>
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<td>Material assistance</td>
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<td>Education</td>
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<td></td>
<td>Skills development</td>
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<td></td>
<td>Vocational courses</td>
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<td></td>
<td>Job</td>
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<td></td>
<td>Child care support</td>
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<td></td>
<td>Family reunification</td>
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<td></td>
<td>Repatriation</td>
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</tbody>
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Source: own table

In all support efforts, **empowering the victims is the core goal.** Empowerment thereby means the “recognition of the rights and needs of victims of trafficking to make their own informed choices and decisions [...]. Counsellors should encourage them to participate as much as possible in the decision-making processes” (HEUNI, 2021).

All empowerment strategies should therefore motivate the victim's self-determination, “which foresees the active involvement of the beneficiaries in choosing and implementing the most appropriate services” (Aninoșanu, Mașiț, Stoian, & D’Amico, 2016). The basic rule for participants to follow is: **support their choice!**

**Social and economic empowerment**

Victims of trafficking often experience feeling guilty, ashamed or angered at themselves or others for not helping and often distrust other people. It is thus important for them to re-learn to trust other people, build healthy relationships and develop an individually tailored integration plan. Hereby it is important that victims have access to psycho-social assistance to overcome any such feelings and have a safe place to deal with traumatic experiences to regain control over their lives. **Psycho-social counselling** must therefore be provided on an on-going
basis. The individual needs of VoTs may vary, and some victims might have a wide range of needs (see Table 1) (ILO, 2020).

In parallel, it is necessary to **assess the individual’s right to residency, which is a pre-condition for the implementation of most steps of a social and economic individual empowerment plan.** Once the victim’s individual needs are assessed, an **individual support plan** should be developed containing information on persons/stakeholders responsible to provide assistance (see subchapter 4.4), the duration of the intervention as well as the monitoring and evaluation of the given assistance (Ionescu, 2016).

It is important to empower VoTs by sharing with them core skills in the form of life skills training. **Life skills training** can range from training on self-awareness, self-care (health, hygiene, cooking, etc.), personal finance, time management, stress management to social skills (communication, teamwork, etc.), cognitive skills (problem-solving and critical thinking), as well as digital skills. In order to build up trust, VoTs should interact with the same person managing their case (ILO, 2020).

Then, the individual support plan shall be enriched by an economic integration programme, including various activities ranging from vocational training/school, informal education activities (literacy, education for healthy living, PC, learning foreign languages) up to finding employers and offering specific activities related to work (re)integration (mediating relations with job placement public agencies, CV writing, job searching, preparing for a job interview) (Aninoșanu, Marțiș, Stoian, & D’Amico, 2016). **The core aim is to develop both agency as well as economic independence** (Yonkova, 2020).

VoTs can be economically empowered through:

- Collecting documents on their former education and career: in order for a VoT to follow-up on a training or career in the host country, it is important to gather all certificates, have them translated and have the certificate recognised in the host country, if necessary.
- Improving access to education, whereby victims are supported in completing their education.
- Vocational counselling: counsellors must support VoTs in finding appropriate vocational training in order to close skills gaps. It helps to ensure the sustainability of their economic integration by increasing VoTs’ chances of finding employment, as well as increasing their confidence and life skills.
• Career counselling, in which the counsellors assist job seeking VoTs in selecting an appropriate occupation and/or referring them to a professional career counselling. VoTs thereby receive career guidance in which their individual needs, skills and employment market opportunities are assessed and realistic employment goals corresponding to their abilities, skills, educational level and available employment opportunities are made.

• Counselling on becoming self-employed, as some VoTs might prefer becoming self-employed or starting a micro enterprise. Hereby professionals should assist the victims in identifying entrepreneurial opportunities and relevant skills needed in order to become self-employed.

• Informing victims on employment rights in the host country.

Such measures should be decided upon a case-by-case basis, taking into consideration the particular person’s experience, education, skills, personality and commitment to pursuing their economic empowerment.

Establishing partnerships with trusted employers, educational and vocational institutions committed in economically empowering VoTs has proven to be beneficial. With regard to female victims that are mothers, it is important that childcare opportunities are ensured, so that female victims may have equal opportunities in integrating into the labour market (Yonkova, 2020).

**Legal empowerment**

Independent legal assistance is central for successful integration. As a first step, it is important that your participants know that they should inform VoTs about the right to benefit from a recovery and reflection period. This enables them to rest. The right to access legal assistance (Art. 12 Warsaw Convention), is crucial to victims and ranges from information on legal rights (legal information), advice or counselling on legal rights (legal advice) and full legal support, including representation in court (legal representation) (Arts. 10-24 Anti-Trafficking Directive) for both criminal and civil law cases (Aninoșanu, Marțiş, Stoian, & D’Amico, 2016).

A holistic approach needs to be taken in regard to legal empowerment as “[t]he access to social benefits for migrant victims is not always ensured by default, and legal representation is needed to unblock important aspects of material supports, such as social entitlements, eligibility to housing, work and others” (Yonkova, 2020).
Legal information shall be given by your training participants using a simple language and a simple vocabulary, hiring an interpreter - if necessary - and/or using pictograms in order to enable them to receive information on their rights, as many VoTs may be less literate or even illiterate (Lilja, 2019).

Support services shall also ensure that a victim-centred approach in legal proceedings is upheld to avoid secondary victimisation. It is important to explore all legal possibilities with the victims to ensure that all their rights and needs are met. In particular, with regard to criminal proceedings, a criminal prosecution might not be in the interest of a victim, while others might be motivated to ensure that the trafficker(s) are brought to justice.

4.3. Referral

In many cases, several service providers need to collaborate together to ensure holistic assistance to VoTs (Aninoșanu, Martiș, Stoian, & D’Amico, 2016) (Lilja, 2019). Multi-agency cooperation in THB cases is important, because victims often suffer from diverse vulnerabilities caused by their experience. Referrals are therefore necessary in order to ensure that all needs are addressed in a victim-centred manner. Arts. 8 and 9 of the Victims’ Rights Directive recommend referral of victims to services, including referrals made by ‘other relevant entities’, such as VoT specialist services (Rossel, C.F. et al., 2018). But what counts as relevant service providers? And how can one identify relevant stakeholders? This subchapter helps you teach participants how they can identify important stakeholders for making referrals for VoTs. Professionals will also learn about avoiding problems in multi-disciplinary cooperation.

Service providers can be understood as "agencies or organizations that support victims [...] in [re]integration. [...] Service providers can be public, private or civil society organizations, which may be specialized in assisting victims [...] or may be attending to a wider population" (ILO, 2020). In order to enable VoT to recover and integrate as quickly as possible, it is necessary that case managers maintain active collaboration with other relevant service providers. Therefore, it is important to set up a database of service providers and regularly keep in contact with the relevant contact persons from the given service (Ionescu, 2016). A stakeholder analysis can help training participants to identify:

- The interests of all stakeholders, who may affect or be affected by their work with VoTs.
- Potential conflicts or risks that could jeopardise their work with VoTs.

33 See Module 2.
• Opportunities and relationships that can be built on during implementation, and the identification of possible gaps that can be filled.
• Groups that should be encouraged to participate at different stages of the support service.
• Appropriate strategies and approaches for stakeholder engagement.
• Ways to reduce negative impacts on VoTs (e.g. avoiding duplications in support services that could harm the beneficiaries) (Golder & Gawler, 2005).

A stakeholder analysis will help your training participants to set up an adequate support and referral system. In order for you as a trainer to prepare for your training, it is important that you carry out Exercise 1 in advance, so that you can support your training participants in conducting their stakeholder analysis.

You should also make participants aware of potential problems in multi-agency work. The same quality of support throughout the chain of assistance can be e.g. broken when a VoT has a negative encounter with a support service/stakeholder, changing their attitude towards assistance (Lilja, 2019). Further common problems are miscommunication, broken promises, lack of options, prejudices towards (certain groups of) VoT etc. (Polaris & NHTRC, N.D.). There are certain strategies training participants can take in counterbalancing such problems:

• "Speaking the language" of your partners. This can be achieved through the use of the same vocabulary and achieving a common alignment, meaning coming to a common understanding of a situation by looking for a common ground.

• “Seeing the larger picture”. The participants should learn not to prove their partners such as e.g. immigration authorities wrong. Instead they should learn to withhold any judgment and proceed as best as they can, while respecting their own limitations (self-care). Rather than giving up, they should try to continue working with the critical stakeholders and expanding the number of stakeholders (Polaris & NHTRC, N.D.).

• Initiating regular networking meetings with the most relevant stakeholder.

By the end of your training session, your training participants should know that by making referrals, they should always keep the interest of the victim and their own self-determination in mind, and protect VoTs’ confidentiality and dignity as well as respect their consent (Lilja,
Important factors to keep in mind when doing referrals are summarised in the Graph below:

4.4. **Compensation**

Compensation in the context of THB is based on the principle that victims have a right to redress and justice. Victims’ right to compensation is firmly entrenched in EU Law, for example in the Compensation Directive 2004/80/EC, and states that victims of crimes have the right to receive financial compensation from either the offender or the State. According to Recital 6 of the Compensation Directive of 2004, compensation is required to be “fair and appropriate [...] regardless of where in the European Community the crime was committed”.

There are many international, regional and national laws dealing with compensation for Victims of trafficking, including the following:

- ILO Protocol of 2014 to the Forced Labour Convention, 1930
- OHCHR Recommended Principles and Guidelines on Human Rights and Human Trafficking
- The United Nations Convention against Transnational Organized Crime
- The Declaration of Basic Principles of Justice for Victims of Crime and Abuse of Power
The European Convention on the Compensation of Victims of Violent Crimes
The 2004 Compensation Directive
The 2012 Compensation Directive
The Anti-Trafficking Directive

Article 12 of the Declaration of Basic Principles of Justice for Victims of Crime and Abuse of Power to which all countries in the EU are signatories, stipulates that victims of serious crimes, under which THB falls, as well as their dependents or family (especially in the case of their demise or incapacity) are eligible to receive compensation. Compensation can be either material or immaterial (Art. 4 European Convention on the Compensation of Victims of Violent Crimes). VoTs can claim material compensation e.g. in the form of the payment of lost wages as well as taxes and other social security benefits (European Parliament, 2009).

This can be done by assessing how much money the victim should have earned during the period or by examining the financial assets of the offender (Planitzer, 2020). Funeral and medical expenses can also be claimed. In terms of compensation of non-material costs, it can take the form of payments for moral damages, or damages for pain, suffering and loss of enjoyment. Compensation can also be paid to victims for psychological, emotional as well as physical pain and injury (Cusveller & Kleemans, 2018).

Information about compensation for VoTs as well as the procedures involved in claiming compensation should be made available to victims as soon as they are officially identified as VoTs. This is a critical step which may determine if they are able to claim compensation.

Compensation is a form of restorative justice that seeks to address the injuries done to victims and it is in the form of any financial payment for harm incurred, and recognition of the pain that the victims have suffered. These payments can be sought for and received in civil or criminal proceedings and can also be awarded by the government. The payment of compensation helps to serve as an acknowledgement to victims that they were indeed victims of a serious crime and offers them a form of financial independence to empower themselves. This may in effect make victims less likely to be re-victimised (Planitzer, 2020).

Compensation is also meant to serve as a deterrent to offenders or as a punishment to them. This is because they have caused harm and exploited their victims, many times to their financial benefit. Offenders have to compensate their victims in addition to other punitive measures (GRETA, 2019).
Please be aware that there can also be obstacles to compensation, such as lack of information, lack of legal representation etc., which operators should be aware of and counterbalance. To improve VoTs’ claims to compensation, specialized NGOs can assist them to get reports from physicians, psychologists and other experts to not only stabilise them during the proceedings, but also to provide expert assessments of the material, physical and psychological toll of THB on victims to present to the courts as evidence. VoTs can also be provided with easy-to-understand information about procedures and rights related to compensation to ease their anxiety about the claim procedure. They should also be referred to specialised NGOs or assisting authorities’ immediately after identification to ensure that they get appropriate counselling and accompaniment during the claims process to be able to build trust in the system.

**Graph** - Procedure on how to claim for compensation

### Information
- Information about compensation should be given at first contact with the VoT.
- Information about assisting organisations and referral to NGOs and other specialised offices which support VoTs.

### Application for compensation
- Application can be made in either civil/criminal court or both. It can also be made in labor court.
- VoTs are entitled to legal advice.

### After the application
- VoTs are entitled to know how long the application may take.
- VoTs are entitled to legal representation during the claim.

Source: Own graph

**How to facilitate Victims of trafficking’s right to compensation**

The cooperation amongst all the actors that are or should be involved - law enforcement, prosecution, social services and counselling centres - is important for the successful compensation of the victim. Cooperation increases mutual understanding and can provide
lawyers with much information to substantiate the claim. VoTs should be made aware of their rights, especially the right to legal representation. In this sense, it is very important for the staff supporting the victim to bear in mind the need to construct and collect information for compensation from the very first moments of protection. Some facts can only be fully documented at certain specific moments, and may not be proven later. It may also be necessary to encourage other actors involved to document the damage and the circumstances that can be used to prove the damage.

Here are some of the things that can be useful to do as soon as you start assisting a victim:

● Ensure that the damages suffered are included in the official police report, and are part of the criminal file.

● Ensure that in their statements to the authorities, the victim writes down and describes not only what happened, but also the damage suffered.

● In case of physical injury, check whether any photos have been taken or secure a statement from a medical professional.

● In regards to psychological damages, ensure a psychologist makes a written statement explaining the psychological condition of your beneficiary.

● Collect evidence: reports from doctors, the hospital, psychologists, financial experts, case law, diaries, etc.
EXAMPLES OF TRAINING ACTIVITIES

Referral

<table>
<thead>
<tr>
<th>Title</th>
<th>Referring VoTs to relevant stakeholders</th>
</tr>
</thead>
<tbody>
<tr>
<td>Type of activity</td>
<td>Brainstorming</td>
</tr>
<tr>
<td>Estimated duration of the activity</td>
<td>45 minutes + optional 10 minutes discussion in plenary</td>
</tr>
<tr>
<td>Type of platform suggested</td>
<td>Zoom or any online tool that allows for break-out rooms, if the training group is more than 10 people</td>
</tr>
<tr>
<td>Tools needed</td>
<td>e.g. Zoom whiteboard</td>
</tr>
<tr>
<td>Goals/expected outcomes</td>
<td>The aim of this exercise is for training participants to find out structured steps for referring VoTs to relevant stakeholders depending on their needs. The exercise gives an impulse for stakeholder mapping within the own organisation/institution and an understanding of the complex needs of VoTs.</td>
</tr>
<tr>
<td>Description of the activity</td>
<td>Work in small groups, e.g. via break-out rooms, if your total group size exceeds 10 persons (45 minutes). Each break-out room will need a chair, who will guide the group with the activities they should carry out.</td>
</tr>
</tbody>
</table>

Each participant reads Amina’s case study by themselves:
Amina is 25 years old and comes from Guinea. She speaks Fula. A reception staff called Maria in the First Reception Centre has identified her as VoT. When new people arrive at the reception centre, she recognises one of the people being one of her former perpetrators from Italy. She is afraid that he will recognize her. Amina informs Maria about this and asks her not to tell anybody. Amina was forced into prostitution in Italy. Maria informs her that she is entitled to compensation from the perpetrator. Amina does not want to report this to the police. She is scared and hardly leaves her room. She develops sleeping disorders. She therefore takes sleeping pills to be able to sleep. Meanwhile, the asylum authority requests her to submit a medical report on the possibility of female genital mutilation (FGM) for her asylum procedure. Amina is pregnant and asks Maria to help her find the baby’s father. She wants a transfer to her cousin in another city. Amina would also like to visit a language class. Which referrals should Maria make?

At first, the group shall brainstorm on stakeholders by filling out material n.1 - Stakeholder Analysis Matrix. The chair will blend in material n.2 and type in the answers to the stakeholder analysis on e.g. the Zoom Whiteboard (20 minutes).

After 20 minutes, the chair shows the group the Contact/Resource List (see material n.2). The group shall then discuss and adjust their stakeholder analysis: Which stakeholders were the easiest to identify?
1. Stakeholder Analysis Matrix

<table>
<thead>
<tr>
<th>Stakeholders</th>
<th>Stake/Mandate</th>
<th>More important</th>
<th>Less Important</th>
</tr>
</thead>
<tbody>
<tr>
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</tbody>
</table>

Own graph based on WMF’s (2005) Stakeholder Analysis Matrix and Stakeholder Analysis Grid (Ibid. 3-5)
## 2. Contact/Resource List

<table>
<thead>
<tr>
<th>Local anti-trafficking centres</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
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</tbody>
</table>

<table>
<thead>
<tr>
<th>Telephone hotlines</th>
</tr>
</thead>
<tbody>
<tr>
<td>Counter-trafficking hotline</td>
</tr>
<tr>
<td>Family violence hotline</td>
</tr>
<tr>
<td>Child services hotline</td>
</tr>
<tr>
<td>Suicide hotline</td>
</tr>
<tr>
<td>Missing persons hotline</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Shelters &amp; housing services</th>
</tr>
</thead>
<tbody>
<tr>
<td>Counter-trafficking shelter</td>
</tr>
<tr>
<td>Children &amp; adolescent shelter</td>
</tr>
<tr>
<td>Migrant &amp; refugee shelter</td>
</tr>
<tr>
<td>Homeless shelter</td>
</tr>
<tr>
<td>Domestic violence shelter</td>
</tr>
<tr>
<td>Religious or community-based organizations</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Health services</th>
</tr>
</thead>
<tbody>
<tr>
<td>Sexual health clinics &amp; outreach services</td>
</tr>
<tr>
<td>Reproductive health services, including (where legal) pregnancy termination services</td>
</tr>
<tr>
<td>General practitioners</td>
</tr>
<tr>
<td>Alcohol or drug clinics</td>
</tr>
<tr>
<td>Mobile clinics or outreach services</td>
</tr>
<tr>
<td>Free health services</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Mental health &amp; counselling services</th>
</tr>
</thead>
<tbody>
<tr>
<td>Psychologists or therapists</td>
</tr>
<tr>
<td>Specialists in violence-related counselling</td>
</tr>
<tr>
<td>Mental health/psychiatric clinics</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Non-governmental &amp; community organizations</th>
</tr>
</thead>
<tbody>
<tr>
<td>Counter-trafficking</td>
</tr>
<tr>
<td>Family violence</td>
</tr>
<tr>
<td>Rights organizations (e.g. human rights, women’s or children’s rights, labour), refugee or immigration services</td>
</tr>
<tr>
<td>Social support services</td>
</tr>
<tr>
<td>Religious or community-based organizations</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Legal services</th>
</tr>
</thead>
<tbody>
<tr>
<td>Independent lawyers (immigration &amp; criminal)</td>
</tr>
<tr>
<td>Community legal aid services</td>
</tr>
</tbody>
</table>
### Local government contacts
- National anti-trafficking centre
- Children’s offices or services
- Women’s offices or services
- Immigration services
- Housing & social services

### Embassy and consular offices
- Embassies & consular services for most common migrant or trafficked persons

### Police, law enforcement services
- Local police contacts
- Sexual & domestic violence focal point
- Children’s focal point

### International organizations
- International Organization for Migration
- International Labour Organization
- Office of the High Commissioner for Human Rights
- United Nations Children’s Fund
- United Nations Office on Drugs and Crime

### Non-governmental organizations in other countries
- Counter-trafficking organizations based in common countries of origin

### Interpreters (list likely language required)

### Scenario 1:
Imagine that in the Amina case study (see Activity “Referring VoT to relevant stakeholders”), the immigration authority and police department are both investigating the same case. Each of them is complaining about the poor conviction rate and poor investigatory skills of the other.

**Do you:**
- Intervene in order to facilitate a dialogue between the two agencies?
- Divide your tips between both departments so that each receives an equal share?
- Continue reporting to both of them?
- None of the above?

### Scenario 2:
Amina needs an urgent transfer into another refugee centre, because there is a threat in her current accommodation. The authorities demand a long report from the social worker to justify the transfer application. In other similar cases, they did not need such a long report. You as operator are frustrated.

**What action can you take?**
- You write a long report, although you have a high workload.
- You organize a lawyer for Amina to work on the transfer issue.
- You organize a meeting with the authorities and operators.

### Scenario 3:
Amina decides to go to the police and file a complaint. It is important for her to speak only to a female police officer. You talk to one person from the police and one officer tells you that he is in charge and he does not pass it on to his colleague and if she wants to file a complaint, she has to talk to him. He also states: “It’s always the same story, like they’ve memorised it all from a book.” You can’t believe what you just heard and think about what you will do next.

**What action will you take?**
- You contact a lawyer to get advice.
- You contact a different police office to see if you find someone with more empathy who will take up the report.
- You agree on what the police officer says and tell Amina that she has to file the complaint with him.

### Scenario 4:
Amina’s health is deteriorating. She goes to the first aid in the reception facility, because they take care of the treatment that she needs, as she does not have a health insurance card yet. There she is given a sedative pill and tea and that’s all. After talking to her, it turns out that talking to a psychotherapist could be an option and she would like to try it. Amina goes to the first aid station again and tells them that she would like to see a psychotherapist, but she is sent away again.

**What would you do?**
- You contact the first aid station and ask what the problem is/was (miscommunication?)
- You call several psychotherapists and try to make an appointment so that you can already offer an appointment and a doctor who has free capacities.
- You try to reach the management of the medical station to talk about the possibilities, procedures and also to talk about Amina’s case in general.
## Finding possible triggers

<table>
<thead>
<tr>
<th>Title</th>
<th>Finding possible triggers</th>
</tr>
</thead>
<tbody>
<tr>
<td>Type of activity</td>
<td>Brainstorming</td>
</tr>
<tr>
<td>Estimated duration of the activity</td>
<td>15 min</td>
</tr>
<tr>
<td>Type of platform suggested</td>
<td>e.g. Zoom, that allows for breako-ut rooms</td>
</tr>
<tr>
<td>Tools needed</td>
<td>-</td>
</tr>
<tr>
<td>Goals/expected outcomes</td>
<td>Participants should recognise triggers in reception facilities</td>
</tr>
</tbody>
</table>

### Description of the activity

*Presentation of the activity (2 minutes):* Tell the participants to build small groups (max. 5 people) and to collect ideas for possible triggers in RICs. The participants collect their ideas e.g. on a Zoom whiteboard.

*Working sessions in small groups (7 minutes):* The participants discuss and collect their ideas on e.g. the Zoom whiteboard.

*Each group should name one trigger.* Then compare/complement them with the following triggers (6 minutes):

- Noises: prison situation, crossing the Mediterranean Sea
- Confinement: prison situation, torture situation
- Police presence/uniforms: arrest situation, police assault, torture situation
- Smells of other people: memories of the perpetrators
- Showers that cannot be locked: sexualized violence experiences

### References

# Collecting ideas for stimuli

<table>
<thead>
<tr>
<th><strong>Title</strong></th>
<th>Collect ideas for stimuli</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Type of activity</strong></td>
<td>Brainstorming</td>
</tr>
<tr>
<td><strong>Estimated duration of the activity</strong></td>
<td>10 min</td>
</tr>
<tr>
<td><strong>Type of platform suggested</strong></td>
<td>e.g. Zoom, that allows for break-out sessions</td>
</tr>
<tr>
<td><strong>Tools needed</strong></td>
<td>e.g. Zoom whiteboard</td>
</tr>
<tr>
<td><strong>Goals/expected outcomes</strong></td>
<td>Participants should exchange experiences on stimuli they might already use and collect ideas for stimuli they can use in future.</td>
</tr>
</tbody>
</table>

**Description of the activity**

*Presentation of the activity (2 minutes):*
Tell the participants to build small groups (max. 5 people) to exchange experiences on stimuli they might already use and to collect ideas for stimuli they can use in the future.

*Sessions in small groups (5 minutes):*
The participants discuss and collect their ideas.

Each group presents the collected stimuli, trainer writes it down on a e.g. Zoom Whiteboard.
### 5 - 4 - 3 - 2 - 1 - Exercise

<table>
<thead>
<tr>
<th><strong>Title</strong></th>
<th>The 5 – 4 – 3 – 2 – 1 – Exercise</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Type of activity</strong></td>
<td>Role play, breathing exercise</td>
</tr>
<tr>
<td><strong>Estimated duration of the activity</strong></td>
<td>10 min</td>
</tr>
<tr>
<td><strong>Type of platform suggested</strong></td>
<td>e.g. Zoom</td>
</tr>
<tr>
<td><strong>Tools needed</strong></td>
<td>e.g. break-out sessions</td>
</tr>
<tr>
<td><strong>Goals/expected outcomes</strong></td>
<td>To stop a flashback and to bring the VoT back to the present moment.</td>
</tr>
<tr>
<td><strong>Description of the activity</strong></td>
<td><strong>Work in pairs.</strong> One person plays the social worker and the other person the dissociating VoT (5 mintues). The social worker: Advice the VoT to get into a relaxed posture to enhance the effect. In the second step, advise them to list five things that they see right now. If the situation allows, they should list out loud, otherwise in their mind. For example, if you are in an office, they list: &quot;I see a monitor, a flower, a printer, a paper bin and a picture.&quot; Once they have listed five things they can see, advise them to focus all their attention on five sounds. Let's stay in the office: &quot;I can hear a printer, I hear a phone ringing, I hear the sound of a computer, I hear cars driving by, I hear someone talking in the hallway.&quot; Once they have listed five things they can hear, advise them to draw their attention to what they can feel: &quot;I feel my feet on the floor, I feel my toes in my shoes, I feel hands lying on my legs, I can feel my back against the chair, I feel my pants against my skin.&quot; Now advise them to repeat steps 2, 3, 4 with four things that they see, hear and feel, then continue with three things, two things and finally with only one perception.</td>
</tr>
<tr>
<td><strong>References</strong></td>
<td>Werder-Mörschel (2017) - psychotherapie-potsdam-mitte</td>
</tr>
</tbody>
</table>

*Report back your experience from the role play to the whole group (5 minutes)*
# Brainstorming on self-care tools

<table>
<thead>
<tr>
<th>Title</th>
<th>Brainstorming on self-care tools</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Type of activity</strong></td>
<td><em>Individual and group brainstorming</em></td>
</tr>
<tr>
<td><strong>Estimated duration of the activity</strong></td>
<td>15 min</td>
</tr>
<tr>
<td><strong>Type of platform suggested</strong></td>
<td>e.g. Zoom, that allows for break-out sessions</td>
</tr>
<tr>
<td><strong>Tools needed</strong></td>
<td>e.g. Zoom whiteboard</td>
</tr>
<tr>
<td><strong>Goals/expected outcomes</strong></td>
<td>Participants should collect ideas to practice self-care or to become aware once again of what they may already be using.</td>
</tr>
</tbody>
</table>

**Description of the activity**

*Presentation of the activity (2 minutes):* Tell the participants to write down two things they can do to practice self-care at work and two things they can do at home (10 minutes).

*Working sessions in small groups (15 minutes):* Divide the participants into small groups of ca. 5 people. The participants brainstorm and write down their experiences and ideas e.g. on a Zoom whiteboard.

*Collect the ideas in the panel and add the following ideas for self-care (15 minutes):*

- Self-care in the workplace: Activities that help us cope with professional obligations (e.g. breaks, participation in training programs, supervision)
- Physical self-care: Activities that help us stay healthy and give us enough energy (e.g. adequate sleep, exercise, healthy eating)
- Psychological self-care: Activities that help us feel calm and able to deal with the challenges of our professional and personal life (e.g. relaxation techniques, walking, counselling, hobbies)
- Emotional self-care: Activities that allow us to safely experience all our emotions (e.g. meetings with friends, reading, enjoyable activities)
- Spiritual self-care: Activities that enhance the sense of perspective and meaning in life (e.g. meditation, yoga, contact with nature)
- Social self-care: Maintaining healthy, supportive relationships and ensuring diversity in relationships with people beyond the work environment
- Workshops or trainings on self-care or mental hygiene: you could research on what institutes, organisations, therapists, etc. offer such trainings in your country and provide your training participants with the given information.

You could collect all results on a e.g. a Zoom whiteboard in order to present all results.

**References**

ARsis (2020) – Guide on Stress and Self-Care Management. For professionals working with minors and youth on the move survivors of gender based violence.

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EC. (2012). *Communication The EU Strategy towards the Eradication of Trafficking in Human Beings 2012-2016.*


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GRETA. (2019b). *Report concerning the implementation of the Council of Europe Convention on Action against Trafficking in Human Beings by Italy*. Strasbourg.


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survivorship/


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