Annex 14: **INDICATORS FOR IDENTIFICATION OF VICTIMS OF HUMAN TRAFFICKING DURING MIXED MIGRATION FLOWS**

Government of the Republic of Macedonia
National Commission for Combating Human Trafficking and Illegal Migration

INDICATORS FOR IDENTIFICATION OF VICTIMS OF HUMAN TRAFFICKING DURING MIXED MIGRATION FLOWS

Skopje
May, 2016

CONTENT:

1.   LIST OF ACRONYMS :

CSO	Civil society organization
CSW	Centre for social work
DBAM	Department of border affairs and migration
DCBCMFNR	Department for cross-border crime, migration, foreign nationals and readmission
THB	Trafficking in Human Beings
IO	International organization
NRM	National referral mechanism
MLSP	Ministry of labor and social policy
MOI	Ministry of Interior
PO	Police officers
PS	Police station
PSBC	Police station for border control
PSBI	Police station for border inspection/checks
PVoT	Presumed victim of trafficking in human beings
PoVoT	Potential victim of trafficking in human beings
RC for BAM	Regional centre for border affairs and migration
RCAS	Reception centre for asylum seekers
RCFN	Reception centre for foreign nationals
RTC	Reception transit centre
UAM	Unaccompanied minors - foreign nationals
UHTMS	Unit for trafficking in human beings and migrant smuggling
VoT	Victims of trafficking in human beings

2. TERMINOLOGY:

Mixed migration flows:[1]	Complex population movements including refugees, asylum seekers, economic migrants, victims of trafficking in human beings, smuggled migrants, unaccompanied minors and other categories of foreign nationals.
Trafficking in human beings:[2]	Represents: (a) Recruitment, transport, transfer, protection or reception of persons by means of threat or use of force or other forms of coercion, abduction, fraud, deception, abuse of power or abuse of a position of vulnerability or of the giving or receiving payments or

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[1] IOM

[2] Palermo Protocol Art. 3a, 2000

	benefits to achieve consent of a person who has control over another person, for the purpose of exploitation. Exploitation includes, at least the exploitation through prostitution of other persons or other forms of sexual exploitation, forced labor or services, slavery or practices similar to slavery, servitude or removal of organs. b) The consent of the victim of trafficking in human beings for the planned exploitation, set forth in subparagraph (a) of this Article, shall be disregarded if it is determined that any of the means set forth in subparagraph (a) are used; c) The recruitment, transport, transfer, harboring or reception of a child for the purpose of exploitation shall be considered trafficking in human beings, even if the situation does not involve any of the means set forth in paragraph (a) of this Article; d) Every person under the age of eighteen years falls under the category "child".
Victim of THB:	A person based on whose testimony or the circumstances in which he/she is found, indicates that he/she is or has been subject to the recruitment, transport, transfer, harboring or reception for the purposes of exploitation. This person is put in a position of vulnerability, using the "threat or use of force, abduction, fraud, deception or abuse of power."
Presumed VoT:[3]	Cases in a state of vulnerability in which at least one or more elements that constitute the criminal offense THB, as provided in Article 418a and 418g of the Criminal Code of Macedonia, which are not immediately visible, but given the specific circumstances of the case, there is a reasonable suspicion that the person is, or could be, a victim of trafficking in human beings.
Potential VoT:	Potential victim of THB is a person identified prior to being exploited, and showing strong indicators of being in the process of THB.
Child VoT:	A child who was a subject of: recruitment, transport, transfer, harboring, or reception for the purpose of exploitation, even if it does not include any of the means listed in the definition of human trafficking.
Unaccompanied minor - foreign national	Is a person and foreign national, located on the territory of the Republic of Macedonia and which at the moment of identification is under the age of 18, and is not accompanied by his/her parents or a guardian from a competent institution appointed by law , or after his/her arrival in the Republic of Macedonia remained without such accompaniment.

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[3] Various countries/organizations use a different terminology for trafficking in human beings, especially for those who are considered "under risk" for trafficking in human beings and those who are considered transferred but not identified as such by the authorities.

Authorized official responsible for identification of VoT:	• Authorized official of a Government institution who under the competence and authorization bestowed upon him, may come into contact with a presumed, potential or VoT and should identify the victim in accordance with these indicators. A representative of a CSO/IO, who is engaged in a RTC, RCFN, RCAS and involved in dealing with risk groups of foreign nationals in accordance with these indicators can identify a presumed or potential VoT.
Indicators[4]:	Represent instruments of particular characteristics of a previously established profile, and indicators are divided into: • General or indirect indicators for identification of presumed or potential victims of human trafficking, based on data obtained through the practice of previous experience, which confirm the phases of THB recruitment, transport/transfer and purpose of exploitation. • Direct or concrete indicators that aim to identify trafficking in human beings and VoT by confirming the three constituent elements of the act of human trafficking/ means and purpose.

Elements of Trafficking in Human Beings:

Activity	Means	Purpose
•Recruitment; •Transport; •Transfer; •Buying; •Selling; •Harboring victims or reception of persons	•Threat; •Use of force; •Coercion; •Abduction; •Deception/ Fraud; •Abuse of a position of weakness, physical or mental disability of another	Exploitation by[5]: Prostitution or other other forms of sexual exploitation, •Pornography; •Forced labor or servitude, •Begging, •Slavery, •Forced marriages, •Forced fertilization, •Illegal adoption or similar, •Illegal transplantation of human organs

3. INTRODUCTION:

The complex migration movements caused by wars, political crises or natural disasters are humanitarian catastrophes which may cause mass numbers of people to leave their homes-countries of origin in search of a better life, security and safety.

A large number of refugees and migrants, particularly the vulnerable categories-foreign nationals who travel illegally, are prone to abuse and violation of their human rights, including physical and mental violence by smugglers and traffickers, for the purpose of labor and sexual

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[4] The Indicators for VoT from the Ministry of Labor and Social Policy may be used as sources of indicators

[5] Other forms of exploitation may exist as well

exploitation among other forms of exploitation.

It is particularly important to note that most people who are part of the migration flows are facing life-threatening situations in their country of origin, and rarely have the opportunity to provide the necessary documentation for obtaining legal status in the country of destination, hence becoming vulnerable to recruitement and exploitation by criminal networks and human traffickers. Due to the irregular and uncertain situation the migrants and refugees find themselves in, they are often highly vulnerable and at risk of exploitation and abuse. For many years, FYROM has been a country of transit between countries of origin and countries of destination, and since 2015 it has become a part of the so-called "Western Balkan route" of mass mixed migration flows from conflict-torn regions, mainly from the Middle East en route to Europe.

In order to see the structure of these complex migration flows and the connection with trafficking in human beings, as well as the risk profile of persons, types of exploitation, countries of origin, and for the purpose of proper use of the indicators for identifying the VoT, the statistics of the Ministry of Interior and the results of the IOM survey on the prevalence of trafficking and other forms of exploitation during major migratory movements shall be used.[6]

Ministry of Interior statistics
For the time period of 19th of June to 31st of December, 2015:
There were a total of 382,814 foreign nationals registered in RTC, out of which 206,710 were male, 64,733 female, 93,268 accompanied minors, 18,103 were unaccompanied minors. According to the citizenship, the breakdown of nationalities is as follows: Syria with 213,480 nationals, 94,501 Afghans nationals, 53,392 Iraqi nationals, 6,231 Iranian nationals, 5,416 Pakistani nationals, 2,158 Palestinian nationals, 1,276 Somali nationals, 1,253 Bangladeshi nationals, 1,317 Moroccan nationals, 514 Congo nationals, 453 Algerian nationals, 434 Lebanese nationals, 279 Nigerian nationals, while other nationals from other countries were present with small numbers.

For the time period of 1st of January, 2016 to 1st of March, 2016 there have been a total of 87,870 foreign nationals registered at entry to FYROM, out of which 34,817 were male, 19,187 were female and 33,651 were minors who were accompanied and another 215 who were unaccompanied. According to the citizenship, most numerous were the Syrian nationals with 43,265, Afghan nationals with 26,546 and Iraqi nationals with 18,056.

For the time period from December 2015 to March 2016, from the above mentioned statistics on unaccompanied minors-foreign nationals, by the Ministry of Interior/ Department of border affairs and migration/ Unit for trafficking in human beings and migrant smuggling, authorities have identified 5 presumed VoT among unaccompanied minors-foreign nationals (4 male and 1 female child, aged 13 months to 15 years) who were placed in a shelter centre, and the procedure for their identification is ongoing.

IOM research on the prevalence of trafficking in human beings and other forms of

exploitation during mixed migration flows:

According to the statistics data, through the Eastern Mediterranean and the Western Balkan route there have been 888,537 migrants and refugees who arrived in Europe during 2015, and 154,191 in the first three months of 2016.

The following are the results of the conducted research and interviews of 3,498 migrants and refugees within the time period between the 7th of December 2015 until the 18th of April of 2016:

- 5.5% of respondents answered "yes" when asked whether they were subject to THB or other type of exploitation, and an additional 1.5% of the respondents answered that they were not subjected to trafficking or other exploitation but that other family members with whom they traveled had been subject to.
- Regarding the country of origin, the rate of positive response, having been subjected to trafficking or indicators of forms of exploitation, was as follows: Pakistan 13.7%, Syria 9%, Afghanistan 7.9%, Iraq 4.2%.
- In terms of gender, positive responses to THB or indicators of exploitation is higher among men (5.7%) than among women (3.8%).

- The degree of prevalence of THB or indicators of exploitation is higher among persons who travel alone (6.6%) than among those who travel in groups (5%), except in THB for the purpose of forced marriage where the degree is higher among women (1.4%) than men (0.4%).

- The degree of prevalence of THB or indicators of exploitation is higher among those whose marital status is single (6.3%) than among persons whose marital status is married (3.8%) or those who have not disclosed their marital status (6.3%).

- In terms of age, the percentage of positive responses is higher among persons up to 26.5 years of age than those of age above 28.5 years.

- 2.7% of respondents stated that they worked or performed other activities during their journey without receiving a salary, even though they assumed they would. Additional 0.4% expressed they had not experienced this, but that a family member had had such and experience.

- 0.4% of respondents reported that they were forced to perform work or other activities against their will during their journey. Additional 0.3% said that they had not experienced this, but a family member had.

- 1.6% of respondents stated that during their journey they were offered employment by some persons. Additional 0.3% said that they had no such experience, but a member of their family had.

- 0.6% of respondents stated that they were offered by some persons to have a marriage arranged (for the respondent or a close family member – child or brother or sister). The rate is higher among women (1.4%). Additional 0.2% stated that they had no such experience, but

a member of their family had.

- 1.1% of respondents stated that they were held up at a certain location against their will during their journey more by criminal gangs than by government authorities/institutions. Additional 0.1% said that they had no such experience, but a member of their family had.

The statistical data, the identified UAM/VoT, as well as results of the research conducted by IOM, undoubtedly indicate that the mixed migration movements present a phenomenon with a high level of risk for trafficking in human beings with the purpose of exploitation of vulnerable categories of migrants/refugees, as part of those complex mixed migration movements.

For these reasons, the border control mechanisms need to be particularly sensitive in recognizing persons at high risk (vulnerable categories) such as VoT, for the purpose of their quick and timely identification conducive to the prevention of their exploitation.

The indicators for identification of PVoT, PoVoT and VoT as possible indicators for THB, have a key role in the initial/preliminary identification of possible PVoT or PoVoT and both should be a support tool for authorized persons who come into contact with presumed VoT for the purpose of taking measures for their further formal identification by conducting an interview and further expert investigation.

4. Risk groups where PVoT, PoVot or VoT and type of possible exploitation may be identified:	• <u>Women and girls who travel alone</u> (for the purpose of: sexual and labour exploitation, domestic servitude, begging, forced marriages), • <u>Pregnant women who travel alone</u> (for the purpose of: sale and illegal adoption of the child, sexual and labour exploitation and domestic servitude), • <u>Unaccompanied and separated children</u> (for the purpose of: sexual and labour exploitation, child pornography, organ trafficking, illegal adoption, begging, forced committing of crimes), • <u>Adults who travel alone</u> (labour exploitation, domestic servitude, organ trafficking), • <u>Elderly and disabled people who travel alone</u> (for the purpose of: begging).
5. Where can PoVoT, PVoT or VoT be identified:	• At border crossings, during a lawful entry-exit to/from FYROM, using original or forged documents, • During unlawful/irregular entry into FYROM as part of smuggling, • During the stay in RTC, RCFN, RCAS, • Inside the territory of FYROM on the grounds of a lawful or unlawful entry and stay.

6. Who can identify PVoT, PoVot or VoT more often:	- PO from MoI of RM, - Social workers from CSW, - Representatives of CSO/IO engaged at RTC, RCFN, RCAS, and - Other institutions and organizations.
7. When, where, and how are the indicators for identification of PoVoT, PVoT or VoT used:	The authorized person from the competent institution/organization, when coming in contact with the vulnerable foreign national, who, due to their appearance and the circumstances they were found in, raised a reasonable suspicion that they may in fact be a PvoT or PoVoT, has to confirm the reasonable suspicion in accordance with the general indicators by identifying the presumed VoT; and by conducting an interview and other methods of inspection using direct indicators, the presumed VoT is identified as VoT or in case the the reasonable suspicion is not confirmed the same shall be dismissed.

8. Identification of PVoT, PoVoT or VoT:

A set of measures and activities by the authorized person from a relevant institution/organization, using general and direct indicators to identify PVoT, PoVoT or VoT.

The process of identification of victims of trafficking in human beings is implemented in two phases:

1.   **Initial/preliminary identification of PVoT and PoVoT;**
2.   **Final identification of VoT.**

8.1 Initial/preliminary identification of PVoT and PoVoT:

Is implemented by authorized persons from the relevant institution/organization[7] who established initial contact with the vulnerable foreign national in cases of mixed migration flows in the territory of FYROM.

These indicators show some of the factors that may indicate a greater likelihood that the person is PVoT, PoVot and that it is a case of THB.

It must be emphasized that they are general in nature and do not necessarily arise in any case of TBH and the same signify the initial procedure for initiating the preliminary identification of a vulnerable person. Although the presence of these indicators does not prove that there is THB, however, their presence would begin the preliminary process of identification.

Different types of THB produce different profiles of victims and thus use of relevant indicators for such type of THB.

Even in the same general type of THB, the activity/action will have significant differences among various locations (country of origin, transit and destination).

These indicators are used when specific information/intelligence for THB is not available.

8.2 General indicators:

8.2.1 Age:
The typical age of the persons presumed to be PVoT or PoVoT depends on the nature THB, location and type of exploitation.

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[7] See item 6,

With few exceptions, the elderly are less likely to be subject to THB. This particularly applies to cases of sexual exploitation. Traffickers rarely recruit older persons for sexual exploitation, since the demand by customers for the same is low.

The same general rule applies to labour exploitation, because older people are less productive in conditions of hard or forced labour. There are exceptions to this rule which are related to trafficking in older persons for the purpose of forced begging.

Children, and especially UAM, are particularly vulnerable to trafficking because it is easier to obtain their consent and they are more susceptible to intimidation. They can be exploited in various ways: in the sex industry, child pornography, forced adoption, illegal labour markets, including begging, committing thefts, serving as domestic "slaves" and organ trafficking.

8.2.2 Gender:

Gender can play a role in the type of exploitation, but it does not have a decisive importance.
THB for the purpose of sexual exploitation predominantly affects women (adults and minors)[8]. THB in males for the purpose of sexual exploitation through prostitution occurs in limited cases, but it should not be excluded.

THB for the purpose of forced labour exploitation is present in both men and women and minors). The percentage distribution by gender varies depending on the type of labour exploitation and the country of destination.

8.2.3 Country of origin:

The supply chain of victims of THB relies on the use of a combination of factors, including poverty, discrimination and lack of opportunities.

Many victims come from developing countries and countries in transition, where opportunities are limited and armed conflicts are ongoing, poverty, discrimination, lack of democracy and respect for human rights, natural and environmental disasters.

The trade takes place in developed countries as countries of destination/exploitation for various purposes, but it mainly includes sexual and labour exploitation.

In both cases, the victims are often recruited from marginalized and vulnerable groups, which does not necessarily mean that they are not recruited from within other categories, too.

The country of origin as a general indicator increases the level of risk the person is subject to regarding a certain type of THB.

Based on the current trend: Nigeria, Somalia, Ethiopia and other countries in West and Central Africa[9], as countries of origin, are considered as countries of high risk for VoT with the purpose of sexual and labour exploitation of women and girls in Italy, France, and Russia as destination countries, while male persons are traded for labour exploitation.

It is a common practice in these countries for the female VoT to be accompanied by a female person – member of the criminal organization.

Male adults originating from Sudan, Eritrea, Ethiopia and other countries from West and Central Africa, are persons at high risk to have been subjected to THB with the purpose of human organ trafficking in Egypt, Israel or Turkey in order to pay for the smuggling.

For these reasons, it is necessary for these persons to undergo a physical examination in order to detect fresh traces of kidney surgery.

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[8] See item 3 on page 5
[9] A characteristic of these countries is the use of a particular type of magic by traffickers to intimidate VoT and keep them under control, which makes their identification very difficult.

Afghanistan and Pakistan, as countries of origin, often are a source for recruitment of VoT for the purpose of labour exploitation of male adults.

Often due to the lack of financial resources to pay for the smuggling, they are forced by smuggling groups to work for them as guides in smuggling on a particular route which could lead to a situation of becoming VoT.

8.2.4 Documentation/personal documents:
Not possessing personal documents, i.e. registration forms issued by the countries on the route of movement,
Possessing forged documents and money transfer receipts,
Possessing original travel documents reduces the risk of THB. But, at the same time, if one person is in possession of the travel documents of several persons, especially those of UAM or has forged documents on them, then this presents a strong indicator of possible THB.

8.2.5 Transport:
The type and way of transport represent a general indicator of possible THB.
Although often the type of transport is very similar to smuggling, the transport of VoT has its own specifics, which refer to the following:
- the number of persons which are transported does not correspond with the vehicle, for example, one or two females are hidden in the TMV does not indicate smuggling but THB,
- the number of persons who accompany the group does not correspond to the transported potential VoT,
- the presumed VoT is constantly accompanied by the same persons from the country of origin/transit and destination, which is not the case for smuggling.

8.2.6. Evidence of abuse:
Any sign of physical injury to the victim may be indicative of THB; victims are often subjected to violence and abuse by traffickers.

However, the existence or absence of signs of physical violence as an indicator may not exclude the possibility of THB, as the methods of intimidation are sometimes even more powerful than physical violence, and can include mental violence, such as the use of threats, etc.

8.3 Indicators related to the behaviour of PVoT or PoVoT when coming in contact with the authorities during transportation/reception/transfer

- The person is afraid to speak,
- The person distrusts authorities and refuses to cooperate,
- The person is instructed what to say,
- Gives conflicting, incomplete and misleading/false information,
- Tries to escape,
- The person stands aside and away from the group which indicates that s/he does not naturally belong to the group,
- Believes to be observed and followed,
- Allows others to speak in his/her name,
- Manifests signs of fear and anxiety,
- Reacts with anger, impulsivity and aggressiveness,
- The person has noticeable fluctuations in behavior,
- Displays deviant behavior,

- Disorientation, confusion, phobias or panic attacks are present,
- Is afraid that his/her status could be revealed,
- The person shows signs of drug and alcohol abuse,
- And other indicators

8.4. Indicators for identification of vulnerable category of UAM-PVoT or PoVoT during transportation/reception/handover:

- Commonly found in mixed migration groups where there are more than one UAM of different age, gender, country of origin,
- Often pose as brothers/brother and sister/sisters, although they have no resemblance, emotional attachment, nor their age corresponds to the natural birth order,
- As a reason why they are unaccompanied, they often claim that during the journey they got lost and were separated from their family, or that they were released by their parents to escape the military activities in their country of origin,
- When asked about the travel route from the country of origin to the point they were found, they know very little about the route,
- They know very little about the country of destination, about the place where they should arrive at, if they have close relatives/friends and what they will do there after arrival,
- In case they are accompanied, it is usually a migrant who presents himself as a close relative or a trusted family friend, however during the interview, they know very little about each other or they give contradictory information regarding the route of the journey, the familiarity with their families, as well as the final destination,
- During the interview, the UAM keeps looking in fear at the particular person, who is possibly either a trafficker or a person whom the traffickers trusts.
- Does not possess identification documents or has forged documents,
- When asked about their personal information, the UAM gives uncertain information for fear of being caught in a lie and gives inaccurate data about his/her age,
- The behaviour of the children towards the persons accompanying them (relaxed, anxiety, fear, etc.),
- Inconsistencies in the age of parents/relatives and the children who put in question the family relationship/kinship.

By determining the presence of general indicators of THB among the vulnerable category foreigner and their identification as PVoT or PoVoT, the person who has carried out the identification, notifies DCBCMFNR at RC of BA and UHTMS with the purpose of reception of the identified person for his/her final identification as VoT.

9.Final identification of VoT
9.1 Direct/concrete indicators for identification of adults and children VoT[10]:

After determining the presence of general indicators of THB and identifying PVoT or PoVoT,

measures are taken to identify the VoT.

The identification is conducted by the responsible persons at UHTMS and DCBCMFNR at RC

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[10]http://www.ilo.org/wcmsp5/groups/public/@ed_norm/@declaration/documents/publication/wcms_105023.pdf

for BA.

The identification is conducted by carrying out an interview with PVoT/PoVoT with the purpose of determining the existence of direct/concrete indicators of THB,

For the identification of VoT the following direct/concrete indicators of THB are used:

9.2 Indicators for identification of THB for the purpose of sexual exploitation:

9.2.1 Indicators of recruitment by way of deception:

Strong indicator:
- Deception regarding the type of employment, employer or the country/location,

Medium indicators:
- Deception regarding the content or the legality of the employment contract,
- Deception regarding family reunification,
- Deception regarding housing and living conditions,
- Deception about the legal documentation or obtaining legal migration status,
- Deception about the journey and working conditions,
- Deception regarding wage/income,
- Deception through promises of marriage or adoption.

Weak indicator:
- Deception regarding the access to educational opportunities.

9.2.2 Indicators of forced recruitment:

Strong indicators:
- Kidnapping, forced marriages, illegal adoption or selling of the victim,
- Slavery/servitude due to debt,
- Threats of violence against the victim,
- Violence against the victims.

Medium indicators:
- Confiscation of documents,
- Isolation, lock-up and control over their movement,
- Threatening to report them to the authorities about their illegal status,
- Threatening to inform the family, community or the public,
- Violence against the family (threats or actual violence),
- Isolation/Confiscation of money.

9.2.2 Indicators of recruitment by abuse of vulnerable situation:

Medium indicators:
- Abuse of difficult financial situation of the family,
- Abuse of illegal status,
- Abuse of lack of education (language),
- Abuse of lack of information,

- Control by the traffickers/exploiters,
- Difficulties in the past,
- Difficulties in terms of independently organizing the journey,
- Economic reasons,
- False information about the legal regulations in the country of destination and the treatment by the authorities in the country of destination,
- False information about successful migration in the country of destination,
- Family circumstances.

General context:
- Personal situation,
- Psychological and emotional dependency,
- Relation with the authorities/legal status.

Weak indicator:
- Abuse of cultural/religious beliefs

9.3 Indicators for identification of VoT for the purpose of labour exploitation:

9.3.1 Indicators of recruitment by deception:

Strong indicator:
- Deceived about the nature of the employment, employer or location

Medium indicators:
- Deceived about the working conditions,
- Deceived about the content or legality of the employment contract,
- Deceived about family reunification,
- Deceived about housing and living conditions,
- Deceived about legal documentation or obtaining status of legal migrant,
- Deceived about travel and employment conditions,
- Deceived about wages/income,
- Deceived through promises of marriage or adoption.

Weak indicator:
- Deceived about the access to education possibilities.

9.3.2 Indicators of forced recruitment:

Strong indicator:
- Any kind of violence against the victims,

Medium indicators:
- Kidnapping, forced marriage, forced adoption or selling of the victim,
- Confiscation of documents,
- Relation of slavery/debt bondage due to debt towards the traffickers,
- Isolation, confinement or supervision,
- Threat of reporting to the authorities,

- Threats of violence over the victim,
- Violence over the family (threats or actual violence),
- Confiscation of money.

9.3.3 Indicators of recruitment by way of abuse of vulnerable situation:

Medium indicators:
- Abuse of difficult situation in the family,
- Abuse of illegal status,
- Abuse of lack of education (language),
- Abuse of lack of information,
- Control by the traffickers,
- Economic reasons,
- False information regarding the law, ties with the authorities,
- False information about successful migration,
- Family circumstances,
- Personal circumstances,
- Psychological and emotional dependency,
- Relations with the authorities/legal status.

Weak indicator:
- Abuse of cultural/religious beliefs

General context:
- Difficulties in the past,
- Difficulties in organizing the journey.

9.4 Indicators of THB in children for the purpose of sexual exploitation:

9.4.1 Indicators of recruitment by way of deception:

Strong indicator:
- Deceived about the nature of work or location,

Medium indicators:
- Deceived about the access to opportunities for education,
- Deceived about the context or legality of the employment contract,
- Deceived about family reunification,
- Deceived about housing and living conditions,
- Deceived about legal documentation or obtaining a legal migration status,
- Deceived about travel and employment conditions,
- Deceived about wage/income,
- Deceived through promises about marriage or adoption.

9.4.2 Indicators of forced recruitment:

Strong indicators:
- Kidnapping, forced marriage, forced adoption or selling of the victim,

- Relation of slavery/debt bondage due to debt,
- Isolation, restriction of freedom of movement or supervision,
- Threats of violence against victim,
- Any kind of violence against victims,
- Dependent on traffickers.

Medium indicators:
- Confiscation of documents,
- Threat of reporting to the authorities,
- Violence against the family (threats or actual violence)
- Confiscation of money.

9.4.3 Indicators for recruitment by abuse of vulnerable situation:

Medium indicators:
- Abuse of cultural/religious beliefs,
- Abuse of difficult situation in family,
- Abuse of illegal status,
- Abuse of lack of education (language),
- Abuse of lack of information,
- Control by exploiters,
- Difficulties in the past,
- Difficulties to independently organize the journey,
- Economic reasons,
- False information regarding the law,
- Ties with the authorities,
- False information about successful migration,
- Circumstances in the family,
- Psychological and emotional addiction,
- Ties with the authorities/legal status.

9.5 Indicators of THB in children for the purpose of labour exploitation:

9.5.1 Indicators for recruiting by way of deception:

Strong indicators:
- Deceived about access to education opportunities,
- Deceived about the nature of the work, location or the employer.

Medium indicators:
- Deceived about working conditions,
- Deceived about the content or legality of the work or the employment contract,
- Deceived about family reunification,
- Deceived about housing and living conditions,
- Deceived about legal documentation or obtaining status of legal migrant,
- Deceived about travel and employment conditions,
- Deceived about wages/income,
- Deceived through promises of marriage or adoption.

9.5.2 Indicators of forced recruitment:

Strong indicators:
- Kidnapping, forced marriage, forced adoption or selling of the victim,
- Relation of slavery/debt bondage due to a family debt,
- Threats of violence over the victim and their family,
- Violence against the victims.

Medium indicators:
- Confiscation of documents,
- Isolation, lock-up or supervision,
- Threat of reporting to authorities,
- Violence against the family (threats or actual violence),
- Confiscation of money.

9.5.3 Indicators for recruitment on the basis of abuse of vulnerabilities:

Strong indicator:

- Dependency on the traffickers

Medium Indicators:

- Abuse of cultural/religious beliefs,
- Abuse of difficult situation in the family,
- Abuse of illegal status,
- Abuse of lack of education (language),
- Abuse of lack of information,
- Control by the smugglers,
- Difficulties in the past,
- Difficulties to organize the journey,
- Economic reasons,
- False information about successful migration,
- Family circumstances.

General context:

- Personal circumstances,
- Psychological and emotional dependency,
- Ties with the institutions/legal status.

9.6 Indicators for identification of UAM/VoT on the basis of sexual and labor exploitation in the countries of origin and during time transport/ reception/ transfer:

- Renting of the minors to the traffickers by the family for the purpose of begging in the country of origin,
- Sexual abuse and exploitation during the transport in the countries of transit in RTC,
- Forced begging, selling small items in the transit countries,
- Coercion to committing crimes in the countries of transit during their stay in RTC,
- Older children are abused as guides to younger UAMs posing as their older brothers,

- Establishing of a relation of slavery/debt bondage and servitude in favor of the criminal networks for THB,
- Confiscation of personal and travel documents.

Used Sources:
- Survey on the Prevalence of Human Trafficking and Other Forms of Exploitation during the big migration movements in the Eastern Mediterranean region and beyond, conducted in the period from December 7th, 2015 to April 18th, 2016. (IOM).
- Addressing of THB and exploitation in times of crisis (IOM 2015),
- Indicators of forced labor (International Labor Organization ILO),
- Indicators for the identification of VoT of MLSP
- Techniques for identifying and interviewing VoT (IOM),
- Guidelines for early detection of THB and SM cases (IOM).