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**Report on Public Consultation Workshop:
“Anti-Trafficking of Human Beings in the northern part of
Cyprus”
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**Report on Public Consultation Workshop:
“Anti-Trafficking of Human Beings in the northern part of Cyprus”**

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1. INTRODUCTION

1.1 Background

Within the framework of the EU funded project "Setting up a Programme Management Unit to support the implementation of grant schemes for the Turkish Cypriot community - northern part of Cyprus", this report aims to summarise salient discussion points from a two-day Public Consultation Workshop on Trafficking in Human Beings, held on 8-9 September 2016 in the European Union Programme Support Office (EUPSO).

The purpose of the Workshop was to provide an opportunity for all key stakeholders to discuss Trafficking in Human Beings (THB) in the northern part of Cyprus, obtain information on laws/directives and initiatives in the European Union and provide input into preparation of guidelines for an upcoming EU funded Call for Proposals "Together Against Trafficking in Human beings: preventing and combating trafficking in human beings and protecting its victims in the northern part of Cyprus", noting that previous Calls for Proposals under the "Cypriot Civil Society in Action programme", although including anti-trafficking of traffic of human beings as an eligible sector priority, resulted in no grant proposal being submitted in response to this priority. The Workshop also afforded the opportunity for a discussion on local needs and resources and the preparation of a roadmap to enable stakeholders to collaborate in future actions towards the achievement of an integrated and multidisciplinary approach on prevention and combating THB, protecting its victims and prosecuting traffickers.

The main aim of the forthcoming CfP is to fight trafficking in human beings and to protect the victims of human trafficking in the northern part of Cyprus, while the specific objectives include: preventing human trafficking, identifying, protecting and assisting victims of trafficking, and increasing knowledge of and effective and coordinated responses to emerging concerns related to all forms of trafficking in human beings.

The Workshop, structured into nine sessions (see Annex I) was attended by representatives of the main relevant actors (local bodies and civil society) that could play a strategic role within the creation of an anti-trafficking system in the northern part of Cyprus. A list of participants is provided in Annex II. The structure of the

The Workshop structure targeted the main domains of anti-trafficking fight, as they are defined by EU legislation and determined by the latest developments in the European anti-trafficking agenda, as follows:

- Session 1. Current situation regarding Trafficking of Human Beings in the northern part of Cyprus
- Session 2. Trafficking of Human Beings in the northern part of Cyprus - local initiatives
 - ✓ Presentations by responsible administration
- Session 3. Trafficking of Human Beings in Europe: necessary steps towards a national anti-trafficking system
- Session 4. How to build an overall anti-trafficking system
- Session 5. Preparation of EU Directive 36 implementation - Working Group Discussion
 - ✓ WG 1: Identification and referral mechanism.
 - ✓ WG 2: Action Coordination of Trafficking of Human Beings
 - ✓ WG 3: Investigation and judicial (international) cooperation
- Session 6. Summary of Day 1 (8 September)
- Session 7. Preparation of EU Directive 36 implementation - Working Group Discussion
 - ✓ WG 4: Victim assistance and protection
 - ✓ WG 5: Prevention
- Session 8. Good practices in Europe & debate for a road map
- Session 9. Preparing action for the grant schemes

The report overviews aspects of Workshop discussions and presents a roadmap on the measures that should be taken in the future in order to create the prerequisites to establish an anti-trafficking

system in the northern part of Cyprus. Any of these measures could be analysed and developed within the project proposals that eligible applicants might submit under the call for proposals (EU funded Grant Scheme) to be launched by the EC in the northern part of Cyprus. The measures under the roadmap are structured around priorities and actions of the EU Strategy towards the Eradication of THB 2012-2016 (see Annex III).

2. MAIN DISCUSSION POINTS PER WORKSHOP SESSION

Opening speeches delivered by the representatives of European Commission and relevant local bodies, each expressing concerns and interests in establishing an anti-trafficking system in the northern part of Cyprus.

Session 1: Current situation regarding Trafficking of Human Beings in the northern part of Cyprus

The PMU local short-term expert, Ms. Ceren Goynuklu, presented the main findings of a desk-review, primarily encompassing: (i) publicly available reports - the latest report on THB published by the US Department of State "Trafficking in Persons Report 2016"¹ (TiP Report 2016) and "YOUTHOPIA Human Rights Reports - THB in the northern part of Cyprus" Report (MAGEM Report²); (ii) analysis of existing "laws" and "regulations" in northern part of Cyprus considered as relevant for anti-trafficking; and (iii) from meetings organised with stakeholders from the northern part of Cyprus.

Session 2: Trafficking of Human Beings in the northern part of Cyprus - local initiatives. Presentations by responsible administration

The representatives of local bodies responsible for labour issues and for public health, presented main pieces of "legislation" in the northern part of Cyprus aiming at prevention of labour exploitation and ensuring public health (the last with relevance for women working in nightclubs).

Session 3: Trafficking of Human Beings in Europe: necessary steps towards a national anti-trafficking system.

The PMU short-term EU expert, Mr. Mihai Serban, provided the following overview.

The plight of THB is of crucial importance to the European Union. The EU sees THB as one "of the most serious of criminal offences and notes that it constitutes a violation against human rights and is a modern form of slavery"³. Also, EU Directive 36/2011 states that "THB is a serious crime, often committed within the framework of organised crime, a gross violation of fundamental rights and explicitly prohibited by the Charter of Fundamental Rights of the European Union. Preventing and combating THB is a priority for the Union and the Member States."⁴

To better understand the context it is necessary to underline the fact that the key instrument of the EU's fight THB is the 2011/36/EU directive on THB⁵. This new 36 Directive replaces Framework

1 Available at <http://www.state.gov/j/tip/rls/tiprpt/countries/2016/258754.htm>

²Mustafa Ongun, YOUTHOPIA Human Rights Reports - Human Trafficking in the northern part of Cyprus, September 2016. The report is prepared by Human Right Unit of Famagusta Youth Centre (MAGEM), in cooperation with Youth Power under the project "Youthopia" funded by the European Union.

³EUR-Lex notice, available at:

http://europa.eu/legislation_summaries/justice_freedom_security/fight_against_trafficking_in_human_beings/jl0058_en.htm

⁴DIRECTIVE 2011/36/EU OF THE EUROPEAN PARLIAMENT AND OF THE COUNCIL of 5 April 2011 on preventing and combating trafficking in human beings and protecting its victims, and replacing Council Framework Decision 2002/629/JHA, p. L101/1.

⁵Directive 2011/36/EU of the European Parliament and of the Council of 5 April 2011 on preventing and combating trafficking in human beings and protecting its victims, and replacing Council Framework Decision 2002/629/JHA, available at : <http://eurlex.europa.eu/LexUriServ/LexUriServ.do?uri=CELEX:32011L0036:EN:NOT> EU directives lay down certain end results that must be achieved in every Member State. National authorities have to adapt their laws to meet these goals, but are free to decide how to do so. Directives may concern one or more Member States, or all of them. Each directive specifies the date by which the national laws must be adapted - giving national authorities the room for manoeuvre within the deadlines necessary to take account of differing national situations. Directives are used to bring different national laws into line with each other.

Decision 2002/629/JHA on combating THB. The new Directive defines the minimum common rules for identifying and sanctioning offences of THB. The provision marks a step forward in the fight against the international crime.

Historically, until April 2011, EU Anti-Trafficking law was made up of three instruments of EU law:

- Council Directive 2004/81/EC on the residence permit issued to third-country nationals who are victims of trafficking who co-operate with competent stakeholders
- Council Framework Decision 2002/629/JHA on combating THB
- Council Framework Decision 2001/220/JHA on the standing of victims in criminal proceedings

These three instruments lacked the application, enforcement and comprehensive approach necessary to prevent trafficking and protect victims. With the entry into force of the Treaty of Lisbon in December 2009, Article 34 of the Treaty on the European Union was repealed and Framework Decisions can no longer be adopted. Therefore, the EU took steps towards codifying its trafficking law into a binding Directive - Directive 2011/36/EU, which incorporates and replaces Framework Decision 2002/629/JHA.

EU Directive 36/2011 - overview and implementation across EU MS

The EU Directive on Preventing and Combating THB and protecting its Victims sets out minimum standards to be applied throughout the European Union in preventing and combating THB and protecting victims. Its main elements are:

- a revised definition of offences involving THB, which is slightly broader than that contained in the CETS No. 197⁶;
- increased criminal penalties for trafficking offences, based on a maximum term of imprisonment of not less than five years and, where there are aggravating circumstances (for example, the victim is a child), 10 years;
- a requirement for Member States to enable competent national law enforcement stakeholders to seize and confiscate items ("instrumentalities") used for the commission of, and proceeds derived from, THB offences;
- a non-prosecution and non-punishment provision which requires MS, in accordance with the basic principles of their legal systems, to ensure that their competent national law enforcement stakeholders have a right not to proceed with a prosecution or impose a penalty in the case of victims of trafficking who have been compelled to take part in criminal activities;
- a requirement for each MS to establish jurisdiction for trafficking offences committed by one of its nationals, even if committed abroad and the conduct in question would not be considered a criminal offence in the place of commission;
- detailed provisions on assistance and support for victims of THB which incorporate and, in some cases, exceed the standards established in the CETS no. 197;
- specific and detailed provisions on assistance and support for child victims which include, in certain circumstances, a requirement for MS to appoint a guardian or representative responsible for the child's welfare;
- special protection measures for child victims involved in a criminal investigation or criminal proceedings;
- a requirement for MS to ensure that victims of trafficking have access to existing criminal compensation schemes for victims of violent crime;
- provisions requiring MS to take appropriate measures to discourage and reduce the demand that fosters all forms of exploitation related to THB, to raise public awareness of trafficking, to promote regular training to help police and other officials to identify and deal with victims of trafficking, and to consider criminalizing the use of services which are the objects of exploitation...with the knowledge that the person is a victim of a [trafficking] offence;
- a requirement for Member States to appoint national rapporteurs or establish equivalent mechanisms to collect statistical data on THB and monitor and assess trends; and
- The establishment of an EU Anti-Trafficking Coordinator to collect data gathered by national rapporteurs, contribute to a biennial report on progress made across the EU in combating THB, and to coordinate the EU's anti-trafficking strategy.

⁶ Council of Europe Treaty Series – No. 197 (Council of Europe Convention on Action Against Trafficking in Human Beings)

The Directive has to be transposed by Member States in their domestic legislation, and should be the core of anti-trafficking national systems.

The European Commission reported back by 6 April 2015, assessing the extent to which MS have taken the necessary measures in order to comply with the Directive. On 19 May 2016, the European Commission published the "Report from the Commission to the European Parliament and the Council on the progress made in the fight against THB (2016)"⁷ as required under Article 20 of Directive 2011/36/EU. The document is the first Commission Report on the progress made in the fight against THB since the adoption of the Directive. It aims to provide a factual overview of the main current trends, actions, and statistical data on THB in the EU, as reported by MS, civil society and international organisations, examining the progress made on the implementation of the legislative and policy framework. It covers mainly the period 2011-2013 (apart from data on 2010-2011 already published in Eurostat) and more up-to-date information, in particular, statistical data for the years 2013 and 2014.

Key findings

Key statistical data for 2013-2014 shows that there were 15,846 registered victims:

- 65 % EU citizens
- 15 % Children
- 67 % Sexual exploitation
- 21 % Labour exploitation
- 12 % Other forms of trafficking

While 4,079 prosecutions and 3,129 convictions were reported by EU MS, there are solid grounds to expect that the actual number of victims of trafficking in the EU is substantially higher.

The Report also presents the emerging and increasing trends for other forms of THB, as follows:

- Victims of double or multiple forms of exploitation
- Exploitation of persons with physical, mental and developmental disabilities
- Trafficking for the purpose of forced begging (children and adults of Roma origin particularly vulnerable)
- Mules for drug trafficking
- Sham marriages
- Child trafficking (children particularly vulnerable)
- Trafficking for forced criminality (Roma children/ adults particularly vulnerable)
- Organized crime and the Internet as recruiting and service tool
- Use of current migration and refugee crisis / abuse of legal migration legislation and asylum systems
- Nigerian women and girls leaving Libya- risk of trafficking for sexual exploitation

Main actions undertaken by Member States:

1. Criminal law, investigation and prosecution:

Main steps forward: joint investigations and joint investigation teams, specialization of anti-trafficking units.

Main challenges: high evidentiary threshold leads to qualification of THB cases as crimes of lesser degree, prosecution of victims as offenders due to misidentification, financial investigations are conducted on a case-by-case basis, few prosecutions of legal persons for THB.

2. Identification, protection and assistance of victims:

Main steps forward: participation and meaningful cooperation of civil society with State stakeholders in national and transnational cooperation mechanisms.

⁷Available at:

https://ec.europa.eu/anti-trafficking/sites/antitrafficking/files/report_on_the_progress_made_in_the_fight_against_trafficking_in_human_beings_2016.pdf

Main challenges: inconsistencies in referrals/identification, inadequate treatment of victims in criminal procedures, insufficient gender and age-specific assistance/support, lack of uniformity and durable solutions for child victims regarding guardians.

3. Prevention:

Main steps forward: extensive actions on prevention such as training and awareness-raising, increase of detection of THB victims and cases following training for frontline staff.

Main challenges: only addressing root causes of vulnerability to THB, no focus on countries of origin or online recruitment/advertising, lack of specialised training and mandatory training systems, child dimension often absent in training, not regulating cognisant use of services of THB victims as a criminal offence, limited financial resources.

To address the gaps and challenges identified and to fully implement the EU anti-trafficking Directive, it is important that MS:

1. Address and prioritise all forms of exploitation
2. Increase the number and effectiveness of investigations and prosecutions
3. Work on improving data collection in the field of THB
4. Focus on the early identification of all victims
5. Ensure all victims are offered protection and assistance
6. Take a gender-specific measures and a child-centred approach
7. Focus on the most vulnerable victims, in particular children
8. Prevent THB by addressing the demand that fosters all forms of exploitation (including by considering legal measures)
9. Systematically evaluate strategies and action plans
10. Allocate adequate resources to address THB
11. Cooperate meaningfully with civil society
12. Participate in the EU Network of NREMs
13. Coordination should be ensured on the ground in the framework of the 'hotspots approach' between all different actors involved
14. Ratify relevant international and regional instruments to ensure effectiveness and consistency in joint efforts.
15. Adoption of the Anti-trafficking Directive and transposition process: important momentum in raising awareness on the scale of the phenomenon in the EU, and the need to address it with a wide range of tools.
16. Correct, meaningful and full implementation of the EU Directive MS will ensure
 - Prevention of crime
 - Prosecution of the perpetrators
 - Protection of victims.

Based on the Report's findings, it becomes more obvious that THB is a serious crime and an abuse of an individual's fundamental rights and dignity. It involves the exploitation of vulnerable persons traded by criminals as commodities for the sole purpose of economic gain. This crime often has a transnational character; it comprises victims of all genders and age and, due to its nature, is often hard to discover and investigate.

The extent of THB within the EU is hard to assess. Human exploitation can be hidden behind other criminal offences, such as prostitution, irregular migration, property crime or even labour disputes. Victims are often exploited in multiple ways or may be involved in other illicit activities, resulting in cases of THB not being investigated or recorded as THB. Moreover, differences in national legal definitions of THB hinder the comparison and assessment of common trends and patterns across the EU.

To achieve the full eradication of THB, Member States are encouraged to adopt a comprehensive legal and policy framework and to undertake strategic and consistent actions.

Session 4: How to build an overall anti-trafficking system

Mr. Serban provided inputs for discussion on how the anti-trafficking actors in the northern part of Cyprus may transfer the EU Directive 36/2011 into an anti-trafficking system, focusing on:

- identification and referral mechanisms
- victim assistance and protection
- coordination of actions against THB
- investigation, prosecution and judicial (international) cooperation
- prevention

Session 5: EU Directive 36 implementation

Participants were provided with the opportunity to express their own perceptions and proposals regarding how the stakeholders and CSOs could be involved in creating a coherent anti THB system in the northern part of Cyprus.

Discussion focused on how the existing "institutional" and "legal" frameworks could be strengthened in order to create procedures that could lead to a better identification of victims of THB, to promote an effective coordination amongst relevant anti-trafficking actors (stakeholders and CSOs), and to implement a pro-active cooperation in investigation and prosecution of possible THB related cases.

The following were the main points of discussion per topic:

WG 1: Identification and referral:

- A failure to identify a trafficked person correctly is likely to result in a further denial of that person's rights,
- Mechanisms aimed at the early identification of, referral, assistance to and support for VoT,
- There is a need to use proactive monitoring tools to identify victims of trafficking (VoT),
- Detection of VoT in asylum procedures,
- Outreach and detection efforts to avoid deportation of VoT,
- Multidisciplinary approach needed - a systematic overview of stakeholders that, in their area of work, can play a role in detecting VoT in particular those stakeholders that are not specialised on the issue of THB but whose involvement constitutes an added value to detection of VoT and the coordination of these stakeholders is at the core of an administrative approach against THB,
- "Legislative" or other measures as may be necessary to identify VoT,
- Non-refoulement principle in cases of potential/ identified VoT,
- There is a need for relevant local bodies to collaborate with each other and with relevant support organisations so that VoT can be identified in a procedure duly taking into account the special situation of women and child victims and, in appropriate cases, issued with residence permits,
- A non-exhaustive list of indicators can help frontline officers to identify VoT. It is crucial that frontline officers at the "borders" and in the northern part of Cyprus record information/observations, into a database, as this information might become important for the investigation into trafficking cases at a later stage,
- Monitor specific websites to detect trafficking for sexual exploitation.

WG 2: Action Coordination of Trafficking of Human Beings:

- Work closely with CSOs including recognised and active NGOs, in particular in policy-making initiatives, information and awareness-raising campaigns, research and education programmes and in training, as well as in monitoring and evaluating the impact of anti-trafficking,
- Measures as may be necessary to setting up a coordination body/mechanism (and also working groups on specific anti-trafficking topics) at central and local/regional level to ensure co-ordination of the policies and actions of the responsible bodies,
- Inter-agency cooperation and information sharing,
- Formal mechanisms of cooperation and communication.

WG 3: Investigation and judicial (international) cooperation:

- Change of attitude of "public officials", towards a proactive approach of "trans-border"

- cooperation in investigation and prosecution of THB offences,
- Taking actions that lead to the application of the non-punishment principle (foreseen by the CETS No. 197) of victims of human trafficking for their involvement in offences that they have been compelled to commit under the threatening of their traffickers.
- Need for pressure coming from CSOs for changing attitude of the stakeholders.

WORKSHOP DAY 2:

Session 6: Summary of Day 1 (8 September)

The local PMU expert, Ms. Ceren Goynuklu, summarised the main points of discussion from the first day of the Workshop.

Session 7: Preparation of EU Directive 36 implementation

Participants expressed their own perspective and proposals regarding how the stakeholders and CSOs could be involved in creating a coherent anti THB system in the northern part of Cyprus.

Debates were held around how the existing institutional and "legal" framework and the current context concerning human rights in the northern part of Cyprus could be capitalised in order to create procedures that could lead to a better identification of victims of THB, to promote an effective coordination amongst relevant anti-trafficking actors (stakeholders and CSOs), and to implement a pro-active cooperation in investigation and prosecution of possible THB related cases.

WG 4: Victim assistance and protection:

- Prostitution of women is ignored, therefore, society paying a huge price for violation of human rights,
- Take stock of all (possible) service providers for VoT,
- There is a real need for specialized services available to (potential) VoT, including free legal aid in case of their prosecution of attending as witness in criminal trials,
- There is no specific shelter for VoT,
- Social welfare "department" should be involved in creating of a system of social services for VoT,
- VoT are automatically deported by the "stakeholders" in case they complain against violation of their rights. How this could be prevented.

WG 5: Prevention:

- Examples of anti-trafficking prevention initiatives in the northern part of Cyprus and in the RoC were shared by CSOs (training for NGOs, video documentary, leaflets distributed in bars),
- Criminalisation of use of services provided by possible VoT (EU good practices),
- Possible involvement of academic environment in research and policy-making,
- Possible involvement of journalists in awareness-raising,
- Brainstorming on effective prevention anti-trafficking actions (target audiences in private schools, universities, public events, teenagers in high schools),
- Ways to change attitudes amongst general public, based on the principle that nightclubs are not "trendy",
- Organise anti-trafficking street demonstrations, including by involving public personalities, artists, etc.

Session 8: Good practices in Europe

EU anti-trafficking law places obligations on the EU MS to take measures, in partnership with civil society, to prevent THB through research, awareness raising, education and training, to tackle the underlying causes of trafficking through social and economic initiatives, to enable migration to take place legally, and to discourage demand.

Equally the issue of identification is of fundamental importance as many trafficked people do not always identify themselves as 'victims'. In order to undertake identification, Member States need to ensure the provision of competent persons who are trained and qualified in identifying and helping VoT, including children. Specialised NGOs can also contribute to the victim identification process and should be involved in a multi-agency effort to ensure that no victim of trafficking remains unidentified.

After identification, assistance to victims should include appropriate and secure accommodation, psychological and material assistance, emergency medical treatment, translation and interpretation services, counselling and information, and access to education for children.

The investigation or prosecution of trafficking offences must not be dependent on victims' reports and that civil society organisations aimed at fighting trafficking or protecting human rights must be able to assist and support victims during proceedings. In countries where there are investigators, prosecutors and judges who, through training and practical experience have developed specialism in trafficking cases, the rate of convictions is higher.

In this context, several good practices have been identified and are presented hereinafter, in order to shed more light on those initiatives that could be replicated. Those good practices refers to prevention, protection and victims' assistance, investigation, prosecution and convictions, and national co-ordination.

Prevention:

Raising awareness

Romania (2015): awareness-raising measures are tailored to address the characteristics of the particular area. The implementation tools are both "classical" (meetings, posters, flyers, audio-video spots, distribution of materials) and internet-based, such as using Facebook and online contests. Two impact assessments of the awareness-raising campaigns against THB have been conducted. One of them, prepared under the Swiss-Romanian Co-operation Programme, assessed campaigns aimed at raising awareness of THB for both labour and sexual exploitation and, the other, focused on campaigns targeting THB for the purpose of labour exploitation. Both impact assessments found that the campaigns had reached a large number of beneficiaries, including people at risk of falling victim to traffickers.

Lithuania (2015): the Ministry of Interior launched an information campaign on trafficking for forced labour by producing a video clip. The European Employment Services office at the Lithuanian Labour Exchange conducted campaigns, consultations and published leaflets about the rights and duties for those looking for employment in the European Union.

UK: the Home Office launched a campaign entitled "Slavery is closer than you think" to increase awareness of modern slavery and its different forms amongst the general public. The campaign involved a TV advertisement and a dedicated website launched in partnership with the National Society for the Prevention of Cruelty to Children (NSPCC). The website describes what modern slavery is, providing indicators, concrete examples of different types of exploitation, and information on who to contact in case of suspicion. A new helpline was launched on this occasion. Media partnerships were concluded with two large newspapers, the Daily Mail and Daily Telegraph, from September to November 2014, including online and print advertorials, display advertising and social media support. The total cost of the campaign was GBP 2.18 million.

Prevention for vulnerable groups

Republic of Moldova: the authorities have launched a programme to support the economic empowerment of vulnerable women, including women victims of domestic violence, who are given guidance and counselling, partial coverage of expenses associated with vocational training and support to establish businesses. Victims of domestic violence have the status of potential victims of THB and enjoy access to the support measures under the National Referral System. The authorities run several centres for psycho-social rehabilitation of domestic violence victims across the country.

The 2010-2015 National Plan on Gender Equality provided for strengthening the social programmes and the rehabilitation and re-socialisation measures for victims of violence and victims of THB.

Bulgaria: the National Network of Health Mediators plays an important role in preventing THB in Roma communities. The Network has more than 170 members (health mediators, medical specialists, sociologists, psychologists, experts in the field of ethnic minorities' integration) whose objective is to facilitate access to health and social services for vulnerable communities. The health mediators, often of Roma origin themselves, are active in 85 municipalities. They are trained in dealing with risk situations and inform relevant institutions when they discover situation of trafficking or risk situations that might lead to trafficking.

Serbia: the National Employment Action Plans consider victims of trafficking as an especially vulnerable category and envisage active labour market programmes to foster their employment opportunities and achieve greater social inclusion. The NGO Atina has implemented a project, together with the National Employment Service and the Agency for Co-ordination of the Protection of Victims of Trafficking, whereby employers who provide jobs to victims of trafficking are given tax exemptions. To address the vulnerability of Roma to human trafficking, the NGO Praxis has assisted families in obtaining birth certificates and personal identity documents. The Ministry of Health has set up a Roma Health Mediators programme which is relevant to prevention of THB among the Roma community. Health mediators perform outreach work in Roma neighbourhoods, visit families and facilitate their access to health care, and assist families to send their children to school.

In "the former Yugoslav Republic of Macedonia", the Roma community is recognised as being at risk of human trafficking. Efforts are made to enrol all children in primary schools, combat school drop-out and foster the enrolment of Roma children in secondary schools and colleges. The Ministry of Labour and Social Policy has opened two day centres for street children on the territory of Skopje and one in the municipality of Bitola.

Measures to discourage demand

Norway: information campaigns against the purchase of sexual services have been conducted at airports (aimed at influencing young men who might buy sex for the first time in a foreign country), on the internet and by means of notices in taxis. In 2008, the Norwegian Parliament adopted legislation criminalising the purchase of sexual services. The effects of this measure, including on the type and extent of prostitution and trafficking, were subsequently evaluated.

Romania: the National Agency against Trafficking in Persons launched the campaign "Exploitation kills souls" aimed at reducing demand by informing target groups and the general public about the abuse of victims of THB, the methods of their recruitment and the penalties provided by law. The campaign was mainly carried out online, using social media networks. Recruitment agencies were also targeted in the context of preventing THB for the purpose of labour exploitation.

Protection and victim assistance:

Identification

The Netherlands: in 2008, the National Prosecutors Office of the Netherlands published the Instructions on investigating and prosecuting THB crimes of the Board of Procurators General. The directive describes the Netherlands' key approaches to the problems and lists the authorities in charge including responsibilities for investigations. The directive stipulates that the smallest indication of THB has to be followed up by law enforcement agencies in the Netherlands. The instructions characterise the different forms of exploitation and provide a list of indicators that can help identifying VoT. The indicators are grouped as follows:

1. Multiple dependence of the victim
2. Sharp curtailment of basic freedoms
3. Working or providing services under very poor conditions
4. Impairment of the physical integrity of the victim

5. The exploitation of workers is not incidental, but follows a pattern/ is systematically organised

Poland: the National Consulting and Intervention Centre for Polish and Foreign Victims of Trafficking performs the identification of victims of trafficking who are legally present in Poland and do not wish to contact a law enforcement agency. Victims with an irregular immigration status are identified by the Police or the Border Guards in accordance with published guidance which requires that a specially trained officer of the same sex as the victim should determine whether there are reasonable grounds to believe that a person is a victim or witness of trafficking. If victims do not want to report an offence, they have to be informed of the right to a three-month reflection period and the law enforcement officials issues a certificate confirming the victim's status and inclusion in the Programme for Support.

Republic of Moldova: the Anti-Trafficking Law stipulates that the identification of VoT shall be carried out by the competent public authorities with the support of NGOs, or by NGOs that have reasonable grounds to believe that a person is a VoT. A National Referral System has been established within the Ministry of Labour, Social Protection and Family, with a National Co-ordination Unit and a series of multidisciplinary teams set up at regional level. These teams are composed of representatives of the local social assistance and family protection departments, medical staff, police officers, representatives of NGOs and other relevant bodies. The multidisciplinary teams may identify persons vulnerable to THB and provide assistance to them. Identification takes place by interaction between the multidisciplinary teams and the National Co-ordination Unit which decides on the further referral. Guidelines on Identification of Victims and Potential Victims of THB have been developed with the support of IOM and the NGO La Strada Moldova and serve as an operational tool establishing the steps to be taken by central and local authorities, NGOs and service providers during the identification process.

Serbia: the Government has set up the Centre for the Protection of VoT with the purpose of performing the identification and referral of victims. The Centre is a structural part of the Ministry of Labour, Employment and Social Policy and, therefore, victim identification is based on a social protection approach. The body or person who comes across a possible VoT sends the initial information to the Centre. An internal circular instructs police officers to refer all detected possible VoT to the Centre. Staff from the Office for Co-ordination of the Protection of Victims travel to the location where the victim has been detected, interview him/her and co-ordinate actions to determine whether the person concerned is a victim of trafficking. The assessment is based on an interview with the possible victim and information received from other relevant sources (the police, NGO, centre for social work, etc.). On the basis of needs assessment, an individual service plan is set up for the victim concerned.

The UK introduced in 2009 a National Referral Mechanism (NRM) establishing a three-stage procedure for identification: i) initial referral of a potential victim by frontline staff from designated organisations known as "First Responders, which included government agencies, local authorities and NGOs; ii) consideration of the merits of the case by an official from a designated "Competent Authority" in order to determine whether a person might have been a VoT, known as "reasonable grounds decision", which entitled the person concerned to a minimum of 45 days of recovery and reflection period; iii) a conclusive decision by the Competent Authority whereby a person is considered as a trafficking victim. In April 2014, the UK Government commissioned a review of the NRM, which involved consultations with a broad range of stakeholders, including the police, local authorities, NGOs, parliamentarians and victims. The review made a number of recommendations, including an overhaul of the referral process by replacing the current First Responders by accredited officials known as "Slavery Safeguarding Leads". Further, the review proposed a process of conclusive identification of trafficking victims through regional multi-disciplinary panels. Pilots were launched in parts of the UK to trial some of the changes proposed by the review.

Assistance to victims of trafficking

Austria: an amendment to the Act on the Employment of Foreign Nationals entered into force on 1 July 2011, granting victims and witnesses of trafficking facilitated access to the labour market. The issuance of a work permit is thus no longer contingent on a labour market demand test.

In Belgium (2013), there are three specialised reception centres for VoT (Pag-Asa, Payoke and Sürya). They take in all adult victims of trafficking, irrespective of their sex, type of exploitation, nationality or immigration status and where they were detected. The three centres each have a secure reception facility where adult victims may be accommodated, with a total of 50 places available. In certain cases victims may be housed in transit flats or other accommodation after a stay in a specialised reception centre (which lasts up to six months on average) or directly, depending on their needs. In addition to accommodation, the centres provide legal aid, psychosocial support and medical assistance. They help victims to take back control of their lives and build a plan for the future (e.g. enrolment in language classes or vocational training, job hunting). Each centre has a multidisciplinary team including educators, criminologists and social workers.

Finland: the Joutseno Reception Centre for asylum seekers has been responsible since 2012 for co-ordinating the provision of assistance to VoT. Referrals to the reception centre, which makes decisions on admission to the assistance programme together with a multidisciplinary assessment team, were made by government agencies, NGOs, lawyers or the victims themselves. The threshold for admission to the system is low and not dependent on the existence of a criminal investigation or the person's immigration status. Since most identified victims in Finland have been asylum seekers, accommodation is primarily provided in reception centres for asylum seekers run by the Immigration Service, but victims can also be accommodated in safe houses/shelters for victims of violence or supported housing provided by the municipal authorities.

Investigation, prosecution and convictions:

Albania: the National Anti-Trafficking Co-ordinator has initiated the establishment of a working group bringing together representatives of the Serious Crime Prosecution Office and the National Police in order to strengthen co-operation between them. A Memorandum of Understanding "On the establishment of a task force on the integrated review of the cases of THB that have been dropped or not started" between these partners was concluded in October 2015. The aim is to guarantee a multi-institutional approach, to perform an analysis of criminal legislation related to THB and to strengthen institutional co-operation. Special investigation techniques include phone tapping, video recording, physical surveillance measures, vehicle bugging, the use of GPS to follow suspects' vehicles in real time and the use of undercover agents. Infiltration via the internet, in particular where a police officer poses as a victim, is also possible.

National co-ordination:

Germany: the implementation of federal laws and policies on THB falls within the remit of the different federal states (Länder). To facilitate co-ordination, a Federal Working Group on THB was set up under the leadership of the Federal Ministry for Family Affairs. It is composed of representatives of relevant ministries, Länder, NGOs and academics and meets at least twice a year. The tasks of the working group include the exchange of information on activities, analysis of trafficking problems, development of guidelines and taking joint action. Further, the German NGO network against trafficking (KOK) is an alliance of 37 organisations across Germany working to combat trafficking, which is funded by the Federal Ministry for Family Affairs. At Länder level, THB roundtables, based on cooperation agreements between key stakeholders, are regularly hosted. Most co-operation agreements are concluded between the police and counselling centres, but some include a wider circle of actors. The majority of co-operation agreements were restricted to addressing trafficking for sexual exploitation, but a number of Länder have added trafficking for labour purposes to their agreements, for example in Berlin and Hamburg.

Latvia: the implementation of the second National Programme for 2009-2013 is co-ordinated by an inter-institutional working group, which includes NGOs and the IOM as full members, demonstrating

the willingness of the government to ensure their involvement in developing and implementing anti-trafficking policy.

Bulgaria: the National Commission for Combating Trafficking in Human Beings is subordinated to the Council of Ministers, rather than to a particular ministry, which can be seen as a sign of political will to ensure that it functions as an inter-agency structure. There are nine local commissions for combating human trafficking, each with a full-time executive secretary who is paid from the budget of the National Commission. These local commissions bring together a variety of stakeholders, including NGOs.

The Netherlands: the anti-trafficking framework is based on multi-agency co-operation and action referred to as the "barrier model". The reasoning is to regard THB as a "business" that has to overcome a number of barriers before traffickers earn money from the exploitation of victims and the objective is to make each barrier harder for them to cross. The Ministry of Justice has established a Task Force on THB which includes representatives of all relevant ministries, law enforcement agencies, the Immigration and Naturalisation Service, the Public Prosecution Service, municipal authorities, a judge and the National Rapporteur. The NGO CoMensha, tasked with the registration of possible VoT, is a full member of the Task Force. Alongside the Task Force, the Ministry of Security and Justice is responsible for co-ordinating national policy against THB and hosts regular interdepartmental meetings with different compositions which NGOs may attend. Further, in Amsterdam, multi-agency co-operation takes place between the municipal authorities, trafficking officers of the police's regional unit and the NGO providing specialised assistance to victims of trafficking.

Session 9: Discussing possible actions for the grant schemes

Participants detailed a number of possible anti-trafficking actions that could be considered as subjects to be developed within grant applications to be submitted within the Call for Proposals. Those possible actions could be categorised by the most relevant domains of anti-trafficking interventions, in line with the correspondent provisions of the EU anti-trafficking legislation, as follows:

1. The "Legal" framework:

- Mobilising the body in charge with internal affairs to enact the anti-trafficking "law" with support of other public bodies,
- Comparative research on the EU Directive 36/2011 vis-a-vis of internal "legislation", to underline the lacks of the internal "legislation" and to facilitate a holistic approach within a future anti-trafficking law,
- Creation of an anti-trafficking Committee/ formal coordination mechanism, to stay in line with the related provision of the EU Directive 36/2011,
- Drafting the secondary anti-trafficking "legislation", to develop the components of an effective anti-trafficking system - protection of VoT, prosecution of traffickers and THB prevention (e.g. Anti-trafficking Strategy, Action Plan, Identification and Referral procedures),
- Developing coordination with CSOs, within a "legal" framework,
- Using the existing legislation for protecting victims,
- Training of professionals working for CSOs and relevant stakeholders vis-à-vis of EU Directive 36/2011.

2. Institutional framework:

- Establish an anti-trafficking CSOs network/ platform (north-south), including thematic subgroups, responsible for advocacy, lobby, and prevention,
- Creation of an "Inter-ministerial" (executive) anti-trafficking coordinating body,
- Creation of two anti-trafficking coordinating bodies (one dedicated to labour exploitation, under the authority of the body in charge with labour rights/ issues, and the other one dedicated to sexual exploitation issues, under the authority of the body responsible for internal affairs).

3. Advocacy and lobbying:

- Reality of the story (victims) from the survivors (KAYAD, and CARITAS expertise),

- Mapping the anti-trafficking local resources in northern part of Cyprus: sketch with people/Civil servants involved on the process,
- Training of investigative journalists, on anti-trafficking main topics,
- Mobilise political parties

4. Awareness raising:

- Public awareness campaign to change negative attitudes and beliefs concerning prostitution, and gender issues,
- Mobilise private and public schools to take part in anti-trafficking education programmes, and sensitization initiatives amongst students,
- Awareness raising through TV spot on THB, interviews of public personalities and specialists,
- Involving social media as tools for anti-trafficking actions,
- Conduct a survey on public perception on THB,
- Target doctors who are approaching victims
- Organising training programmes for various professionals who may enter in contact with possible victims of trafficking,
- Mobilising larger communities to be involved in anti-trafficking prevention initiatives,
- Planning public campaigns, adapted to the specificity of various groups at risk.

3. CONCLUSIONS FOR AN ANTI-TRAFFICKING ROADMAP AND EU FUNDED GRANT SCHEME

Discussions were undertaken on possible approaches towards the establishment of a human anti-trafficking roadmap, which would serve as a technical guide for the stakeholders in their future actions, oriented to an integrated approach of prevention and combating THB and protecting its victims, also of prosecution of (possible) traffickers.

The EU Strategy towards the Eradication of THB 2012–2016⁸ (Annex III) represents a framework and a set of concrete and practical measures to be implemented by the EU Member States. Within this Strategy, the European Commission “seeks to focus on concrete measures that will support the transposition and implementation of Directive 2011/36/EU, bring added value and complement the work done by governments, international organisations and civil society in the EU and third countries.”

This Strategy identifies five priorities the EU should focus on in order to address the issue of THB. It also outlines a number of actions which the European Commission proposes to implement in concert with other actors, including Member States, European External Action Service, EU institutions, EU agencies, international organisations, third countries, civil society and the private sector. The priorities are as follows:

- A. Identifying, protecting and assisting victims of trafficking,
- B. Stepping up the prevention of THB,
- C. Increased prosecution of traffickers,
- D. Enhanced coordination and cooperation among key actors and policy coherence,
- E. Increased knowledge of and effective response to emerging concerns related to all forms of THB.

Following these priorities and actions, the main measures to be taken in the northern part of Cyprus could be founded on the following principles, the observance of which should be fundamental and compulsory:

1. The observance of human fundamental rights and freedom - all the activities performed by the “authorities”, NGOs and other structures of civil society for the prevention and countering THB and the necessary assistance given to the victims is done in compliance with the provisions of the international conventions and treaties on the human fundamental rights and freedom.
2. Principle of observance and promotion with priority of superior interest of children - the superior interest of children shall prevail in all the actions and decisions regarding children, taken by the “authorities” involved;

⁸Available at: https://ec.europa.eu/anti-trafficking/eu-policy/new-european-strategy-2012-2016_en.

3. Legality principle - the activities to accomplish the countering THB are performed on the basis of the "law" and in accordance with it;
4. Prevention principle - the entire activity performed for the accomplishment of the anti-trafficking roadmap must assure the prevention of THB, both through a good cooperation between the involved institutions and organizations, as well as through a unitary coordination amongst actors involved;
5. Complimentarily, transparency and social dialogue principle - entails, on one side, the transparency of the decision process, and on the other side, the consultation of the civil society members within this process;
6. Cooperation principle - the institutions and organisations involved in the prevention and countering of THB and in providing assistance for the victims shall cooperate, so that to assure a coherent, integrated conception on the matter and of the assumed or planned measures, an appropriate coordination of the efforts made and of actions performed;
7. Public-private partnership principle - implies to involve the civil society in concrete activities to implement the measures to prevent THB, to offer assistance services for victims, as well as to consult the civil society members within decision making process;
8. Responsibility principle - implies the obligation of institutions responsible to carry out the activities additional to the countering anti-trafficking, as well as of partner institutions, to perform their tasks in the best way possible;
9. Confidentiality principle - the activities shall be made public only as provided by law, so that they will not endanger the good performance and the result as well as the rights and freedoms of involved persons;
10. Adaptability principle - implies that all anti-trafficking actions shall be in accordance with the needs caused by the dynamic of the phenomenon, with the "national" and international normative documents;
11. Sustainability principle - means the allocation of financial and human resources necessary for the achievement of strategic anti-trafficking objectives;
12. Subsidiary principle - implies that the decisions shall be taken as closer to the citizens and that the need to take new actions specific for the achievement of strategic anti-trafficking objectives in the view of possibilities at the local level shall be permanently checked; and
13. Adequacy principle - implies that none of the performed actions should overcome the level necessary for the achievement of the established anti-trafficking objectives.

The following measures should be taken into consideration in order to create the premises for the establishment of an anti-trafficking system in the northern part of Cyprus. Each of these measures should be considered as topics to be developed and submitted as project proposals within the future Call for Proposals.

Measures for the establishment of an anti-trafficking of human beings system in the northern part of Cyprus – for discussion

Steps	Means	Deadline	Responsible bodies/ organisations
A. Identifying, protecting and assisting victims of trafficking			
Draft a set of procedures and guidelines for (early) identification (as victims) and referral (to the existing social services) of the possible victims amongst those working in nightclubs, and in risk sectors of local economy.	EU and CoE know-how. Thematic Working Groups.	December 2017	Local bodies responsible for internal affairs, judiciary, social welfare, labour rights, education, public health, and CSOs.
Drafting and adopting a set of indicators for identification of possible cases of THB.	EU and CoE know-how. Thematic Working Groups. A "Parliamentary" Committee. Literature review.	December 2017	
Providing appropriate training to relevant local bodies in the identification of VoT and correct application of the guidelines, indicators, and procedures referred to above.	Mobilising international support. European anti-trafficking experts.	Permanent	CSO platform.
Identifying appropriate points of intervention to ensure that migrants and potential migrants are warned about possible dangers and consequences of trafficking and receive information that enables them to seek assistance if required.	Thematic Working Groups. European anti-trafficking experts.	December 2017	The anti-trafficking CSOs network/ platform (north-south).
Establishing of a rule + procedure aiming to performing of a THB (risk) identification screening in hospitals, of each woman performing regular medical checks, as an obligation to obtain/ renew working permits in nightclubs.	Thematic Working Groups.	July 2017	Local bodies responsible for internal affairs, social welfare, labour rights, public health, and CSOs.
Mapping of existing social services that could be accessed by possible VoT/ persons at risk.	Outreach work.	July 2017	Local bodies responsible for social welfare, labour rights, education, public health, and CSOs.

Steps	Means	Deadline	Responsible bodies/ organisations
Drafting of sector-specific outreach and identification strategies adapted to the sector of exploitation and the group of VoT.	Mobilise international support. European anti-trafficking experts.	December 2017	Local bodies responsible for internal affairs, judiciary, social welfare, labour rights, education, public health, and CSOs.
Encourage and enhance self-identification of VoT and reporting by third persons via helpline and information about assistance.	Helpline. Outreach work in hospitals, workplaces, nightclubs.	Permanent	
B. Stepping up the prevention of THB			
Undertake a public awareness campaign to change the attitudes/perception on THB (risks factors, root causes, consequences, "legal" provisions).	EU and CoE know-how. A "Parliamentary" Committee. Mobilise international support. European anti-trafficking experts.	Permanent	Bodies responsible for internal affairs, social welfare, labour rights, education, public health, and CSOs.
Organise debates and public events to change the attitudes/perception on THB (competitions, flash-mob, and round tables) in primary schools, high schools and universities.	EU and CoE know-how. Mobilise international support. European anti-trafficking experts. Local public personalities.	Permanent	CSO platform.
TV spot, social media raising awareness on THB, booklet based on stories of survivors.			
Conduct a survey on public perception regarding THB and nightclubs.	EU and CoE know-how. Mobilise international support. European anti-trafficking experts.	September 2017	
Address the reduction of demand for sexual services, through raising awareness amongst the specific target-groups (consumers).		Permanent	
Training programmes on THB risks, root causes, and consequences for judges, prosecutors, investigative journalists, educators, teachers, medical staff in			

Steps	Means	Deadline	Responsible bodies/ organisations
hospitals, labour inspectors, police officers, civil servants, social workers and psychologists.			
C. Increased prosecution of traffickers			
Undertake comparative research on EU Directive 36/2011 vis a vis of "legislation" in the northern part of Cyprus.	EU and CoE know-how. Mobilising EU support. European anti-trafficking experts.	September 2017	CSO platform.
Lobby for adopting the two draft existing laws on THB, including through mobilising political parties.	Parliamentary Committee. (Social) media. Political parties.	-	
Establish a Parliamentary Committee to drive debates regarding the adoption of the two anti-trafficking draft "laws".	Lobby (local and international).	July 2017	The "legislative" body.
Adopt the two existing drafts laws on THB, and assuring that effective investigative tools are foreseen by the law.	Lobby (local and international). A parliamentarian Committee.	January 2018	The "legislative" body.
Involve "parliamentarians" in promotion of adopting the EU Directive 36/2011.	Lobby (local and international). Parliamentary Committee. Political parties.	-	CSO platform.
D. Enhanced coordination and cooperation among key actors and "policy" coherence			
Create a list of relevant bodies and persons who could be involved in countering THB (sexual exploitation and labour exploitation), and must assume specific responsibilities in the matter.	Outreach work.	July 2017	CSO platform.
Draft a list of possible anti THB practical responsibilities			

Steps	Means	Deadline	Responsible bodies/ organisations
of each of those relevant bodies.			
Create a Working Group, at central level, responsible for drafting the first anti-trafficking Action Plan for 2018-2020.	Lobby. Reunions.	March 2017	Local bodies responsible for internal affairs, judiciary, social welfare, labour rights, education, public health, the Nightclub Commission, Universities, and CSOs.
Draft the first anti-trafficking Action Plan for 2018-2020.	Thematic Working groups. Lobbying by CSOs platform. EU and CoE know-how. European anti-trafficking experts. Literature review.	September 2017	
Adopt the first anti-trafficking Action Plan for 2018-2020.	Lobby.	January 2018	The "legislative" body.
Lobby for establishment of an inter-ministerial anti-trafficking coordinator/ coordination body/ anti-trafficking Committee/ Commission.	Lobbying by CSOs platform. International pressure.	-	CSO platform.
Establish a specialised and independent anti-trafficking coordinator/ coordination body/ anti-trafficking Committee/ Commission.	Debates amongst stakeholders. Local body decision	???	Local bodies.
Lobby for international pressure aiming the establishment of an anti-trafficking mechanism.		-	CSOs platform.
Evaluating the impact of the lack of an anti-trafficking coordination body/ committee.	Outreach work. EU and CoE know-how. European anti-trafficking experts.	December 2017	
Establish an anti-trafficking CSOs network/platform (north-south), including thematic sub-groups, responsible for advocacy, lobbying, and prevention - coordination with, for example, KISA.	Round tables organised by interested CSOs.	December 2017	CSOs (north and south)

Steps	Means	Deadline	Responsible bodies/ organisations
E. Increased knowledge of and effective response to emerging concerns related to all forms of THB			
Organise training programmes on preventing THB and identifying and helping victims (including the gender specificities of the way men and women are recruited and exploited, the gender consequences of the various forms of THB, the online recruitment), for professionals responsible with internal affairs, public order, health, labour issues, consular staff, NGOs.	EU and CoE know-how. Mobilise international donors. European anti-trafficking experts.	Permanent	CSO platform.
Organise international exchanges of experience with relevant EU and CoE organizations and CSOs, in order to improve the technical capacity of local stakeholders in establishing the components of an anti-trafficking system in the northern part of Cyprus.			Local bodies responsible for internal affairs, Judiciary, social welfare, labour rights, education, public health, Universities, and CSOs.
Involve European anti-trafficking experts in providing technical assistance on prevention of THB, protection of VoT, and prosecution of traffickers.	Expert databases. European Commission		

Annex I: Anti-Trafficking in Human Beings Public Consultation Workshop Programme



EUROPEAN COMMISSION

Structural Reform Support Service
The Director General

Anti-Trafficking of Human Beings in the northern part of Cyprus
CONSULTATION WORKSHOP
8 - 9 September 2016

European Union Programme Support Office (EUPSO), Nicosia
PROGRAMME

Thursday, 8 September	Friday, 9 September
09.15 Registration	9.30 – Session 6 Summary of Day 1 (8 September)
09.45 - Opening Speeches	
10.30 - Session 1 Current situation in Trafficking of Human Beings in the northern part of Cyprus	10.00 - Session 7 Preparation of EU Directive 36 implementation - Working Group Discussion <ul style="list-style-type: none"> • Victim assistance and protection • Prevention
11.00 - Session 2 Trafficking of Human Beings in the northern part of Cyprus - local initiatives Presentations by responsible administration	11.00 - Session 8 Good practices in Europe & debate for a road map
<i>13.00 - LUNCH BREAK</i>	
14.00 - Session 3 Trafficking of Human Beings in Europe	14.00 - Session 9 Discussion on possible actions for the grant scheme
14:45 - Session 4 How to build an overall anti-trafficking system	
15.00 - Session 5 Preparation of EU Directive 36 implementation - Working Group Discussion <ul style="list-style-type: none"> • Identification and referral mechanisms. • Action Coordination of Trafficking of Human Beings • Investigation and judicial (international) cooperation. 	
16.30 - Questions and Answers	16.00 - Conclusions

Annex III: THB Public Consultation Workshop list of participants

	Name Surname	Organisation/Position
1	Mustafa Öngün	MAGEM / HR Unit Coordinator
2	Berna Arifoğlu	Social Services Department
3	Enver Ethemer	Envision Diversity
4	Beran Erkmen Kufi	local body res. For health
5	Hassan Vahib	MC MED & POST RI
6	Jade Sims	Caritas / Cyprus Stop Trafficking
7	Gosia Chrysanthou	Caritas
8	Romy Wakil	KISA
9	Yaprak Renda	Presidency - legal affairs expert
10	Dalia Aydın	MAGEM
11	Okan Bullici	Envision Diversity
12	Merih Beydola	Union of local communities
13	Hüseyin Erdoğan	Famagusta local community
14	Erman Dolmacı	Queer Cyprus
15	Sıla Tüfekçioğlu	Refugee Rights Association / Communication
16	Karolina Rajala	Embassy of Finland
17	Hüseyin Silman	EU Coordination Centre
18	Erol Tarhan	EU Coordination Centre
19	Rana Feridun	POST RI
20	Meral Akıncı	KAYAD
21	Mine Atlı	KAYAD & Nicosia local community
22	Mehveş Beyidoğlu	POST RI
23	Selen Lermioğlu	Civic Space
24	Murat Bülbülcü	US Embassy
25	Doros P.	KISA
26	Laura Brunel	KISA
27	Ülkü Uzun	local body res. For labour
28	Necip Fatih Gülaç	local body res. For labour
29	Hilmi Balkan	local body res. For interior
30	Guillaume de St.Seine	Embassy of France
31	Salih Örses	Envision Diversity
32	Violeta Raleva	Embassy of Bulgaria - Head of Consular Department
33	Mertkan Hamit	MAGEM
34	Begüm Küçük Tözer	EU Coordination Centre
35	Sana Korpela	Wellspring
36	Pembe Mentеш	EU Info Point
37	Damla Onurhan	EU Coordination Centre
38	Maria Ivanova	Embassy of Bulgaria
39	Juliette Remy	Civic Space

Annex III: Actions which the European Commission proposes to implement in connection with the EU anti-trafficking Strategy's five key priorities:

Priority A: Identifying, protecting and assisting victims of trafficking

Action 1: Establishment of National and Transnational Referral Mechanisms

Action 2: Identification of Victims

Action 3: Protection of Child VoT

Action 4: Provision of Information on the Rights of Victims

Priority B: Stepping up the prevention of THB.

Action 1: Understanding and Reducing Demand

Action 2: Promote the establishment of a Private Sector Platform

Action 3: EU-wide Awareness Raising Activities and Prevention Programmes

Priority C: Increased prosecution of traffickers

Action 1: Establishment of National Multidisciplinary Law Enforcement Units

Action 2: Ensuring Proactive Financial Investigation

Action 3: Increasing cross-border Police and Judicial Cooperation

Action 4: Increasing Cooperation beyond Borders

Priority D: Enhanced coordination and cooperation among key actors and policy coherence

Action 1: Strengthening the EU Network of National Rapporteurs or Equivalent Mechanisms

Action 2: Coordinating EU External Policy Activities

Action 3: Promoting the establishment of a Civil Society Platform

Action 4: Reviewing Projects funded by the EU

Action 5: Strengthen the fundamental rights in anti-trafficking policy and related actions

Action 6: Coordinating Training Needs in a Multidisciplinary Context

Priority E: Increased knowledge of and effective response to emerging concerns related to all forms of THB

Action 1: Developing an EU-wide System for Data Collection

Action 2: Developing knowledge relating to the Gender Dimension of Trafficking and Vulnerable Groups

Action 3: Understanding Online Recruitment

Action 4: Targeting THB for Labour Exploitation