



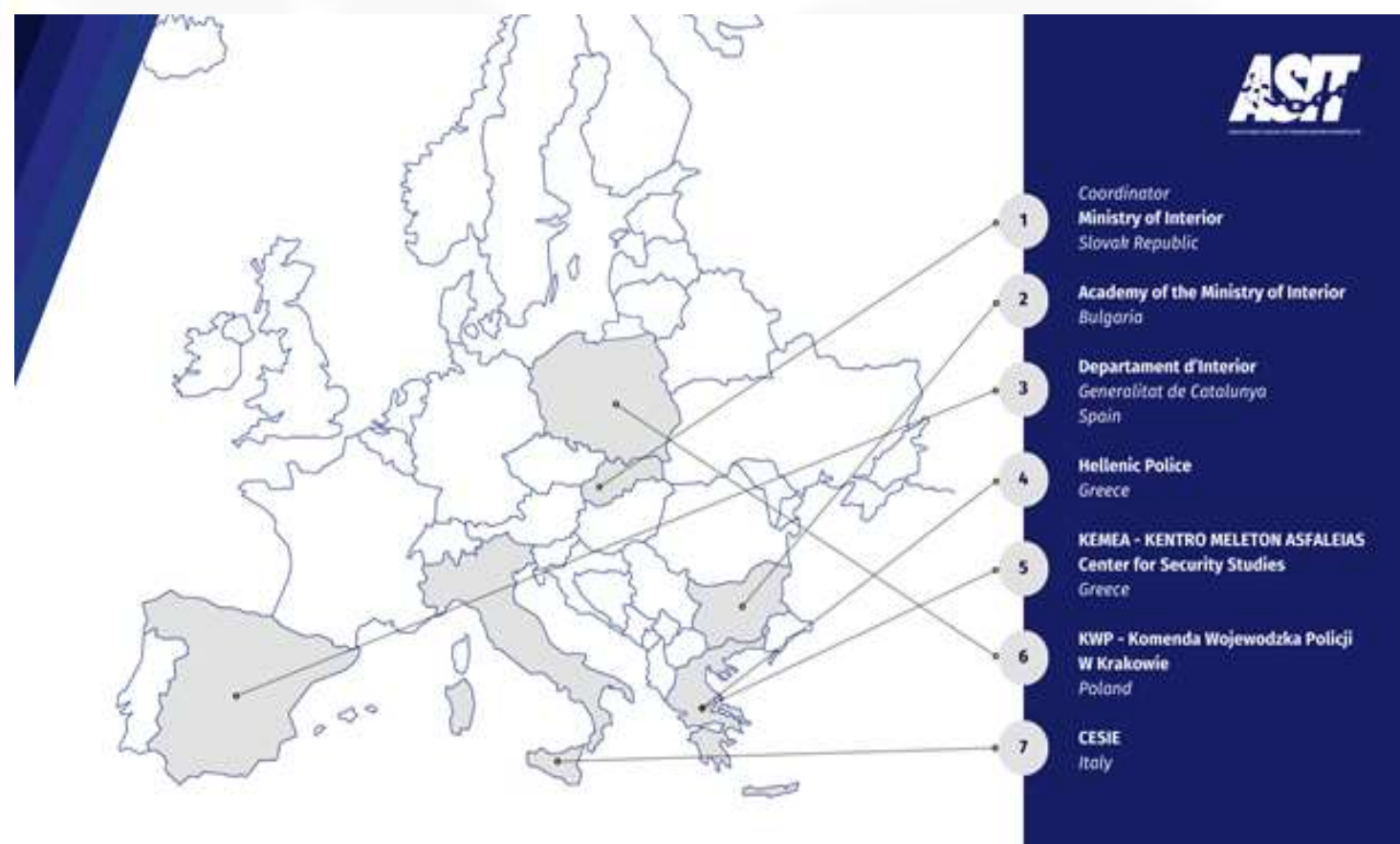
Adequate Support Measures and improved capacities in countering trafficking



Co-funded by
the European Union

TRAFFICKING IN HUMAN BEINGS SELF- LEARNING COURSE

A module for employers and
business sectors



ASIT Initiative

- The self-learning module is part of an inter-agency project and is available in various languages. Each language version also reflects on the national specifics.
- The international initiative ASIT aims to tackle new forms of human trafficking by promoting the ability to identify victims and uncover the modus operandi of perpetrators across a wide range of stakeholders.
- The seven European partners collaborate to create a network of collaborative intervention teams that share data and information supported by technological tools.
- The international actions support the improvement of identification and protection of victims of trafficking in human beings by networking frontline workers and LEA and **building professional capacities**, making available methodologies and digital tools to mitigate the risks of trafficking and protecting vulnerable groups by raising awareness and cooperation.

Practical information

- ✓ This self-learning course is designed to enhance the abilities and knowledge of
 - **Employers**
 - **Chamber of commerce**
 - **Entities from the THB-affected sectors, including tourism, gastronomy, agriculture, construction, and transportation, among others.**
- ✓ Return to the course is available repeatedly.
If needed, download and adapt the material to new forms and insights.
- ✓ By completing this module, the participant will acquire knowledge that they can apply in both their work and personal life. Thus, he/she will help raise awareness in identifying signs of human trafficking and refer the victim to authorities that can provide protection and help.
- ✓ The estimated duration of self-learning is approximately 60 minutes, but we recommend that each participant complete it at their own pace and in suitable conditions to ensure adequate information acquisition.

Course outline

The self-learning module is divided into four blocks.

- ✓ Introduction to the main learning objectives and why knowledge about the trafficking of human beings prevents legal businesses from facing sanctions.
- ✓ The definition of human trafficking has evolved significantly in the digital age, with perpetrators leveraging technology throughout the exploitation cycle.
- ✓ The identification section provides knowledge that will help correctly evaluate the contact situation with victims of human trafficking. This part helps learners acquire knowledge to assess the contact situation with victims of human trafficking correctly.
- ✓ Reporting of victims ensures the timely access of victims of human trafficking to relevant entities and assistance mechanisms for victims of human trafficking.

1 INTRODUCTION

2 DEFINITION

3 IDENTIFICATION

4 REPORTING&PROTECTION

Human trafficking as a global problem



latent, hidden criminal activity of the perpetrators

to illustrate the dimension of human trafficking, the vast majority of publications and reports only provide estimates of the number of victims, or estimates of the profits of illegal groups of human traffickers



the most profitable illegal activities

human trafficking ranks among the top three most profitable illegal activities, along with drug and arms trafficking



49,6 milion victims worldwide

according to data published by the International Labour Organization (ILO), the International Organization for Migration (IOM) and the Walk Free organization, there are an estimated 49.6 million victims of human trafficking worldwide



236 billion US dollars

according to estimates by the International Labour Organization (ILO) from 2024, the annual profits of human traffickers represent volumes of illegally acquired funds amounting to 236 billion US dollars

PART 1

INTRODUCTION

Adequate Support measures and Improved capacities in countering THB

Learning objectives

By completing this self-learning module participant will:

- ✓ learn about the subject of human trafficking and its impact on business sectors,
- ✓ acquire information about the nature of modern “slavery” and the type of economic sectors affected,
- ✓ become aware of targeted victims of human trafficking, especially in the business of hospitality, the construction industry, gastronomy, beauty, the textile industry, agriculture and casinos,
- ✓ receive information about the upcoming sanctions for the employment of victims of trafficking,
- ✓ acquire skills that will help him/her **identify, communicate and report** a potential victim of human trafficking and direct him/her to aid entities correctly and promptly.

Basic course benefits

- 1 raising awareness**
Education increases awareness of human trafficking and its forms and decreases the risk of fines and sanctions.
- 2 support for early identification**
Understanding the indicators for recognising the victims of trafficking in human beings contributes to the early identification of forms of modern slavery.
- 3 ensuring timely intervention**
Knowing about the potential threats of human trafficking and support for early actions to protect vulnerable persons.
- 4 improvement of networking**
Learning about the phenomenon of modern slavery enables greater cooperation of employers with entities enforcing the rights of victims, protection and justice.

PART 2



Adequate Support measures and Improved capacities in countering THB



Definition

What is the crime of human trafficking

ACT

recruitment, transportation, transfer, harbouring or reception of persons, **including the exchange or transfer of control over those persons**

MEANS

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

PURPOSE

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 SURROGACY, OF FORCED MARRIAGE, OF ILLEGAL ADOPTION OR THE EXPLOITATION OF CRIMINAL ACTIVITIES**, OR THE REMOVAL OF ORGANS.

DEFINITION of human trafficking

Directive 2011/36 /EU (supplemented by Directive 2024/1712) expanded the definition of human trafficking given by the Palermo Protocol for other purposes as follows

ACT

recruitment, transportation, transfer, harbouring or reception of persons, **including the exchange or transfer of control over those persons**

MEANS

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

PURPOSE

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 SURROGACY, OF FORCED MARRIAGE, OF ILLEGAL ADOPTION OR THE EXPLOITATION OF CRIMINAL ACTIVITIES**, OR THE REMOVAL OF ORGANS.

THB IN A NUTSHELL: PROCESS



Definition

ACTION	MEANS	PURPOSES
• Recruitment • Transportation • Transfer • Harboursing • Reception of persons • Exchange or transfer of control over those persons	• Threat • Use of force • Other forms of coercion • Abduction • Fraud • Deception • Abuse of power or of a position of vulnerability • Giving or receiving of payments or benefits to achieve the consent of a person having control over another person	• 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 • Exploitation of criminal activities • The removal of organs • Surrogacy • Adoption • Forced marriages

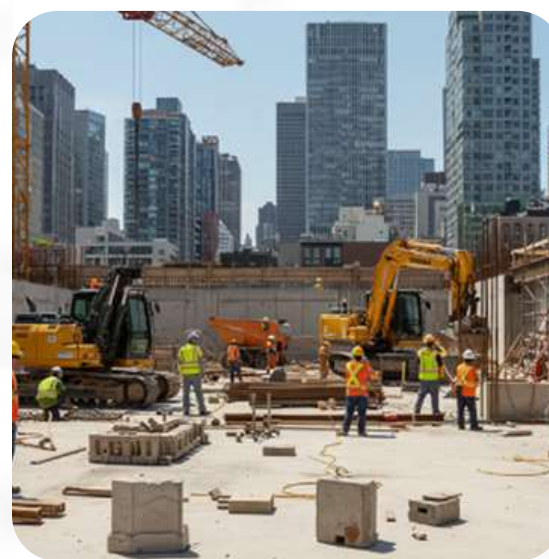
Possible links between human trafficking and employers/business sectors

Owners of businesses, managers, human resource staff and employees can play a vital role in combating human trafficking.



HOSPITALITY

Hotels may unknowingly employ victims of human trafficking in housekeeping or food service departments.



CONSTRUCTION

Building projects may use victims of human trafficking (labour exploitation) through subcontractors.



RESTAURANTS

Food service industry can harbor victims of human trafficking working long hours for little pay.

Supply Chain Awareness

Possible links between human trafficking and employers/business sectors



CONSUMER GOODS

Everyday products may contain components made with forced labour.



DUE DILIGENCE

Companies must investigate their supply chains thoroughly.



CERTIFICATION

Look for fair trade and ethical sourcing labels.

Explanation

Abuse

- Abduction, kidnapping, verbal/physical/sexual/psychological abuse
- Unreasonable fines, threats, intimidation
- Withholding necessities, increasing workload

Creating Dependency

- Providing free alcohol/drugs, sole provision of food/accommodation
- Controlling identity documents, restricting mobility/access to services

Deception

- False promises of a better life, fake job/education placements
- Misleading job conditions, refuge offers with exploitative intent

Emotional control

- Threats to victim/family, manipulation into believing they're complicit
- Fear of authorities, deportation, or imprisonment
- Emotional attachment to the perpetrator's family



Additional control

- False earnings claims, withholding basic rights (food, sanitation)
- Exploiting cultural beliefs (e.g., debt obligation)
- Coercive spiritual threats (e.g., divorce, deportation)

Exploiting cultural beliefs

- Manipulating shame and moral obligation tied to family honour
- Threats of divorce, deportation, or spiritual rituals (e.g., witchcraft)

Financial control

- Creating insurmountable debt through inflated charges (visas, food, tools)
- Controlling bank accounts, confusion over earnings
- Debt bondage and financial manipulation

Grooming

- Establishing unhealthy relationships, showering the victim with gifts/praise
- Promises of future lump sum payment to create obligation and false hope

Isolation

- Locking victims in rooms, limiting communication with family or community
- Restricting access to personal freedom, phones, internet, and mobility

Use of service of a victim

Using the services of a victim is a criminal offence when the victim is exploited to provide such services, and the user of the services knows that the person providing the service is a victim of human trafficking.

Sanctions for businesses



Definition

Legal entities held liable for any of the trafficking in human beings forms: the exploitation of prostitution; forced labour, begging, slavery, servitude; the exploitation of surrogacy, forced marriage or forced illegal adoption, others, are subject to **sanctions, including criminal or non-criminal fines.**

The sanctions respond to the increasing risks of companies resorting to and benefiting from trafficked manpower.

The legal entities could be made liable for deliberate or by gross negligence and endangering the life of the victim,

- or particularly vulnerable victims (such as children),
- or being linked to organised criminal organisation involved in trafficking inhuman beings, proving the use of serious violence,
- or caused particularly serious harm to the victim, including physical or psychological harm.

More about the Liability of legal persons (Article 5) and Sanctions on legal persons (Article 6) in Part 2 (Definition) Subsection called Essential Terms

EU anti-trafficking directive

<https://eur-lex.europa.eu/eli/dir/2024/1712/oj/eng>

Sanctions for businesses



Defintion

Most popular sanctions or measures for legal entities

- (a) Exclusion from entitlement to public benefits or aid;
- (b) Exclusion from access to public funding, including tender procedures, grants, concessions, and licenses;
- (c) Temporary or permanent disqualification from conducting business activities;
- (d) Withdrawal of permits and authorisations necessary to pursue activities that led to the relevant offence;
- (e) Placement under judicial supervision; (
- (f) Judicial winding-up;
- (g) Closure of establishments involved in committing the offence;
- (h) Publication of all or part of the judicial decision regarding the committed criminal offence and imposed sanctions or measures, when in the public interest, while respecting privacy and personal data protection rules.

More about the Liability of legal persons (Article 5) and Sanctions on legal persons (Article 6) in Part 2 (Definition) Subsection called Essential Terms

EU anti-trafficking directive

<https://eur-lex.europa.eu/eli/dir/2024/1712/oj/eng>

Add information about the specific legal framework of trafficking in human beings relevant to your country.

Definition

To gain complete information about national and international legislation,
please use the self-learning module 5.

Is human trafficking a visible crime?

No, human trafficking is
a hidden crime.

Yes, it is a very easily
recognisable crime.

Adequate Support measures and Improved capacities in countering THB

PART 3

IDENTIFICATION

Adequate Support measures and Improved capacities in countering THB

Pay attention to the

- **behaviour and appearance of employees, seasonal workers, part-time and temporary staff.**

In many cases, potential victims of human trafficking exhibit unusual behaviours.

They may seem withdrawn, avoid communication, allow others to speak on their behalf, avoid eye contact, and often travel with companions. Additionally, they might display signs of physical violence on their bodies.

PART 3

Case study No. 1

Adequate Support measures and Improved capacities in countering THB

Identification

As the manager of a car factory in the EU Member state, John played a crucial role in the lives of his 20 employees, five foreigners from Uzbekistan. An employment agency supplied the workers from Uzbekistan. John never had a problem with the foreign employees. However, he noticed that the five people from Uzbekistan were tight-lipped, did not communicate with anyone, but always did their job.

After some time, one of them, Avicen, summoned the courage to come to John's office and shared his story with him. John could see that Avicen was nervous; his hands were sweating, and he was still looking around like he was afraid of something. John offered him water and assured him that whatever he wanted to say, he would listen and try to help him.

Avicen didn't know how to start for a while, but finally, he started talking. Avicen was arranged for a job abroad by an agency that was supposed to provide him with all the formalities. He was accommodated in a hostel at the end of the city. Conditions for living there were very bad. A car drove them every day to work and from work. After arriving at the hostel, his work did not end, and he still had to go to work in the fields. He had only cold meals twice a day. He could not move freely.

He was afraid to leave because “they” were threatening him physically, and he had to pay off the debt for job placement and travel costs for a total of 10,000 euros. This situation was unjust and unacceptable.

How should John react?

John should fire Avicen and the rest of his friends.

John should inform Avicen about the possibilities of help, contact the police and possibly the National Helpline for victims of trafficking in human beings.

Does the case study describe an instance of human trafficking?

Yes, Avicen was a victim of human trafficking.

No.

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Adequate Support measures and Improved capacities in countering THB*

Are all the essential elements of human trafficking included?

No, in that case no use of force, all workers could work and leave work freely.

Yes, we can recognise acts such as recruitment, transportation, and harbouring. Also means such as threat, use of force or other forms of coercion, fraud, etc. The purpose, in that case, is the exploitation of Avicen and his friends for forced labour or services, including slavery or practices similar to slavery, servitude.



Is Avicen a child?

No, he is an adult man.

Yes, he is a child.

What is the purpose of exploitation?

There is no exploitation, no human trafficking.

The purpose of his exploitation is forced labour or services, including slavery or practices similar to slavery, servitude.

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PART 3

Case study No. 2

Adequate Support measures and Improved capacities in countering THB



Identification

Gabriela moved to Sofia from northern Bulgaria and started working as a chambermaid in a hotel near the airport. She was responsible for cleaning the three upper floors of the hotel, and she quite liked her job. Gabriela got along well with her colleagues, and the manager was very kind. One day, a hotel guest approached her in the hallway, asking for extra towels because his wife was sick in their room and sweating a lot. Gabriela had no problem fulfilling his request; she noted the number of towels on a piece of paper and brought them to him.

This request was repeated on several occasions over the following days. Gabriela found it strange that this guest had been staying at the hotel for more than two weeks, which was unusual since most clients only stayed for a few days due to the hotel's location. Another oddity was that the man was the only one who ever left their hotel room. Gabriela never saw his wife leave at all, even while she was cleaning the room.

During her cleanings, the man would often drag his wife onto the balcony, where they would smoke. Gabriela observed that the wife seemed unresponsive and had a vacant look. In the trash bin, she found many medicine packages, used tissues, and used condoms.

On one occasion, she discovered bloodstained towels. Concerned, Gabriela confided in her colleague Maria at the reception. Maria noted several suspicious short-term visits by men had been made to the couple's hotel room.

They reported their findings to the hotel manager, who immediately contacted the police.

Did Gabriela and Maria react properly?

No, their reaction was incorrect.

Yes, they reacted properly. With their immediate report, they could help the exploited person.

Whom should the manager have contacted? Only the police or both the police and the hotel director?

The manager should contacted police and hotel director.

The manager should not contacted police.

Is the young woman in a vulnerable position?

The young woman was not in a vulnerable position. She can move freely and call for help or leave the situation.

Yes. Several factors contribute to a young woman's vulnerability, including her age, fear, and effects of medication.

Does the case study contain elements of human trafficking?

No. The case study does not describe the human trafficking.

Yes.

What form of human trafficking is described in case study?

Forced prostitution.

This is not a case of human trafficking.

PART 3

Case study No. 3

Adequate Support measures and Improved capacities in countering THB



Identification

A pretty young girl, Emily moved from her village to the city to see her police officer boyfriend. In the city, she made a friend named Daisy. Emily always admired Daisy's beautifully manicured nails, so she asked her about the nail salon one day. Daisy gave Emily the salon's phone number.

When Emily visited the salon, she was surprised by the number of employees working in the large room with tables and chairs. All the employees were from Asia, and the manager, who was also of the same nationality, worked at the reception desk. Emily was very pleased with their services and praised them. Over time, Emily noticed that the same employees were always there whenever she entered the nail salon.

One day, while getting her nails done, she started conversing with one of the employees. She discovered that they had limited proficiency in the local language.

The employees answered her questions with one-word answers and did not engage in further conversation. Once, Emily asked one of the employees if they planned to go home to visit their family in Asia during the holidays. The employee replied, "No, there is much work."

While noticing the employee's nervousness and stress, Emily saw bruises on their hands. After a while, the manager came over and spoke to the employee in their native language, which Emily did not understand. Once the manager left, the employee became unresponsive and told Emily she did not understand.

Emily was deeply disturbed by what she had witnessed. When she got home, she told her boyfriend everything, her voice trembling with emotion. Within a few days, the police inspected the nail salon.

Should Emily have contacted the police immediately?

She took the right decision to inform her boyfriend - a police officer.

Emily should not have told her boyfriend or anybody else.

Could you describe the possible indicators/signs of human trafficking?

In this case, there are not indicators of human trafficking.

For example, long working hours seven days per week without a rest, prohibiting free communication, lack of language skills, stress, nervousness, bruises, control by the manager.

Do you think the manager is also a victim of human trafficking?

She is involved in trafficking
either as an accomplice or a
victim forced to control others.

She is not involved in trafficking at
all.



Do you think this could be a human trafficking?

No, this is not a case of human
trafficking.

Yes, this is a case of human
trafficking.

What purpose of human trafficking is described in the case study?

This is not a case of human trafficking.

The case study refers to trafficking in human beings for the purpose of forced labour.

PART 3

Case study No. 4

Adequate Support measures and Improved capacities in countering THB

Identification

A team of labour inspectors and police visited a hotel due to suspicions of illegal foreign employment. During the inspection, they discovered that one of the chambermaids, Anna, from Ukraine, was not registered upon her arrival in the country. She had not arranged for temporary residence and had no identification documents. The inspection revealed that Anna had no work contract and was sleeping in a small room in the hotel basement.

She left Ukraine in February 2022 and arrived in Poland. She reacted to an online job advertisement and started working in a hotel in Wrocław in June. She worked for a few days in a Polish hotel, where the manager informed her that they urgently needed to transfer her to another hotel abroad due to staff shortages in Spain. An agency arranged her transportation, assuring her they would handle everything she needed to enter and work in the country. They also took her documents.

The day after she arrived in Spain, she was scheduled for a 12-hour shift, even though she had originally agreed to an 8-hour workday. Despite her protests, they forced her to work every day from 7:00 a.m. to 7:00 p.m., refusing to give her any time off on weekends.

After a few weeks of this gruelling schedule, Anna could not continue working and refused to go to work one morning. In response, the agency representative threatened her with deportation due to her illegal status. Anna felt compelled to continue working at the hotel because she would be sent back to Ukraine.

Following this incident, Anna did not receive any payment for her work. She was told she needed to repay the debt incurred for her journeys. Additionally, she was charged 300 euros per month as rent for the small room in the hotel basement where she was staying.

Should the Agency have required Anna to sign a contract before she travelled?

No, it was not necessary.

Yes, the Agency should have asked Anna to sign a contract before she left the country.

Should the Agency have registered Anna after she arrived in Spain?

No, it was not necessary.

Yes, the Agency should have done it.

Did Anna make the right decision when she handed her documents over to the agency?

Anna should have kept her documents with her all the time.

Yes, Anna acted correctly.

Describe the indicators of human trafficking.

There are no clear indicators/signs of human trafficking in that case study.

For example:

- she has no personal documents,
- she feels intimidated and keeps track of her working hours.
- she does not receive a salary.
- she is forced to pay off a debt for the trip and for rent on a room, which had not been agreed upon in advance.
- she is in a foreign country and does not know the language.

Do you believe this situation represents a case of human trafficking? If so, what type of exploitation might it be?

In this case study, there are no indicators of human trafficking. The case does not qualify as human trafficking.

This case study involves human trafficking for the purpose of the forced labour.

Indicators

Adequate Support measures and Improved capacities in countering THB

Indicators



Identification

Anyone can identify a potential presumed victim of trafficking.

To do so, an employee, firm proprietor, or employee could recognise any signs of a potential victim of human trafficking.

What is a sign of endangered or presumed victim of human trafficking?

An indicator is a signal that alerts an observer to the possibility that an individual

- ✓ may be a potential victim of human trafficking.
- ✓ The indicators serve as guidelines or markers to help identify a victim's appearance or behaviour.
- ✓ For instance, instead of appearing withdrawn and closed off, a victim may display signs of aggression or erratic behaviour. In some cases, the individual might appear overly cheerful or even hysterical.



Pay attention to the

- **behaviour and appearance of employees.**

In many instances, potential victims of human trafficking exhibit unusual behaviours. These may include being withdrawn, avoiding communication with others, allowing others to speak on their behalf, avoiding eye contact, and often being accompanied by someone else.

Additionally, they may show signs of physical violence on their bodies.



It is essential to familiarise yourself with and adopt all indicators that can be used in practice, not just those recommended for a specific module or target group.

Division of indicators:

- general indicators
- indicators of victim behaviour
- appearance indicators of the victim

General indicators

- **Coercion at work:** The victim is forced to engage in activities against their will.
- **Psychological and Physical Harm:** The trafficker uses these methods as a means of coercion.
- **Restriction of Movement:** The victim cannot move freely and is often controlled and guarded.
- **Isolation:** The victim is separated from others, which limits their freedom.
- **Confiscation of Personal Documents:** The trafficker may take the victim's passport or ID, instilling fear that they are in a foreign country illegally without these documents.
- **Prohibition of Communication:** Victims are often prevented from communicating with family, friends, or relatives, or their communication is severely limited and monitored by the trafficker.
- **Deprivation of Basic Needs:** Victims may suffer from hunger, lack of sleep, and no access to medical treatment.
- **Non-Payment of Wages:** The trafficker may pay the victim very little.
- **Debt Manipulation:** The trafficker may claim that the victim owes money for travel, accommodation, processing documents, or job placement, which further coerces them into involuntary labour.

Indicators of victim behaviour

- Extreme behaviour, which may manifest as excessive submissiveness or overly self-confident actions
- Signs of being controlled, where their behaviour appears unnatural; they often play assigned roles and allow others to speak on their behalf
- Visible nervousness, characterised by avoiding eye contact
- Sweaty palms
- Tension in their demeanour, with limited communication
- Unnatural body language
- Emotional fluctuations, such as alternating between laughter and crying
- Making light of serious situations
- Displays of aggressiveness or even hysteria

Appearance indicators of the victim

Physical appearance of the victim

- Signs of violence or assault, such as scars and bruises, may also indicate self-harm or potential use of narcotic and psychotropic substances.
- Unkempt or old clothing, lacking personal belongings, which does not align with the individual's economic circumstances.
- Characteristics such as age, gender, luggage, and overall appearance may suggest a profile of a potential victim of human trafficking, along with specific forms of trafficking, including labour exploitation, sexual exploitation, or forced begging.

If the **victim of human trafficking is a child**, he/she may show the following signs

- the child is shy, repressed
- the child avoids eye contact, looks at the ground
- the child looks scared
- the child is shocked and does not know how to behave
- the child is living with a larger group of children, possibly even traffickers - people who accompany the child and seek eye contact with someone from this group
- the child is usually not accompanied by parents
- the child is not relaxed, cannot speak freely and shows fear in the presence of these people.



Red flags for hotel environment

Front desk personnel, security teams, service staff, and housekeeping employees are often the frontline defenders against human trafficking, encountering both traffickers and victims in their daily operations.

Watch for suspicious behaviour of perpetrators :

- Checking in for merely a few hours rather than an overnight stay
- Suspicious Payment and Booking Patterns
- Refusing cleaning services for multiple consecutive days
- Leaving minors unattended in a room for extended periods
- Engaging with a minor at hotel bars or restaurants
- Requesting multiple rooms or refusing entry to cleaning staff
- Using an excessive number of electronic devices such as computers, cell phones, or credit card machines, which may indicate trafficking operations



Identification

Red flags for hotel environment

Front desk personnel, security teams, service staff, and housekeeping employees are often the frontline defenders against human trafficking, encountering both traffickers and victims in their daily operations.

Watch for the victim's signs

- Showing visible signs of physical abuse, such as unexplained bruises or injuries.
- Preventing individuals from coming and going freely, indicating a controlling and abusive environment.
- Exhibiting fearful or anxious behaviour, reflecting the psychological repercussions of their circumstances.
- Possessing few or no personal items, suggesting a lack of stability or reliance on their trafficker.
- Pay attention to guests lacking control over their finances or personal identification.
- Notice if individuals wear clothing that seems inappropriate for their age or context.



Red flags for seasonal and temporary staff

Should a mediator offer some of the following services to your farm, be aware and double-check the company and staff hired:

- **Service Level Agreement:** Do they provide a clear and comprehensive Service Level Agreement? This should delineate responsibilities regarding the welfare of the workers.
- **Legal Documentation:** Are individuals in possession of their legal documents, such as passports and identification, or are these controlled by someone else? Victims often resort to using false or counterfeit identity documents.
- **Unrealistic Promises:** Be cautious of overly optimistic claims. Are they offering workers at significantly reduced rates or boasting about fulfilling productivity levels in an unreasonably short timeframe?
- **Worker Identification:** Do they possess proper identification for their workers?
- **Wage Distribution:** Is there a group of workers whose wages are deposited into the same bank account? This could signal that an illegal gang-master is seizing control of their earnings. Additionally, are workers facing deductions for supposedly provided accommodations and meals or to pay off fictitious debts?

Red flags for seasonal and temporary staff



Identification

Watch for victim's signs of exploitation and trafficking

- **Mass Transportation:** Are workers being transported in large groups? This is often indicative of exploitative practices.
- **Transport Patterns:** Observe if groups of workers are being dropped off or picked up at odd hours or if they consistently arrive at the same location.
- **Physical Appearance:** Do the individuals appear malnourished, unkempt, or manifest signs of withdrawal? Are there visible injuries or a lack of personal belongings, or do they wear inappropriate clothing for their work conditions?
- **Behavioural Traits:** If accompanied by others, does a third party dominate the conversation?
- **Access to Medical Care:** Have they hesitated to seek medical help? Are their descriptions of how injuries were sustained vague or inconsistent?
- **Fear of Authorities:** Is there an evident fear of law enforcement or immigration services? Are they wary of the consequences for themselves or their families back home?
- **Debt Bondage:** Victims may feel trapped in a cycle of debt or dependence, believing they owe money to someone who exploits their situation.

PART 4

REPORTING & PROTECTION

Adequate Support measures and Improved capacities in countering THB

Can individuals report suspected human trafficking anonymously?



Protect



Yes, individuals can often report suspected human trafficking anonymously.

Various channels facilitate anonymity, including hotlines, online tip forms, and direct contact with law enforcement agencies.

Discretion is essential for whistleblowers or those who fear retaliation regarding their reports.



- **Immediate Response:** Prioritise the safety of potential victims and other guests. Contact law enforcement without delay. Refrain from confronting suspected traffickers directly to avoid escalating the situation and compromising safety.
- **Document and Report:** Keep meticulous records of all relevant details, including dates, times, physical descriptions of individuals involved, and actions taken.
- **Cooperate with Authorities:** Provide law enforcement with all pertinent information, including guest records, security footage, and any observations or suspicions you have gathered.
- **When human trafficking is suspected or detected on business premises, swift and decisive action is of the utmost importance.**

What to do if a presumed victim is at the workplace?

If the victim is detected at the workplace, it is necessary to find out sensitively what happened.

- Make sure that there are no people from the victim's working environment present with the victim and you at the interview. Make sure that people from the victim's working environment do not see you having interview with the victim.
- Tell the victim who you are and try to reassure them that they do not need to be afraid because you want to help them.
- Listen and ask questions, but avoid questions that start with the word "why".
- Identify whether they may be a victim of human trafficking based on basic indicators. Act on suspicion of human trafficking, as it is a serious crime.
- Be mindful of ethical standards, i.e. respect the fundamental human rights, freedoms and dignity of the victim, be aware that the person did not become a victim voluntarily, do not judge the victim for their appearance, nationality, health status and the activity they were forced to perform.

When communicating with the victim, it is most important to realise:

- **The person in front of you is a victim** of a crime. Not a perpetrator of the crime of human trafficking
- the crime of human trafficking **violates the basic rights and freedoms** of the victim, which is also reflected in the victim's behavior and appearance
- a victim of human trafficking is a particularly vulnerable victim and requires **special protection and assistance**
- there are many reasons why trafficked persons are not considered victims of trafficking or do not ask for help. Victims of trafficking are psychologically and physically abused and constantly controlled; they fear retribution, revenge against themselves and their families, or they feel responsible for their situation. They also don't even know that different forms of help are available.

How to help a victim



Reporting

You may encounter a victim of human trafficking in a public place or in the community, where you work.

They may be running away from their perpetrator and in poor physical and mental condition. To determine if he/she is a victim of human trafficking, you need to sensitively find out what happened.

- Ask your colleagues for assistance to ensure that the victim's basic needs are met. This includes making sure the situation is safe and reporting the incident to the police.
- Depending on your abilities and available resources, contact the police or any national helpline to obtain contact information for organisations that provide shelter, food, drinks, rest, or access to other basic needs. - Contact the police immediately or call existing national helplines to report any suspicion of a criminal act.
- Given the current mood and situation, the victim may be reluctant to engage with the support and assistance system or the police.
- If the victim does not wish to contact a human trafficking support organisation, respect their decision. Please provide them with the National Human Trafficking Helpline number and the police, regardless.
- In cases where there is an imminent threat to the victim's life or health, you must contact the police immediately.
- Remember that it is ultimately the victim's decision to report the incident to the police.
- Be mindful that various forms of assistance are available in each country without requiring the victim to report or cooperate with the police.

When contacting the police is obligatory

However, there are situations when it is necessary to contact the Police:

- in case of threat to the life and health of the victim,
- if the victim and you are in any danger (at the same time, try to leave the place where such danger exists),
- if there is reason to believe that the person in question is a child. Make sure that it is not a child, as there are specific procedures for children. Some young people under 18 may pretend to be of legal age.

Attention...

Try to preserve as many materials and traces as possible that could lead to the identification of the perpetrators and/or victims, and hand them over to the Police immediately if:

- during your work, you come across web content showing non-standard situations affecting the integrity of persons, which you consider authentic and shows obvious signs of involuntary action by the actor or actors or
- you identify children in such situations in the content.

Important contacts

PART 4



Adequate Support measures and Improved capacities in countering THB

The European Commission has a dedicated web page with information on how each EU country addresses, prevents and identifies human trafficking. This page also includes contact details for national authorities and relevant organisations, such as civil society groups, that work in the field of human trafficking at the national level.

In case of suspected human trafficking, call to the European emergency number: **112**. 

All helplines are free of charge

Important contacts at national level in BULGARIA

National Helpline for Combating Trafficking in Human Beings (for calls within Bulgaria)

 **0800 20 100**

Helpline for victims of violence (for calls within Bulgaria)

 **0800 1 86 76**

National Commission for Combating Trafficking in Human Beings

 **+359 2 807 80 50**

National Helpline for Children

 **116 111**

International Organisation for Migration

 **+359 2 939 47 74**

Platform for prevention of trafficking in human beings and support to the victims

 **<https://nrm.bg/en/home/>**

Important contacts at national level in GREECE

 Resource Line for Human Trafficking
1109

 SOS Hotline on Violence Against Women
159 00

 Emergency Social Helpline
197

 Hellenic Police
100



Reporting

Important contacts at national level in ITALY

National Anti-Trafficking Helpline

 **800 290 290**

Important contacts at national level in POLAND

National Information and Consultation Centre hotline

 **+48 22 628 01 20**

National Information and Consultation Centre hotline

 **+48 47 72 56 502**

Anti-Human Trafficking Department of the Criminal Office of the National Police Headquarters
hotline

 **+48 664 974 934**

Office for Foreigners hotline

 **+48 47 721 7575**

Important contacts at national level in SLOVAKIA

National anti-trafficking units across the country – 24/7 immediate contact via email ool@minv.sk



National helpline of Assistance to Trafficking in Human Beings Victims **0800 800 818**

National Police Force



158

Missing Children Helpline (nonstop)



116 000

National helpline for women experiencing violence



0800 212 212

Child Safety Helpline



116 111

Human Trafficking and Safe Travel Helpline (IOM Helpline)



0907 787 374

[Information Centre for Combating trafficking in](#) Human Beings and for Crime Prevention, Ministry of the Interior, Pribinova 2, 812 72 Bratislava, Slovakia – responsible also for the management of the specialised Program of Support and Assistance to Victims of HT and policy making. Email: icosl@minv.sk



Important contacts at national level in SPAIN

The National Police Force

 Contact telephone
900 10 50 90

 Email
trata@policia.es

Social media

 Twitter
@policia

 Hashtag:
#contralatrata

PART 4

Protection

Adequate Support measures and Improved capacities in countering THB

Who is acting in the protection of victims



Protection mechanism

- Governmental institutions and agencies dealing with (potential) victims of THB
- Non-governmental organisations ensuring hotlines, protected and safe accommodation and/or integration, trauma-related, stabilisation, financial and/or social, and/ health activities/services.
- The mechanism ensures proper, coordinated, and accountable governance of preventive, protection, and assistance-driven actions, including annual funds for protection incentives.
- The parties provide information and data for analyses and information products such as reports, promotional materials, educational and dissemination deliverables.
- The parties of the national referral mechanism monitor, propose and empower legal amendments, action plans, strategies and policies to ensure justice for the victims and adequate penalisation of perpetrators, accomplices and businesses involved in the process of trafficking and exploitation.

What kind of protection are victims of trafficking entitled to?:



Protection

Victim Status Recognition: providing legal residence permits during proceedings

Recovery Period Support: 30-90 days reflection time for victims

Protection Tools: Witness protection programs and anonymous testimony

Crisis Accommodation:

- **Immediate safe housing** for 3-6 months
- **Transition Housing:** Longer-term subsidised accommodation
- **Specialised Shelters:** Gender-specific and family-friendly facilities
- **Security Measures:** 24/7 staff, restricted access, confidential locations

Immediate relief: Emergency cash assistance, Basic needs allowance, Transportation vouchers

Compensation scheme: state-funded victim compensation, civil claims against traffickers, lost earnings recovery

Long-term support: Education grants. Vocational training funding, Microloans for entrepreneurs

Healthcare services: emergency and ongoing treatment without charge, trauma-informed therapy and counselling, substance abuse treatment programs, Sexual health services and reproductive care

Social integration support: Language training and vocational courses, Job placement and career development

Assistance: step by step



Protection

The following protection path ensured greater support to any victim of “modern slavery”:

Initial Contact:

National hotlines, police, NGOs, or hospitals

Needs Assessment:

Evaluation of immediate and long-term needs



Official Identification:

Formal recognition as a trafficking victim

Coordinated Support:

Referral to appropriate service providers

Country-Specific Programs

Bulgaria	ANIMUS Association, Crisis Centre Sofia
Spain	APRAMP, Red Cross trafficking program
Poland	La Strada Poland, National Intervention Centre
Slovakia	Greek- Catholic Charity, Catholic Charity
Italy	Article 18 program, On the Road NGO
Greece	A21 Campaign, National Referral Mechanism
Austria	LEFÖ-IBF, MEN VIA for male victims



**Add information about protection
incentives in your country, conditions,
rules and etc.**

Partners

Coordinator

Ministry of Interior / Slovak Republic

www.minv.sk/?ministry-of-interior

Academy of the Ministry of Interior / Bulgaria

studyinbulgaria.bg/academy-of-the-ministry-of-interior-sofia.html

Departament d'Interior - Generalitat de Catalunya / Spain

web.gencat.cat/en/inici

Hellenic Police / Greece

www.astynomia.gr

KEMEA - KENTRO MELETON ASFALIAS - Center for Security Studies / Greece

kemea.gr/en

KWP - Komenda Wojewodzka Policji W Krakowie / Poland

mopolsko.policja.gov.pl

CESIE / Italy

www.cesie.org



mossos d'esquadra



**Generalitat
de Catalunya**



ASIT: Digital tools and capacity building to challenges new forms of human trafficking

Internal Security Fund - ISF-2002-TF1-AG-THE (Call for proposals on actions against trafficking in human beings)

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