



**Greek National Referral Mechanism
for the Protection of Victims of Human Trafficking**



DETECTION AND PROTECTION OF HUMAN TRAFFICKING VICTIMS

Practical Guide for Frontline Professionals

ATHENS 2023



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FOREWORD I

During the past two decades great progress has been made in the combat against Human Trafficking. An international legal framework along with national initiatives have been developed, while a global alliance against modern slavery was forged with the active participation of civil society organisations. Nevertheless, despite the efforts made in Greece and globally, the issue of human trafficking and exploitation, from sexual exploitation and forced labour to cases of modern slavery, persists and at times intensifies, urging us to increase efforts to tackle it.

The Office of the National Rapporteur on Combating Human Trafficking, of the Ministry of Foreign Affairs, acting as the national coordinating authority responsible for the development, coordination and implementation of a national strategy to combat Human Trafficking in the level of prevention, suppression and prosecution of perpetrators, as well as with regard to protection and assistance for victims, will continue to support all efforts towards raising awareness and tackling the phenomenon.

The creation of the National Referral Mechanism for the Protection of Victims and presumed Victims of Human Trafficking (NRM) was a key priority for the Office of the National Rapporteur. The NRM is an internationally recognised collaborative “tool” of reference, through which co-competent state agencies, international and humanitarian organisations coordinate the process of identification, referral and assistance for victims and presumed victims of Human Trafficking aiming at the provision of effective protection.

The publication of this Practical Guide for Frontline Professionals on Detection and Protection of Human Trafficking Victims, in addition to the Handbook of the Greek NRM, aims to further educate, train and equip frontline professionals with the necessary tools to facilitate identification, protection and provision of support for victims of this heinous crime.

We commend the work of those having contributed to the development of an invaluable tool that addresses the needs of frontline professionals, wishing them well and wholeheartedly expressing our support in the common fight against one of the burning issues of our time.

**Office of the National Rapporteur on Trafficking in Human Beings
Ministry of Foreign Affairs**

FOREWORD II

The National Centre for Social Solidarity, as an Actor with many years of experience in providing protection services to victims of human trafficking and responsible for the operation of the National Referral Mechanism for the Protection of Human Trafficking Victims (NRM), in close cooperation with the Office of the National Rapporteur on Trafficking in Human Beings of the Ministry of Foreign Affairs - responsible for the supervision and coordination of it, aims at a deeper understanding of the phenomenon of trafficking and its multiple forms, with the ultimate goal of protecting the victims and their human rights as effectively as possible.

We are therefore pleased to present the printed version of the updated Practical Guide on the identification and protection of human trafficking victims, which was drafted within the context of the “Greece Capacity Building Project”, implemented by the Norwegian Council for Refugees - NORCAP in Greece¹, from its seconded staff to EKKA, Vlachou Irini, Serafim Angeliki and Christou Marianna, to whom I would like to express my congratulations. This Guide is a supplementary publication of the NRM Handbook, which presents an analytical view the institutional framework for the protection of victims of human trafficking in Greece and the operation of the NRM.

By making the printed Guide available to Actors included in the NRM, we aim at the direct access to useful knowledge and information, responding to the demanding needs of first line professionals working in the protection services network, for victims of human trafficking.

Athens, October 2023

The President of EKKA

Dr. Artemis Anagnostou - Dedouli

1. The project was implemented within the framework of the “Asylum and Migration” (Addressing urgent needs for the reception and screening of asylum seekers and for the accommodation of vulnerable groups), by NORCAP (Norwegian Refugee Council – NRC) in Greece, with funding from Iceland, Liechtenstein and Norway financed by Iceland, Liechtenstein and Norway. The programme was awarded a total budget of 16,5 million euros as part of the EEA Grants 2014 – 2021. The Fund Operator for the “Asylum and Migration” programme in Greece is SOL Crowe in collaboration with HumanRights360. More information: <https://www.asylumandmigration-eeagrants.gr>

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A.

WHAT IS TRAFFICKING IN HUMAN BEINGS



The aim of this section is to clarify the concept of human trafficking, in a comprehensible way, also taking into account the complex and often covert forms it takes. This is not a simple task, as the elements of the definition of human trafficking are interpreted in a dynamic way, which evolves in parallel with the evolution of the phenomenon¹. There is an added difficulty of there being no absolute convergence of interpretations internationally, and this is why we look back both to international texts and EU and national legislation, but also to the case law of the European Court of Human Rights. In any case, it should not be assumed that this analysis has the validity of legal texts produced by competent bodies. The aim is to highlight the diversity and relevance of the corresponding interpretations, in order to include non-legal professionals in the process of identifying presumed victims of human trafficking. The forms of human trafficking are listed, as well as the relevant contemplation of the variations of the crime of human trafficking.

1. For example, "sham marriages", i.e. "virtual" or "fake" marriages of "convenience", as well as forced marriages are persecuted in some countries as a form of human trafficking, forming part of the "sex slavery" concept. In the Greek legal framework, however, the purpose of obtaining unlawful economic gain (and not indefinitely facilitating the perpetrator's social development for example) must be also identified (on top of the actions and means referred to in Article 323 A of the Greek Penal Code), in order to be prosecuted as human trafficking.

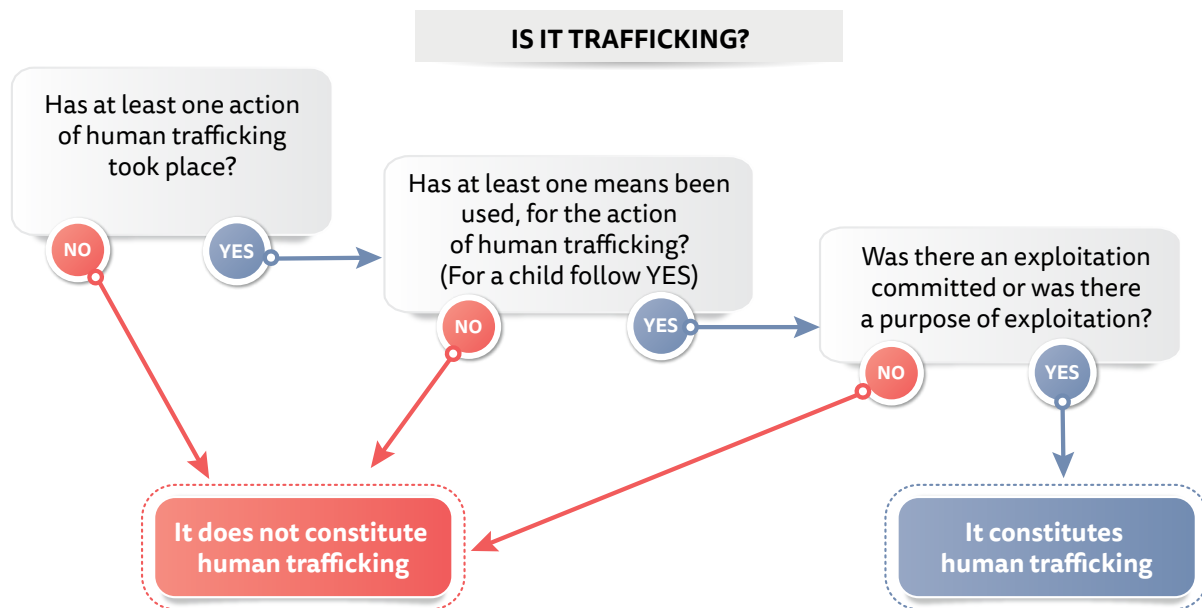
The definition of human trafficking was first included in the **Protocol to Prevent, Suppress and Punish Trafficking in Persons, Especially Women and Children**, opened for signature in Palermo, Italy, on 12-15 December 2000² supplementing **the United Nations Convention against Transnational Organized Crime**³. It was reiterated in the Council of Europe Convention on Action against Trafficking in Human Beings (2005) and (with greater clarity) in the European Directive 2011/36/EU:

*The recruitment, transportation, transfer, harbouring or reception of persons, including the exchange or transfer of control over those persons, through the threat of the use or use of force or other forms of coercion, by 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 of control over another person, for the purpose of exploitation.*⁴

In the Greek **Penal Code**, the definition now follows the wording of the European directive, but also introduces the element of the objective of “acquisition of unlawful economic advantage” that must be obtained by the perpetrator by interpreting in this way the concept of exploitation.

*Anyone who, by threat to use violence, threat of violence or other coercive means or through force or abuse of power recruits, abducts, transfers, illegally retains, harbours, delivers or receives another individual for the purpose of their exploitation, shall be punished with imprisonment and a fine.*⁵

So, in principle, there are three elements that we look for in the history to understand whether it constitutes human trafficking: The **action**, the **means** and the **purpose** of exploitation.



2. Two other Protocols supplement the Convention: The Protocol against the Smuggling of Migrants by Land, Sea and Air, and the Protocol against the Illicit Manufacturing of and Trafficking in Firearms, Their parts and Components and Ammunition.

3. UNODC, *United Nations Convention against Transnational Organized Crime*, <https://www.unodc.org/unodc/en/organized-crime/intro/UNTOC.html>, September 2004.

4. Article 2 (1) of Directive 2011/36/EU of the European Parliament and of the Council of 5 April 2011 on preventing and combating human trafficking and protecting its victims, as well as on replacing Framework Decision 2002/629/JHA of the Council

5. Article 323A (1) of the Greek Penal Code

A1. Elements of Human Trafficking⁶

Actions

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

Means

...by means of the threat or use of force or other forms of coercion, of abduction, of fraud, of deception, of the abuse of power or of a position of vulnerability or of the giving or receiving of payments or benefits to achieve the consent of a person having control over another person....

Purpose of exploitation

Any of the above actions must have been committed with the purpose of exploiting the victim. So the crime is completed regardless of whether the exploitation began or not. Therefore, the offence of human trafficking belongs to the category of “crimes of intent”, namely it is sufficient to commit one of the above actions (using one of the aforementioned means, if the victim is an adult), but with the corresponding intention of the perpetrator to exploit the victim, i.e. to generate profit from the exploitation of the victim in any of the following forms.

Consent

The consent of the human trafficking victim to their exploitation, be it intended⁷ or actual, is **irrelevant** if the above means have been used.⁸

Where the act involves **a child**, it constitutes a criminal offence of human trafficking, even if the above means have not been used.⁹



Attention!

The classification of an act under an Article of the Greek Penal Code is carried out by the Prosecutor. When identifying a person as a human trafficking victim, it is enough to trace the evidence of human trafficking in their history, in order to provide them with the protection they are entitled to. Identification is not a legal act. The law confers the competence of official identification of the trafficking victim to the Prosecutor, who issues the act of their official recognition.

A2. Forms of Exploitation

Directive 2011/36/EU includes the various forms of exploitation in the context of human trafficking in the most complete way.

Exploitation shall include, at least, the exploitation of the prostitution of others, or other forms of **sexual** exploitation, the forced provision of **labour** or services, including **begging, slavery**, or other practices similar to slavery, domestic slavery, the exploitation of criminal activities, or the removal of organs.¹⁰

According to Article 323A (5) of the Greek Penal Code, the concept of ‘exploitation’ includes the acquisition of unlawful economic advantage from: a) victims subject to the status of **slavery** or practices similar to slavery; b) victims subject to the status of **servitude**; c) the victim’s work or begging (**labour** exploitation); d) the committed by the victim **criminal** acts; e) the removal of **cells, tissues or organs** from the victim’s body; f) the performance of **sexual** activities, actual or pretentious; or the provision of work or services having as sole purpose the sexual arousal (sexual exploitation); or g) forcing the victim to **marry**.

6. See also the Glossary at the end of the present

7. The use of the term “intended” in the Directive has the exact meaning that we have discussed above, that is, to exist at the level of intention only, without having been realised.

8. *ibid*, Directive 2011/36/EU, Art. 2 (4)

9. *ibid*, Directive 2011/36/EU, Art. 2 (5)

10. *ibid*, Directive 2011/36/EU, Art. 2 (3)

In addition to the forms mentioned above, namely **sexual** exploitation, **labour** exploitation, **removal of organs, exploitation of criminal activities** and **slavery** and **its similar forms**, the Directive specifies in para. 11 of its Preamble on the additional forms of exploitation:

Forced begging should be understood as a form of forced labour or services as defined in the 1930 International Labour Organisation Convention No 29 on forced or compulsory labour. Therefore, the exploitation of begging, including the use of a dependent person who is a trafficking victim for begging purposes, should fall within the scope of the definition of human trafficking, only if all elements of forced labour or services are present. In light of the relevant case law, the validity of any possible consent to the performance of this

work or services should be assessed on a case-by-case basis. However, in cases where a child is involved, any possible consent should under no circumstances be considered valid. The expression “**exploitation of criminal activities**” should be understood as exploitation of a person to commit, inter alia, petty theft, shoplifting, drug smuggling, and other similar activities, which are subject to penalties and imply financial gain. The definition also covers other behaviours, such as cases of **illegal adoptions or forced marriages**, since they constitute the objective nature of human trafficking.¹¹ The reference to the “objective nature of human trafficking” has the exact meaning of what we mentioned above, that all elements of the crime must be present: Committing at least one action (using at least one means, in the case of an adult victim) and for the purpose of exploiting them.



11. 11th recital in the Preamble of Directive 2011/36/EU



Did you know?

Forced marriage is a form of exploitation when it contains the elements of human trafficking: at least one action and for the purpose of financial gain. (The use of some means of bending the will of one or both parties is inherent in forced marriage)

The definition of **labour exploitation** is quite difficult, especially when it has to be distinguished from exploitative working conditions or from employment in violation of labour and insurance legislation. Only the violation of established labour rights does not (in itself) imply the existence of labour exploitation (as a form of human trafficking). However, there is also no clear definition that could

list specific elements that differentiate labour exploitation, which constitutes human trafficking, from exploitative working conditions which do not go far enough to establish the crime in question.

So, what needs to be examined in order to investigate whether this particular labour condition is linked to human trafficking, are all the features of the position of the presumed victim: how they were hired, what means of extracting and maintaining the victim's consent were used, and above all, the purpose of the perpetrator (the motive of the one who gains profit from their work). An individual assessment of all these factors is therefore needed, in the light of both the case law of the European Court of Human Rights (ECHR) and the interpretation of the International Labour Organization (ILO).

For a more detailed presentation of the forms of exploitation, please refer to the end of the present, to the chapter "Glossary".



B. FACTORS THAT INCREASE THE RISK OF EXPLOITATION



The aim of this section is to review the factors that increase the risk of a person becoming a human trafficking victim, in order to sharpen the relevant reflexes of frontline professionals and for a better understanding of the causes that give rise to and/or sustain the phenomenon.



B1. Vulnerability as a main risk factor - Key profiles of vulnerable population groups

A human trafficking victim does not necessarily belong to a specific age or social group, gender, nationality or have a low level of education. However, exploiters/perpetrators aim directly at gaining profit, and that is why they target people who can be more easily manipulated and controlled. This means that people in a more vulnerable position run a greater risk of being exploited. However, this does not mean that this happens only in extreme cases of particular vulnerability.



Knowledge of push and pull factors and their effect on exploitation phenomena may also serve to prevent the phenomenon.

In its 3rd Progress Report, the European Commission underlines that, during the two years 2017-2018, almost three-quarters of the registered victims in Member States were women and girls, while children accounted for one quarter (23%).¹² In relation to the form of exploitation, more than 90% of trafficking victims for the purpose of sexual exploitation are women, demonstrating the gender-based nature of this form of exploitation. It should be noted that women are recorded as victims of labour exploitation in 26% of the incidents and 52% in recorded cases of other forms of exploitation.¹³

In addition, although human trafficking is not by definition linked to immigration, almost 50% of registered victims are citizens of Member States, mostly of Eastern Europe.¹⁴

B. FACTORS THAT INCREASE THE RISK OF EXPLOITATION

Other high-risk population groups:

Social groups often discriminated against and targeted

Being socially marginalised, these individuals often resort to the help of fraudsters, in order to escape their situation, and have no access to protection from the authorities.

People with physical or mental disabilities

In addition to the difficulty these people face in accessing services and support, and the social isolation they may experience, they are targeted by perpetrators aiming to exploit them for begging, while also being more easily manipulated.

Mentally ill people

Not only are these people easier to manipulate, but they may also have previous bad experience with Services and Authorities.

Drug and alcohol users

Victims' addiction to substances can be the reason for being targeted but also the way to be manipulated more effectively by the perpetrators, who often force their victims to use substances.

Elderly people with no support network / no resources / with precarious housing

Migrant populations, displaced persons

Despite the distinction between smugglers and human traffickers, oftentimes these two illegal activities intersect.

Undocumented migrant populations in a foreign country that often do not speak the local language

Labour exploitation is often the only job option for undocumented people, who hardly perceive themselves as victims. These people will rarely turn to the authorities for help, as they are at risk of detention and deportation, and often do not speak the local language.

12. European Commission, *3rd Report on Progress in Actions to Combat Human Trafficking* (2020), <https://respect.international/study-on-the-gender-dimension-of-trafficking-in-human-beings/>, 2020, p. 9.

13. European Commission, *Study on the gender dimension of trafficking in human beings*, <https://respect.international/study-on-the-gender-dimension-of-trafficking-in-human-beings/>, 2016, p. 9.

14. European Parliamentary Research Service (EPRS), *Detecting and protecting victims of trafficking in hotspots, Ex-post Evaluation (Study)*, [https://www.europarl.europa.eu/RegData/etudes/STUD/2019/631757/EPRS_STU\(2019\)631757_EN.pdf](https://www.europarl.europa.eu/RegData/etudes/STUD/2019/631757/EPRS_STU(2019)631757_EN.pdf), 2019, p. 4.

Other high-risk population groups:

People who owe money to smugglers

Debt to smugglers often becomes the pretext by which traffickers force victims to consent to their exploitation in order to repay it.

People who have themselves been trafficking victims in the past

The risk of re-victimisation is not only due to the vulnerability of the "injured" victim, but also to the fact that the only networks to which the victim will turn to again for "help", are the trafficking networks.

Illiterate people or people with insufficient access to school education

The work choices of illiterate or uneducated people are limited to sectors where violations of labour rights and poor working conditions are common. Moreover, these individuals rarely perceive themselves as victims, thinking that they have no other alternative.



Children

Children represent 30% of all identified trafficking victims worldwide, 23% of them being girls and 7% of them being boys¹⁵.

Immigrant minors, refugees and internally displaced children are at higher risk of becoming trafficking victims.

Child human trafficking victims can be:

- Unaccompanied minors
- Child victims of domestic violence, abuse or neglect
- Children with a past of sexual abuse
- Children who use drugs or engage in delinquent behaviour
- Children that are victims of war or natural disasters

Regarding child trafficking, it seems that the key factor that increases the risk of victimisation are troubled family relationships, combined with the socio-economic situation a child grows up in. Thus, it is observed, for example, that displaced families



15. UNODC, *Global Report on Trafficking in Persons*, https://www.unodc.org/documents/data-and-analysis/glotip/2018/GLOTiP_2018_BOOK_web_small.pdf, December 2018.

and/or families with serious financial difficulties are more likely to trust smugglers who promise them to move their child to another country in order for the child to have better opportunities and prospects or to provide the families with some kind of income, and eventually they end up exploiting them. Also, the breakdown of the family with consequent neglect, abuse or abandonment of children, parents who have emigrated for financial reasons and left their children in the care of relatives or child protection structures, homeless or lone children, lacking a support network, are cases that will most often be approached by perpetrators of trafficking. Oftentimes, the family or relatives themselves are involved in the exploitation of a minor. The children, trusting the adults who care for them and not realising they are being exploited, depending on their age, very often do not seek help or protection.

EXAMPLES:

Young woman who comes from a single parent family, has not finished yet school and is looking for a job to contribute to her family's expenses.

Minor, member of a large family in which only the father works with meagre financial earnings.

Trans woman who has been marginalised by her family.

Man of foreign origin who has found himself illegally in another country seeking employment.

B2. Push and pull factors for human trafficking victims

The vulnerability of an individual or a population group, in and of itself, is certainly not a root cause of the phenomenon of human trafficking nor is it sufficient to explain its existence. The adverse economic and social conditions in a person's life make them vulnerable to manipulation by the perpetrator. Human trafficking victims are deceived by the false promises of their exploiters for better living conditions and financial/professional rehabilitation

B. FACTORS THAT INCREASE THE RISK OF EXPLOITATION

at their place of destination. The emergence and evolution of the phenomenon of human trafficking is a combination of political, social and economic factors, which are divided into **push factors**, which lead to the victim having expectations for a better life, and make them more likely to believe in false promises and to be deceived, and into **pull factors**, i.e. the conditions that make up the breeding ground for traffickers.

Push factors include conditions such as:

Poverty and lack of decent living opportunities

High unemployment rates

Lack of adequate education

Low standard of living

Gender-based violence and inequalities

Social exclusion and discrimination (based on sexual orientation, nationality, religion, political beliefs, etc.)

Conditions threatening the life and security of an individual or group, coming mainly from war zones and authoritarian regimes with serious human rights violations

Migration policies that prevent the legal movement of populations

Corruption of state officials

Natural disasters

Respectively, the pull factors include:

High living standard and employment opportunities

Increased demand for a cheap labour force

Expectations for access to equal rights, mainly by population groups who have been discriminated against

Access to education

High levels of corruption of state officials

Sources:

1. European Commission, *3rd Report on the progress made in the fight against human trafficking (2020)*, <https://respect.international/study-on-the-gender-dimension-of-trafficking-in-human-beings/>, 2020, p. 9.
2. European Commission, *Study on the gender dimension of trafficking in human beings*, <https://respect.international/study-on-the-gender-dimension-of-trafficking-in-human-beings/>, 2016, p. 9.
3. European Parliamentary Research Service (EPRS), *Detecting and protecting victims of trafficking in hotspots, Ex-post Evaluation (Study)*, [https://www.europarl.europa.eu/RegData/etudes/STUD/2019/631757/EPRS_STU\(2019\)631757_EN.pdf](https://www.europarl.europa.eu/RegData/etudes/STUD/2019/631757/EPRS_STU(2019)631757_EN.pdf), 2019, p. 4.
4. UNODC, *Global Report on Trafficking in Persons*, https://www.unodc.org/documents/data-and-analysis/glotip/2018/GLOTiP_2018_BOOK_web_small.pdf, December 2018.

C.

IDENTIFICATION OF A HUMAN TRAFFICKING VICTIM



This section includes indicators in the history, behaviour and general situation of each person, which should motivate professionals to further investigate the possibility of having come across a presumed human trafficking victim. In addition to general indicators, more specific indicators are mentioned, possibly referring to specific forms of exploitation.



In the dual mission of tackling the phenomenon of human trafficking, which is the effective protection of victims in conjunction with the prosecution of perpetrators, the timely and correct identification of a presumed trafficking victim is key, in order for the process of their rehabilitation and protection to be initiated. A victim who is detected in a timely manner is removed from the influence of the exploitation ring and enters the protection system for their safety and non-further victimisation. In addition to the obvious importance for victim protection, the correct and timely identification of a presumed victim is also a legal obligation for States, which must provide assistance and protection to victims through special mechanisms, as soon as they have good reason to believe that the latter have been in a position of a trafficking victim. Finally, the timely identification of victims, when they are still under exploitation, facilitates the authorities independently, in terms of the arrest and prosecution of the perpetrators.

The process of identifying a presumed human trafficking victim poses difficulties and challenges inherent both in the nature of the phenomenon of human trafficking and in the nature of the State systems in charge of dealing with it. In this matter, it is obvious just how important it is for the authorities to be staffed with professionals trained to identify and manage incidents of human trafficking, especially in high-risk areas, such as the Reception and Identification Service and the Asylum Service, the Public Health Sector, and obviously, the social services of the State and local government, the police, the judicial authorities etc. Also, the training of civil society professionals and their networking and cooperation with State authorities, through the coordination and networking offered by the National Referral Mechanisms, where these exist, help to fill in gaps in protection and the effective and faster intervention of protection actors.

In the process of identifying a victim, distinguishing between the victim who is still being exploited and the one who has now escaped from the influence of their exploiters is very important, with regard both to the indicators traced by the professional who comes into contact with one or the other category of victims, and to the protection solutions the professional will ultimately choose. For example, after the identification of a victim who is still being exploited, their safety and removal from the ring,

possibly their medical care, safe housing, and urgent legal consultation are vital, while the issue of their cooperation with the prosecuting authorities in order to have the perpetrators arrested remains to be seen, and so does the care for the victim's legal stay in the country, if they are a third-country citizen, and the pursuit of their official recognition as a trafficking victim, etc. In identifying a victim, when they are no longer exploited, there may be an additional need for legal consultation on the asylum procedure, psychological support, vocational guidance to avoid re-victimisation, but also seeking official recognition etc.



Did you know?

Law 5038/2023 provides for the adoption of an act recognising the victim of the offence of illegal transfer of immigrants, if they report an organised trafficking ring. (art. 4 par. ia and ib L. 5038/2023)

C1. Identification of human trafficking victims: Evidence to be investigated

Communication with the presumed human trafficking victim - History taking - Identification

This section presents the principles that should govern the communication between the professional and the human trafficking victim, especially when this is carried out through an interpreter or an intercultural mediator. At the end of this section, a sample of briefing the presumed victim about their rights and the operation of the National Referral Mechanism for the Protection of Human Trafficking Victims (NRM) is provided.

• **Before communicating with the victim**

Identifying a human trafficking victim is a complex process, while a victim can be identified by a professional when the latter contacts the victim about a completely unrelated matter and the victim may not even be aware that they are in fact a victim of human trafficking or that they need/

are entitled to protection. Therefore, it is critical for frontline professionals, such as health or social service professionals, but also police officers, port officers, employees of the First Reception Service and the Asylum Service, who come into contact with people who belong to high-risk groups or with people who have multiple vulnerabilities or with migrating people, to be able to question, to be able to judge from the history a person will give them in the context of even an unrelated request (e.g. asylum request, housing request, allowances, simple medical examination or assistance for a residence permit) whether or not they are actually in a human trafficking situation.

In this context, a professional must first be familiar with the definition of trafficking, the three watchwords: action - means - purpose, examined earlier, and the various forms it can take, so as to be able, for instance, to distinguish among the conditions of exploitation, even if the victim does not admit to them or does not recognise them as such (as is commonly the case) or to persist with more questions on issues that may at first sight seem perfectly normal.

For a person to be a human trafficking victim, they don't have to be a third-country national or to have crossed borders. For example, a national may be a human trafficking victim of labour exploitation, or a third-country national may face labour exploitation, sexual exploitation, exploitation of criminal activities or otherwise, for the first time in Greece, even if they have traveled from their country of origin for a different reason.

A person who seemingly knows and consents to their living and work conditions or who even says they are happy with them may very well be a victim of exploitation. Further questions may give rise to the reality of the trafficking, in which case the appropriate (protection) measures should be taken.

Even prior to that, it is commonly known that human trafficking victims have often faced and continue to face other vulnerabilities, even before the exploitation took place. Therefore, those involved in protecting human trafficking victims should be able to identify so-called potential human trafficking victims, i.e. people who, due to other vulnerabilities that may be a combination of, for instance, physical/mental health issues, precarious economic or social status, gender, age, lack of legal recognition, are more vulnerable to becoming victims of deception, coercion and exploitation. If a professional observes any or several of the above conditions, they will first take actions to protect the individual in relation to these vulnerabilities. At the same time, however, they will be mindful of whether the person has become/is/will become a victim of exploitation.

In this process, it is good to bear in mind that people who move across borders due to conflict, poverty, violence or loss of rights in search of a better life in the countries of destination can be more easily exploited. As mentioned above, the so-called push factors, e.g. high unemployment rates, lack of education or exclusion from education, gender-based violence and inequalities, social exclusion and discrimination (based on sexual orientation, nationality, religion, political beliefs, etc.), if combined with pull factors, such as expectations of high living standards and employment opportunities, increased demand for cheap labour due to an economic crisis, expectations of access to equal rights, mainly by population groups that have suffered discrimination, or the same expectations of access to education can create conditions conducive to exploitation.

EXAMPLES:

A 17-year-old irregular immigrant who does not speak the language and lives in conditions of poverty is often approached by labour exploitation rings, who want him to work for a minimum wage, to which he may agree out of necessity or be forced into criminal activities for the same reasons.

The exclusion of girls from education due to poverty in their country of origin is often a reason for their coercion into domestic slavery.



Attention!

This does not mean that all migrant populations or that all victims of discrimination are also human trafficking victims. However, conditions of exploitation can more easily arise when factors like the above are combined.

PLEASE BE AWARE THAT:

Cross-border transportation is not a prerequisite for the existence of human trafficking. Furthermore: **TRANSFERRING MAY OR MAY NOT BE AN ACTION OF HUMAN TRAFFICKING.** A person may be exploited within their own community.

People who can be trafficked do not all fall under a single category. Victims can be young, old, men, women, girls or boys. They may be educated or illiterate, healthy or sick. Their physical and intellectual abilities may vary.

It is good to remember, however, that human trafficking is a phenomenon with gender-based characteristics: women and girls are much more targeted for sexual exploitation, while men and boys for coercive participation in armed groups, gangs etc.

Exploiters also do not have a single profile. They can be men, women, young, old, and even minors. They may be members of a criminal organisation, an armed group, personnel of international or non-governmental organizations, relatives or friends of the victim or completely unknown to them.

C. IDENTIFICATION OF A HUMAN TRAFFICKING VICTIM

The purpose of exploitation also has no restrictions. Trafficking may involve a range of exploitative activities including sexual exploitation, forced labour or other purposes, such as forced marriage or coercion into criminal activities.

Action - Means - Purpose: Not all victims of exploitation are trafficking victims. The rights of victims of exploitation are obviously violated, but in order for the victims to be considered trafficking victims, specific trafficking actions (recruitment, transfer, receipt, harbouring) must have taken place, along with the use of specific means for their exploitation **WARNING:** The means are of no interest to us in case of child victims.

Consent: Although a person may have accepted the conditions of exploitation, they may still be a human trafficking victim. It is precisely because a “means” was used to obtain consent that this consent loses its validity: **WARNING.** In the case of a minor, consent is never taken into account for trafficking.

A person who has been smuggled or has crossed borders illegally may be easier prey to exploitation and trafficking¹⁶.



16. UNODC, *Countering Trafficking in Persons in Conflict Situations*, https://www.unodc.org/documents/human-trafficking/2018/17-09063_Briefing_Note_TIP_in_conflict_A4_Ebook.pdf, December 2018.

C2. From potential to presumed victim. Indicators

The indicators or the signs of human trafficking are circumstances or characteristics that suggest that a person is or has been a human trafficking victim. Such indicators may be both push and pull factors, i.e. they may occur as a breeding ground for the realisation of the human trafficking crime, but they may also include personal characteristics of the person that reveal their involvement in a trafficking situation. **The observation of one or more indicators of human trafficking requires that professionals are vigilant towards a more targeted investigation of the history aspects of the person they assist.**

The Indicators correspond to conditions shaped by the environment and the timing, and should therefore be continuously updated. Besides, the human trafficking phenomenon is a constantly changing crime, whose trends change over time, depending on environmental, economic and social conditions, even on the evolution of phenomena such as the COVID-19 pandemic, which has contributed to the creation of conditions that, on the one hand, facilitate the perpetration of trafficking and, on the other hand, make it difficult to prosecute the perpetrators and to approach the victims.

The multifactorial dimension of the trafficking phenomenon, its existence in different types of societies, economies and environments requires thorough knowledge and continuous training of protection professionals and law enforcement authorities in order for it to be tackled. Experience in providing protection services, or in the causes of serious crimes and their operational prosecution, are not enough. A combination of reflexes and experience in all three fields multiplies the chances of success, i.e. effective prevention, protection of victims and prosecution of perpetrators.

Below is a list of indicators, as comprehensive as possible, that in combination with the above mentioned push and pull factors (other coexisting vulnerabilities, social situation, conditions in the country of origin, etc.), can more safely complete the picture of a presumed victim of human trafficking.

Characteristics of a person that you can use as indicators of the circumstances of human trafficking:

- ▶ Fear, anxiety, depressive or submissive behavior, anger, tension, incomprehensible behaviour
- ▶ Disoriented behaviour that shows confusion, inability to make decisions and to concentrate
- ▶ Signs of addiction
- ▶ Incoherent narration, contradictions, different versions of story
- ▶ Limited or no contact with family and broader environment
- ▶ Lack of trust in authorities and field professionals, having anxiety while in contact with police or judicial authorities
- ▶ Reluctance to receive help or services, the person does not recognize themselves as a victim of exploitation

In the working conditions you may observe, among other things:

- ▶ Threats - punishments in the form of loss of "privileges"
- ▶ Unpaid work, or work with little pay, or work which pays far less than what was agreed or pay with tips only
- ▶ Work with no time limit or at unusual hours
- ▶ Inhumane, degrading, extreme working conditions
- ▶ Lack of breaks at work or unusual restrictions in place (forced to stand, banning of toilet breaks, etc.)
- ▶ Increased security measures at work (e.g., non-transparent or covered windows, barbed wire, security cameras, armed guards)
- ▶ Accommodation at the workplace or daily transportation with an escort to and from the workplace
- ▶ Actual working conditions are different from those agreed or promised (e.g., working as a babysitter rather than a nurse, working 12 hours instead of 8 hours, lower pay)
- ▶ Physical or verbal abuse by the employer or supervisor
- ▶ Coercion for achievement of daily goals
- ▶ Charging unusual and excessive amounts for expenses or fines that result in a debt to

the employer, e.g., high charges for housing, equipment or work uniform rental, fines for days off or vacation days

- ▶ Coercion into sexual services, without the option of refusing clients or using contraception or other means of protection
- ▶ Signing a contract in a language the employee does not understand or refusing to provide a copy of the employment contract

Special indicators:

Physical

- ▶ Poor hygiene, starvation or malnutrition, dehydration, severe fatigue
- ▶ Indicators of physical or sexual abuse, restraint or torture
- ▶ Injuries, bruises in various stages and/or unattended diseases, injuries, or infections
- ▶ Inadequate clothing for the particular weather conditions, or circumstances, or clothes that do not fit
- ▶ Age-inappropriate or too provocative clothes and makeup
- ▶ Excessive concern at the possibility of surveillance cameras or cell phones

Restriction of self-determination

- ▶ The person does not seem free to leave or move at will
- ▶ The person wants to stop working or providing sexual services but are afraid or feel they cannot leave
- ▶ The person is accompanied by another person who won't let them speak or refuses to leave the room or interprets for them
- ▶ The person's movements or what they says seem to have come from or to be controlled by others
- ▶ The person has no control over their money or their bank account
- ▶ The person does not have their passport, or other identification or generally important documents and records in their possession
- ▶ The person is afraid to speak for themselves, they allow others to speak for them, even when you address them directly

C. IDENTIFICATION OF A HUMAN TRAFFICKING VICTIM

Restriction of self-determination

- ▶ The person refuses or hesitates to name or describe their employers or abusers, or to describe their full situation
- ▶ The person does not know the exact location of their residence or work
- ▶ The person's telephone or other personal belongings have been taken by their "employer"
- ▶ If the person is a migrant, it is implied that they have not paid for the trip on their own expenses or they may be afraid to disclose their legal status of residence in the country, or they have been threatened with deportation

Special indicators for children

- ▶ Child labour, abstinence from education or child-appropriate activities
- ▶ Long hours of work that exceeds legal limits
- ▶ Non-existent or limited contact with parents or guardians
- ▶ Lack of communication with peers other than the peers in the workplace
- ▶ Lack of time for entertainment / playing
- ▶ Travel without the presence of parents, guardians, caregivers
- ▶ Striking differences from other members of the household or family in which they live (differences in appearance from other members, they do not speak the same dialect or language, they eat separately from other members)
- ▶ Child is escorted by an armed group or gang, and stands by armed group or gang vehicles
- ▶ Behaviour that is not age-appropriate. For example, promiscuity or overly mature behaviour, or the use of aggressive language, unusual for their age
- ▶ Involvement in petty crime or gang involvement - pending criminal charges
- ▶ Substance abuse - substance addiction
- ▶ Receives gifts or is found with things that do not belong to the child in their possession, and can not or does not want to explain their origin

The above indicators concern the person you come into contact with, and who, as mentioned above, is usually unable or unwilling to identify themselves as a presumed victim of exploitation and trafficking, or to disclose this to you in order to receive protection.

One of the most difficult forms of trafficking for detecting and identify victims is domestic slavery, a situation in which the victim, usually a woman or even an underage girl, often lives undocumented in the employer's house, and is available for domestic work all day long, without breaks or rest. These conditions are very often accompanied by abuse, whether physical or sexual. Inherent characteristic of this form of trafficking (isolation, all-day work, living in the employer's home under their full control or even under forced house arrest) difficulties the victim to contact the authorities or professionals in the field.

When communicating with persons who are likely to be victims of domestic slavery, you may encounter the following:

- ▶ They do not eat with the rest of the family
- ▶ They have no personal space and their sleeping area may be a common space or in any case an inappropriate space
- ▶ They may have been reported to the authorities as missing while still living in their employer's home
- ▶ They never leave the house for social reasons
- ▶ They never leave the house without an escort
- ▶ They only eat leftovers from the family's meals
- ▶ They endure insults, abuse, threats, violence¹⁷



17. 1. Global Protection Cluster, *An Introductory Guide to Anti-Trafficking Action in Internal Displacement Context*, https://www.globalprotectioncluster.org/wp-content/uploads/Introductory-Guide-on-Anti-Trafficking-in-IDP-Contexts_2020_FINAL-1.pdf, 2020, 2. UNODC, *Human Trafficking Indicators*, https://www.unodc.org/pdf/HT_indicators_E_LOWRES.pdf, 3. INSTITUTE OF CHILD HEALTH, *Guidelines for the identification of children victims of trafficking: A user guide for the SESN tool*, <https://eody.gov.gr/wp-content/uploads/2019/12/EGXEIRIDIO-SESN-final.pdf>, 2015.

Indicators specific to domestic slavery (in addition to what has been mentioned above for the general indicators):

Another form of trafficking that is more difficult to identify, thus illustrating the complexity of the trafficking phenomenon and the risk of having trafficking victims escape the notice of professionals during contact with them, is coercion into begging or criminal activities (usually petty crime). Below are some indicators that help in detecting this form of trafficking:

Persons who are victims of exploitation for begging or criminal activities may:

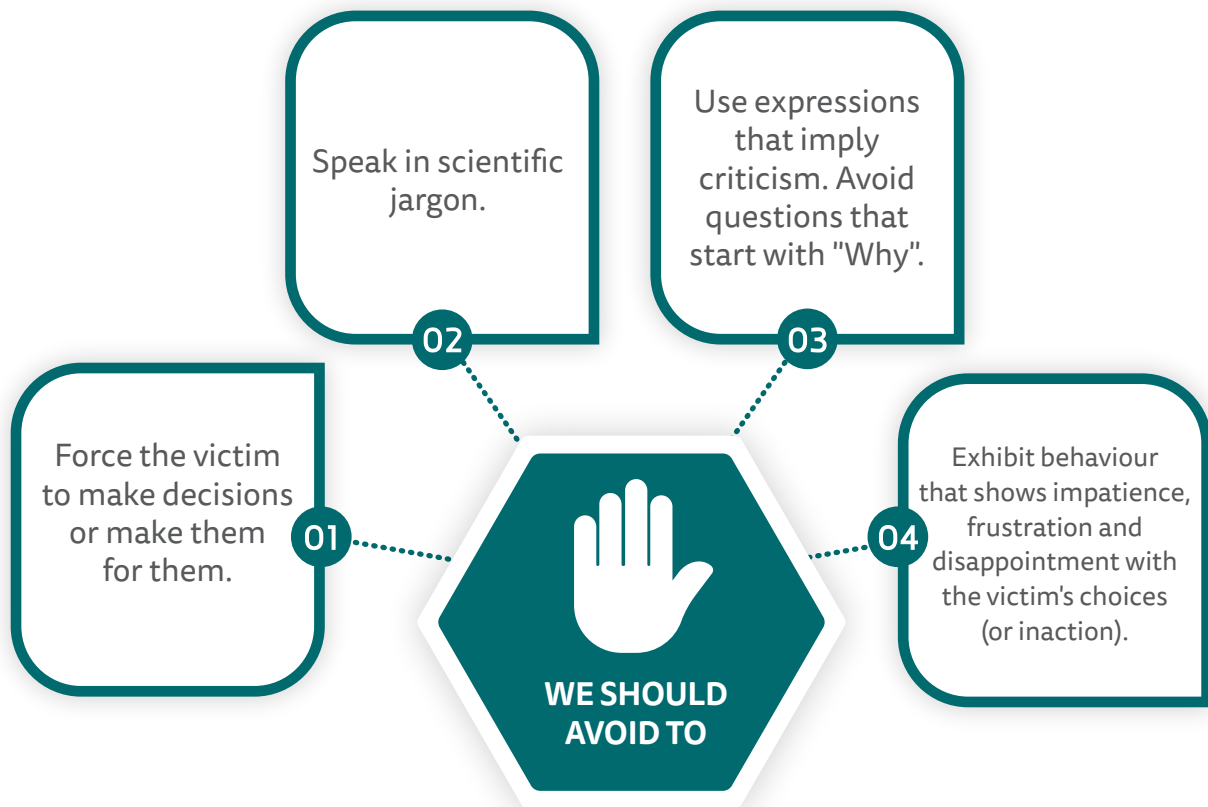
- ▶ be children, elderly, disabled, migrants, begging in public spaces and means of public transport
- ▶ be children who transfer and/or sell drugs
- ▶ have suffered an amputation or other injury
- ▶ be children of the same race or nationality moving in large groups accompanied by a few or only one adult
- ▶ be unaccompanied minors who were “found” or “helped” by an adult from the same country of origin as them
- ▶ be moving in groups by means of public transport
- ▶ be living with adults who are not their parents
- ▶ be subjected to physical punishment if they do not make enough money from the begging or the criminal activity they are forced into



When begging involves children and their parents, it becomes particularly difficult to detect. In this case, the parent may also be a victim of a larger trafficking ring, begging may be a means of survival for the family without elements of trafficking, or the parent themselves may exploit their child as a trafficker. The investigation of living conditions that will follow by the professional is crucial for the detection of a possible trafficking situation, but more importantly for the effective protection of the child involved, based on its best interest.

By listing the signs of trafficking, the theoretical knowledge of the forms of exploitation seen above is completed (see chapter A2 and Glossary), in preparation of the subchapter on communication with the trafficking victim that follows (C.3). The challenges and difficulties you will encounter in detecting the victims and then communicating with them, in order for you both to agree upon and establish an individualized protection plan, are already evident by the physical/psychological indicators of trafficking of the person you are communicating with. For example, the fact that a human trafficking victim has been abused, threatened or misled about the role of protection professionals is likely to make them fear that they themselves or their relatives in their country of origin will be punished if they tell anyone about their experience.

Also, a victim may not even need to be threatened or abused for them to avoid communicating the trafficking situation to the professional or to the authorities. There are quite a few cases of victims of exploitation who have found themselves earning a little money after years of absolute poverty and, possibly as this is combined with their lack of education, they consider themselves fortunate and do not recognise themselves as victims.



C3. Communication with potential and presumed victims of human trafficking

Professionals should keep in mind that human trafficking victims are a distinct category of beneficiaries, who nevertheless have common characteristics with other categories, such as victims of crime in general, victims of abuse, or people in precarious situations and uncertainty about the future. If the professional practices respect and empathy, the individual is more likely to feel the degree of trust required for them to ask for help. However, there is no "secret formula" that guarantees that a person will talk or share their problem and ask for help. Much more so, the professional should not be held responsible for the person's refusal or hesitation to seek help.

Experience has shown that tangible evidence, that the professional can help the individual (i.e. even seemingly routine actions, such as assisting with the issuance of a Social Security Number (AMKA), making an appointment with a service or dealing with a bureaucratic issue) can be the key to building trust.

In any case, we do not fail to respect the basic principle of "do not harm", which includes seeking only the information that we need in order to provide the assistance that we have the competence to provide.

See Chapter G5 for more details.



C4. Proposed Informing of a Presumed Victim

In the framework of the development of the NRM procedures for the detection and protection of presumed victims, with the first and foremost concern of respecting their right to be informed about their situation and their rights, the following form has been proposed, which may be useful to professionals when communicating with victims¹⁸:

THE RIGHTS OF ADULT VICTIMS OF TRAFFICKING IN HUMAN BEINGS¹⁹

From the information you have given me, there is a serious possibility that you are a victim of trafficking in human beings. In Greece, trafficking in human beings is a criminal offence and means that *you have been transferred, deceived, coerced, or your freedom has been restricted, with the purpose of being financially exploited through physical and psychological violence, threats or other means leaving you with no other alternative [adjusted depending on the trafficking history of the victim being informed].*

18. Available in the NRM Tools Section of the EKKA website: <https://ekka.org.gr/index.php/el/ethnikos-mixanismos-anaforas>

19. This is a proposal for a brief but complete report of the rights of the presumed victim of trafficking in human beings you assist, regarding his/her protection and communication with the Authorities. Please note that each right mentioned here is also broken down into individual rights or procedures. Especially for criminal proceedings, the assistance of a legal representative is necessary for the enjoyment of all the rights granted by the applicable legal framework.

As a victim of human trafficking, you are entitled to the following and we will work together to ensure that you have access to:

- free **medical care** in a public hospital
- **psychological** support,
- **translation and interpretation** (where necessary)
- help in finding safe **housing**,
- police measures to ensure your **security**, if you are in danger; and,
- access to a **lawyer** of the free legal assistance programme.

You also have the right to report the traffickers to the police, **no matter where they are or where the crime against you took place**, so that they are persecuted and punished. In this case, if you were coerced into committing illegal acts during the time you were being exploited, then the law provides that you will not be punished.

I must emphasize that you are not obliged to cooperate with the police. You will decide if and when you will cooperate with the police. Note that if you decide to cooperate with the police, there are specific rights that you are entitled to, which will be explained to you by a lawyer, with whom you will be given the chance to discuss your case.

Regardless of whether you decide to report those who exploited you, you have the right to follow the procedure provided by law to be officially recognised by the Public Prosecutor as a victim of trafficking in human beings.

If the victim is a third-country national:

You also have the right, once you have been recognised as a human trafficking victim, to be given up to 3 months to decide whether to cooperate with the police or not. In any case, once you are officially recognized as a victim of trafficking in human beings, you are entitled to a residence permit, which also allows you to work.

If you wish, you have the right to return safely to

your home country.

If the victim is a third-country national and has no legal documents:

The law provides for your protection from expulsion²⁰.

RIGHTS OF CHILD VICTIMS OF TRAFFICKING IN HUMAN BEINGS

From the information you have given me, there is a serious possibility that you are a victim of trafficking in human beings. In Greece, trafficking in human beings is a criminal offence and means that you have been transferred, *deceived, coerced, or your freedom has been restricted*, with the purpose of being financially exploited²¹ [*adjusted depending on the trafficking history of the victim being informed*].

Because you are under 18 years old, we are obliged to report this to the authorities in order to protect you, and also to grant you access to what you are entitled to. As a victim of trafficking in human beings, you have the right to the following and we will make an effort, so that you have access to:

- free **medical care** in a public hospital
- **psychological** support,
- **translation and interpretation** (where necessary)
- safe housing in a guesthouse with other minors,
- free legal assistance,
- education,
- information on any progress of the procedure,
- and you can state your opinion about every decision that concerns you.

We will also ensure the appointment of a guardian, who will be responsible for you and for monitoring your case.

We can also work together to find solutions to help you locate your family or return to your home

20. It is noted that the exact wording of Art. 12 para. 2 of Law 3064/2002 is: *During protection or assistance, foreign victims within the meaning of this Article shall not be deported. An expulsion decision that has been issued but not yet executed shall be suspended.*

21. We note that in the case of child victims, the investigation of means employed in committing any of the acts of trafficking is not required.

country, if you so wish. (for the latter two, you will judge their necessity or even risk in relation to the case of the child victim, depending on the assessment you have conducted to ensure their best interest. For example, whether or not recruitment started in the country of origin, whether or not there was an abduction, etc. are factors that need to be considered in the process of choosing whether or not to detect them).

Once you have been recognised as a victim of trafficking in human beings, you are also entitled to a 5-month period to decide whether to cooperate with the police or not for the perpetrators' arrest and punishment. In any case, once you have been officially recognized as a victim of trafficking in human beings by the Public Prosecutor, you are entitled to a residence permit, and until then you are protected against expulsion.



Sources:

1. European Commission, *Reference Document Guidelines for the identification of victims of trafficking in human beings Especially for Consular Services and Border Guards*, https://ec.europa.eu/anti-trafficking/sites/antitrafficking/files/guidelines_on_identification_of_victims_1.pdf
2. European Commission, *Study on the gender dimension of trafficking in human beings*, <https://respect.international/study-on-the-gender-dimension-of-trafficking-in-human-beings/>, 2016, p. 9.
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5. UNODC, *Human Trafficking Indicators*, https://www.unodc.org/pdf/HT_indicators_E_LOWRES.pdf
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9. UNODC, *Identification of victims. Importance of early and accurate victim identification*, <https://www.unodc.org/e4j/en/tip-and-som/module-8/key-issues/identification-of-victims.html>
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11. INSTITUTE OF CHILD HEALTH, Department of Mental Health & Social Welfare, Centre for the Study and Prevention of Child Abuse and Neglect, *Guidelines for the identification of children victims of trafficking: A user guide for the SESN tool*, <https://eody.gov.gr/wp-content/uploads/2019/12/EGXEIRIDIO-SESN-final.pdf>, 2015
12. Frank, Richard W., *Human Trafficking Indicators, 2000-2011: A New Dataset*, <https://ssrn.com/abstract=2314157> or <http://dx.doi.org/10.2139/ssrn.2314157>, December 2013.
13. M. Ibanez and D. D. Suthers, *Detection of Domestic Human Trafficking Indicators and Movement Trends Using Content Available on Open Internet Sources*, 47th Hawaii International Conference on System Sciences, Waikoloa, HI, <https://ieeexplore.ieee.org/stamp/stamp.jsp?tp=&arnumber=6758797>, 2014 p. 1556-1565.

D. CHILD EXPLOITATION



As we have already mentioned, human trafficking is one of the most lucrative crimes worldwide, and the main target of the perpetrators is the most vulnerable population groups, including the most vulnerable one, which is that of children²². Around 28% of the detected human trafficking victims worldwide are children, while in regions such as Sub-Saharan Africa, Central America and the Caribbean, the figure rises to 64-62%²³. The most common forms of exploitation involving girls are sexual exploitation and forced marriage for the purpose of their exploitation, while it is observed that boys are more frequently exploited through their participation in armed operations²⁴.

Perpetrators, taking advantage of children's need for protection, especially those deprived of parental care (unaccompanied children), but also their innate tendency to trust adults, manipulate them more easily and thus children end up not realising what is happening to them and why. The physical and psychological effects of human trafficking for child victims are particularly traumatic, with an impact on their adult lives, so it is important for them to be detected early.

D1. Indicators of child exploitation

Regarding the indicators of human trafficking in cases of child victims, while there are many similarities with those of adults, the professional should also focus on more specific indicators that manifest during childhood. Many of these indicators are also found in cases of child abuse; however, in combination with the child's history, the professional is able to differentiate the cases and conclude whether the child abuse is also linked to human trafficking or not. Of course, in any case, action and provision of protection services are necessary.

In particular, indicators that should concern the professional to further investigate the child's history may include:

When children:

- ▶ Are unaccompanied and have no access to their parent or guardian
- ▶ Are accompanied by adults who are not parents or relatives and who insist on staying with them at all times
- ▶ Are not able to confirm the name or address of the person they were going to meet when they arrived in the country
- ▶ Exhibit behaviours that suggest regression to earlier stages of development (e.g., bed-wetting)
- ▶ Have no access to education or have had their education interrupted
- ▶ Don't have the typical behaviour of children their age
- ▶ Show signs of neglect – basic care, malnutrition, neglect of basic medical needs.
- ▶ Have no time to play
- ▶ Live in unsuitable living conditions
- ▶ Do age-inappropriate tasks
- ▶ Report that an adult "found" them and "helped" them
- ▶ Avoid or refuse to talk to a person of authority.
- ▶ Are in possession of money, expensive clothes, mobile phones or other goods without any plausible explanation.
- ▶ Dress up in clothes that are not appropriate for their age and a child's everyday life
- ▶ Have phone numbers of transport services (taxi etc.)

22. International Convention on the Rights of the Child, PART I, Art. 1: "For the purposes of this Convention, a child is any human being below the age of eighteen years, unless under the law applicable to the child, majority is attained earlier.", <https://www.synigoros.gr/paidi/downloads/dsdp.pdf>

23. UNICEF, Press release <https://www.unicef.org/press-releases/children-account-nearly-one-third-identified-trafficking-victims-globally>, July 2018.

24. ICAT, *Trafficking in Children*, Issue brief 6, https://icat.un.org/sites/g/files/tmzbd1461/files/publications/icat-ib-06-trafficking_in_children.pdf, July 2018, p. 1.

When children:

- ▶ Don't want to or are not able to give out personal information or details about their place of residence
- ▶ Recount a story that has much in common with other people's stories, possibly indicating that it may not be true and may have been fabricated.
- ▶ Are involved in criminal activities, usually with other children
- ▶ Are afraid to give information as to the reported caregivers

6 - 12 years old

- Difficulty in concentrating/remembering
- Avoiding eye contact
- Does not smile
- Psychomotor overstimulation or psychomotor retardation
- Complaints of physical pain and discomfort not due to pathological causes
- Temporary loss of acquired developmental skills (e.g. sphincter control)
- ΔImpaired speech

Children, as mentioned above, perceive the situations they experience (trauma, abuse and violence in general) by expressing their feelings differently, depending on the developmental stage²⁵ they are in. It is therefore important for the professional to know what is expected in terms of cognitive, social and emotional skills from children of different age groups and whether the behaviours that they identify correspond to these or not and if they need further investigation.

Some of these may include the following:

0 - 6 years old

- Does not seem to prefer caregivers to other adults, even strangers (seems to seek comfort and attention from anyone) or does not seem to have intimacy with their escort
- Uncommon irritability/frequent and intense crying
- Anxiety during sleep
- Appetite changes
- Developmental delays/delay in speech
- Complaints of physical pain and discomfort not due to pathological causes

12 - 17 years old

- Difficulty in concentrating/remembering and recalling past experiences
- Neglected appearance
- Neglected personal hygiene
- Self-injuries
- Presence of feelings of guilt
- Aggressive behaviour
- Presence of strong and excessive emotional stress
- Frequent absences/Dropping out of school

Child protection measures

The protection measures provided for child victims of human trafficking are aimed at promoting their physical, mental, intellectual and social development. They should always be personalised and professionals should adjust them according to the age, gender, cultural background and needs of each child, informing them at every step and taking the child's point of view into account. The determination of the **best interest** of the child must precede any decision to be taken about the child. The child can express their desires and opinions, which are taken into consideration depending on

25. Institute of Child Health, *Guidelines for the identification of children victims of trafficking: A user guide for the SESN tool*, <https://eody.gov.gr/wp-content/uploads/2019/12/EGXEIRIDIO-SESN-final.pdf>, 2015.

their age and maturity. Depending on the results of the assessment of the best interests of the child and the risks incurred, the professionals may take action to meet the following needs:

1. Family tracing / repatriation
2. Safe housing
3. Psychological support
4. Access to medical care
5. Education
6. Foster care and adoption
7. Appointment of a guardian for unaccompanied children

D2. Communication and interview with a child victim

When communicating with child victims of exploitation/abuse, it is necessary to follow some basic principles that reassure the child and make it easier for the professional to build a relationship of trust with them, as well as to provide the services the child needs more effectively. It is recommended, where feasible, that children be interviewed by professionals specialised in children's protection and rights.

Here are some basic tips:

- 01 ▶ Whenever possible, choose the appropriately trained professional²⁶ to talk with the child, depending on gender, language and cultural characteristics
- 02 ▶ Get prepared before the interview and find out as much information as possible about the background and profile of the child you are going to talk to.
- 03 ▶ Explain who you are, why you are talking together and what will the next steps be.
- 04 ▶ Start the conversation with a topic that is friendly and familiar to the child.
- 05 ▶ Create a safe and warm environment for conversation. Whenever possible, use toys, colours and books.
- 06 ▶ Take time to talk and do not rush.
- 07 ▶ Speak with plain intelligible language by using terms that the child uses to express themselves.
- 08 ▶ Explain the procedures in a way that the child can understand.
- 09 ▶ Ask open-ended questions and avoid directing the answers, bearing in mind that children tend to give adults the answers they think they want to hear.
- 10 ▶ Be reassuring and supportive. Reassure them that what happened to them is not their fault.
- 11 ▶ Don't push for details.
- 12 ▶ Take breaks so that the child does not get tired.
- 13 ▶ Observe your body language as well as the child's before you.
- 14 ▶ Pay attention, listen, and show respect to the child's views, thoughts, and beliefs.
- 15 ▶ Close the interview by rewarding the child, confirming that they "did well" and that if they want to talk to you again you are available.

26. IOM, *Investigating Human Trafficking Cases Using a Victim-centred Approach*, https://publications.iom.int/system/files/pdf/investigating_human_trafficking.pdf, 2018, p. 44.

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E.**PROTECTION OF VICTIMS
OF TRAFFICKING IN HUMAN BEINGS**

This section presents the steps that the professional should follow to support the presumed victim, according to the NRM Standard Operating Procedures. Suggestions for managing difficulties that we often encounter are also included. A distinctive sub-section is the presentation of the steps of legal assistance and of the official recognition procedure, in a way that can also be understood by non-legal professionals.



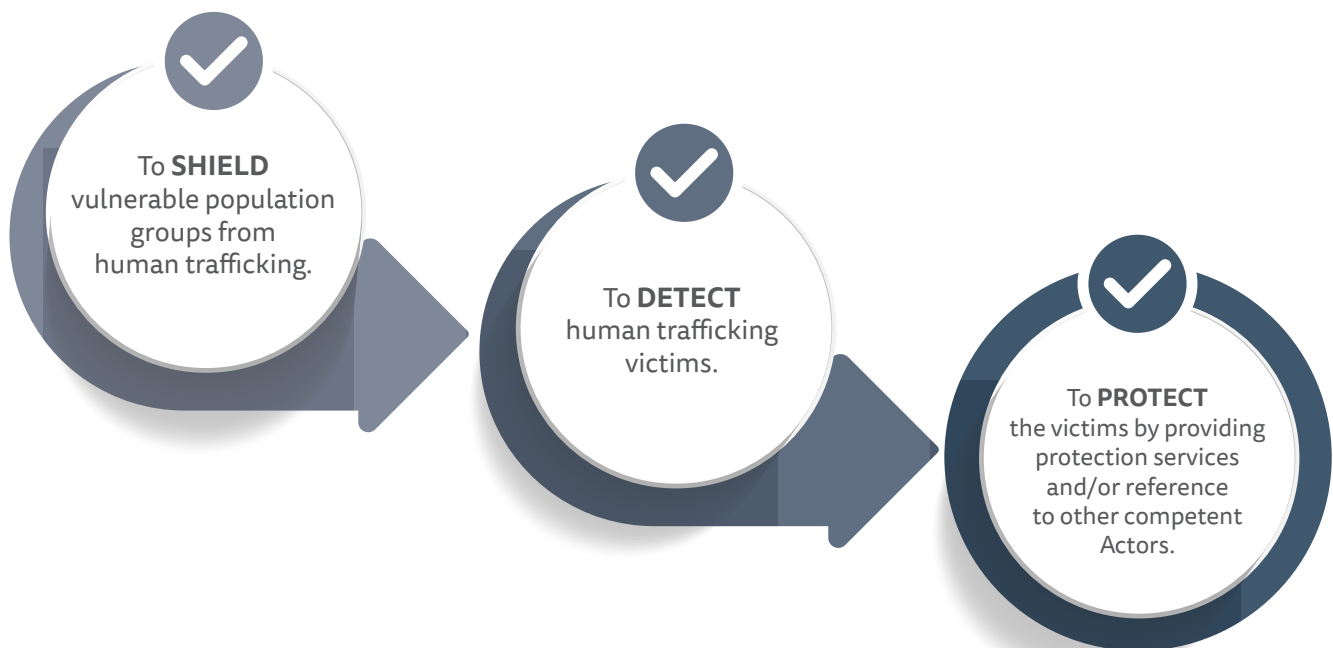
E1. Definition of Protection - Victim-centred Approach

The condition of human trafficking for the victims usually involves multiple violations of their human rights, which vary depending on the type of exploitation, the circumstances and the period of time during which the person has been exploited. This practically translates into a violation of the individual's dignity and self-determination, endangering their life, their physical integrity, and their safety in general. Situations such as imprisonment, abduction, humiliation, rape, beating, torture, starvation, psychological and physical abuse, as well as deprivation of medical care, among others, are just some of the situations that are very often recorded in the history of a human trafficking victim.

The fundamental human rights that are violated in human trafficking are the following:

- The right to freedom and safety
- The right not to be subjected to slavery, servitude, forced labour or debt bondage
- The right not to be subjected to torture or cruel, inhumane and degrading treatment
- The right not to be sold, exchanged or "entered" into a forced marriage
- The right to be free from gender-based violence
- The right to freedom of transportation
- The right to just and favourable working conditions
- The right to inclusive and fair quality education and lifelong learning opportunities
- The right to an adequate standard of living
- The right to equality and non-discrimination

All States have an obligation to prevent and combat human trafficking, and to protect and assist its victims. The professionals of a country's protection actors play an important role in supporting efforts to combat human trafficking. These professionals, always depending on their specialty and experience, have the task of moving in three directions:



What do we mean when we say “protection services”?

Once the human trafficking victim has been detected, **if the victim so wishes and gives their consent after being informed**, it is very likely that protection services will be deemed necessary. These services range from meeting the first basic needs to the psychological, physical and social rehabilitation of the person, given the effects that this traumatic experience has had on them. These effects can be the result of multiple and lengthy incidents of abuse that have taken place in the context of trafficking and are often deeply traumatic to a victim, stigmatising them person and affecting their later life.

The psychosocial support that human trafficking victims receive, the gradual recovery of their self-confidence and the relationship of trust that they develop with the professional they will work with, empower them to claim their rights as victims of this criminal act and to move on to criminal proceedings. In any case, whether they report the perpetrators or not, this is not a reason to exclude victims from support and protection services.

What is the “victim-centred approach”?

A key component of the NRM, which permeates all its functions at every level and is promoted as the fundamental principal of trafficking case management, from and to all the actors that constitute it, is the *victim-centred approach*. The approach with the victim at its centre. Physical and psychological effects of human trafficking on victims vary depending on the particular characteristics of each victim, such as gender, age, the existence of additional vulnerabilities, etc., but also on the different trafficking history. The complexity of each case highlights the need for the professional to each time create a personalised protection plan, which will cover the individual needs and wishes of the victim, thus following the victim-centered approach in the way services are designed and delivered.

- Basic principles of the victim-centred approach:
- Respect for the rights and dignity of the individual
- Every person is special
- Every person reacts differently to the experience of exploitation they have been through
- Every person has different needs and capabilities

- Every person has the right, depending on their age and circumstances, to decide who will know what has happened to them and what the next steps for their protection will be.
- Every victim must be believed and treated with care and empathy by the professional

The ultimate goal of the victim-centred approach in the long term is for the victim to gradually regain control of their life and actions, dignity and the right to self-determination.

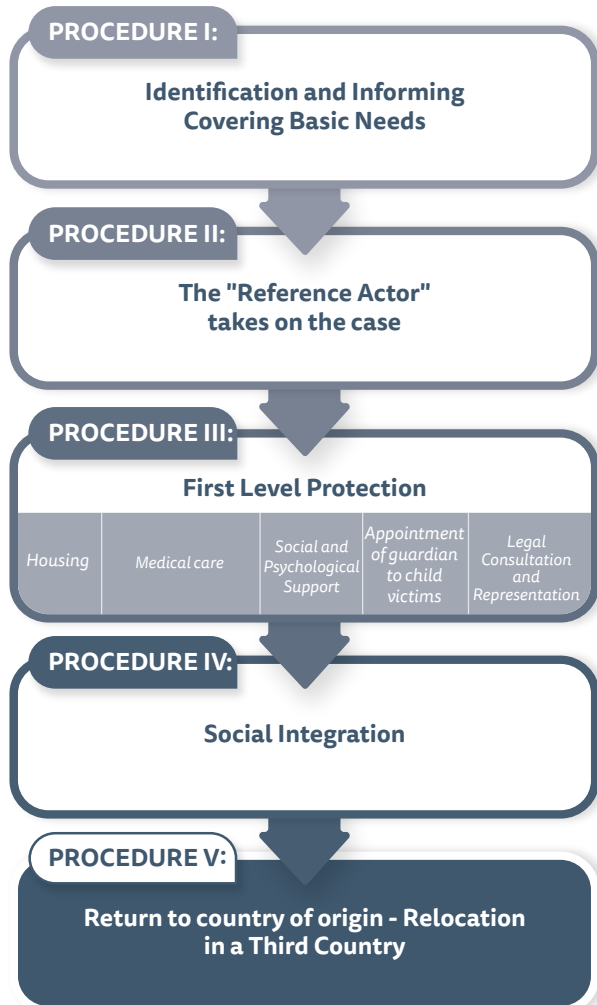


In human trafficking, the victim is disempowered by losing the freedom to decide for themselves. Through the victim-centred approach, the victim is empowered and reminded that they are once again in control of their own life.

E2. The stages and procedures for the protection of human trafficking victims

The NRM Standard Operating Procedures, as developed by the Actors that have joined the National Referral Mechanism and that have participated in the working groups coordinated by EKKA, provide for specific steps for the protection of victims. They are divided into stages, starting from the moment a victim is detected to the completion of services provided to the victim. These steps apply to a wide range of field professionals, of all disciplines, from the moment they are likely to come into contact with a presumed victim through the actor they represent. A key component of the NRM is interdisciplinarity, so that all actors involved are aware of and actively and complementarily involved in these stages of victim protection. However, it is necessary to distinguish between the types of protection services and to emphasise that the existing network of professionals must delimit its intervention according to the role, competences and specialty of each actor. The following layout shows the stages of victim protection in the chronological order they take place in real life.

E3. The stages of the NRM Standard Operating Procedures in more detail:



Procedure I: Identification and Informing - Covering Basic Needs

This is the first key step after detecting a human trafficking victim. It concerns all professionals who are likely to encounter a victim in the performance of their duties, not only professionals of specialised protection actors. For this reason, it is important that all front-line workers of actors that come into contact with vulnerable population groups, even for procedural issues, are trained or at least aware of the indicators of trafficking and the basic rights of the victim. In most cases the most difficult part is detecting a victim and this is because victims of

exploitation in most cases do not understand the situation they are in or they are so afraid, that they will not seek help. So, the role of the professionals they meet on their way is extremely important, as they will recognise the indicators of trafficking and act accordingly. So when the professional detects and identifies a presumed victim, i.e. when they recognise the elements of trafficking in their history:

1. Informs them about the phenomenon of trafficking, as plainly and discreetly as possible, about their rights, the possibility of cooperating with the police and about the NRM
2. They cover, if possible, basic needs such as food, clothing, medical care, communication with family, etc. If this is not feasible within their actor, then they shall refer to another relevant actor
3. After taking the two previous steps, they shall report the case to the NRM by sending the Reporting Form

Procedure II: The "Reference Actor" takes on the case

Whichever of the Actors cooperating with the presumed victim is deemed more suitable, based on the stability of the cooperation with the victim, will be designated by the NRM/EKKA as the Reference Actor of the case (it can also be the Actor that detected the victim, if it fulfils the above condition). In this case, we commonly refer to the actor that takes over the management of the case, i.e. the one that **undertakes to provide psychosocial support and mediation to ensure the necessary services are provided for the protection of the victim.**

The Reference Actor shall be responsible for monitoring the provision of protection services to the victim, after their admission to the NRM, and for informing the NRM/EKKA during the monitoring procedure.

Procedure III: First Level Protection

In this procedure, the critical stage of providing basic protection services is described. This requires the professional to take a series of actions (see section "Case Management" G1 et seq.), starting with a needs and risk assessment, which may include the

provision of protection services by the Actor itself and/or cooperation with others to ensure:

- Safe and appropriate housing, depending on gender, age and condition of the victim
- Medical care
- Social and Psychological Support
- Legal Consultation and Representation

After initiating the First Level Protection services, the case is monitored in order to address any new need that arises, and with the long-term objective of the victim's social integration in the country

(Procedure IV). In many cases, it may be jointly decided with the victim that their repatriation would be a good alternative, or even, if possible, for them to settle in a third country (PROCEDURE V). When all cooperation with the victim is completed or, for any reason, terminated, the case is declared closed.

If it is a child victim:

- The competent Public Prosecutor's Office is informed about the protection of minors
- In the case of an unaccompanied/separated child victim, a guardian is appointed

Procedure IV: Social Integration



By always assessing the best interests of the victim, depending on their wishes and specific characteristics, but also on the trafficking history (location of exploitation, time period, etc.), in order to prevent any possibility of re-victimisation, we move on by supporting the victim in order to cover their needs. In case we have a victim with a migrant or refugee profile and it is deemed that the safest thing for the victim is to remain in the

country where they were detected (for example, in case the recruitment took place in their country of origin), then we ensure that the linkage of the victim with integration and inclusion services is initiated. These services may include learning the local language, work placement or integration into education with the ultimate goal of the person's independent living, when case management is ultimately complete.



Procedure V: Repatriation - Relocation in a Third Country

The same as with the choice of social integration, the choice of repatriation, i.e., **voluntary and safe return** to one's place of origin, needs to be assessed together with the victim to see whether this is in their best interests, safety and wishes. The same should be done when the possibility of the victim's relocation to a third country is considered.

In the case of repatriation, after the victim has been fully informed of their options and the risk assessment of this option (for example, when the victim has been recruited in their country of origin and it may not be safe for them to return), and provided that they agree with this option, the following procedures are followed:

- The EKKA contacts a representative of the National Referral Mechanism, of the country of origin, to ensure continued protection (optional)
- The trip is arranged in cooperation with voluntary repatriation assistance actors and the Embassy/Consulate of the country of origin
- Issuance of a travel document
- Choosing a safe means of travel
- Provision of escort on departure and reception on arrival

If it is a child victim:

- ▶ Informing the responsible Public Prosecutor's Office is necessary for the protection of minors. By order of the Public Prosecutor, a social investigation is carried out in order to investigate the living conditions of the family in their place of origin. Alternatively, the possibility of admission to a child care centre in the place of origin is also investigated. In the case of an unaccompanied minor, the final decision is made in accordance with the procedure provided for in Law 4960/2022 on the Guardianship for Unaccompanied Minors.
- ▶ The professional must inform the child at every stage of the procedure and listen to the child's opinion, but the responsibility for managing the child's case rests with the bodies designated by the legislation in force.



It should be stressed that in all the above procedures, the consent of the victim is the basic precondition for them to be carried out, along with the victim's participation in their planning and implementation. In no case does a professional proceed with these steps based solely on what they judge to be an appropriate measure for the individual.

Exceptions to obtaining consent for protection procedures:

- **In the case of child victims of trafficking, professionals have the obligation to contact the Public Prosecutor's Office for Minors, after informing the child of all the actions they are going to take.**
- **In the case of adults who are unable to defend themselves and in case the professional perceives and assesses that their life is in imminent danger.**

It is also important to stress that these stages are generally related to the course of cases for the protection of trafficking victims, but are adjusted according to the

needs, pace, options and the risk that each victim faces, and thus cannot be followed in an absolute way as rigid procedures, but rather as an indicative and suggested sequence of services. The order and type of protection services provided to a victim depend directly on whether the victim was detected while still being exploited or after their release from the trafficking situation, as well as on the degree of their readiness to cooperate with the professional. For example, a victim may, after being detected and informed of their options, refuse to be referred for further services. In this case, we allow a period of time to reevaluate the case, and if there is still no response, the case is closed.

- Victims, who at the moment of detection are being exploited and possibly in immediate danger, need to be immediately informed of their rights and especially where they can immediately seek help – with our support as well.
- Victims who have been exploited in the past (in the country of detection, on their journey to Greece or in their country of origin) but are no longer in immediate danger, may need to be informed first about where they can seek psychosocial support and then, with the professional

they will work with, they will have the opportunity to explore their needs and all available sources of assistance.

The professional should be aware that at any stage, there is a possibility that a victim may give up their efforts to escape the traffickers or refuse to accept the support of the professional, even if they have initially consented. We must remember that in human trafficking, victims often face repeated threats for their lives and for their families. One of the tactics of the perpetrators, apart from threats, is also to weaken the victims psychologically to such an extent that they are convinced that it is impossible to escape or even survive away from the perpetrators (e.g. cases of victims without legal documents).

As mentioned before, in these cases, the relationship of trust built between the protection professional and the victim, plays a crucial role in the positive outcome of the case; however, this does not mean that they should not be prepared for all eventualities.

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F.

REPORTING TO THE NRM



How do I report to the National Referral Mechanism for the Protection of Human Trafficking Victims?

Basically, the report is made by completing and sending the Reporting Form to EKKA (National Centre for Social Solidarity), a questionnaire where both demographic data and data regarding the victim's trafficking history are filled in. Detailed instructions for the completion of the form, anonymisation and its dispatch are available on the website of the National Centre for Social Solidarity.

Which cases can I send a report for?

Both officially recognised human trafficking victims (i.e. for whom a Public Prosecutor's act of recognition has been issued) and presumed victims of human trafficking are reported to the NRM. Presumed victims are those persons whose history contains the elements necessary to establish the existence of human trafficking. This determination is made by the professional taking the history and recommending the *identification* of the person as a presumed victim of human trafficking.

I do not know whether the actor I am working with is part of the NRM. What do I do?

The actors joining the NRM shall simultaneously designate two contact persons who shall be responsible both for the communication with EKKA and the Office of the National Rapporteur on Combating Human Trafficking, and for the internal dissemination of information regarding the NRM to the staff of the actor they represent. However, in case a field professional does not know whether the actor they are working with is a member of the NRM, they can find this out by directly contacting the NRM operation support team at EKKA, as well as from EKKA's website.

Am I obliged to send a report if I detect a human trafficking victim?

In principle, the Greek legislation does not establish an obligation to report to the NRM. However, the

actors that are included in the Mechanism have committed themselves to the adoption and implementation of the NRM Standard Operating Procedures and to the provision of information to EKKA, both when detecting and protecting the human trafficking victim.

I am not sure what to write in some fields of the reporting form. What can I do?

First of all, you can consult the Instructions for Filling in the Reporting Form, which are posted on the EKKA website, along with the other tools of the NRM. In any case, you can pose any question to the NRM's operation support team at EKKA, either by phone (+302132039772) or by e-mail (*ema.helpdesk@ekka.org.gr*).

Do I have to send the consent form to the EKKA, along with the reporting form?

According to the NRM standardised procedures, the professional sends the report to EKKA forming the entry code, provided that the adult victim has consented to be included in the²⁷ Mechanism (for the child victim, consent is not required). For the convenience of professionals alone, EKKA proposes the minimum content of the information that the victim must have in order to give genuine consent. However, this form is not binding, but it is the responsibility of the professional themselves to obtain the individual's consent in a valid way, either in writing or verbally, depending on the policy of the actor they represent. Therefore, if this or any other consent form is signed, it is not sent to EKKA.

I have strong suspicions that an individual I am assisting is a human trafficking victim, even though they are reluctant to disclose all of their history information to me.

The report to the EKKA and the filling-in of the reporting form is based solely on the information that the victim knows and shares with the professional. Suspicions or speculations are not sufficient for identification of the victim by the professional and admission to the NRM.

27. If the adult victim does not consent

What you should expect after sending the report to EKKA is for a member of the NRM management team to contact you in order to clarify certain points on the reporting form. Then, if it is a child victim or an adult victim who has consented to their admission to the NRM, you will be informed of the case registration number.

Can a third person or self-employed professionals also report to EKKA?

Only professionals belonging to the staff of public and non-state actors who are members of the NRM or wish to become members of the NRM may submit a report.

Is reporting to the NRM somehow linked to or does it substitute reporting to the Public Prosecutor's Office?

In no way is reporting to the NRM linked to reporting to the Public Prosecutor's Office or to the fulfilment of the relevant obligation of reporting a criminal offence. It should be noted here that reporting to the NRM is anonymous.

Can I obtain a certificate of reporting or of admission of a victim in the NRM?

Since the reporting to the NRM and all subsequent procedures for monitoring the progress of the victim's case are carried out with absolute protection of the victim's personal data through the anonymisation of all information, no certificate concerning any person can be issued.

Is it possible that a victim may not be admitted to the NRM and not receive a registration number despite having agreed to it?

This possibility cannot be ruled out. There are cases where the professional incorrectly or prematurely identifies a person as a human trafficking victim, even though, for example, the element of the purpose of the exploitation may be missing. In this case, a member of the NRM

management team at EKKA will take on the role of discussing the case history with you in detail, so that you can together review whether the history falls within the definition of human trafficking or not.

What do we mean when we say that a human trafficking victim is admitted to the NRM?

First of all, adult victims of human trafficking are admitted to NRM provided they consent to this, and so are child victims of human trafficking, regardless of their consent. Upon reporting to the Mechanism, the case is assigned an NRM registration number and its progress is regularly monitored and recorded, mainly with regard to the services the victim receives, either from the Reference Actor or from another Actor to which the victim may be referred to. This monitoring is carried out by the NRM management team at EKKA, either through direct contact with the professional or through the service monitoring forms.

How can a human trafficking victim be helped by being admitted to the NRM?

First of all, it should be clarified that the management of each victim's case is carried out by the professional of the actor, who is in contact with the staff of the NRM operation support team. So, the support that the field professional receives is linked both to the provision of expertise in supporting human trafficking victims and to connecting them with other services and actors. Moreover, the detection of any challenges and gaps in the legal framework and its implementation can be the occasion for building advocacy and joint intervention initiatives.

Where can I find the statistics of the reports?

Based on the data extracted from the reports received by EKKA, semi-annual and annual reports are produced and are available on EKKA's website.

G.

PROTECTION - CASE MANAGEMENT FOR THE PROTECTION OF VICTIMS OF HUMAN TRAFFICKING



The complexity and uniqueness of people exploited in the context of human trafficking entails the need for creating and strengthening a wide range of protection services, adapted to the needs of different vulnerable population groups. It is also important that these services are adapted to the circumstances of the time, place and particular needs of each victim in a flexible way. For example, some trafficking victims may not need or want housing because they already have or share an apartment and are not at risk at this stage (e.g., trafficking victims who have been exploited in the past). The diverse needs of each person arise during their preferably constant cooperation with a professional who will be by their side at all steps of protection.

As we have seen above, in stage (II) the case is assigned to an appropriate actor, which will undertake the “case management”. Stage (III) describes the management, which is completed in the final stage (IV) of social integration or (V) of voluntary repatriation. We underlined that it can be discontinued at any stage since it is based solely on the free will of the victim and the circumstances as they develop during our cooperation.

G1. What does the case management procedure for the protection of a human trafficking victim involve?

Definition of protection service management: *Case management in protection actors in general is a procedure of planning, searching and support for the provision of services by different social services or actors aiming at fully meeting the needs of individuals, as well as monitoring and evaluating the provision of these services until the cooperation is completed. This procedure enables protection professionals from one actor (mainly social workers or psychologists) or between different actors to coordinate their efforts in order to serve an individual, through professional interdisciplinary cooperation, thus extending the range of services required. Case management tries to limit the problems arising from the fragmentation of services and possible poor coordination between service providers.*

In managing cases of human trafficking victims we follow the same guiding principles as we do with other victims of crime, violence and abuse of human rights. Many of the trafficking cases we encounter, mostly women and girls, are people who have

been victims of sexual abuse as well as other forms of abuse and gender-based violence during their exploitation by the perpetrators. Consequently, professionals who come into contact with these people should be familiar with the basic principles of case management for gender-based violence, and to have knowledge of the impact on victims, as well as of the services available to meet their needs.

G2. Basic principles of case management for the protection of human trafficking victims:

- **Person-centred services.** The victim is at the centre of the whole protection procedure and their involvement in every aspect of the case management is enhanced, while at the same time services are adapted to the needs and wishes of the victim.
- **Individualised approach:** Each individual is heavily influenced by the environment in which they have grown up and live in, and their experiences must be perceived after being contextualised in this way, as seen from their own perspective. Only then do we understand the subjective nature of the victim’s experiences and the impact on them and their psyche. This is an important element in understanding experiences of institutional violence, systems of oppression and social inequalities, such as the patriarchal society a woman grew up in or totalitarian regimes with no tolerance for diversity.
- **Enhancing the capabilities of the victim.** We focus on resilience, the potential for growth that is inherent in all individuals, not on finding what is “wrong” with them. We keep in mind that many of a person’s attitudes and behaviours are survival mechanisms developed in difficult living conditions.
- **Teamwork, interdisciplinary cooperation.** It is essential that the person responsible for the management of the case does not work in isolation but rather in cooperation with professionals from other sectors and other actors, if necessary. Only through the cooperation and involvement of various disciplines can we achieve a holistic approach and achieve our goals (e.g. cooperation among social workers, lawyers, psychologists, etc.).

G3. Who is responsible for managing cases of protection of human trafficking victims?

The case manager is a professional working with a social support actor, and has the task of managing cases by providing services to individuals. These are mainly social workers cooperating with other protection professionals such as psychologists, lawyers and medical staff.

G4. The role of the person responsible for managing the case of a human trafficking victim

In managing a trafficking case, the person responsible should:

- ▶ **Develop a relationship of trust with the victim.**

- ▶ **Create a secure and two-way exchange of information.**

We try to be as clear and realistic as possible, without raising the person's expectations that are either excessive or not appropriate to our role. We explain what we can do but also what our limitations are, and we leave it up to them to decide how they want to proceed.

- ▶ **Assure the victim that we will be by their side throughout the whole procedure.**

We empathise with them for their experiences and their current living conditions, bearing in mind that people who are victims of exploitation may have a complex relationship with their abuser and may be under the abuser's control in various ways (e.g. with the use of threats of social humiliation, that they will harm their family or them if they do not obey).

- ▶ **Support and claim while representing the victim**

Be aware of the rights, legal consequences and obligations, in case the victim wishes to initiate criminal proceedings, as arising from the relevant legislation.

Be prepared to demand increased safety measures in case the trafficking situation puts the person at risk of being attacked by their social

environment or by the perpetrators. We may also need to advocate and demand more support in cases where the available protection resources are limited but critical to the victim's safety.

- ▶ **We act as a reference person for the victim and assess their needs with them**

We are aware of the services available and the protection systems in place, depending on the characteristics of the victim. We build communication networks with other actors and we are constantly updated on the availability of services.

G5. What are the steps in managing a protection case of a human trafficking victim?

The management **of a protection case** in human trafficking follows the detection of a victim and, as is generally the case in the provision of protection services, consists of a number of distinct steps, from beginning to completion, with separate actions at each stage. Many of the actions in the different stages may be repeated at different phases over the course of our work with a victim, for example we may need to remind our role and boundaries as professionals to the victim, or to confirm the person's consent at regular intervals. It is understandable that these steps are adapted to the circumstances and the stage we are at, and vary in the way they are followed, for example, whether the victim is still being exploited or not.



We do not forget:

A key objective in the protection case management of a human trafficking victim's case, is to empower them to make informed and conscious decisions, through emotional support and information about the options and services available. Priority is given to meeting needs in relation to health, safety, psychosocial rehabilitation and legal assistance/representation, depending on the facts in each case.

1. Initial introduction and involvement of the victim in the procedure

This is the initial approach-introduction of the professional to the victim and the first steps in building a relationship of trust, a key point for human trafficking victims.

- We welcome the person, introduce ourselves and explain exactly what our professional role is, in as plain and detailed terms as possible.
- We reassure them that they are safe on our premises and we emphasise confidentiality and privacy but also its limits, depending on the age of the victim and/or the risk involved in their situation.
- We explain that we are only there to help if the person allows us to do so and up to the point our role allows.
- After informing the victim of their rights and options, we ask for their consent in order to cooperate with them and explain that any action we take will only be taken following a consultation with them and only if they agree.
- We give the victim space to talk, to introduce themselves, to express their demands at the pace they wish, without pressure.
- It is important to make our limits clear at this stage, to show that we are willing to help but at the same time to explain that not everything is within our power. The cooperation of several actors is needed to cover some requests, for example, the victim's request may be for legal assistance, but this requires a procedure that takes time.
- We assess immediate needs that the victim may have, for example, food, water, clothing, communication with family, etc. We make sure to meet as many of them as we can immediately, or with the cooperation of other actors.

2. Active participation of the victim and informed consent

At all stages of working with a human trafficking victim, it is important to ensure that we have their

valid consent to provide our services to them. This is achieved through the victim's informed consent, i.e., their conscious agreement to receive any services after being fully informed about their rights, the type of services, their choices and the potential risks involved. Apart from the ethical obligation of the professional, it is also a basic right of the victim to have the necessary information before making decisions, as well as part of the victim's empowerment procedure, as already mentioned. The steps to achieve informed consent are:

- ▶ Inform the person about the stages of our cooperation and what they include
- ▶ Inform the person about confidentiality, privacy and their limits
- ▶ Inform the person about their rights in the course of our cooperation
- ▶ We take some time and ask the victim if they have any questions about the procedure and if they agree to continue

What should we take into account in relation to privacy rules for human trafficking victims?

In our work with human trafficking victims, as with other vulnerable population groups, there is the right of the individual to the protection of their personal data through confidentiality on the part of the professional. One of the first things we are obliged to mention and explain to the victim is what confidentiality means for us and our actor, how we safeguard the individual's personal data and what our limits are in terms of privacy.

What are the limits of privacy in cases of human trafficking victims within the context of case management?

The limits of privacy are real and each professional must be able to judge when it is the time to maintain privacy and when it is not. Maintaining privacy does not mean that as protection professionals, we never share any information about the case of a human trafficking victim.

There are two different cases of not maintaining privacy, the first is doing so **with the consent** of the victim we are working with and the second is **without their consent**.

Not maintaining privacy **with the consent of the victim** means that under certain circumstances we are very often called upon to pass on information, in order to ensure that we are doing our best to help the victim. So, we should let them know from the outset that we may need to share parts of their story to achieve their best protection when this depends on our cooperation with other professionals or actors to meet their needs. What we must always remember and adhere to is **to share only that information that is necessary** for another actor or professional involved in the case to know, as long as the victim gives their consent.

EXAMPLE:

We are working with an individual who has previously been a victim of trafficking, sexual abuse and a single-parent family. The woman has requested to be housed and to receive support to find a job. At the Social Agency we will refer for housing, we will need to share the woman's history to highlight her vulnerability and that she falls within the Agency's accommodation criteria. On the contrary, we will not need to share this kind of sensitive information about the individual with the referring actor for vocational guidance, except (and with her consent) that she is a homeless woman and a single-parent family, so that she can be included in the programme according to her needs.

The second case, not maintaining **confidentiality even without the consent of the victim**, refers to cases that we assess the victim's words and image and based on our professional experience, we conclude that the victim is in grave danger and needs immediate intervention. In these cases, depending on the characteristics of the victim, the competent authorities need to be informed and protect the victim. Cases that may arise where privacy may not be maintained are the following:

- When there are indicators that the immediate safety of the person or the person's immediate family members is at risk from a third party (e.g. female victim with child)
- When the person threatens to harm themselves or someone else
- When the professional has a legal obligation to inform the authorities about a crime committed



What can we say to inform the victim about the privacy rules?

"It is important that you know that I am only here to help you, everything you tell me is between you and me and there is confidentiality. This means that I will not discuss whatever you tell me with anyone unless I inform you first and you agree to it. If I need to share any of the information you give me it will only be so that I can better help you and I will always let you know before I do. However, you should be aware that there are certain circumstances when I am not allowed to keep the information you give me to myself; for example, if I perceive that your life or the life of another person is in danger."

3. Taking a social history and a trafficking history

As part of good case management, after the introduction, obtaining consent and assessing initial basic needs, it is important to listen to the victim so that we can then assess their needs in detail. This assessment involves gathering information about the victim and using it in cooperation with the victim to make further decisions and design the intervention plan for their protection. Information gathering is achieved through active listening, so that we can understand what has happened and what the current situation of the victim is. We then support the victim to identify and understand their problems and needs.

- ▶ We try to make it easy for the victim to talk to us about what has happened to them and at the same time we psychologically support them in this procedure.
- ▶ **We encourage the person to talk to us** by asking open-ended questions, such as "what brings you here today?". While the person is talking, we pay attention to them and we show that we care, we write down some basic information and at the same time, we observe the non-verbal messages that body language offers us, for example, if there

is eye contact, the posture of the person's body or the tone of their voice.

- ▶ **We gather information about the person's history** and their current situation, we look at any documents they have brought with them, we let them talk about themselves, and their past, and we ask clarifying questions if necessary. Under no circumstances do we force the victim to give us information they do not want to, and we only ask the necessary questions in order to help them. If we see that they really want to talk to us about something specific, we give them the space and time to do so, as long as this will not upset them further and lead to valuable time being lost for taking urgent protection measures. **Taking a full history is something that can be done in several stages and not necessarily at the first session**, as other issues may have priority for a more immediate intervention.
- ▶ **We try to get a clear picture of what has happened to the victim and assess the risk of victimisation or re-victimisation.** We investigate what the events of the history of exploitation are and their sequence, as far as possible. At this point, it is important to be able to understand what happened, when and where it happened to the victim, whether they are still in danger or they have escaped, whether they have suffered abuse, what kind of abuse (physical, sexual, emotional-psychological, verbal) and to what extent, how long ago, where the events took place, who the perpetrators were/are and what type of contact the victim has with them.
- ▶ After the victim has talked to us about what has happened to them (or is happening to them even at the present time), we need to show empathy, to not be judgmental, to show that we believe them and to emphasise that they are not to blame for what has happened to them. It is also important to thank them for the trust they have shown us and to acknowledge the strength it took for them to tell us. In this way, we empower them and reinforce the relationship of trust that is starting to be built between us.
- ▶ At this stage it is necessary to **inform the victim**, in as plain terms as possible, that their story falls under the category of human trafficking, what this means, that it is a crime and that as a

victim of this crime, they have the right to ask for their protection and for the prosecution of the perpetrators. It is important to always remember that human trafficking victims do not know what "human trafficking" means and most of the time do not realise that they themselves are the victims of a crime. We then fully inform them of their options for both their own protection and the prosecution of the perpetrators, and we confirm whether or not and in what direction they wish to proceed.



EXPRESSIONS THAT WORK THERAPEUTICALLY:

- ▶ "It's very brave of you to share all this with me, thank you for your trust"
- ▶ "I believe you"
- ▶ "I'm sorry this happened to you" or "I'm sorry you're going through this, it must be very hard"
- ▶ "What has happened to you is not your fault"
- ▶ "You are not alone"
- ▶ Assessment of the trafficking victim's needs

4. Needs Assessment of the victim

After gathering information about the trafficking victim and informing them of their options and rights, we let them express their needs and wishes for the steps that follow. At this stage, there is an assessment of the victim's needs, which is at the core of case management and the foundation on which we will base the next steps of our actions. The needs, goals and challenges faced by a victim are assessed throughout our work with them, it is a dynamic procedure that the professional does not stop doing until the closure of each case. At this point, it is important for us to use

our communication skills to create space for the individual and to listen to how they perceive their situation, their strengths, their difficulties, their relationships with wider social environment and to help them set their own goals and priorities. The fields of the needs that we need to address together with the victim, by priority, are:

- ▶ **Immediate safety.** We assess the degree of risk to which the victim is currently exposed, based on how they perceive it at this stage. We investigate the conditions in which they live, asking open-ended questions so that they can freely express themselves.
- ▶ **Health.** We investigate, based on the facts described by the victim, whether there are health and medical history issues that need to be addressed immediately. For example, chronic health problems that have been left untreated, or even instances of physical or sexual abuse. We should be aware that if the victim wishes to prosecute, it will be useful to have a timely forensic examination and a medical opinion.
- ▶ **Psychosocial situation.** We identify the psychological and social effects of the traumatic experience on the victim, we observe their appearance, we listen and we ask questions about their sleep and diet, but also about their daily life before the experience, about their activities and relationship with their social environment. We help them understand that they are normal by placing them in the context of the consequences of the exploitation experience (abrupt mood swings, anxiety, fear, guilt, anger, shame, feelings of hopelessness and helplessness, loss of trust in people, loss of self-esteem, loss of self-control and self-determination, loss of identity).

The victim's **strengths**, resilience traits, interests, things they did in the past that they enjoyed or were good at, things and people that give them courage and hope are just as important to detect, as the above-mentioned. We must build on and gradually empower the victim based on these strengths.

- ▶ **Legal procedures and rights.** It is important for the professional to understand that the experience described by the victim of human trafficking falls under the category of a crime,

from a legal point of view, according to the current criminal code and international law. We must share this information with the victim and then inform them of their rights in detail. Then, if we are talking about an adult victim, we let them think and decide whether they want to take legal action or not against the perpetrators and claim their rights. The procedure of decision making by the victim is something that takes time and we should not expect from them to respond at that particular moment, but rather let them know that, whenever they want, they have the right to tell us and we can help them act accordingly.

- ▶ **Administrative, material and educational/vocational needs.** Depending on the history, profile and situation of a victim at the time we undertake to support them, it is very likely that we will also need to take care of the administrative issues necessary for their protection and smooth integration into the country. These may concern, for example, help with social security, or registration to the unemployment register, etc. The settlement of these issues will also facilitate job search procedures and participation in educational activities, such as learning the local language and/or school enrollment.



5. Development of an individualised action plan

After obtaining consent, gathering information about the victim and assessing their needs, the professional, always in collaboration with the individual, proceeds to the development of an individualised action plan, which will be designed based on the needs and wishes of the victim, with the ultimate goal of their protection and self-determination. At this stage, the actions to be taken, i.e. who will do what, when and where, need to be defined.

- ▶ The action plan should set both immediate and short-term goals as well as long-term goals, and it is the job of the professional to help the victim prioritise their needs, see what options are available, and what steps to take to achieve their goals.
- ▶ Together with the person, we detect the resources available at this stage, starting from the use of resources from their own social environment (trusted people from their community, friends, relatives) to cooperation with the appropriate actors, in order for the victim's needs to be met
- ▶ We let the victim decide what the next steps will be and actively involve them in the procedure, depending on the position the victim is in and the capabilities they have. If we need to make regular appointments rather than intervene immediately, we explore the person's ability to access external actors that we may need to refer them to, whether they feel safe to go or not, whether they will need an escort or not, and whether the times are convenient according to their schedule.
- ▶ We explain to the victim what to expect and what not to expect from the respective actors, the possibilities and the limitations that exist. For example, we may refer them for a service to an external actor and there may be a waiting list, limited places or a specific timetable for the provision of certain services. It is important at this stage to discuss the victim's expectations once again and reassure them that we will do our best to help them. On the other hand, we have to remind them that we are not omnipotent and that we also face limitations, which we have to accept.

- ▶ We leave space for any questions the victim may have and, if necessary, we write down the agreed plan. In that way we help them get an idea of the needs and the decisions we have made with them.

6. Implementation of the action plan

At this stage, the plan and the next steps that have been agreed upon with the victim following the assessment of the victim's needs, are put into action, i.e. its implementation begins, including the following actions.

▶ Referrals and access to services

As in any case management, the professional in charge has, among other things, the role of coordinating and supervising the procedures required to meet the needs of the victim. This does not mean that the actor that the professional represents will take care of all of these needs, but that the responsible professional, whenever necessary, will take care to establish a liaison between the victim and the necessary services. This is achieved through a "referral" procedure to another actor that is deemed competent and appropriate to provide a particular service.

- *What is not a referral:* The referral procedure **does not pertain to simply informing the victim** of the existence of another service that they can seek and contact on their own.
- *What is a referral:* It is the **professional's responsibility** to establish a liaison between the person and each service by taking specific actions. This implies that the professionals who undertake the support of human trafficking victims are familiar with the existing local services available, that they know the steps required to access them, and that they are able to detect and "match" each victim, according to their profile and specific characteristics, with the respective service. This is achieved in practice by the direct contact of the professional with the actor (by phone or email), always after informing and obtaining the consent of the victim, following the reference procedures of the actor (e.g. filling in a reference form, providing the victim's

history information, etc.). Then, provided there is availability, an appointment is made for the victim and the professional managing the case is informed. The professional then contacts the victim and, if necessary, contacts also the actor, in order for them to be informed about the progress of the referral they made and the services provided. In cases that services needed by the victim are provided by the actor that the responsible professional works at, then an **internal referral** is made, following the internal procedure of the actor.

► **Coordination of the actions of the actors cooperating to implement the action plan**

Continuous monitoring of the action plan implementation allows for the detection of any obstacles to the victim's reception of services. It may, for example, be found that the victim is not responding to their cooperation with a referral actor by not attending the appointments and therefore, it might be necessary to examine the reasons for this. For example, the victim may be afraid or have changed their mind about the steps agreed upon, there may be difficulty with interpreting to the other actor (due to dialect, the gender of the interpreter; for example, female victims who are afraid to talk to male interpreters) and this may act as a deterrent for the victim to cooperate. In these cases, flexibility and an adjustment of the intervention plan is needed.

► **Advocacy and protection of victims' rights**

Advocacy for the victim's wishes and needs becomes necessary while coordinating the actions, the referrals and the provision of various services, after evaluating the progress of all of these and their effectiveness in meeting the victim's needs. The professional cooperating with the victim often needs to attend to and communicate the victim's particular needs to the respective actors, in order for the professionals to help each other and avoid any overlapping of services. It is also essential to communicate their concerns and difficulties, and to advocate for specialised services, as far as this is feasible, and always aiming to better protect the victim.

7. Monitoring the case

During the creation of the action plan, it has been agreed with the victim that a communication will follow between them and the professional responsible in order for them to provide appropriate support and to re-evaluate the agreed plan.

- Case follow-up includes scheduled appointments with the victim and/or telephone communication at regular intervals determined based on the needs of the victim.
- During communication with the victim, the professional in collaboration with the victim detects and re-evaluates what has worked out so far, what has not, and what changes need to be made in the best interest of the victim. The initial objectives, set by priority, and according to whether they have been achieved or not, are examined. The safety of the victim is one of the first basic needs to be examined, followed by the rest.
- If we assess that the situation is not improving or remains unchanged, we examine alternatives that may exist, we adjust the action plan and proceed to re-implement it, repeating the previous steps.

We always keep in mind that working with human trafficking victims has many different aspects and it is very likely that we will have to repeat the same steps of a procedure several times or that it will take a lot of time and patience before we see an improvement in their progress. It is also possible that the victim may stop cooperating without warning and may come back a second time to seek our help. In any case, we stress that our availability is constant, we are understanding and empathetic, bearing in mind that people who are abused and trafficked find it difficult to make radical decisions.

8. Closure

The final step in case management is closure, i.e., the completion of service provision. As long as there has been progress on the case, all previous steps have been taken, the victim has remained cooperative with us, and has received the services needed, then our role as a responsible professional has run its course. In practice, the following circumstances lead to the closure of a case:

- ▶ The victim's requests have now been answered, their needs have been met, and we have reached the final and desired goal, which is the empowerment and self-determination of the victim. This may include:
 - their social integration in the country; or
 - their voluntary return to their country of origin
- ▶ The victim has not completed receiving services, but decides to terminate on their own will, either because they feel they have met their basic needs or because they no longer wish to cooperate and receive protection services. In this case, the person may express this on its own or it may stop coming to our appointments without warning us. In both cases we must respect their decision and, after a reasonable period of time, we must proceed with the closure of the case.
- ▶ The victim is transferred to another location within the country or is transferred for housing to an actor that now takes over their support, so the services they receive from us have been completed. In these cases, the responsible professional has the responsibility to make the handover-transfer of the case management to the new actor that now takes over the case. This implies a specific step-by-step procedure where the new actor is fully informed of the progress of the case, followed by communication between the previous and the new actor for a certain period of time, ensuring continuity in the cooperation with the victim.

In the final stage of case management, regardless of the reasons and the manner in which our services are terminated, it is very important for us to remind the victim that we, as professionals, remain available any time the victim changes their mind or wants to seek us out for any reason.

This attitude provides the victim with a sense of stability and security and makes the procedure of separation and the transition to a new start in life, smoother and less painful.

Best practice: It is suggested that the closure of each case be followed by a procedure of **evaluation** of the case progress, the actions taken, what has worked out and what could be improved and implemented differently in future cases. The evaluation procedure should be an internal procedure of each actor providing protection services to human trafficking victims, with feedback between professionals, exchange of best practices, and finding solutions to challenges encountered in the management of cases, with the objective of optimal protection, empowerment and self-determination of the victims.

Trauma-Informed Care (TIC)

TIC stands for "trauma-informed care". This is an approach that takes into account the possibility of a traumatic background among people receiving support and protection services. TIC emphasises the detection of the symptoms of trauma, as well as the role that trauma may play in the individual's life, their relationships with others and their environment. Trauma-informed services can provide a sensitive and appropriate response, regardless of the context in which the victim is seeking help, and can also serve in the timely detection of the victim.

TIC requires the support service system to ask the question "what has happened to this person?" rather than "what is wrong with this person?".

The purpose of TIC is not to treat the symptoms or issues associated with sexual, physical or emotional abuse or other types of trauma; it is rather an approach that informs all support services, so as to make them accessible and appropriate for people who may have experienced trauma. When the procedures and protocols of support services are not governed by this approach, then the chances of the traumatic symptoms resurfacing or worsening, as well as the re-traumatisation of the individual, are increased. The practices implemented by services should aim to avoid re-traumatisation

of victims, increasing the safety of all involved (both individuals and professionals) and the effectiveness and efficiency of interaction with victims.

Such an approach recognises the trauma that the person receiving services may have, seeking to understand the person as a whole, considering that trauma affects the person's perception of both the self and others, as well as the development of their beliefs about their environment. All of this can have an immediate impact on a person's ability or motivation to access, connect and use support services. A system that implements this approach requires the corresponding training of professionals, so that they are able to recognise the indicators and symptoms of trauma, thus avoiding any possibility of re-traumatisation of the individuals, yet also showing flexibility in choosing the way of approaching them.

The five principles of the trauma-informed approach

TIC observes five guiding principles that outline the framework within which service facilities and care systems can work to reduce the likelihood of re-traumatisation [2]. These principles can be applied, as general guidelines, by a wide range of services, reconfigured to fit each different context for providing services.

The five Guiding Principles are ²⁸:

1. Safety

The physical and emotional security of the individual is the primary concern of the professional.

2. Option

The professional's presentation of the available options and the consideration of their parameters and consequences are a prerequisite for the victim to make an "informed decision".

3. Cooperation

The professional plays an important role in the development of the Individualised Action Plan, but the decision is made by the individual.

4. Reliability

The credibility of the professional is not guaranteed and service beneficiaries are often sceptical. The establishment and stability of boundaries in the relationship between the individual and the professional, as well as a clear plan of cooperation ensuring predictable individual steps, can help build a climate of trust.

5. Empowerment

This approach, namely putting the individual at the centre, as being responsible for themselves, while also respecting their pace and choices, works by definition towards their empowerment. In addition, the professional, by emphasising the individual's strengths and encouraging them to invest in those strengths, helps them develop the skills to manage difficulties and create a healthy foundation the individual will lean on, after they stop receiving services.

28. University at Buffalo-Buffalo Center for Social Research, *What is trauma informed care?*, <http://socialwork.buffalo.edu/social-research/institutes-centers/institute-on-trauma-and-trauma-informed-care/what-is-trauma-informed-care.html>, 2022.

TRAUMA INFORMED APPROACH

Best Practices

- ▶ Limit the number of meetings concerning the experience of the exploitation as much as possible.
- ▶ Incorporate the available information about the person's experience or situation from other / previous documents or statements into the history.
- ▶ Assess security issues before, during, and after meeting the person
- ▶ Make some room for the person to develop their own narrative of their experience.
- ▶ Respect the person's right to make their own decisions.
- ▶ Inform the victim of any service available, even if it does not especially concern human trafficking victims.
- ▶ Emphasise that the person is not obliged to decide on the spot and that they can change their mind.
- ▶ Discuss whether there is any other friend, relative, or generally a person the victim can turn to, for support.

Bad Practices

- ▶ Do not expect that the person knows what human trafficking means or that they realise they have been subjected to criminal behaviour.
- ▶ Do not be prejudiced that you will face a traumatised, scared or depressed person. Every human being reacts differently to the experience of trafficking.
- ▶ Do not directly or indirectly criticise the person's decisions, reactions and behaviour during the time they were under the control of the perpetrators.
- ▶ Do not exaggerate your abilities, or make false promises or give inaccurate information.
- ▶ Do not subject the victim to your own opinion on what is better for them to do.
- ▶ Don't take for granted that you know what the person wants or needs. Some actions may put them at further risk of stigmatisation, retaliation or harm.
- ▶ Do not jump to conclusions about someone or their experiences, or discriminate on the basis of age, marital status, disability, religion, ethnicity, sexual orientation, gender identity, etc.
- ▶ Do not take on the role of mediator or peacemaker between the victim and the perpetrator or an accomplice or family member, etc.
- ▶ Do not violate privacy (except as provided by law), because this may endanger the person.



Protection and Prosecution

It has been proven that victim-centred mechanisms for the protection of human trafficking victims play a crucial role, not only in the psychosocial rehabilitation of the victim but also in the successful prosecution of the perpetrators of the crime of trafficking. Protecting victims by combining the prosecution of rings and their perpetrators is an integrated approach to combating human trafficking. These may seem to be two different procedures but through their proper implementation, with properly trained professionals, they can support each other as interventions and thus achieve the individual benefits of the victim and the punishment of the perpetrators, which entails the protection of possibly more future human trafficking victims. A crucial factor in the victim's cooperation with the prosecuting authorities is the consent of the victim, which presupposes their psychosocial and legal assistance and empowerment, so that they can cooperate in this painful criminal procedure, which can take months or years, and avoid re-traumatisation. Asserting their rights and ultimately being institutionally and morally vindicated for what they went through is particularly encouraging and largely restores the victim's vanquished self-esteem.

(It should be noted that the victim, regardless of whether they cooperate with law enforcement and whether they are officially designated as human trafficking victim, is entitled to be provided with protection services.)

For further study:

1. Substance Abuse and Mental Health Services Administration. (2014). Concept of Trauma and Guidance for a Trauma-Informed Care Approach. U.S. Department of Health and Human Services, https://ncsacw.acf.hhs.gov/userfiles/files/SAMHSA_Trauma.pdf
2. Harris, M. & Fallot, R. D. (Eds.) (2001). Using Trauma Theory to Design Service Systems. New Directions for Mental Health Services. San Francisco: Jossey-Bass. <https://www.ovcttac.gov/taskforceguide/eguide/4-supporting-victims/41-using-a-trauma-informed-approach/>

G6. Mediated communication: The assistance of interpreters

BEFORE MEETING WITH THE PERSON

- Check that the interpreter and the beneficiary do not know each other on a social level.
- Briefly inform the interpreter about how the meeting will take place.
- Decide on the type of interpretation services (simultaneous)

DURING THE MEETING WITH THE PERSON

- Keep sentences or questions short
- Pause at the end of each sentence to allow the interpreter to translate
- Explain the need for pausing to the person.
- Be aware of the interpreter's need to ask for clarifications on certain parts of the translation.
- Maintain eye contact with the person, even when the interpreter is interpreting
- Address the person directly. Do not address them using, for example, the expression "ask them".
- Avoid jargon or idioms that are difficult to translate.
- Avoid sarcastic expressions or jokes that are difficult to translate.

AFTER THE MEETING WITH THE PERSON

- Check the potential emotional charge/burden of the interpreter from the meeting.
- Check if the meeting has given rise to a need on the part of the interpreter to discharge or care for a trauma of their own.
- Take into account the interpreter's refugee/migrant background which may include traumatic experiences.



Time pressure and lack of interpretation might make you think that it is better to accept the help offered by the victim's escort. But the risk you take by involving any third party in this procedure does not justify such a choice. If you are pressed for time, you can consider the option of telephone interpretation to get some initial information.

Why are human trafficking victims reluctant to seek help?

It is important to understand why victims often either do not perceive themselves as victims or are reluctant to seek help:

- They often do not know that they are victims of crime and that they are entitled to support.
- They may be confused, disoriented or under the influence of post-traumatic stress disorder (PTSD) due to the abuse and exploitation they have gone through.
- They may be ashamed of what has happened to them or fear being stigmatised.
- They may underestimate themselves or fear acts of retaliation against themselves or against their relatives.
- They view the authorities with distrust and fear that they will not be believed.
- They are unwilling or reluctant to take on the role of witness in criminal proceedings against the perpetrator(s).
- They are often afraid that, if they get the attention of the authorities, they may also be accused

- They may feel that they are to blame for the situation they have experienced.
- There is sometimes a tendency to underestimate their experience through rationalisation, in order to be able to manage it.
- They are not familiar with their rights and choices.
- The lack of support services that could meet their needs often weakens their motivation to work with professionals.
- A frequent obstacle is social and cultural isolation, including ignorance of the local language.
- Often dependence on the trafficker on an emotional, financial or even practical level (legal documents, coverage of basic needs) is a factor of maintaining control over the victim.

These fears, whether we consider them to be well-founded or not, should not be underestimated and it is important that we give priority to a relevant discussion with the victim.



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H. STEPS FOR LEGAL ASSISTANCE



LEGAL CONSULTATION

Legal consultation is different to informing the victim about their rights. Informing the victim is an obligation of all field professionals, regardless of their scientific field, responsibilities, position or specialty. Legal consultation requires legal training and therefore can only be done by a legal adviser/lawyer. It includes not only informing the victim about the legal framework, but also about deciding whether the actual events in their history fall within the existing legal provisions and presenting the alternatives in order for their case to progress. When communicating with the victim, of course, the general principles set out in the previous section should be followed. Since, inevitably, the information provided is of a specialised nature and the victim will rarely be able to form a complete picture of the legal implications of their case through the initial briefing, it is recommended that the consultation be completed in more than one meeting. Basically, the stages of legal consultation can be summarised as follows:

► STEP 1

The legal adviser's/lawyer's preparation for the meeting with the presumed victim

Most often the victim's meeting with a lawyer takes place following an internal (within the same actor) or external referral from another professional (often a social service that has detected and identified the person as a human trafficking victim). In such a case, the legal adviser will be able to have basic information about the victim's history at their disposal. On the basis of this information, it is appropriate for the legal adviser to refer to available information regarding the country of origin, if the victim is of foreign origin, and to any reports on the specific form of trafficking described in the victim's history. In addition, it is appropriate for them to have elaborated, at least to an early extent, the subordination the definition of human trafficking of the actual events that the victim may have shared with a previous professional under the definition of human trafficking, in order to obtain their history in a more targeted manner. Important information to be taken into account is the person's legal status and any previous criminal involvement.

► STEP 2

Meeting with the presumed victim

Taking the victim's history in the context of legal consultation or assistance has the added difficulty that it may extend to "non-legally significant" information, which of course the victim themselves cannot distinguish or evaluate accordingly. It may be that, for example, the victim focuses on the inconsistency of the employer in paying the wage and not on the conditions of labour exploitation (hours, living conditions, etc.). The legal adviser has the additional burden of searching, using targeted questions, for the "legally significant" information, each time explaining their purpose to the victim and the need for them to elaborate on details about aspects of their history. For example, in the case of filing a complaint, it is necessary for them to provide details about the actual events concerning traumatic experiences. In order to avoid re-victimisation or secondary harm of the victim, training professionals accordingly, but also constantly reminding the victim that this is a procedure that can stir traumatic memories is necessary (for this reason, parallel psychological support is recommended). In some cases, the victim may prefer to record their history in writing, either to have the necessary time and concentration to restore their memory of the chronological order of the incidents, but also because the written record of traumatic experiences in some cases helps the victim to better manage their recollection.



Did you know?

The official identification of the human trafficking victim is made by an act of official recognition by the Public Prosecutor to the Court of First Instance. (art. 4 (ia) of L. 5038/2023)

After the legal adviser concludes that the person's history includes the information required for them to establish human trafficking, they inform the person of their rights. In addition, the legal adviser informs them about the possibility of lodging a complaint with the police and also about their official recognition by the Public Prosecutor's Office

to the Court of First Instance. The person should be given time and space to decide on their further moves and to be encouraged to lodge a complaint, with the professional explicitly stating that they will have the necessary support also during criminal proceedings.



The establishment of the offence of human trafficking, in the context of legal assistance, consists of establishing any of the offences listed in Art. 4 (ia) of L. 5038/2023.

a VICTIM CONSENTING TO COOPERATION WITH PROSECUTING AUTHORITIES

▶ STEP 3^a (testimony to police authorities)

If the victim consents to cooperate with the police, it is recommended that the legal adviser contact the Department for Combating Human Trafficking of the Sub-Directorate Against Organised Crime at the General Police Directorate of Athens and Thessaloniki (or the competent special departments in the rest of Greece), in order to schedule their arrival for lodging the complaint. Alternatively, the complaint can be drawn up and lodged directly with the competent Public Prosecutor's Office. It is noted that the principle of universal jurisdiction enshrined in Article 8(j) of the Greek Penal Code provides for the application of Greek criminal laws in the case of trafficking, regardless of the location of perpetration and the nationalities of the perpetrator and the victim.



Did you know?

The Principle of Universal Jurisdiction shall mean that Greek criminal laws apply to all cases of human trafficking, regardless of where the offense was committed and regardless of the nationality of the victim and perpetrator. (Article 8(j) of the Greek Penal Code)

Before the victim gives an official testimony to the police, they are examined by an expert psychologist, in accordance with article 228 of the Greek Code of Criminal Procedure. According to the provision of Art. 4 (ia) of L. 5038/2023, they are also referred to examination by a professional who has the specialty of this article (social worker, psychiatrist, psychologist). If they are already supported by a protection actor (public or NGO), it is recommended that the second opinion required be issued by the professional of the actor already supporting the victim.²⁹ Then, the case file that is created is forwarded to the Public Prosecutor to the Court of First Instance and the act of official recognition is issued. The legal framework does not require the victim's prior request or statement that they wish for an act of official recognition. In practice, however, they may be questioned about it in their testimony. Moreover, **if there has already been a prosecution** in the same case (and the victim, for example, is testifying in the context of a supplementary preliminary investigation), such an opinion is not required for the purpose of issuing an act of official recognition.



Regardless of the procedure for issuing an act of official recognition, the official testimony of the human trafficking victim must always be taken at the pre-trial stage with the assistance of the psychologist expert, as required by article 228 of the Greek Code of Criminal Procedure.

Pending criminal cases

It is advisable that, prior to any in person contact with the police authorities, the possibility of a pending conviction in absentia should be investigated according to the victim's history, as there is a possibility that any problems in the past related the victim's legal situation may have led to convictions in absentia (e.g. for misappropriation of a false certificate, false statement, etc.), which they themselves do not know of. It is therefore up to the vigilant legal adviser to detect indicators in the history, which may point to such a possibility.



29. For the opinion, see also below: "Act of official recognition - Special legal issues"

EXAMPLE:

The victim says the circuit “had had papers issued for them”, even though they did not meet the conditions for legalisation. It is therefore appropriate to investigate in which department and place such a procedure took place, in order to further investigate any pending criminal issues at the competent public prosecutor’s office, as it is possible that a prosecution has been filed for misappropriation of a false certificate and that the victim has been summoned at a false / non-existent or older address, resulting in the risk that even a conviction issued in absentia might be pending.

It is important for the victim to know that the Public Prosecutor’s Office must be informed of any home address change. It is not uncommon for victims to not be found when they are summoned after several months for the hearing of their case, a fact which is sometimes a catalyst for the procedure at the hearing and the proof of guilt (despite the express provision for the reading of the victims’ depositions in principle under Article 228 (4) of the Greek Code of Criminal Procedure)

It is appropriate to submit a statement in support of the accusation (Article 63 of the Greek Code of Criminal Procedure³⁰) and to appoint a representative, especially when the victim wishes to return to their country. In this way, the lawyer will be able to follow the progress of the case file. The provision of additional written authorisation also facilitates this.

PERIOD OF LIMITATION when the victim is a minor

Par. 4 of Article 113 of the Greek Penal Code provides that the period of limitation for felonies directed against a minor begins at the age of majority of the victim. The period of limitation for crimes provided for in Articles 323A (trafficking in human beings), 324 and Chapter 19 of the Special Part of the Greek Penal Code (Crimes against sexual freedom and crimes of economic exploitation of sexual life), when they are directed against a minor, begins one (1) year after the victim reaches the age of majority, in the case of a

misdemeanor, and three (3) years after reaching the age of majority, in the case of a felony.

NON-PUNISHMENT PRINCIPLE

The well-known non-punishment principle is enshrined in Greek law under two Articles: 323A (8) of the Greek Penal Code and Art. 59 (4) of the Greek Code of Criminal Procedure.

**Did you know?**

If the human trafficking victim is forced to commit offences in the context of their exploitation, the public prosecutor may refrain from prosecuting them. (Art. 323A (8) of the Greek Penal Code and Art. 59 (4) of the Greek Code of Criminal Procedure)

PROTECTION AGAINST DEPORTATION

During protection or assistance, foreign victims within the meaning hereof shall not be deported. Any deportation decision issued but not yet enforced is suspended (Art. 12 (2) of Law 3064/2002, as replaced by Article 3 (2) of Law 3875/2010, Hellenic Government Gazette A' 158/20.9.2010).

► STEP 4^a

The official statement of the victim to the police, after it is completed it is forwarded along with any pre-investigation material and the recommendation of the Police to the competent Public Prosecutor’s Office to the Court of First Instance for the issuance of an act of official recognition according to Article 4, par. 1 (ia) L. 5038/2023, irrespective of the progress of the criminal case (i.e. the preliminary investigation may continue in the meantime or the case file may be simultaneously forwarded to the Public Prosecutor for criminal prosecution). Furthermore, in relation to the recognition procedure, there are two possibilities:

- i. The Public Prosecutor to the Court of First Instance issues an act of official recognition³¹.

30. Those entitled to legal assistance are exempt from the obligation to deposit this fee amounting to 40 euros, as defined in Article 1 of Law 3226/2004

31. According to Art. 135 par. 1 L. 5038/2023, the Public Prosecutor may also grant a reflection period in order for the victim to decide whether to cooperate with the police or not. However, since the reflection period follows the issuance of the act of official recognition, this provision is rarely used.

In this case, the public prosecutor forwards the act to the competent Department that has forwarded the case file to them, and the victim (or attorney) is notified by the Police of its receipt. Then, if this involves a third-country national, the need to submit a request for a residence permit is considered.

- ii. The Public Prosecutor to the Court of First Instance **does not** issue an act of recognition.

The current legal framework does not provide for the submission of a request for an act of official recognition, which is why, if the public prosecutor deems that the conditions for issuing an act of official recognition are not met, they can simply refrain from issuing it. In practice, however, in most cases they issue a reasoned order for dismissal, with no right of appeal. However, the possibility for the victim to request the recall of the order, by providing any additional information, is not excluded.



Did you know?

The act of officially recognising a human trafficking victim is also issued for children who are victims being procured for sexual purposes or victims of the crime of indecent assault of a minor against payment or other remuneration. Art. 4 (ia) L. 5038/2023

► STEP 5a

The public prosecutor for criminal proceedings: **a.** will either order further investigation by returning the case file to the police with specific orders (e.g. to take testimonies from other persons or an additional testimony by the victim), **b.** or put the case on the archive of unknown perpetrators³² if the possibility for investigation to identify them has been exhausted and this has not been possible, **c.** or close the case if they consider that there are no strong suspicions of the offence, **d.** or prosecute for

other offences (e.g. rape), **e.** or, finally, consider that there are strong suspicions of guilt for the offence of human trafficking. If the public prosecutor prosecutes for the offence of human trafficking (323A of the Greek Penal Code), they order an investigation and further charges the case file to a magistrate. In accordance with Law 4478/2017, the victim has the right to be informed of the arrest of the perpetrator(s), of their pre-trial detention if any, as well as of its suspension.

If the alleged offence has taken place outside Greece in its entirety, the relevant information will be transmitted via Interpol (in the case of a third country) or Europol (in the case of an EU Member State) as appropriate. This has no bearing on the recognition procedure.



Did you know?

A victim who has been trafficked outside Greece may lodge a complaint with the Greek police and the Public Prosecutor to the Court of First Instance may issue an act of official recognition. (art. 4 (ia) L. 5038/2023 and Art. 8(j) of the Greek Penal Code)

If the victim wishes to claim compensation from the perpetrator(s), an action may be brought in the ordinary proceedings of the competent territorial district court. The usual practice of civil courts, however, is to issue a moratorium until the final decision of the criminal court.



Did you know?

A human trafficking victim residing in a non-EU country may also turn to the Hellenic Compensation Authority when submitting the request. (Art. (1) of Law 3811/2009)

32. Attention! The deadline of one year for submitting a request to the Hellenic Compensation Authority begins from the placement in the Archive of Unknown Perpetrators, so in this case, the lawyer must immediately arrange for the submission of the request and supporting documents. (Law 3811/2009)

► STEP 6^a Hearing

The Greek Code of Criminal Procedure contains provisions specific to the protection and prevention of re-victimisation of victims also during court hearings. Indicatively, a provision is made for the “in principle” reading of their pre-trial statements in accordance with Article 228 (4) of the Greek Code of Criminal Procedure.

The victim may, of course, attend with a lawyer or be represented by a lawyer, appearing in support of the accusation.

LEGAL ASSISTANCE

Art. 1 (3) of Law 3226/2004 as amended by Art. 41 (1) of Law 4689/2020: Those entitled to legal assistance in respect of any criminal and civil claims are also the victims of the crimes provided for in Articles 187A, 187B, 323A, 324, 339, 342, 348 (2) first subparagraph, 348A, 351A of the Greek Penal Code and Articles 29 (5), (6) and 30 of Law 4251/2014 (replaced by art. 25 and 26 L. 5038/2023), as well as minor victims of the acts provided for in Articles 336, 338, 343, 345, 348, 348B, 348C and 349 of the Greek Penal Code. In such cases, the competent body, in accordance with the provisions hereof, for the provision of legal assistance may, when deemed necessary, appoint counsel ex officio from the lists cited in paragraphs 2 and 3 of Article 3.

b VICTIM NOT CONSENTING TO COOPERATION WITH PROSECUTING AUTHORITIES

► STEP 3^b

If the victim does not consent to cooperate with the police, you state that this wish is to be respected and that in any case the protection framework does not presuppose their involvement in the criminal proceedings. However, it is advisable to investigate the fears that the victim has (in a way that they do not feel that they are apologising for their choice), in order for them to be informed and gradually encouraged to contribute to the prosecution of the perpetrators. It is also advisable to ask about it at a later time, as often victims are more likely to reconsider their stand, when they feel safe and

receive psychosocial support. In any case, it is advisable that the victim be informed that even important information (e.g. identity card, home address of perpetrators or their area of activity) can become the basis for initiating a police investigation, even if it is given anonymously to the Department for Combating Human Trafficking.

EXAMPLE:

The victim says they escaped from a flat where they were being held along with other human trafficking victims, but they do not wish to share information (e.g. the flat's address) that would be crucial to rescuing the other victims as well. It can be explained to the victim that this information can be given to the police authorities, without naming its source.

► STEP 4^b

If the victim does not wish to give a testimony to the police, the opinion of the two scientists is submitted directly to the competent local Public Prosecutor's Office to the Court of First Instance, as provided for in Article 4, par. 1 (ia) L. 5038/2023. Although not required, it is advisable for the two opinions (or the opinion signed by the two scientists) to be accompanied by any other evidence (e.g. medical documents regarding any health problems caused by the exploitation of the victim), as well as a memorandum indicating the history and the request for the official identification of the victim. Here, once again, there are two possibilities:

i. The Public Prosecutor to the Court of First Instance issues an act of official recognition.

In this case, the victim or their representative will receive the act of official recognition from the Public Prosecutor's Office. However, if this is an act committed in Greece, the public prosecutor decides whether to order a police investigation or to take further steps within their competence to investigate the criminal liability of the named perpetrator(s) or whether to grant a reflection period to the victim, for them to decide whether to cooperate with the prosecuting authorities or not. Furthermore, if they are a third-country national, the necessity of submitting a request for a residence permit is considered Art. 134 and 138 et seq. of L. 5038/2023)

- ii. The Public Prosecutor to the Court of First Instance **does not** issue an act of official recognition.

As mentioned above, the current legal framework does not provide for the submission of a request for an act of official recognition, which is why, if the public prosecutor deems that the conditions for issuing an act of official recognition are not met, they can simply refrain from issuing it. In practice, however, in most cases they issue a reasoned act of dismissal, which does not provide for an appeal. However, it is not impossible that the victim may request the recall of the order, by providing any additional information, or return with a new request and reinforced arguments or evidence.

AN ACT OF OFFICIAL RECOGNITION - Special legal issues

The procedure for issuing the act of official recognition is regulated solely by Article 4 (ia) L. 5038/2023, which lays down the following: (...) The characterization "Victim of trafficking in human beings" is attributed by an Act of the competent Prosecutor to the Court of First Instance, both immediately after the initiation of criminal prosecution for a crime provided for in Articles 323A, 339(1) and (3), 342(1) and (2), 348(2), 348A, 348B, 349 and 351A of the Greek Penal Code and before the initiation of prosecution for any of these offences. In the latter case, for the issuance of said Act, a written opinion is required, drafted by two (2) scientists, i.e. a psychiatrist, psychologist, or social worker, who serve in a Protection and Assistance Service or Unit of Articles 2, 3, and 4 of Presidential Decree 233/2003, as in force, or to the First Reception Service, NGO, or the International Organisation for Migration or International Organisations or other specialised and State-recognised protection and assistance actors, in accordance with the provisions of Articles 2, 3, and 4 of Presidential Decree 233/2003. The act of official recognition is issued regardless of whether the victim cooperates with the prosecuting authorities, in cases where the above Prosecutor considers, with the agreement of the Prosecutor to the Court of Appeals, that the conditions of Article 1(2) of the Presidential Decree are met. 233/2003 are met, or that the victim is not cooperating because of threats directed against persons of their family who are in Greece, or in their country of origin, or anywhere

else and that, if they are not protected or if they are removed from the country, the aforementioned persons are in imminent danger.

What is an act of official recognition?

It is the official identification of a person as a human trafficking victim, by a public prosecutor's act.

Who issues it?

The competent authority is the Public Prosecutor to the Court of First Instance in accordance with the above provision of Law 5038/2023, in conjunction with Art. 25 (1)(j) of the Code on the Organisation of Courts and Regulation of Judicial Officials.

What conditions must be met for its issuance?

In the aforementioned provision of Law 5038/2023, no official conditions are listed. The only conditions are the applicant's status as a victim of one of the offences of the criminal provisions listed in the same article and the drafting of an opinion by two scientists, depending on whether criminal proceedings have been initiated or not.

What happens if the crime has been committed outside Greece?

On the one hand, Law 5038/2023 defines the victim of the listed offences as a human trafficking victim. On the other hand, Article 8(j) of the Greek Penal Code stipulates that Greek criminal laws apply in the case of the commitment of human trafficking regardless of where it was committed and regardless of the nationality of the perpetrator and victim (universal jurisdiction). For example, it is apparent from the combination of the above provision that a victim of the offence under 323A of the Greek Penal Code would be considered, according to the Greek legal order, a citizen of Cameroon, who may have been sexually exploited in Turkey by her compatriots, that is, in the case that only elements of foreignness are found in the history of the case (place of commission, victim and perpetrators of foreign origin). Therefore, the act of official recognition can also be issued in such a case for a victim who is in Greece at the time of their official identification.

What if it is a time-barred offense?

The period of limitation of the offence³³ is not, in principle, an obstacle to the issuing of an act of official recognition, since such a condition is not expressly laid down in the relevant legal framework. In any case, what is crucial is the need for protection of and assistance to the victim, linked to their official identification through the issuance of the act of official recognition.

VICTIM'S LEGAL STATUS

One of the primary issues that should concern the lawyer (as well as the professionals of other specialties who are supporting the victim) is the victim's legal status, in case they are of foreign nationality or stateless, which is a very important factor for the consolidation of a sense of security in them, but also for the avoidance of administrative detention or obstacles to their interaction with the authorities.

If the victim has an irregular stay in the country

The lawyer's first concern is to present the victim with the alternatives they have for regularising their stay in the country. This is relatively simple for European Union citizens (issuance of a European Citizen Card by the local competent Aliens Directorate), but for third-country nationals there may be the following options (which may be more than the following, depending on the victim's history):

- Submitting a request for international protection

If the victim is at risk of being subjected to a serious violation of their rights³⁴ on their return to the country of origin, the choice of submitting a request for asylum is brought to their attention.

If the victim has violated the geographical restriction imposed on them in the context of the reception procedure, steps must be taken towards lifting the geographical restriction. However, the victim should be aware that until this is lifted, if checked by any Authority (or if they appear in order to make any transaction), they will most likely be detained for return at the first point of entry.

- Submission of a request for a residence permit

The categories of residence permits are listed in Law 5038/2023. In addition to special categories related to the victim's history (e.g. if they meet the conditions for a second generation residence permit or exceptional reasons or even as an important witness to a criminal act, provided for by the provisions of Articles 81 A, 187, 187 A, 309 and 310 of the Greek Penal Code, 1 and 2 of Law 927/1979), the issuance of an act of official recognition gives them the right to a residence permit for a human trafficking victim (Art. 134 and 138 et seq. of L. 5038/ 2023).



Did you know?

The victim of abusive working conditions may obtain a residence permit, following the issuance of a corresponding act by the Public Prosecutor. (art. 134 of L. 5038/ 2023 & 89 of Law 4052/2012)

Investigation of a pending return document

It is appropriate for an investigation to be made regarding the possibility of a pending return decision issued on any previous arrest of the victim due to lack of legal documents. In this case and again depending on the history of the victim, their removal from the

33. It is noted that according to Art. 113 (4) of the Greek Penal Code, the period of limitation for felonies directed against a minor begins from the age of majority of the victim. The period of limitation for crimes provided for in Articles 323A, 324 and Chapter 19 of the Special Part of the Greek Penal Code (Crimes against sexual freedom and crimes of economic exploitation of sexual life), when they are directed against a minor, begins one (1) year after the victim reaches the age of majority, in the case of a misdemeanor, and three (3) years after reaching the age of majority, in the case of a felony. However, for the period 1/7/2019 to 12/11/2021, the additional period of suspension of the period of limitation (i.e. one or three years accordingly) did not apply, as the provision was amended and is in force in its current wording under Law 4855/2021.

34. The risk run by a person on their return to the country of origin must amount to persecution within the meaning set out in the Geneva Convention (1951), linked to at least one of the grounds of the Convention (persecution on the grounds of religion, political opinion, race, ethnic origin, or membership of a particular social group) and be reasonably and justifiably likely to take place. If the risk of suffering serious harm cannot be linked to any of the above grounds, then there may be a need for subsidiary protection (Law 4636/2019, as amended by Law 4825/2021)

National List of Undesirable Aliens, in which their name is registered, should be pursued, as it is possible that the name may appear at border checks as information.

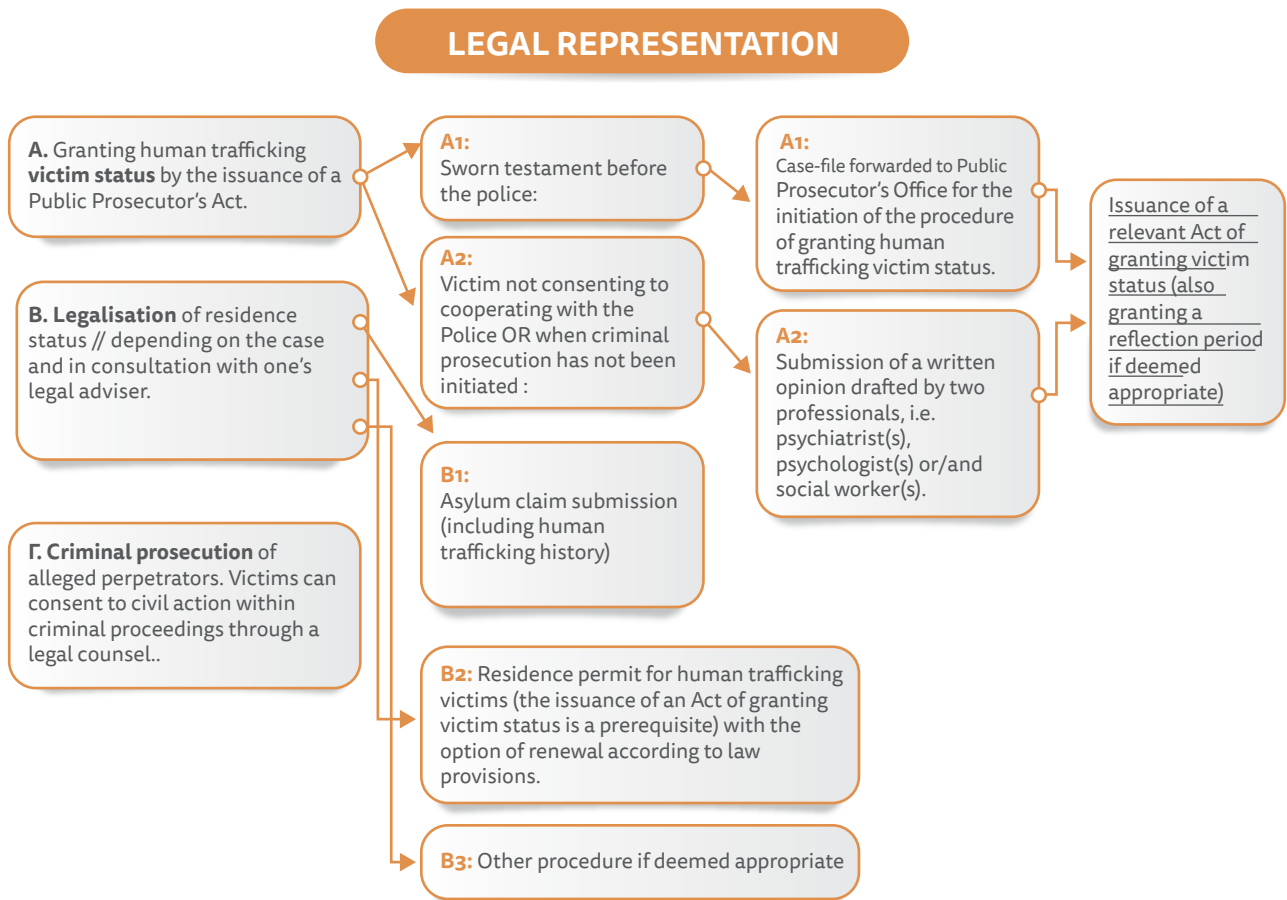
Investigation of pending criminal issues

Similarly, the investigation of any past pending criminal issues of the victim protects them not only from arrest for the execution of any sentence assigned to them in absentia, but also from any obstacle related to reasons of public order during the consideration of a request for a residence permit under the immigration law or the asylum procedure.

In particular, coerced crime as a form of exploitation that the victim may have suffered may have

exposed them to criminal proceedings in the past as an accused person, which may have led to the imposition of a sentence either suspended or not (or the appeal period has expired). It is also common for victims not to have oversight of the proceedings pending against them and to refer to an earlier criminal involvement as “I have been arrested but released, this case has been closed”, even when, for example, their case has been postponed for stronger evidence³⁵ and their detention has been suspended.

Moreover, the exploiters often proceed to issue false legal documents, which can be detected by checks in a state agency without the presence of the victim, and therefore the victim may never be informed about the case file that is created.



35. This expression describes the postponement of the appearance of absent witnesses or the production of new evidence pursuant to Article 352 of the Greek Code of Criminal Procedure, in which case the detention of the accused person who has been arrested following the expedited procedure is automatically suspended (unless they continue to be detained “administratively”, i.e. due to lack of legal documents). It goes without saying that we are referring to misdemeanor charges, not felonies.

I.

TRENDS IN HUMAN TRAFFICKING -
INDICATIVE EXAMPLES OF VICTIMS' COUNTRIES

This section presents information on a number of countries, without making an exhaustive reference to those. It is clarified that this information should not contribute to the creation of stereotypes or the relaxing of the reflexes of professionals, both in relation to presumed trafficking victims from other countries, and in relation to forms of exploitation or methods that differ from those most frequently reported. However, knowledge of information about the country of origin can enrich the indicators of trafficking depending on the origin and route history of the victim and give rise to a more targeted investigation of their history.



Studies by international organisations and the daily experience of field professionals may periodically reflect specific “patterns” and “routes” of human trafficking victims and especially of those who follow the migration routes. The traditional “supply” of Western Europe with the exploitation of people coming from Eastern Europe has been gradually overtaken by the large number of victims trafficked for exploitation in all EU countries, while migration/refugee routes intersect with those of smuggled victims of human trafficking³⁶.

Organised criminal groups profiting from human trafficking often use existing migration routes to smuggle victims within the European Union. (...) Some research shows that traffickers are increasingly targeting irregular migrants and asylum seekers in the EU in order to exploit them. Irregular migrants in the EU represent a wide source of potential victims, vulnerable to promises of work, even if that involves exploiting them³⁷.



Knowledge of relevant information can have a two-sided effect: on the one hand, it could give rise to stereotypical prejudices in the professional and, on the other, it could facilitate the identification of presumed trafficking victims. Awareness of the risk of stereotyping is needed in order for the professional to benefit and not achieve the opposite result, i.e. the creation of a gap between them and the presumed victim.

A typical example: Not all single women from the Edo State of Nigeria are victims of sexual exploitation. However, knowing how the rings work in the Edo State can help the professional to more purposefully investigate any risk to the person, by identifying signs of human trafficking (e.g. reference of the person to a magic ritual to validate a debt agreement to the trafficker, without making reference to sexual exploitation).

Therefore, in this section, the purpose of gathering information is to facilitate professionals who do not have the time and familiarity for a combined investigation of the relevant sources, but also to demonstrate how general information on the countries of origin and on those methods recorded as being common to the perpetrators of human trafficking can be used.

However, it should be clarified that the forms of human trafficking and the way of those involved in it act (as perpetrators, accomplices, etc.) do not have a “cultural” set of traits. In other words, they are not linked to any vulnerability of victims of a “cultural” nature, nor can a “cultural” set of traits be attributed to the criminal personality of the perpetrators. It is entirely possible for a person of Greek origin to be deceived during their recruitment, as would a person of foreign origin. However, what aggravates the vulnerability of victims and increases the chances of them being at risk of exploitation is the procedure of irregular migration, to which they are forced for a variety of reasons.

The establishment of a reception and identification system including a procedure of taking a social history and making a psychosocial assessment is a key prerequisite for the early detection of signs of human trafficking, but also for assessing

36. EUROPOL, *People as a Commodity - Trafficking in Human Beings-THB*, <https://www.europol.europa.eu/socta/2017/people-as-a-commodity.html>, 2017.

37. UNODC, *Abused and Neglected*, https://www.unodc.org/documents/human-trafficking/2021/Aggravated_SOM_and_Gender.pdf, 2021.

the associated risk. This is the reason why the Asylum Service and the psychosocial units of the accommodation facilities of asylum seekers of RIS within the RICs/Closed Controlled Access Centres on Islands systematically send reports to the NRM about trafficking victims entering the country and requesting international protection. However, in comparison with people from European countries, detection is more difficult, as they move individually and they do not undergo reception procedures, so they do not come into contact with the authorities. Also often enter the country legally.

Indicative examples of forms of exploitation recorded in victims' countries of origin

- **Nigeria:** Sexual exploitation and domestic labour, but also “baby factories” behind orphanages. The recruitment of minors by armed groups such as Boko Haram, as well as the sexual and labour exploitation of girls and women by them³⁸ is also recorded. As mentioned above, trafficking victims from **Nigeria** for the purpose of sexual exploitation are expected to refrain from disclosing the above information, stating that they do not owe money to the “good Samaritan” who offered to help them pro bono. It is important for the professional to know that the commitment not to disclose this information has been validated by a magic ritual known as “juju” (a type of voodoo)³⁹. This form of magic is considered to remain “dormant” and is activated to harm her or her relations in case she violates any of the obligations she has undertaken. It is not uncommon for them to commit to never disclosing information specific to the route, while they may reveal information about the exploitation they have been subjected to, but not about the way their illegal journey was organised. So, a completely irrational explanation is often given, in which there is a central figure, a “good Samaritan” or a “Mama” or “Madame”, who supposedly undertook to organise the trip pro bono, securing false documents and covering the expenses without a need for the amount to

be repaid. International Organisation “Human Rights Watch” records the route of human trafficking victims from Nigeria through Niger and then Libya⁴⁰ as a common one, where they are also at risk of being subjected to labour or sexual exploitation. Victims of trafficking for sexual exploitation from **Nigeria** are registered as the majority of victims of non-EU origin⁴¹.

- **Ethiopia:** Labour exploitation criminal groups operate in **Ethiopia** through employment agencies. Taking advantage of the institution of kafala in countries of the Middle East, they mediate in order to find work for the trafficking victims, who then find themselves in situations of domestic slavery in countries such as Lebanon, having neither money nor travel documents in their possession, but also without any chance of reporting their employers, by whom they may also be subjected to sexual violence. Therefore, the route of an Ethiopian or Eritrean citizen that includes a Middle Eastern country should also be investigated in terms of working conditions there.

Sponsorship system/kafala system⁴²: It is the predominant way of legal entry and employment of migrants in the Gulf Cooperation Countries (United Arab Emirates, Bahrain, Qatar, Kuwait, Oman, Saudi Arabia), Jordan and Lebanon. The employer (kafeel) is the only one who can give their approval for the resignation or change of job of the migrant worker, which puts the workers in a vulnerable situation, as they are completely defenseless against the possibility of abuse of their position by the employer.

- **Cameroon:** Exploitation of Cameroonian children living in refugee camps in Nigeria. Cameroon records high rates of child labour, both as domestic slavery of girls and as exploitation of children sent to religious schools and forced into begging by their religious teachers. The sexual exploitation of underage girls also through pornography is

38. U.S. Department of State, 2020 *Trafficking in Persons Report: Nigeria*, <https://www.state.gov/reports/2020-trafficking-in-persons-report/nigeria/>, 2020.

39. IOM, News Global: ‘Voodoo Curses’ Keep Victims of Trafficking Under Bondage, <https://www.iom.int/news/voodoo-curses-keep-victims-trafficking-under-bondage>, 2019

40. Human Rights Watch, “You Pray for Death” Trafficking of Women and Girls in Nigeria <https://www.hrw.org/report/2019/08/27/you-pray-death/trafficking-women-and-girls-nigeria>, 2019

41. Europol, European Migrant Smuggling Centre (EMSC), 4th Annual Activity Report 2020, https://www.europol.europa.eu/sites/default/files/documents/emsc_4th_annual_activity_report_-_2020.pdf, 2020

42. ILO, Regional Office for Arab States, *Employer-migrant worker relationships in the Middle East: exploring scope for internal labour market mobility and fair migration*, https://www.ilo.org/beirut/publications/WCMS_552697/lang--en/index.htm, 2017

documented by research of the International Labour Organisation⁴³ and the Cameroon Report of the UK Home Office⁴⁴.

- **Afghanistan:** The recruitment of children for armed operations is mainly identified in border areas between Afghanistan and Pakistan and involves their employment in auxiliary work, but also in suicide attacks⁴⁵. In some cases, men, women, and children are victims of bonded labour that affects generation after generation, while some children are sold by their families for sexual exploitation⁴⁶. The “custom” of Bacha Bazi continues to be⁴⁷ found and is a form of child exploitation for the entertainment of wealthy men, through the sexual abuse of boy dancers⁴⁸.

- **Pakistan:** “Bonded labour” and “debt bondage” are recorded⁴⁹ as endemic forms of exploitation in the agricultural sector and brick kiln work (brick making). Generation after generation has been working to repay an unspecified “family” debt that only increases on the basis of the paishgi system (borrowing from the employer), resulting in children born into slavery, in which later on they bring their own children into the world⁵⁰. Bonded labour is often associated with discrimination against people belonging to specific castes, such as the Sheikh/Shaiikh Muslims⁵¹, although Pakistani law does not recognise caste segregation.



43. https://www.ilo.org/dyn/normlex/en/f?p=1000:13100:0::NO:13100:P13100_COMMENT_ID:3248783

44. Home Office, *Cameroon Background Note*, https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment_data/file/948164/Cameroon_-_Background_-_CPIN_-_v1.0_final_Gov.uk.pdf, December 2020

45. <https://euaa.europa.eu/news-events/easo-publishes-country-origin-information-coi-report-recruitment-armed-groups>

46. EUAA, *Afghanistan: Key Socio-Economic Indicators - Focus on Kabul City, Mazar-e Sharif and Herat City- Easo Country Of Origin Information Report*, <https://euaa.europa.eu/news-events/easo-publishes-coi-report-afghanistan-key-socio-economic-indicators-focus-kabul-city>, 2020.

47. <https://reliefweb.int/report/afghanistan/children-and-armed-conflict-monthly-update-september-2020>

48. <https://easo.europa.eu/country-guidance-afghanistan-2020/2101-violence-against-children-overview>

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50. Channel New Asia reportage: <https://www.channelnewsasia.com/news/asia/brick-kiln-bonded-labour-remains-common-practice-in-pakistan-14080728>, January 2021.

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5. Human Rights Watch, *"You Pray for Death" Trafficking of Women and Girls in Nigeria* <https://www.hrw.org/report/2019/08/27/you-pray-death/trafficking-women-and-girls-nigeria>, 2019.
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10. Home Office, *Cameroon Background Note*, https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment_data/file/948164/Cameroon_-_Background_-_CPIN_-_v1.0__final__Gov.uk.pdf, December 2020
11. EUAA, *EASO Country of origin Information Report-Afghanistan recruitment by armed groups*, https://coi.euaa.europa.eu/administration/easo/PLib/Afghanistan_recruitment.pdf, 2016.
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ANNEX: EVALUATION OF INDICATORS ACCORDING TO THE DELPHI METHODOLOGY OF THE INTERNATIONAL LABOUR ORGANISATION (ILO)

The methodology used to reach consensus on the indicators of human trafficking is called the Delphi method. This method was developed in the 1950s and has since been widely used in the social, medical and political sciences. The objective of the Delphi methodology is to produce a result based on consensus from a wide group of experts. In order to develop this methodology, the ILO has conducted two successive electronic surveys of experts in the fight against human trafficking: a first survey in April 2008 to collect indicators from the expert group; and a second one in July 2008 to establish a rating of the indicators. The experts were selected from the police, research and academic institutes, NGOs, international organisations, labour inspectorates, trade unions and the judiciary from EU Member States.

The result of the surveys consists of four sets of operational indicators for adult and child victims of trafficking for labour and sexual exploitation. Each set of indicators is a structured list of indicators relevant to the following dimensions of the trafficking definition:

1. Deceptive recruitment (or deception during recruitment, transfer and transportation): 10 indicators
2. Coercive recruitment (or coercion during recruitment, transfer and transportation): 10 indicators
3. Recruitment by abuse of vulnerability: 16 indicators
4. Exploitative conditions of work: 9 indicators
5. Coercion at destination: 15 indicators
6. Abuse of vulnerability at destination: 7 indicators

Within each set, each indicator is qualified as either strong, medium or weak, depending on how likely it is to be linked to trafficking in human beings. However, a single indicator can be strong for children and at the same time be medium for adults, or strong for sex exploitation and weak for labour exploitation. The definitions of all 67

indicators are presented in a separate document that can be accessed at:

- https://www.ilo.org/wcmsp5/groups/public/---ed_norm/---declaration/documents/publication/wcms_105036.pdf and
- https://www.ilo.org/wcmsp5/groups/public/---ed_norm/---declaration/documents/publication/wcms_105035.pdf

How to use the indicators:

Each indicator can be translated into one or more exploratory questions, the answers to which can be used to determine the presence or absence of the indicator.

For each potential victim, each of the six dimensions of the trafficking definition is assessed independently from the others. The result of the assessment is positive if every dimension is present for the potential victim. In order to be assessed as positive, a dimension must include at least:

- Two strong indicators or
- One strong indicator and one medium or weak indicator or
- Three medium indicators or
- Two medium indicators and one weak indicator.

Once each dimension is assessed, the final analysis involves combining the six elements to identify the victims of human trafficking. In the case of children, as discussed herein, the means used to extract consent are not necessarily examined in order to characterize a case as human trafficking.

INDICATORS OF TRAFFICKING OF ADULTS FOR LABOUR EXPLOITATION

| INDICATORS OF DECEPTIVE RECRUITMENT | Deceived about the nature of the job, location or employer | STRONG INDICATOR |
|---|--|--------------------------|
| | Deceived about conditions of work | MEDIUM INDICATORS |
| | Deceived about content or legality of work contract | |
| | Deceived about family reunification | |
| | Deceived about housing and living conditions | |
| | Deceived about legal documentation or obtaining legal migration status | |
| | Deceived about travel and recruitment conditions | |
| | Deceived about wages/earnings | |
| | Deceived through promises of marriage or adoption | |
| | Deceived about access to education opportunities | WEAK INDICATOR |
| INDICATORS OF COERCIVE RECRUITMENT | Violence on victims | STRONG INDICATOR |
| | Abduction, forced marriage, forced adoption or selling of victim | MEDIUM INDICATORS |
| | Confiscation of documents | |
| | Real or fictitious debt bondage | |
| | Threat of reporting to the authorities | |
| | Threats of violence against victim | |
| | Threats to inform family, community or public | |
| | Violence on family (threats or effective) | |
| | Withholding of money | |
| INDICATORS OF RECRUITMENT BY ABUSE OF VULNERABILITY | | MEDIUM INDICATORS |
| | Abuse of difficult family situation | |
| | Abuse of illegal status | |
| | Abuse of lack of education (language) | |
| | Abuse of lack of information | |
| | Control of exploiters | |
| | Economic reasons | |
| | False information about the law, the attitude of the authorities | |
| | False information about successful migration | |
| | Family situation | |
| | Personal situation | |
| | Psychological and emotional dependency | |
| | Relationship with authorities/legal status | |

INDICATORS OF TRAFFICKING OF ADULTS FOR LABOUR EXPLOITATION

| | | |
|---|--|--------------------------|
| INDICATORS OF RECRUITMENT BY ABUSE OF VULNERABILITY | Abuse of cultural/religious beliefs | WEAK INDICATORS |
| | General context | |
| | Difficulties in the past | |
| | Difficulty to organise the travel | |
| INDICATORS OF EXPLOITATION | Excessive working days or hours | STRONG INDICATOR |
| | Bad living conditions | MEDIUM INDICATORS |
| | Hazardous work | |
| | Low or no salary | |
| | No respect of labour laws or signed contract | |
| | Lack of social protection (social contract, social security, etc.) | |
| | Very poor working conditions | |
| | Wage manipulation ⁵² | |
| | No access to education | WEAK INDICATOR |
| INDICATORS OF COERCION AT DESTINATION | Confiscation of documents | STRONG INDICATORS |
| | Real or fictitious debt bondage | |
| | Isolation, confinement or surveillance | |
| | Violence on victims | |
| | Forced into illicit/criminal activities | MEDIUM INDICATORS |
| | Forced tasks or clients | |
| | Forced to act against peers | |
| | Forced to lie to the authorities, family, etc. | |
| | Threat of reporting to the authorities | |
| | Threat to impose even worse working conditions | |
| | Threats of violence against victim | |
| | Under strong influence | |
| | Violence on family (threats or effective) | |
| | Withholding of wages | |
| Threats to inform family, community or public | WEAK INDICATOR | |

52. For example, payment of salary to a 3rd party, arbitrary deduction of amounts, e.g. for food or penalties, etc..

INDICATORS OF TRAFFICKING OF ADULTS FOR LABOUR EXPLOITATION

| | | |
|---|--|--------------------------|
| INDICATORS OF ABUSE OF VULNERABILITY AT DESTINATION | Dependency on exploiters | MEDIUM INDICATORS |
| | Difficulty to live in an unknown area | |
| | Economic reasons | |
| | Family situation | |
| | Relationship with authorities/legal status | |
| | Difficulties in the past | WEAK INDICATORS |
| | Personal characteristics | |

INDICATORS OF TRAFFICKING OF ADULTS FOR SEXUAL EXPLOITATION

| | | |
|-------------------------------------|---|--------------------------|
| INDICATORS OF DECEPTIVE RECRUITMENT | Deceived about the nature of the job or location | STRONG INDICATOR |
| | Deceived about conditions of prostitution | MEDIUM INDICATORS |
| | Deceived about content or legality of work contract | |
| | Deceived about family reunification | |
| | Deceived about housing and living conditions | |
| | Deceived about legal documentation or obtaining legal migration status | |
| | Deceived about travel and recruitment conditions | |
| | Deceived about wages/earnings | |
| | Deceived through promises of marriage or adoption | |
| | Deceived about access to education opportunities | WEAK INDICATOR |
| INDICATORS OF COERCIVE RECRUITMENT | Abduction, forced marriage, forced adoption or selling of victim | STRONG INDICATORS |
| | Fictitious or real debt bondage | |
| | Threats of violence against the victim | |
| | Violence on victims | |
| | Confiscation of documents | MEDIUM INDICATORS |
| | Isolation, confinement or surveillance | |
| | Threat of reporting to the authorities | |
| | Threats to inform family, community or public | |
| | Violence on family (threats or effective) | |
| | Withholding of money | |

INDICATORS OF TRAFFICKING OF ADULTS FOR SEXUAL EXPLOITATION

| | | |
|---|--|--------------------------|
| INDICATORS OF RECRUITMENT BY ABUSE OF VULNERABILITY | Abuse of difficult family situation | MEDIUM INDICATORS |
| | Abuse of illegal status | |
| | Abuse of lack of education (language) | |
| | Abuse of lack of information | |
| | Control of exploiters | |
| | Difficulties in the past | |
| | Difficulty to organise the travel | |
| | Economic reasons | |
| | False information about the law, the attitude of the authorities | |
| | False information about successful migration | |
| | Family situation | |
| | General context | |
| | Personal situation | |
| | Psychological and emotional dependency | |
| | Relationship with authorities/legal status | |
| Abuse of cultural/religious beliefs | WEAK INDICATOR | |
| INDICATORS OF EXPLOITATION | Bad living conditions | MEDIUM INDICATORS |
| | Excessive working days or hours | |
| | Hazardous work | |
| | Low or no salary | |
| | No respect of labour laws or signed contract | |
| | Lack of social protection (social contract, social security, etc.) | |
| | Very poor working conditions | |
| | Wage manipulation ⁵³ | |
| INDICATORS OF COERCION AT DESTINATION | Confiscation of documents | STRONG INDICATORS |
| | Real or fictitious debt bondage | |
| | Forced tasks or clients | |
| | Isolation, confinement or surveillance | |
| | Threats of violence against victim | |
| | Violence on victims | |

53. For example, payment of salary to a 3rd party, arbitrary deduction of amounts, e.g. for food or penalties, etc..

INDICATORS OF TRAFFICKING OF ADULTS FOR SEXUAL EXPLOITATION

| | | |
|---|--|-------------------|
| INDICATORS OF COERCION AT DESTINATION | Forced into illicit/criminal activities | MEDIUM INDICATORS |
| | Forced to act against peers | |
| | Forced to lie to the authorities, family, etc. | |
| | Threat of reporting to the authorities | |
| | Threat to impose even worse working conditions | |
| | Threats to inform family, community or public | |
| | Under strong influence | |
| | Violence on family (threats or effective) | |
| | Withholding of wages | |
| INDICATORS OF ABUSE OF VULNERABILITY AT DESTINATION | Dependency on exploiters | MEDIUM INDICATORS |
| | Difficulty to live in an unknown area | |
| | | |
| | Family situation | |
| | Personal characteristics | |
| | Relationship with authorities/legal status | |
| | Difficulties in the past | WEAK INDICATOR |

INDICATORS OF TRAFFICKING OF CHILDREN FOR LABOUR EXPLOITATION

| | | |
|-------------------------------------|--|--------------------------|
| INDICATORS OF DECEPTIVE RECRUITMENT | Deceived about access to education opportunities | STRONG INDICATORS |
| | Deceived about the nature of the job, location or employer | |
| | Deceived about conditions of work | MEDIUM INDICATORS |
| | Deceived about content or legality of work contract | |
| | Deceived about family reunification | |
| | Deceived about housing and living conditions | |
| | Deceived about legal documentation or obtaining legal migration status | |
| | Deceived about travel and recruitment conditions | |
| | Deceived about wages/earnings | |
| | Deceived through promises of marriage or adoption | |

INDICATORS OF TRAFFICKING OF CHILDREN FOR LABOUR EXPLOITATION

| | | |
|---|---|--------------------------|
| INDICATORS OF COERCIVE RECRUITMENT | Abduction, forced marriage, forced adoption or selling of victim | STRONG INDICATOR |
| | Real or fictitious debt bondage | |
| | Threats of violence against victim | |
| | Violence on victims | |
| | Confiscation of documents | MEDIUM INDICATORS |
| | Isolation, confinement or surveillance | |
| | Threat of reporting to the authorities | |
| | Threats to inform family, community or public | |
| | Violence on family (threats or effective) | |
| | Withholding of money | |
| INDICATORS OF RECRUITMENT BY ABUSE OF VULNERABILITY | Abuse of cultural/religious beliefs | MEDIUM INDICATORS |
| | Abuse of difficult family situation | |
| | Abuse of illegal status | |
| | Abuse of lack of education (language) | |
| | Abuse of lack of information | |
| | Control of exploiters | |
| | Difficulties in the past | |
| | Difficulty to organise the travel | |
| | Economic reasons | |
| | False information about successful migration | |
| | Family situation | |
| | General context | |
| | Personal situation | |
| | Psychological and emotional dependency | |
| Relationship with authorities/legal status | | |
| INDICATORS OF EXPLOITATION | Excessive working days or hours | STRONG INDICATOR |
| | Bad living conditions | MEDIUM INDICATORS |
| | Hazardous work | |
| | Low or no salary | |

INDICATORS OF TRAFFICKING OF CHILDREN FOR LABOUR EXPLOITATION

| | | |
|---|--|--------------------------|
| INDICATORS OF EXPLOITATION | No access to education | MEDIUM INDICATORS |
| | No respect of labour laws or signed contract | |
| | Very poor working conditions | |
| | Wage manipulation ⁵⁴ | |
| INDICATORS OF COERCION AT DESTINATION | Confiscation of documents | STRONG INDICATORS |
| | Real or fictitious debt bondage | |
| | Forced into illicit/criminal activities | |
| | Forced tasks or clients | |
| | Isolation, confinement or surveillance | |
| | Threats of violence against victim | |
| | Under strong influence | |
| | Violence on victims | |
| | Forced to act against peers | MEDIUM INDICATORS |
| | Forced to lie to the authorities, family, etc. | |
| | Threat of reporting to the authorities | |
| | Threat to impose even worse working conditions | |
| | Threats to inform family, community or public | |
| | Violence on family (threats or effective) | |
| Withholding of wages | | |
| INDICATORS OF ABUSE OF VULNERABILITY AT DESTINATION | Dependency on exploiters | MEDIUM INDICATORS |
| | Difficulties in the past | |
| | Difficulty to live in an unknown area | |
| | Economic reasons | |
| | Family situation | |
| | Personal characteristics | |
| | Relationship with authorities/legal status | |

54. For example, payment of salary to a 3rd party, arbitrary deduction of amounts, e.g. for food or penalties, etc.

INDICATORS OF TRAFFICKING OF CHILDREN FOR SEXUAL EXPLOITATION

| | | |
|---|---|--------------------------|
| INDICATORS OF DECEPTIVE RECRUITMENT | Deceived about the nature of the job or location | STRONG INDICATOR |
| | Deceived about access to education opportunities | MEDIUM INDICATORS |
| | Deceived about conditions of prostitution | |
| | Deceived about content or legality of work contract | |
| | Deceived about family reunification | |
| | Deceived about housing and living conditions | |
| | Deceived about legal documentation or obtaining legal migration status | |
| | Deceived about travel and recruitment conditions | |
| | Deceived about wages/earnings | |
| | Deceived through promises of marriage or adoption | |
| INDICATORS OF COERCIVE RECRUITMENT | Abduction, forced marriage, forced adoption or selling of victim | STRONG INDICATORS |
| | Fictitious or real debt bondage | |
| | Isolation, confinement or surveillance | |
| | Threats of violence against the victim | |
| | Violence on victims | |
| | Confiscation of documents | MEDIUM INDICATORS |
| | Threat of reporting to the authorities | |
| | Threats to inform family, community or public | |
| | Violence on family (threats or effective) | |
| | Withholding of money | |
| INDICATORS OF RECRUITMENT BY ABUSE OF VULNERABILITY | Abuse of cultural/religious beliefs | MEDIUM INDICATORS |
| | Abuse of difficult family situation | |
| | Abuse of illegal status | |
| | Abuse of lack of education (language) | |
| | Abuse of lack of information | |
| | Control of exploiters | |
| | Difficulties in the past | |
| | Difficulty to organise the travel | |
| | Economic reasons | |

INDICATORS OF TRAFFICKING OF CHILDREN FOR SEXUAL EXPLOITATION

| | | |
|---|--|--------------------------|
| INDICATORS OF RECRUITMENT BY ABUSE OF VULNERABILITY | False information about the law, the attitude of the authorities | MEDIUM INDICATORS |
| | False information about successful migration | |
| | Family situation | |
| | General context | |
| | Personal situation | |
| | Psychological and emotional dependency | |
| | Relationship with authorities/legal status | |
| ADDITIONAL EXPLOITATION INDICATORS | Hazardous work | STRONG INDICATOR |
| | Bad living conditions | MEDIUM INDICATORS |
| | Excessive working days or hours | |
| | Low or no salary | |
| | Lack of social protection (social contract, social security, etc.) | |
| | Very poor working conditions | |
| | Wage manipulation ⁵⁵ | |
| INDICATORS OF COERCION AT DESTINATION | Confiscation of documents | STRONG INDICATORS |
| | Real or fictitious debt bondage | |
| | Forced into illicit/criminal activities | |
| | Forced tasks or clients | |
| | Isolation, confinement or surveillance | |
| | Threats of violence against victim | |
| | Under strong influence | |
| | Violence on victims | |
| | Forced to act against peers | MEDIUM INDICATORS |
| | Forced to lie to the authorities, family, etc. | |
| | Threat of reporting to the authorities | |
| | Threat to impose even worse working conditions | |
| | Threats to inform family, community or public | |
| | Violence on family (threats or effective) | |
| | Withholding of wages | |

55. For example, payment of salary to a 3rd party, arbitrary deduction of amounts, e.g. for food or penalties, etc..

INDICATORS OF TRAFFICKING OF CHILDREN FOR SEXUAL EXPLOITATION

| INDICATORS OF ABUSE OF VULNERABILITY AT DESTINATION | Dependency on exploiters | STRONG INDICATOR |
|---|--|--------------------------|
| | Difficulties in the past | MEDIUM INDICATORS |
| | Difficulty to live in an unknown area | |
| | Economic reasons | |
| | Family situation | |
| | Personal characteristics | |
| | Relationship with authorities/legal status | |

GLOSSARY

Human Trafficking

Human trafficking shall mean the hiring (recruitment), transfer, transportation, harbouring or reception of persons, including the exchange or transfer of power over such persons, by means of the threat of the use or use of force or other forms of coercion, of abduction, fraud, deception, abuse of power or vulnerability, or of giving or accepting money or other benefits to secure the consent of a person having power over another, for the purpose of exploitation. (see analysis of individual terms below).

When the act described above involves a child, it constitutes a criminal act of human trafficking, even if the aforementioned means have not been used.

Recruitment / Hiring

This is defined as the push and pull of people, which marks the beginning of the "pathway" that will lead to their exploitation and is achieved by various means such as: coercion, deception, exploitation of the power difference, and exploitation of the person's vulnerability. Recruitment in the above sense may have taken place in the victim's country of origin and/or in their country of residence. This action is the initial stage of human trafficking. Sometimes, it may be an initial work agreement with the victim, allowing for the conditions of exploitation to be revealed later on. Recruitment can be carried out without direct communication with the victim, for example, through an employment agency or via the internet.

Transportation/Transfer

A common parameter though not a necessary condition of human trafficking is the shift from one location to another. The transfer can be from one country to another or domestic transportations within the same country, always aiming at the person's exploitation. The transportation can be carried out legally or illegally, by air, land or sea. It may be carried out legally or illegally.

Smuggling

Smuggling is defined as the criminal offence of facilitating (with or without financial consideration) the illegal entry into or exit from a State of a person who is not a national of that State.

Differences between smuggling and human trafficking

| HUMAN TRAFFICKING | SMUGGLING |
|---|---|
| The person may or may not have legal documents and may or may not be a national | The person has no legal documents. |
| It is a criminal offence against the person and against public order. | It is a criminal offence against public order.* |
| The person is in the sphere of control of the trafficker also after their transfer. | The person's contact with the smuggler is terminated upon completion of the transfer. |
| The act of transport is carried out with the purpose of exploitation. | Carrying out the transport is the sole purpose, to which the (adult) person consents**. |
| It does not necessarily require crossing borders. | It requires crossing borders. |

* This assumption is qualified by the fact that the Greek legal framework provides for the issuance of an act of official recognition of a "victim of smuggling", Art. 4 (ib) L. 5038/2023

** Of course, the existence of genuine consent is not considered a given in smuggling either, taking under consideration the vulnerable situation of the persons being transferred.

Harbouring

It means any action taken with the aim of providing a space for the victim's housing, so that they remain isolated and available for exploitation. It is often associated with isolating the victim and hiding their location. It can take place both before and during the exploitation of the victim.

Reception

It shall mean the action of receiving the victim from another or handing them over to another person, during which the victim passes into the power of another while remaining in the sphere of control of the criminal group. This includes the exchange/transfer of power over the victim to another person. For example, a person picks up the victim from the airport to take them to the house that they will be "accommodated" in. The victim willingly follows this person as at least one means of control has already been used. This differs from obtaining the consent of a person who holds power over the victim in that the victim once again remains in the sphere of control of the same criminal group.

Deception

Deception shall mean the verbal or non-verbal deception of a person or their guidance in connection to the nature of the work or services they will be providing (i.e., promises of specific / legal work), the working conditions and the extent to which the person will be free to choose the cooperation and / or its duration. In this way, the acceptance of the offer and the cooperation of the victim is ensured, with the ultimate aim of exploiting them.

Coercion

Coercion shall mean the use of force, threats or sanctions, including psychological pressure, directed either directly against the victim or against their relatives, with the aim of creating a framework of terrorising the victim so that they feel that they have no chance of expressing their contrary intention.

Exploitation of a vulnerable situation

A vulnerable situation is considered to be a situation in which the person concerned has no real or acceptable choice but to be subjected to the abuse in question.

It is expected that there are particular characteristics of the victim or the circumstances in their life that make them vulnerable to promises of a better life or threats or any other means of recruitment. Vulnerability may consist of any existing victim/offender dependent relationship, the victim's financial situation, marital status, legal status in the country, past difficulties, personal characteristics, difficulties in adapting to an unknown environment, the state of their health, any dependence on addictive substances. For example, adults without a support network, a female head of a single-parent family, people with disabilities, illiterate people, people with low social and economic status, members of minorities, unaccompanied minors, etc.

Payment or acceptance of money or other benefits to obtain the consent of a person having power/ exercising control over the victim

In some cases, the victim is already experiencing a condition involving lack of freedom and restriction before or during trafficking. The means of control in this case is not to bend one's will with any of the aforementioned means of control, but to obtain the consent of the person already exercising control over the victim. For example, a person is trafficked across borders. The person who "receives" the victim pays money to the carrier and thus control over the victim passes entirely to them (to the one carrying out the reception).

An extensive interpretation of the concept of vulnerability is included in Supreme Court Judgement 2/2019, available at: http://www.areiospagos.gr/nomologia/apofaseis_DISPLAY.asp?cd=47ITH6RZJMX54RoTWHSPMFo2N7FZWW&apof=2_2019&info=%D0%CF%C9%CD%C9%CA%C5%D3%20-%20%20%CF%CB%CF%CC%C5%CB%C5%C9%C1

Illegal adoption in the context of trafficking

This shall mean any adoption taking place without the full and free consent of the parents / guardians, with the purpose of exploiting the child, as well as the implicit buying and selling of the child.

Abuse of power

When a person, who wields power over another person or group, acts on the pretext of their role, exceeding the limits of their competence, for their own benefit or having an illegal purpose. It is clarified that the power in this case is not exercised "de facto" (as a matter of fact), but "ex officio" (by virtue of another office) or ex lege (as a matter of law). Thus, this case encompasses the parent of the child victim, the state official, etc., but not every authoritarian condition that may develop within interpersonal relationships.

Exploitation

The act of one person using another person for the purpose of obtaining economic advantage.

According to Directive 2011/36/EU (Art. 2 (3)), exploitation includes, in the least, the exploitation of the prostitution of others, or other forms of sexual exploitation, forced labour or services, including begging, slavery, or practices similar to slavery, servitude, the exploitation of criminal activities, or the removal of organs.

The exploitation of a child is a criminal act of human trafficking even if no means of control has been used.

According to article 323A of the current Greek Penal Code, the concept of "exploitation" "includes the acquisition of unlawful economic advantage from: a) subjecting the victim to slavery or practices similar to slavery; b) subjecting the victim to servitude; c) the victim's work or begging (labour exploitation); d) the victim's committing criminal acts; e) the removal of cells, tissues or organs from their body; f) having them commit sexual acts, whether actual or pretend, or having them provide work or services solely for the purpose of sexual arousal (sexual exploitation); or g) forcing the victim to marry

Illegal financial gain

The purpose of obtaining illegal financial gain has recently been added as a special element of the offence of human trafficking (with Law 4619/2019) in Article 323AA of the Greek Penal Code. According to the case law of the Supreme Court on this concept (although in the context of other offenses)

"Financial gain is the increase of the property of the perpetrator themselves or another, as well as the enhancement of the assets of either. This financial gain is illegal, when the perpetrator or the other person has no legal entitlement in relation to the victim, and the claimant, for the establishment of this crime, the purpose of benefit is a subjective element of the unjust (a crime with "excessive subjective elements"), Supreme Court 884 / 2017 (Department F).

The analysis of the Supreme Court on the purpose of illegal financial gain is also relevant (direct deceit of first degree), which it has formulated on the occasion of another offense once again, by which it concludes that its achievement is not necessary in order for the crime to be objectively completed, Supreme Court 1038/2010 (Department E)

Consent

Consent shall mean the agreement of the person, who has the ability and maturity to fully understand the information about the proposal they accept, after having been informed of its content, its consequences, any risks and alternatives. They should also know and have the option of rejecting the proposal / offer, as well as withdrawing their consent at any time. In the case of human trafficking, the consent on the part of the (adult) victim, in case coercion, deception, exploitation of the difference in power and exploitation of the person's vulnerability have been used is not taken into account. There can never be any consent in the case of a child victim.

Sexual Exploitation

Obtaining financial gain from prostitution or sexual services of another person, including the production of pornographic material.

Coercion to commit criminal acts/ Exploitation of criminal activities

It is the obtaining of financial gain from any unlawful act committed intentionally or unintentionally by exerting pressure, exercising violence, or by deception. For example, drug trafficking either with or without the victim's awareness that they are carrying drugs, petty theft, etc.

The expression "exploitation of criminal activities" should be understood as exploitation of a person to commit, inter alia, petty theft, shoplifting, drug smuggling, and other similar activities, which are subject to penalties and imply financial gain.

Forced marriage

It is any marriage that takes place without the full and free consent of one or both parties and/or in which one or both parties are unable to dissolve the marriage or abandon the spouse as a result of a threat of violence, or intense social or family pressure. Therefore, it appears that the coercion is linked not only to either party entering into marriage without their free will, but also with the absence or existence of the ability of either party to dissolve the marriage. The victims are usually young girls and women who do not have the right to choose their husband or refuse the man they are to take as their husband. Forced marriage is a form of exploitation in the context of human trafficking, as long as the elements of the latter are inherent

Forced / Compulsory labour

Any work or service to which they have not freely consented and which the victim carries out under threat of a sanction (Article 2 (1) of the Convention Concerning Forced or Compulsory Labour (1930). It is often accompanied by appalling conditions and very low pay or lack of pay.

The definition of labour exploitation is quite difficult, especially when it has to be distinguished from abusive working conditions or employment in violation of labour and insurance legislation. **Violation of the established labour rights does not imply the existence of labour exploitation without further explanation.** However, there is also no clear definition that may indicate specific elements that differentiate labour exploitation that constitutes human trafficking from abusive working conditions that do not go so far as to establish the crime of human trafficking.

So, what needs to be examined in investigating whether a particular labour situation is linked to

human trafficking are all the features of the position of the presumed victim: how they were hired, what means were used for obtaining and maintaining the victim's consent, and above all, the purpose of the perpetrator (the criminal intent of the one who profits from their work). An individual assessment of all these factors is therefore needed, in the light of both the case law of the European Court of Human Rights (ECHR) and the interpretation of the International Labour Organisation (ILO).

The International Labour Organisation's⁵⁶ definition⁵⁷ of forced labour contains two main elements: the work or service is obtained under the threat of punishment and is provided without the will of the person. **Punishment** is not required to take the form of criminal sanctions, but **it can take the form of loss of rights and privileges.** In addition, the threat of punishment can take a variety of forms. It can be argued that its most extreme form involves physical violence or confinement, or even death threats to the victim or their relatives. There may also be more subtle forms of threat, sometimes of a psychological nature. Situations that have been investigated by the ILO include threats of reporting to the police or immigration authorities, in the case of illegal labour. Other penalties may be of a financial nature, such as debt-related penalties. Sometimes employers may require employees to hand over their identification documents and may use the threat of confiscation of such documents to obtain forced labour.

Regarding the concept of the "voluntary offer" of labour, the ILO supervisory bodies address a number of issues, such as: the form and object of consent, the role of external constraints or indirect coercion, and the possibility of revoking freely given consent. Here, too, many subtle forms of coercion are encountered. Many victims enter situations of forced labour initially of their own accord (albeit under deception) and then discover that they do not have the freedom to resign, due to legal, physical, or psychological coercion. The original consent has no bearing if it has been obtained by deception.

As interpreted by the European Court of Human Rights in the judgment in *Chowdury and others v. Greece* (2017), an interpretation subsequently adopted by the Supreme Court in its Judgment No

56. Independent Organisation of the United Nations, responsible for the international promotion of labour rights.

57. ILO, The cost of coercion: Global Report under the follow-up to the ILO Declaration on Fundamental Principles and Rights at Work, https://www.ilo.org/wcmsp5/groups/public/---ed_norm/---declaration/documents/publication/wcms_106268.pdf, 2009.

2/2019, the affirmation of the inclusion of the labour exploitation elements within the meaning of Article 323A of the Greek Penal Code does not necessarily presuppose a situation of slavery or servitude. A variety of factors must be taken into account, and in this case, these are the following:

1) Remuneration

The victim's lack of information about their exact salary and how it is formed is key in situations of exploitation. For example, remuneration may be subject to unspecified or unjustified deductions (e.g. concerning the victim's stay or the settlement of their documents).

2) Undeclared work

The violation of labour and insurance legislation obviously does not necessarily imply the existence of a labour exploitation situation within the meaning of Art. 323A of the Greek Penal Code, as mentioned above. However, the intensity of the violation of the labour legislation, combined with the other elements of the case, is a serious indication of human trafficking.

3) Working conditions

Issues concerning working hours, sick leave, breaks, protective equipment, etc.

4) Exercise of means of control

Violence, coercion, exploitation of a vulnerable situation, all manner of deception

5) Living conditions

Apartment - size, sanitary conditions, number of people living together

Slavery

Pursuant to Art. 1 (1) of the International Slavery Convention (1926), ratified by Law 4473/1930 (Government Gazette 62/A/26.2.1930), slavery is

defined as "*the situation of a person subject to the principles of property law or to any of those*".

Practices similar to slavery

Institution or practice, where:

- (i) A woman, without being able to refuse, surrenders to marriage in exchange for money or payment in kind, paid to her parents, guardian, family, or other person or group.
- (ii) A woman's husband, her family, or her clan has the right to "transfer" her to another person, for a price received or otherwise settled.
- (iii) A woman is "transferred as inheritance" to another person, in the event of the death of her husband.

Servitude

The ECHR, in the following case C.N. and V. v. France, defined servitude as a special (aggravated) category of forced or compulsory labour. An element that distinguishes these two concepts is the victim's sense that their situation is **permanent and that a change in their situation is unlikely**. It is enough that this feeling is based on the above objective criteria or created or maintained by the person responsible for this situation.⁵⁸

Servitude involves the coercive obligation of the individual to provide services (decision of the ECHR *Siliadin v. France* (2005) § 124). In this sense it is linked to the concept of slavery as referred to in Article 4 of the European Convention on Human Rights (ECHR).

In addition to the above, the concept of servitude includes the obligation of the "serf" to live on the property of another person and the impossibility of changing their situation. (Commission report in the *Van Droogenbroeck* case, § 79)

58. Prohibition of slavery and forced labour

1. No one shall be held in slavery or servitude.

2. No one shall be required to perform forced or compulsory labour. (...)

C.N. and V. v. FRANCE (2012, ECHR)

Actual events: *Two sisters from Burundi were taken as minors to France for their aunt to raise with her husband (all under diplomatic immunity). There, they were obliged to do house chores without pay and take care of the disabled child of the family, while they had limited access to showering and no leisure activities. In fact, one sister did not even go to school. They experienced daily verbal and physical abuse, while the aunt would threaten to send them back to Burundi.*

At one point, the welfare service filed a report with the police regarding the exploitation of the girls' domestic work, but in the end there were no criminal proceedings. Then, after a few years, through the actions of an organisation, the immunity of the uncle was suspended and the criminal investigation resulted in the issuance of arrest warrants for the two perpetrators, for abusing persons under the age of 15. After lengthy criminal proceedings, only the aunt was convicted of abusing one of the sisters.

With regard to the concept of forced or compulsory labour, the judgment indicates, inter alia, in paragraph 74.

Not all labour that is extorted from the person under threat of punishment constitutes forced or compulsory labour. Factors to be considered include the type and volume of labour provided. These factors help to distinguish between forced labour and the help that can reasonably be expected by household residents or family members. *(in the light of the above assumptions, the Court held that the conditions of forced labour were met only for the one sister, who did not go to school and had no leisure time whatsoever. The Court also assessed the threat of returning to Burundi as a "threat of punishment". Examining whether the conditions for assuming the existence of servitude in the case were met, the Court accepted that only the one sister, who did not go to school and lived in complete isolation from the world, lived in a state of servitude, feeling completely dependent on the aunt and uncle, regarding her situation, and considering that she had no alternative for paid work outside this framework.)⁵⁹*

Bonded Labour

This is a form of forced labour with the predominant characteristic of invoking a real or fictitious debt, in order to maintain the person's entrapment in the situation of forced labour, servitude or slavery. The amount of debt remains unclear as does the course of its repayment. In these cases, the victim is paid very low or not at all for their services. In most cases, the victim does not realise the situation in which they find themselves and does not know the exact debt balance.

According to Article 1a of the Supplementary Convention on the Abolition of Slavery, the Slave Trade, and Institutions and Practices Similar to Slavery (1956), ratified by Statutory Instrument No 1145/1972 (Government Gazette 103/A/30.6.1972), *"Debt bondage is the situation arising from the fact that a debtor is obliged to provide their personal services or those of a person over whom they exercise power, as collateral for debt, if the value of these services, as reasonably estimated, is not applied for the elimination of the debt, or if the duration, or nature of these services is not limited or defined."*

The International Labour Organisation defines bonded labour as forced labour invoking debt⁶⁰, while in the United Nations' Supplementary Convention on the Abolition of Slavery, the Slave Trade, and Institutions and Practices Similar to Slavery, 1956 (Art. 1a)⁶¹ is defined as *"the situation arising from the fact that a debtor is obliged to provide their personal services or those of a person over whom they exercise power, as collateral for debt, if the value of these services, as reasonably estimated, is not applied for the elimination of the debt, or if the duration, or nature of these services is not limited or defined."*

The special rapporteur on modern forms of slavery classifies it in its report⁶² in principle as practices similar to slavery or servitude:

The practice of debt bondage, also known as bonded labour, is one of four practices similar to slavery or forms of servitude referred to in the United Nations' Supplementary Convention on the Abolition of Slavery,

59. Relevant decisions: *Rantsev v. Cyprus and Russia* (2004), *Siliadin v. France* (2005)

60. ILO, Business and Forced Labour, https://www.ilo.org/empent/areas/business-helpdesk/WCMS_DOC_ENT_HLP_FL_EN/lang--en/index.htm, 2022.

61. ratified by the Legislative Decree 1145/1972 (Government Gazette 103/A/30.6.1972)

62. United Nations Audiovisual Library of International Law, Slavery Convention-Protocol amending the Slavery Convention, https://legal.un.org/avl/pdf/ha/sc/sc_e.pdf, 2020

the Slave Trade, and Institutions and Practices Similar to Slavery, 1956. (...) Debt bondage is a form of servitude but can also be classified as slavery if any characteristics suggestive of ownership are present. In addition, debt bondage can be categorised as forced labour under the ILO Forced Labour Convention (1930, Law 29).

So, the crucial characteristic element of debt bondage is the ostensible connection of obtained labour with the impairment of an amount due, i.e. a "debt"

Unaccompanied minor

This is a minor who arrives in Greece without being accompanied by a person who exercises, in accordance with the Greek law, their parental responsibility or without being in the custody of an adult relative, who practically takes care of them and for as long as the performance of these duties has not been assigned to another person in accordance with the law. This definition includes a minor who ceases to be accompanied after entering Greece. An unaccompanied minor is also a separated minor.

Separated minor

"A minor who is separated from their family" is a minor who arrives in Greece without being accompanied by a person who exercises, in accordance with the Greek law, their parental care or without being in the custody of another person, to whom the minor has been assigned according to the law, but is rather accompanied by an adult relative who effectively cares for them.

Child trafficking

Child trafficking means any act or transaction whereby a child is transferred by any person or group of persons to another person against payment or other consideration. (Art. 2a of the Optional Protocol to the Convention on the Rights of the Child on the trafficking of children, child prostitution and child pornography, as ratified by Law 3625/2007 - Government Gazette 290/A/24-12-2007)

Child prostitution

Child prostitution means the use of a child in sexual acts against payment or other consideration. (Art. 2b of the Optional Protocol to the Convention on the Rights of the Child on the trafficking of children, child prostitution and child pornography, as ratified by Law 3625/2007 - Government Gazette 290/A/24-12-2007)

Child pornography

Child pornography means any representation, by any means, of a child engaged in actual or simulated sexual acts, or any representation of a child's genitals primarily for sexual purposes. (Art. 2c of the Optional Protocol to the Convention on the Rights of the Child on the trafficking of children, child prostitution and child pornography, as ratified by Law 3625/2007 - Government Gazette 290/A/24-12-2007)

The worst forms of child labour

The expression "the worst forms of child labour" includes, according to Art. 3 of the International Labour Convention 182 on the prohibition of the worst forms of child labour and immediate action to eliminate them (ratified by Law 2918/2001 Government Gazette 119/A/15.6.2001):

- a) all forms of slavery or similar practices, such as the sale and trafficking of children, debt commitment and forced labour (and serfdom), as well as forced or compulsory labour, including compulsory or forced conscription of children, with the aim of using them in armed conflicts;
- b) the use, engagement and forced prostitution of children and in the production of pornographic material;
- c) the use, engagement or promotion (offering) of a child to illegal activities, in particular for the production and trafficking of drugs, as defined in the relevant international conventions;
- d) work which, by its nature or under the conditions under which it is carried out, is likely to be harmful to the health, safety or morality of the child.

For further study, we recommend:

1. ICMPD-UNODP, *Law Enforcement Manual To Combat Trafficking In Human Beings*, <https://www.icmpd.org/file/download/54287/file/Law%2520Enforcement%2520Manual%2520to%2520Combat%2520Trafficking%2520in%2520Human%2520Beings.pdf>, 2006.
2. ILO, *The Work in Freedom Handbook*, https://www.ilo.org/wcmsp5/groups/public/---asia/---ro-bangkok/---sro-new_delhi/documents/publication/wcms_800250.pdf, 2021.
3. ILO, *Operational indicators of trafficking in human beings*, https://www.ilo.org/wcmsp5/groups/public/@ed_norm/@declaration/documents/publication/wcms_105023.pdf, 2009.
4. OSCE, *Κατευθυντήριες Αρχές για τα Ανθρώπινα Δικαιώματα κατά την Επιστροφή των παρανόμως Διακινηθέντων Ατόμων*, <https://www.osce.org/el/odihr/407438>, 2018.
5. UNODC, *The Concept of 'Exploitation' In The Trafficking in Persons protocol*, https://www.unodc.org/documents/congress/background-information/Human_Trafficking/UNODC_2015_Issue_Paper_Exploitation.pdf, 2015.
6. UNODC, *Model Law against Trafficking in Persons*, https://www.unodc.org/documents/legal-tools/Model_Law_TiP.pdf, 2009.
7. UNODC, *The Role of 'Consent' In The Trafficking in Persons Protocol*, https://www.unodc.org/documents/human-trafficking/2014/UNODC_2014_Issue_Paper_Consent.pdf, 2014.
8. UNODC, *Evidential Issues in Trafficking in persons Cases*, https://www.unodc.org/documents/human-trafficking/2017/Case_Digest_Evidential_Issues_in_Trafficking.pdf, 2017.
9. UNODC, *Female victims of trafficking for sexual exploitation as defendants: A case law analysis*, <https://www.criminaljusticenetwork.eu/en/post/female-victims-of-trafficking-for-sexual-exploitation-as-defendants>, 2020.
10. European Commission, *Working Together to address trafficking in Human Beings, key Concepts in a Nutshell*, <https://www.abbilgi.eu/en/assets/docs/BOOKLET%20-%20working%20together%20to%20address%20trafficking%20in%20human%20beings%20KEY%20CONCEPTS%20in%20a%20nutshell%20-%20ENG.pdf>, 2017.
11. *Explanatory Report to the Council of Europe Convention against Trafficking in Human Organs*, <https://rm.coe.int/16800d3840>, 2015.



HELLENIC REPUBLIC
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ON TRAFFICKING IN HUMAN BEINGS



MINISTRY OF SOCIAL COHESION AND FAMILY
NATIONAL CENTRE FOR SOCIAL SOLIDARITY



European Union
Internal Security Fund

