



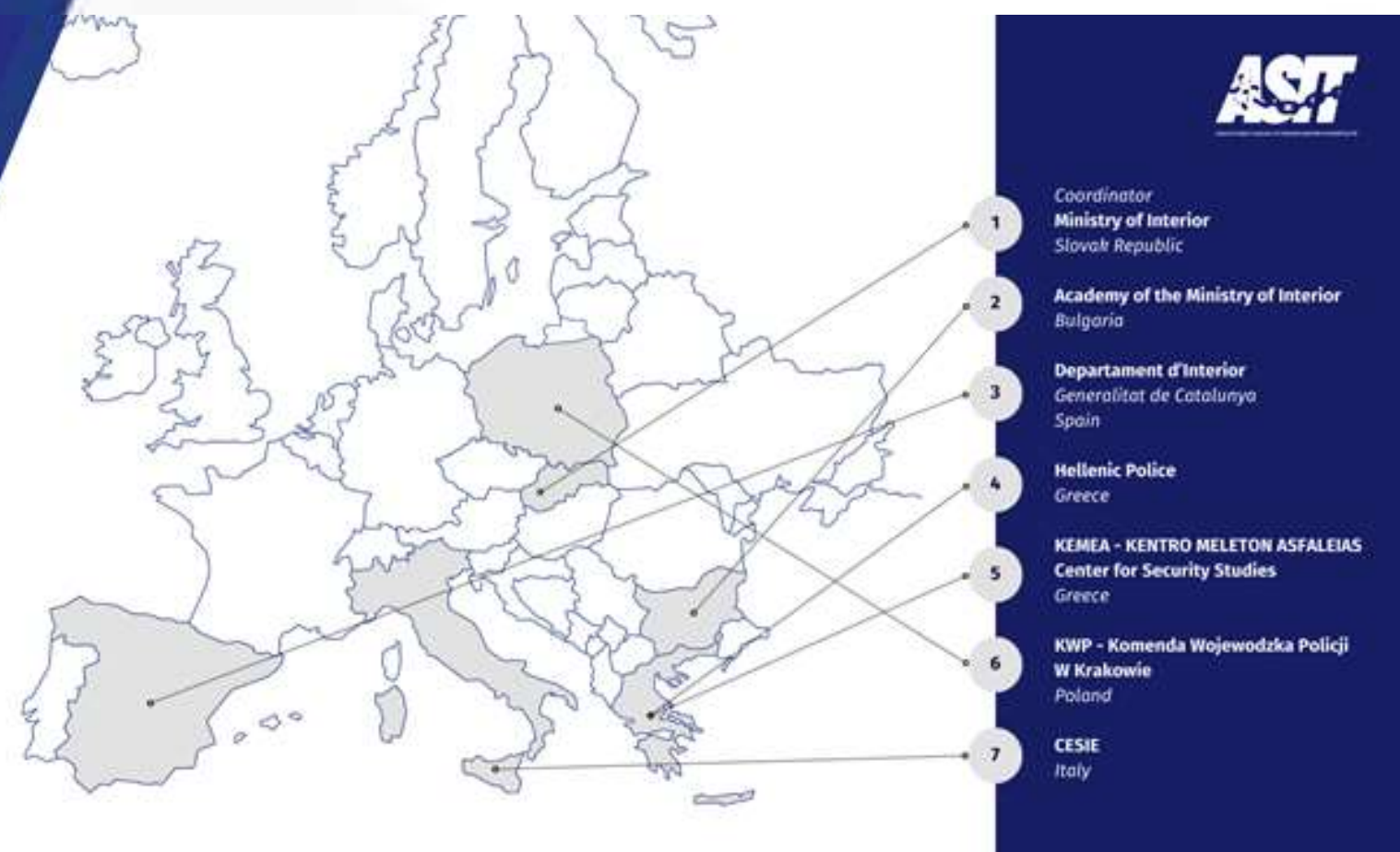
Adequate Support Measures and improved capacities in countering trafficking



Co-funded by
the European Union

TRAFFICKING IN HUMAN BEINGS SELF-LEARNING COURSE

A module for frontline community,
health and psychosocial workers



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 abilities and knowledge of
 - **Community workers,**
 - **Psychosocial and health workers,**
 - **Diaspora and culture mediators, etc.**
- ✓ Return to the course is available repeatedly.
Download and adapt the material to national specifics or use cases,
- ✓ By completing this module, the participant will acquire knowledge that s/he can use in his/her work and private 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 the self-learning is approximately 60 minutes, but we recommend that each participant complete it at an individual pace and in suitable conditions for adequate information acquisition.

Course outline



The self-learning module is divided into four blocks.

- ✓ Introduction to main learning objectives.
- ✓ The definition of human trafficking has evolved significantly in the digital age, with perpetrators leveraging technology throughout the exploitation cycle.
- ✓ The identification section helps community, health, and social workers acquire knowledge to assess the contact situation with victims of human trafficking correctly.
- ✓ Early actions of reporting ensure 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

PART 1

INTRODUCTION

Adequate Support measures and Improved capacities in countering THB

Learning objectives

By completing this self-learning module participants will:

- learn about the spectrum of human trafficking forms and popular signs
- ✓ characterising potential victims of human trafficking,
- ✓ become aware of targeted victims of human trafficking in vulnerable communities of migrants, asylum seekers, refugees, irregular migrants, abused persons, and others in any crisis,
- ✓ **gain knowledge on how to communicate with victims of trafficking and whom to report any suspected case of human trafficking,**
- ✓ acquire skills that will help him/her identify a potential victim of human trafficking and direct him/her to aid entities correctly and promptly.

Course benefits

1

raising awareness

Education increases general awareness of human trafficking and its forms.

2

support for early identification

Knowledge of the signs and indicators of human trafficking contributes to the early identification of victims.

3

ensuring timely intervention

Any attempt to establish communication enables early actions in assistance, support and protection for victims of human trafficking.

4

Improvement of the reference mechanism

Quality reporting methods and ethical procedures contribute positively to the cooperation of entities within the national referral mechanism for counter-human trafficking.

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

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 2

DEFINITION



Adequate Support measures and Improved capacities in countering THB

DEFINITION

of human trafficking by the Palermo Protocol

divides the concept of the definition into three essential elements, which need to be fulfilled cumulatively, in order to constitute the mechanism of human trafficking

ACT

recruitment,
transportation,
transfer,
harbouring or
receipt of 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, slavery or practices similar to
slavery, servitude 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.

Immediate and high protection of children



Definition

The recruitment, transportation, transfer, harbouring, or receipt of a **child** for exploitation is defined as "trafficking in persons."

This applies even if none of the following means are used: the threat or use of force, coercion, abduction, fraud, deception, abuse of power, exploitation of a position of vulnerability, or the giving or receiving of payments or benefits to obtain the consent of a person in control of another individual.

Terminology



Definition

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, refugee 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

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

Please use self-learning modules 5 to gain complete information about international legislation and the selected 6 EU MS legislation.

PART 2

Essentials

Adequate Support measures and Improved capacities in countering THB

Non-punishment provision



Definition

As a community or social worker, or as a staff member of a humanitarian and legal aid NGO, you can support presumed victims in reporting to the police without fear of punishment because:

- Holding false documents or committing offences related to prostitution or immigration under conditions of coercion, directly as a result of being trafficked is not punished.
- The purpose of such protection is to:
 - defend the human rights of victims,
 - prevent further victimisation, and
 - encourage them to serve as witnesses in criminal proceedings against the perpetrators.
- This protection should not exempt individuals from prosecution or punishment for offences they have voluntarily committed or participated in.

Non-punishment provision

- The extension of the scope of the relevant non-punishment provision to **all unlawful activities that victims have been compelled to commit as a direct consequence of being subject to trafficking.**
- Unlawful activities include **administrative offences related to prostitution, begging, loitering or undeclared work, or other acts which are not criminal but are subject to administrative or pecuniary penalties, under national law.**
- **The aim is to encourage the victims** of trafficking
 - to report the crime,
 - to seek support and assistance, and
 - to reassure them of the possibilities of not being held responsible.

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.

Is it necessary to use the means against a child victim to obtain consent in order to qualify the action as human trafficking?

Yes, three essential elements (act, means, purpose) must be fulfilled cumulatively and afterwards we could qualify the action of the perpetrator as human trafficking of a child or adult victim.

No, because of the vulnerability of the child victim. If the object of exploitation is a child, it should be a punishable offence of trafficking in human beings, even if none of the means have been used.

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PART 2

Country-related legal procedures and laws

Adequate Support measures and Improved capacities in countering THB

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.

PART 3

IDENTIFICATION

Adequate Support measures and Improved capacities in countering THB



Pay attention to the **indicators which you can obtain from an interview with a potential victim of human trafficking, from what happened to her/him.** Focus on general indicators and indicators by form of exploitation.

In most cases, potential victims of human trafficking behave unnaturally, e.g. they are withdrawn, avoid communication with others, let others speak for them, avoid eye contact, are accompanied.

They may also have signs of physical violence on their bodies.

It is very important to become familiarize with and adopt all indicators that can be used in practice, not just those recommended for the given module and target group.

PART 3

Indicators

Adequate Support measures and Improved capacities in countering THB

Indicators

Identification

Anybody can identify a potential /presumed victim of trafficking based on a list of indicators and their compliance with the knowledge about the criminal phenomenon of trafficking in human beings.

- ✓ 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; however, there is rarely a textbook example of a victim.
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.

General signs

- **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.

Behavioural Signs

- extreme behaviour (submissive, affected)
- victims play the roles assigned to them, let others speak for them, and are controlled
- visibly nervous, avoid eye contact,
- sweating hands,
- victims seem tight, they don't communicate.
- unnatural body language,
- laughter alternates with crying,
- make light of the situation,
- aggressiveness, even hysteria

Physical signs

- scars and bruises that are signs of violence or assault, possible signs of self-harm, signs of the potential use of narcotic and psychotropic substances,
- dirty clothes, old clothes, no property, i.e. does not correspond to individual economic circumstances,
- age, gender, luggage, and general appearance features that would point to the profile of a potential victim of human trafficking and a specific form of human trafficking (labour exploitation, sexual exploitation or forced begging).

Identification

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.

A trafficked person for sexual exploitation



Identification

- is intimidated and has to provide sexual services of a different nature involuntarily,
- wears eccentric clothing to appear provocative (sexually provocative),
- has traces of physical assault or rape on his/her body,
- may be under the influence of narcotic and psychotropic substances,
- seems scared, withdrawn, or has mood swings, may self-harm,
- is not paid a salary, or the entire salary must be handed over to the trafficker, or a larger part of it,
- is forced to repay the debt for travel, accommodation, job placement, etc.,
- Is prevented from free movement, being isolated from others and monitored
- Is not allowed to communicate with family, relatives, friends, or interacts based on orders and in the presence of the trafficker,
- doesn't have access to his/her documents,
- lacks of food, lack of sleep, no access to medical treatment.

A person trafficked for labour exploitation



Identification

- is forced to work under the threat of physical and psychological violence,
- is forced to perform work other than what was promised to him,
- is not paid a salary, or the entire salary must be handed over to the trafficker, or a larger part of it,
- is tired, tense, and inattentive,
- is forced to repay the debt for travel, accommodation, employment mediation, etc.,
- Is isolated from others, and is under controlled movement.
- Is not allowed to communicate with family, relatives, friends, or communication is very limited, or communication takes place based on guidelines and in the presence of the trafficker.
- does lack of food, lack of sleep, no access to medical treatment,
- doesn't have access to his/her documents,
- Is treated as property by the person who controls him/her..

A victim of trafficking forced to begging

- shows signs of abuse, bruises, cuts or mutilation,
- is forced to beg under the influence of physical or psychological harm,
- does lack of food, lack of sleep, no access to medical treatment,
- doesn't have access to his documents,
- is forced to repay the debt for travel, accommodation, employment mediation, etc.,
- is isolated from others and is under controlled movement.
- is not allowed to communicate with family, relatives, friends, or communication is very limited, or communication takes place based on guidelines and in the presence of the trafficker.
- may be under the influence of narcotic and psychotropic substances,
- must hand over the begged money to the trafficker,
- is tired, tense, avoids eye contact, is wearing dirty clothes.

A victim of a forced marriage

- enters into marriage with a person whom he/she doesn't know and don't want to marry, under the influence of physical or psychological harm,
- Doesn't have access to personal documents,
- is being blackmailed, and his family, relatives, and loved ones will be harmed,
- may be under the influence of narcotic and psychotropic substances,
- having limited freedom to move, he/she is isolated from others,
- may become a victim of another form of human trafficking after a forced marriage, in most cases, a victim of sexual exploitation or forced labour,
- may have bruises on the body, may be tight, and may be frightened.

A person who is bound to domestic servitude



Identification

- does live with a family
- does not eat with the rest of the family
- does not have private space
- does sleep in a shared or inappropriate space
- can be reported as missing by their employer even though they are still living in their employer's house
- does never or rarely leave the house for social reasons
- does never leave the house without their employer
- can be given only leftovers to eat
- can be subjected to insults, abuse, threats or violence

Signs of a trafficked person forced to commit petty crimes



Identification

- children engaged in illicit drug trading or other organised crimes
- persons having physical impairments and begging in the street
- be children of the same nationality or ethnicity and living without parents in urban settings
- youngsters being part of large groups who have the same adult guardian
- persons are punished if they do not steal enough
- persons live with members of their gang
- Persons travel with members of their gang to the country of destination
- there is evidence that suspected victims have been involved in committing petty crimes in another country



Identification

**Where might
victims be
found?**

Category	Location
Residential locations	In their homes, In houses of multiple occupancy (boarding houses, motels, hotels)
Public spaces	On the streets, sleeping in shared/inappropriate spaces
transport	In transport vehicles en route to exploitation, Public transport, Transport companies
workplaces	Farms, Factories, Sweatshops, Construction sites, Restaurants, Cleaning companies, etc
Social services	Adoption centres, Homeless shelters, Soup kitchens, Care homes
Commercial areas	Banks, Retail shops, Supermarkets, Registry offices
Online and digital	Online businesses

What factors influence the victim?

Factor Type	Characteristics/Factors
Socio-economic Characteristics	• Low education or learning difficulties and Language barriers • Poverty, high unemployment, lack of opportunities • Family dependence and cultural compliance or family ties to traffickers • Lack of social network, Homelessness • Emotional instability or disability, Unaware of rights or false information • Awaiting asylum decision or illegal status
Contributing Factors	• High unemployment rates, Irregular or illegal migration • Violence or abuse history, Lack of labour law knowledge, Emotional instability, disabilities, Dependence on employer's residence status • Threats to family, Stockholm syndrome
Social Factors	• Homelessness, addiction, disabilities, mental health issues • Lack of family support, weak social network, previous incarceration • Cultural practices (e.g., witchcraft), Limited knowledge of modern slavery • Lack of language proficiency, Debts in home country or illegal migration
Political/Legal Factors	• Living in conflict or persecuted areas, Residing in countries with weak legal protection or corruption • Illegal or no identification documents, Outstanding minor arrest warrants
Economic Factors	• Poverty or unemployment, debts • Limited job prospects, Desire for better education or opportunities

PART 3

Case study No. 1

Adequate Support measures and Improved capacities in countering THB

Kate, an 18-year-old girl, lived with her mother in a village in southern Slovakia. K. decided to go to university and found Milan, a 45-year-old mathematics tutor, on the internet. Milan was giving her classes at his home. One day, Kate told him she would like to earn extra money for a vacation.

Milan arranged a part-time job for her at a restaurant in the centre of Vienna. She was promised to earn as much as half a year at home in a month. Milan also explained that she could stay in one of the guest rooms above the restaurant.

Milan also offered Kate to accompany her to Vienna to conclude all formalities. Kate agreed. They arrived in Vienna late in the evening and met Marko, Kate's future employer.

Milan suggested that while she had an interview with the employer, he would complete all formalities and take her documents. During the first meeting, she learned from Mark that her real job would be Prostitution. She was so confused. Milan had promised her a job as an assistant in a restaurant. She didn't agree. Marko took her to a room above the restaurant, where he explained that if she tried to escape, the police would easily find her. Despite the warning, she tried to escape during the night. Mark's colleague caught her. They beat her and raped her.

Kate escaped only after a month but had to satisfy many clients.

After escaping, Kate asked the pharmacy staff for help. They contacted an organisation that provides services to women in need, and they helped Kate get new documents and return home.

Does the case study describe a human trafficking?

Yes, Kate is a victim of human trafficking.

No, but Kate is a victim of another type of crime - pimping.

Is Milan a perpetrator of human trafficking?

No, he is just a good friend. He wanted to help Kate.

Yes, Milan is an accomplice; he became involved in the trafficking process. He recruited, lured, and transported Kate.

Was Marko a perpetrator of human trafficking?

Yes, Marko was a perpetrator of the crime - trafficking in human beings.

No, but Marko was a perpetrator of another type of crime - pimping.

Were all the essential elements of human trafficking present?

No.

Yes, we could recognize act such as recruitment, transportation, harboring. Also means such as threat, use of force or other forms of coercion, fraud etc. Purpose in that case was exploitation of Kate for forced prostitution.

Was Kate a child?

No, she was adult.

Yes, she was 18 years old, so she was still a child.

What was the purpose of exploitation?

There was no exploitation, she did a prostitution voluntarily.

The purpose of her exploitation was forced prostitution.

PART 3

Case study No. 2

Adequate Support measures and Improved capacities in countering THB

Roman is a 67-year-old pensioner, a former foster child from an orphanage. He finished elementary school and did hard work that reflected his health; he got paralysed on the right side of his body.



Identification

He divorced his wife because of his addiction to gambling and alcohol. After treatment, he moved into a hostel on the town's outskirts. John and his son Jakub lived in a room next to Roman. One day, Jakub invited R. to their room and immediately took advantage of his trustworthiness, poor health, and life story. Jakub and his father forced Roman to drink alcohol. In the morning, they told him that he would beg for them. At first, Roman resisted, but Jakub and his father beat him and threatened to kill him.

Every day, from morning until late at night, Roman had to beg for pennies from passers-by in various places, especially in front of shopping malls. Jakub and John collected 50-60 EUR daily. They bought him a little cold meal like leftovers and pushed him to sleep in the corridor of their room. Roman was beaten every day; he could not move on his own. Also, Jakub or John took his identity and payment card and withdrew his monthly pension of 350 EUR.

Roman had been begging for 2 years. One day, in front of the department store, Roman fell, hit his head and started bleeding. A passer-by called the ambulance. During the journey to the hospital, the medical rescuer Kate talked to Roman. She noticed that Roman was withdrawn, fearful, and stressed. Two weeks ago, she learned at a workshop about the physical and behavioural signs of abused and trafficked persons. So she immediately contacted the police, who came to the hospital with a social worker and provided Roman with a secured shelter run by a licensed community organisation.

What was Roman's vulnerable position?

Roman was trustworthy, almost naive, and had poor health and was older. He was also without family and with an addiction.

Roman was not at vulnerable position.

Was it a case of human trafficking?

No, Roman was not at vulnerable position and there were no elements of human trafficking.

Yes, it was a clear case of human trafficking.

What was the purpose of exploitation?

Roman's actions were driven by his own desires, not coercion.

The purpose of the exploitation was forced begging.

What means of coercion were used?

The case study doesn't describe human trafficking, so the means of coercion weren't used.

Intimidation, threat of violence, violence, restriction of personal freedom.

Who was the trafficker/exploiter in this case study? Jakub or his father John?

Nobody.

Jakub and his father John, both of them were traffickers in case study.

PART 3

Case study No. 3

Adequate Support measures and Improved capacities in countering THB

Mia was diabetic and unemployed. She lived with her mother in a rented apartment. After her mother died, she had to move out of the apartment and ended up on the street. There, Renate approached her and offered to stay with her at the shelter for dogs. She offered her a salary and a place to live should Mia help her care for the dogs.

Identification

However, the reality was different; Mia cared for the dogs by herself seven days a week. She could not leave the place where the dogs were kept. It was a kind of a cage house for dogs, so Renate brought her a little food twice daily as snacks. Renate did not sign any employment contract with her, and Mia did not receive any money for her hard work. She lived with all the dogs and slept in a rusty bed in the corner.

Renate did not let Mia leave alone, and she couldn't move to another place. Renate knew it. Mia had no one and did not want to return to the street. Renate threatened and stricken Mia every day.

Once Renate struck Mia very badly, Mia ran away and hid in the church behind at the end of the street. The churchwarden listened to her story and called the police and a psychologist for help.

Is this a case of human trafficking?

No, this is not a case of human trafficking

Yes, this case study described human trafficking.

Did Renate deceive Mia with the job offer?

Yes, Mia was supposed to help Renate with the dogs and be paid for it.

No, Renate didn't deceive Mia. What Renate said to Mia was true.

Should Renate have signed an employment contract or work performance agreement with Mia?

No, it was not necessary.

Of course, she had to.

What form of exploitation is described in the case study?

This is not a case of human trafficking.

Forced labour was a form of exploitation.

What indicators did you notice in the case study?

Fraudulent offer, restriction of free movement, threat of violence, violence, no payment

This case study does not include indicators of human trafficking, because, this case wasn't an example of human trafficking.

Did the churchwarden act correctly, when she called the helping organisation?

No, she shouldn't have reported
the information to anyone.

Yes, she made a very good decision.

PART 3

Case study No. 4

Adequate Support measures and Improved capacities in countering THB

The parents of 15-year-old Milan and 13-year-old Olivia agreed. If Olivia marries Milan, Olivia's parents will receive 4,000 EUR as a reward.

Olivia's parents forced her to marry Milan the next day. According to local traditions, the wedding celebration occurred in Milan's parents' house. Olivia had to stay and live in her "husband's" house to avoid rumours from Milan's family grannies.

In the evening, she was forced by her parents and Milan's parents to have sexual intercourse with Milan, and then she had to live with Milan as a "wife".

Yet she went to school every day because she had not completed compulsory schooling. Olivia's mother was waiting for her in front of the school. After the school day, she accompanied her to Milan's parents' house.

Olivia was very worried, but she could not share with her parents, who asked her to do all these abusive things. She needed to talk to someone, so she went to the supervisory teacher responsible for all schoolboys and schoolgirls.

The teacher calmed Olivia down and called the Police and social services.

Was Olivia a victim of human trafficking?

No, she was not.

Yes, she was a victim of human trafficking for the purpose of forced marriage.

Were Milan's parents traffickers in this case study?

No, they weren't.

Yes, they were.

Were Olivia's parents human traffickers or just her mother?

Both parents were traffickers in this case study, also with Milan's parents.

Only mother of Olivia was a trafficker.

Did the teacher respond appropriately?

No, she should not have contacted anybody.

Yes, she did a very good decision and she chose the correct procedure.

Did you find at least three coercive measures in this case study?

No, because this case study is not a case of human trafficking.

Yes, for example, violence, threat of violence, restriction of personal freedom, abuse of defenselessness, abuse of parental position.

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.

- Ensure that no individuals from the victim's workplace are present with the victim and you during the interview. Make sure that people from the victim's working environment do not see you communicating with the victim.
- Tell the victim who you are and try to reassure them that they don't need to be afraid, as 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 that:

- **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 behaviour 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.
- 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 a 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 attempt to appear to be of legal age.

Not to forget

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.

PART 4

Safe, protect and support

Adequate Support measures and Improved capacities in countering THB

Who is acting in the coordinated approach to 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.

Although not all EU MS have officially established a formal referral mechanism, the governance of the response and protection of victims is delegated to a specific ministry and/or agency

What is a referral mechanism for protection of victims of trafficking in human beings?



Protection
mechanism

A National **Referral Mechanism for the Protection of Victims of the “modern slavery” crime of Trafficking in Human Beings** is a coordinating mechanism, which monitors all stages of victims' protection, beginning with their initial detection and identification, followed by the provision of protection services and support during the legal process, up to their voluntary assisted return to their country of origin or (re)integration in the country of arrival.

DEFINITION according to the Preamble of Directive 2024/1712 at paragraph 15 **regulates measures to establish one or several referral mechanisms in the Member States and enhance the national capability**

- to detect and identify victims at an early stage, and
- to refer them to the appropriate protection, assistance and support services.

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

What kind of protection are victims of trafficking entitled to in the EU MS?:



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

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



2013 Addendum to the OSCE Action Plan

Relevant State authorities

- **identify individuals as trafficked persons**...as soon as there are
- **reasonable grounds** to believe that they have been trafficked, and,
- **following national law**, ensure that victims of THB are provided with
- **assistance even before the investigation** is initiated; ensuring that this assistance is
- **not made conditional on the victim's willingness to participate in legal proceedings**, without prejudice to the national regulations on the conditions of
- the **residence of the victim** in the territory of the State.

OSCE “social path” innovated protection



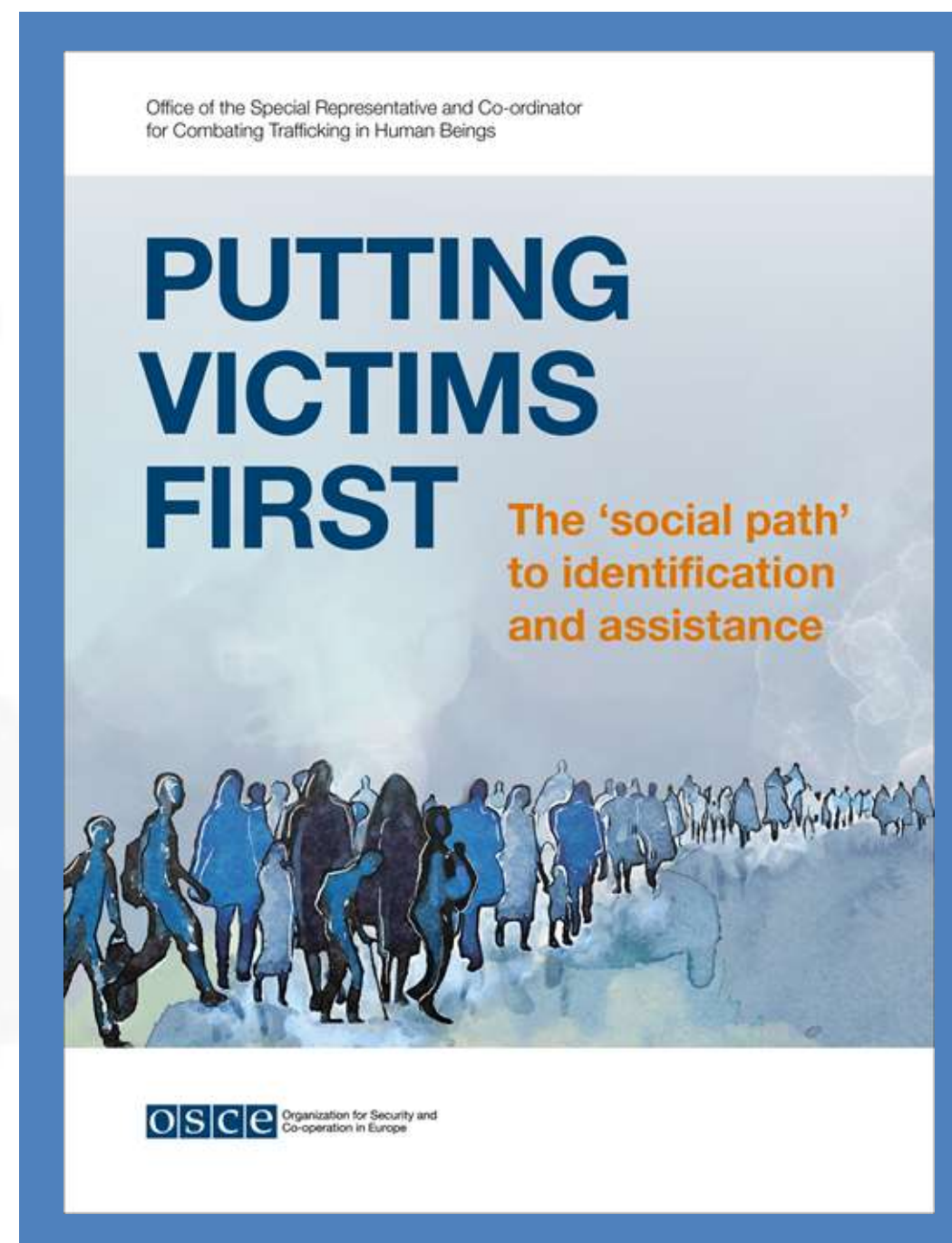
Protection

- ✓ Identification as a pathway to **mid- and long-term assistance**
- ✓ Access to such assistance for **foreign victims** in a country of identification
- ✓ Protection **without risks of retaliation**
- ✓ **Lowering of the evidentiary threshold** to initiate protection and assistance;
- ✓ Continued **support of victims upon return**
- ✓ Conclusive identification by the **State social protection system** – building **trust** and leading to **more identifications**
- ✓ Creating conditions for **more prosecutions**
- ✓ **Responsibility for identification** with the social protection actors
- ✓ Comprehensive interpretation of **unconditional access** to protection and assistance
- ✓ Uniform **indicators**
- ✓ **Co-operation** with the criminal justice system

OSCE “social path” report

PUTTING VICTIMS FIRST:
The ‘social path’ to identification and
assistance

<https://www.osce.org/cthb/538452>



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

PART 4

Important contacts

Adequate Support measures and Improved capacities in countering THB

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

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

mopolzsko.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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