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GUIDELINES

for gender mainstreaming for local Action plans to

Strategy to Suppress Trafficking in Human Beings in Bosnia and Herzegovina

2020-2023

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Acronyms

BiH	Bosnia and Herzegovina
BDBiH	Brčko District of Bosnia and Herzegovina
FBiH	Federation Bosnia and Herzegovina
GRETA	Group of Experts on Action against Trafficking in Human Beings
CSO	Civil society organisations
RS	Republika Srpska
Strategy	2020-2023 Anti-Human Trafficking Strategy of Bosnia and Herzegovina
THB	Trafficking in human beings

Introduction

Strategy to Suppress Trafficking in Human Beings in BH -2020-2023 (Strategy)¹ is a strategic document adopted in January 2020. The Strategy contains five strategic goals: support, prevention, prosecution, victim protection, and partnership. The obligation to adopt state and local strategies and action plans to combat trafficking in human beings is provided for in the Council of Ministers Decision on Procedures and Manner of Coordinating Activities on Prevention of Trafficking in Human Beings.²

The development of action plans, as operational strategic documents based on the objectives and measures of the Strategy is the responsibility of the BiH Council of Ministers for the state level and the Government of Republika Srpska, Federation of BiH, cantons and Brcko District of BiH for local level(s).

The purpose of these Guidelines is to provide information and guidance for gender mainstreaming in local action plans to implement gender responsive policies through all phases of planning and implementing measures and activities in the field of combating trafficking in human beings (THB) in BiH. The need for systematic and continuous implementation of gender-responsive policies in this area stems from the current legal framework,³ obligations from international conventions.⁴ In particular, the Council of Europe Group of Experts on Action against Trafficking in Human Beings (GRETA) recommendations stating that it is necessary to invest in gender promotion, equality, combating gender-based violence and stereotypes and supporting specific policies for the empowerment of women as a way of combating the root causes of trafficking (GRETA (2017) 15).⁵

Anti-trafficking responses and approaches are often gender-blind, lacking to recognize that men and women, boys and girls have specific needs especially for certain forms of THB. Combined with existing gender roles, economic dependence and inequality in many aspects (gender-based violence, access and position in the labor market, access and type of education),⁶ women and girls are more vulnerable to THB. On the other hand, men victims of THB face discrimination from a general attitude that considers men only as perpetrators of THB crimes or generally in a position of power and control over their lives. The shame and stigma associated with victims of THB is often stronger for women and girls victims of sexual exploitation and men, who are less likely to seek professional help and support.

The basis for understanding and integrating the gender dimension lies in the fact that THB and reactions to the fight against trafficking in human beings can have different effects on women, men, girls and boys, which is why it is necessary to keep in mind the impact assessment to meet the needs of women, men, girls and boys. Gender mainstreaming implies to some extent additional activities, education and data classification.

¹ Available at: <http://www.msb.gov.ba/PDF/11022020.pdf>.

² Official Gazette "Bosnia and Herzegovina", no. 24/03 and 37/04

³ Law on Gender Equality in Bosnia and Herzegovina („Official Gazette of BiH“, No. 102/09).

⁴ Convention on the Elimination of All Forms of Discrimination against Women (CEDAW) as integral part of BiH Constitution, and Concluding observations on the sixth periodic report of Bosnia and Herzegovina (available here: https://arsbih.gov.ba/wp-content/uploads/2019/11/CEDAW-C-BIH-Concluding-Observations-6_AsAdopted.pdf).

⁵ Available at: <https://rm.coe.int/greta-2017-15-fgr-bih-en/1680782ac1>, p.17.

⁶ For more please see *Alternative CEDAW Report – Report by Organisations of Civil Society on the Application of Concluding Observations and Recommendations of the CEDAW Committee for Bosnia and Herzegovina 2013-2017* (<http://hcabl.org/wp-content/uploads/2016/11/CEDaW-WEB-final-novembar-2016.pdf>).

The Guidelines are organized through general recommendations for gender mainstreaming which are developed through concrete examples and ways to document the activities envisaged in the action plans. It is recommended to use the Guidelines when developing action plans at the local level and revising them for the purpose of improvement.

Definitions

Below are definitions of terms used in the Guidelines (next chapter). Each term defined here is marked in blue in the text itself and instructs the reader to look it up in this definition table for more information.

Gender analysis	A tool that identifies differences between women and men in terms of social status, access to resources, limitations and opportunities, as well as the distribution of power in a given context. One of the goals of gender analysis is to make often neglected gender differences visible and to create preconditions for policy makers to understand gender inequalities in a given situation or sector, as it not only describes the current state of gender differences but also explores their causes and consequences.
Gender equality	Equal rights, responsibilities and opportunities for women and men, girls and boys; implies that the interests, needs and priorities of both women and men are taken into account.
Gender impact assessment	A tool to check a particular policy proposal / measure / law / activity, to detect and assess its different impact or effects on women and men, so that these imbalances can be remedied before the proposal is approved.
Gender indicator	Tools for monitoring gender differences, gender-related changes and progress towards gender equality goals. Gender-sensitive indicators make it possible to measure changes in the relationship between women and men in a particular policy area, program or activity, as well as changes in the status or position of women and men.
Gender mainstreaming	Measures, steps and processes applied in the planning, implementation and monitoring of laws, by-laws, programs, projects, activities and budgets in order to secure equal impact and transformative effect on women and men, girls and boys, as well as all different social groups among them.
Gender responsive budgeting	Application of gender mainstreaming in the budget process. It includes a gender-based budget assessment that includes a gender perspective at all levels of the budget process and the restructuring of revenues and expenditures to promote gender equality.
Gender stereotypes	Pre-created ideas that arbitrarily assign to women and men characteristics and roles determined and limited by their gender or sex.
Gender-sensitive policies	Policies and programs that take into account the specificities of women's and men's lives, with the aim of eliminating inequalities and promoting gender equality, including the equal distribution of resources.
Intersectionality	An analytical tool for studying, understanding and responding to the ways in which gender and sex intersect with other personal characteristics / identities and how these intersections contribute to unique experiences of discrimination.
Marginalized groups	Different groups of people within a particular culture, context who are at risk of being exposed to multiple discrimination due to the interaction of different personal characteristics or reasons, such as gender, sex, age, ethnicity, religion or belief, health, disability, sexual orientation, gender identity, education or income.
Vulnerable groups	Women, children and persons who belong or are considered to belong to groups that are disadvantaged or marginalized.

Gender mainstreaming

1. Use of gender-sensitive language

Realization of **gender equality** in written and spoken language is achieved when women and men become equally visible and addressed in adequate way, which makes them persons of equal value, dignity, integrity and rights.

In the field of THB, according to existing data, women are often marginalised even before becoming victims and find themselves victims of poverty and unemployment more often than men. Therefore, using a gender-sensitive language in policy documents is necessary to take into account the reality that society is composed of women and men and that their needs are not always the same, as well as to protect and promote the rights of women victims of trafficking.

Using gender-sensitive language in a uniform way through strategic and operational documents means replacing (current) generic terms.

How to apply?

The generic terms used in the Strategy and in the Action Plan should be replaced by:

- ❖ Victims (adults): men and women
- ❖ Children: girls and boys

Avoid stereotypical labeling in descriptions of groups, individuals, or areas.

2. Gender impact assessment

The Action Plan needs to recognize that trafficking in human beings and responses to the fight against human trafficking may have different impacts on women, men, girls and boys, and ensure that responses to the fight against human trafficking are gender-sensitive and promote **gender equality**.

The gender-specific phenomenon of trafficking in human beings also implies that women and men are often trafficked for different purposes. For this reason, action plan need to address very collection and analysis of sex segregated data⁷ on THB and therefore adjust or create adequate actions. Sex-disaggregated data can show gender concerns that had previously been invisible.

How to apply?

The collection of data on trafficking in human beings should be organized according to several criteria:

- ❖ Sorted by gender of victims
- ❖ Sorted by form of human trafficking
- ❖ Possibility to combine and monitor the first two categories

The data are very important so that we can spot trends in THB, but also that we can develop appropriate responses to it, and adapt measures and activities to these needs. At the level of

⁷ Sex-disaggregated data are data that is broken down by sex.

statistics, these data will provide insight into e.g. whether women or men, girls and boys are more exposed to a particular form of THB.

Example⁸:

Within the *Strategic programme 1.2. Monitor implementation of the Strategy and Action Plan*, develop systematic data collection disaggregated by gender, for each form of trafficking registered for the reporting period.

Detailed monitoring in all categories (identification, support, rehabilitation, prosecution) provides insight into the impact of trafficking on women, men, girls and boys, as well as [intersectionality](#). All anti-trafficking measures relating to identification, support and assistance and access to justice should be specific and suitable to the needs of women and men, boys and girls.

Example:

Within *Strategic programme 1.6. Improve the method of collecting and analyzing statistical data on trafficking in human beings* conduct regular, general and specific analyzes of phenomenon of the gender dimension of THB based on statistical data from the Information System using prevalence data to create gender-sensitive measures and indicators for prevention and treatment.

Within *Strategic programme 2.4. Improve the prevention of forced labour* include a new way of communication through a practice exchange module on a gender-based approach to forced labour with a focus on:

- gender aspect of exploitation modes;
- gender aspect of recruitment methods;
- elimination of discrimination in access to rights and assistance to victims of gender-based violence.

[Gender analysis](#) examines the differences between women and men and therefore is very useful tool to identify where certain differences exists and how to provide proper response. For example: if one notice or presume (based on some knowledge or indicators) that more girls are recruitment for THB online than gender analysis can be performed in terms to discover: who is affected by online recruitment; how; who needs assistance and how; who has access to services for victims; what the potential gender inequalities that are hidden below; what the complex reasons for gender disparities might be; what the complex effects of gender disparities might be. Gender analysis is the basis for further work in a specific area: help us to understanding to who is affected, why and how, and how to determine the real and potential differences based on gender. Important: gender analysis is not a process in itself, but only the beginning of a process that will result in a better understanding and solutions of the identified problems.

Example:

Within *Strategic program 1.4. Conduct research on THB* to conduct an analysis of the

⁸ Strategic programmes used within examples are from adopted Strategy to Suppress Trafficking in Human Beings in BH -2020-2023

phenomenon of the gender dimension of recruitment and re-trafficking in THB. Question to be set and answered through gender analysis: how have men and women, boys and girls have been affected differently by recruitment methods – same for re-trafficking? What are the specific risks for men and women, boys and girls? What are the capacities of men and women to participate in THB prevention?

Further action should be taken to address the identified (each) shortcomings.

Women are particularly vulnerable to trafficking due to their economic and social status and the gender character of the labour market. Women are generally more prevalent in the informal and unprotected economic sector, in which their labour is either unrecognized or partially recognized as labour. Social exclusion, ethnic discrimination, class, age and gender roles and identities further give rise to greater vulnerability of women and girls to THB. [Gender impact assessment](#) means keeping all these elements in mind when creating measures and activities. It is also crucial for law enforcement institutions and front line staff to understand what is the risks for women and men and cooperation with different stakeholders from civil society is very valuable in this regard.

Example:

Within *Strategic programme 2.4. Improve the prevention of forced labour*, envisage changes in legal regulations which currently results in complete exclusion of jobs in households (domestic work) from labour inspections and improve the system of reporting on cases of labour exploitation (including anonymous reporting). Ensure a [gender perspective](#) (because women are most often exposed to this form of labour exploitation), especially in terms of gender roles and economic vulnerability.

Within *Strategic programme 2.4. Improve the prevention of forced labour*, improve the work of labour inspectorates by adding gender-sensitive indicators to the identification of victims of THB to inspection lists in the field of labour relations and occupational safety - issues / indicators that could assess the presence of exploitative practices that may have elements or lead to trafficking.

Within *Strategic programme 4.1. Improve the identification of victims of trafficking in human beings* include activity:

Involve trained cultural mediators, representatives of CSOs dealing with women's and girls' rights, and gender mechanisms in the process of identifying victims of trafficking.

[Gender stereotypes](#) threaten the credibility of victims - especially women and girls, hindering their access to identification, protection, support and justice. Gender stereotypes also affect the identification of male victims of trafficking in human beings. This prevents male victims from receiving the necessary assistance and protection.

[How to apply?](#)

[Gender stereotypes](#) are most often related to social attitudes towards women and gender (social) roles. They are especially pronounced, within THB, towards Roma men and women.

However, numerous [gender stereotypes](#) related to masculinity (man - head of the house, man - strong, man - breadwinner, etc.), often prevent men victims of THB from recognizing and seeking

help. This can be an aggravating circumstance in the identification and prosecution of perpetrators, especially in labour exploitation. Raising awareness about human trafficking and sensitizing the general public is an important instrument that needs careful selection, e.g. language, visuals, campaign content to influence the stereotypical perception of women, men, girls and boys. Especially keep in mind [intersectionality](#).

Example:

Within *Strategic programme 2.1. Conduct awareness-raising campaigns* plan campaigns on gender-specific labour/sexual exploitation issues. Involve Roma CSOs in the design and implementation phases of campaigns. In designing topics, focus on the lack of sufficient data on men's participation in labour exploitation. Keep in mind:

- ❖ Use a gender-sensitive language to challenge gender stereotypes, instead of enhancing them.
- ❖ Campaign topics include the specific needs of women and men, girls and boys, starting from different perspectives, simple language and expressions, peer-to-peer approach.
- ❖ Campaigns are focused on deconstructing stereotypes, particularly those involving social norms, gender roles, attitudes towards Roma people and victim-blaming for women and girls victim of THB.
- ❖ Targeted awareness-raising campaigns will be organised to address very narrow but important issues which can be lacking in more general campaigns. These campaigns will focus on risks of false employment agencies for working abroad (how to recognize false agencies or promoters; what to ask when searching for job abroad; what are my rights and what are 'traps'; how to secure myself – have in mind in particular 'domestic work' for women or construction work for men, etc), support for risk identification and reporting of suspicious job advertisements.

Not every woman has the same needs, same as men. Therefore, other elements/differences need to be taken into account when creating measures and programmes such as: age, socio-economic status, marital status, parenthood, education level, disability, sexual orientation and sexual characteristics. [Intersectionality](#) is an important part of activities and measures. Crossing different grounds of discrimination can make certain groups of women and men, girls and boys, particularly vulnerable to THB.

[How to apply?](#)

In particular, thematize [intersectionality](#) so different types of intersectional and multiple forms of discrimination and disadvantages are identified and monitored through relevant statistics. Especially bearing in mind combination of characteristic: gender and Roma; gender /sex and age; gender/sex and unemployment (economic dependence); gender and level of education; gender and urban/rural area. Another important segment to look at is intersectionality for different forms of THB - sexual exploitation, begging and labour exploitation. In practice, often these forms are overlapping or happening together. We need to be aware of it, in terms to create an effective response.

Example:

Within Strategic programme 4.1. Improve the identification of victims of trafficking in human beings establish a system for assessing vulnerability to THB through the compilation of updated lists of indicators for **vulnerable groups** and forms of THB and establish an IT tool for conducting vulnerability assessment where vulnerability includes such as:

women exposed to multiple and intertwining forms of discrimination and violence such as migrant women;

women asylum seekers, especially those whose applications have been rejected;

refugee women;

internally displaced women;

stateless women;

women who have been forcibly returned to their country of origin;

women in conflict and post-conflict situations;

women living in conditions after a state of emergency/disaster;

women living in poverty;

women from rural areas; women with disabilities;

women belonging to religious, ethnic and sexual minorities;

adolescents, especially girls without foster care or in alternative forms of placement/care.

Within Strategic programme 4.1. Improve the identification of victims of trafficking in human beings include activity:

Improving the identification system (tools and guidelines) in a way that includes a broad understanding of the concept of victim, including: understanding the gender specifics and needs of the victim especially with regard to **marginalized groups**, understanding of **intersectionality**, gender sensitive approach.

The presence of attitudes that put the blame on victims and the stigmas associated with sexual exploitation, in society in general and with professionals at all levels. Victim blaming is closely related to gender norms (morality for women, masculinity for men) and stereotypes.

How to apply?

Include in the education of professionals topics related to the stigmatization of victims of THB, and work intensively on the deconstruction of the discourse of victim-blaming and gender stereotypes.

Example:

Within Strategic programme 4.2. Improve general measures to protect and assist victims of trafficking in human beings provide education on the gender dimension of THB, including specialist knowledge and expertise on gender-based discrimination, and these topics should be an integral part of all training materials and programs provided to officers including police forces, immigration officers, court staff and medical and health professionals who may come in contact or respond to cases of trafficking, in particular sexual exploitation and/or begging. Training should also concentrate on the deconstruction of discourses for victim-blaming and **stereotyping**.

A particularly delicate task is how to approach to women and men, girls and boys victims of THB. The distinction between the genders is expressed, based on forms of THB and fear rooted in

patriarchal and power relations. It is therefore necessary to provide a gender-sensitive approach to providing assistance to victims, understanding their needs and ensuring sensitized staff and cooperation with non-institutional support/help providers.

How to apply?

It is necessary to address the following:

- sensitized approach and the possibility to choose the gender of the officer who works with the victim
- prevention of victimization and secondary victimization
- continuous work on a systematic approach to reintegration as an integral part of the assistance program.

In terms of sexual exploitation or combined sexual and labour exploitation, victims are deeply traumatized and need appropriate support during these proceedings. The risk of secondary victimization (when there is a possibility of “blaming the victims”), the risk of re-victimization and the risk of retaliation and intimidation by the perpetrator are present here. These risks are particularly high in cases of gender-based violence. The personal relationship of a woman and her abuser, for example, a wife in a case of trafficking due to forced marriage (or a case of domestic violence), provides a clear risk that the perpetrator may harass the victim at her residence in an effort to intimidate her. Women and girls make up the majority of victims in this form of trafficking, and interrogation that includes questions about forms of exploitation, as well as the presence of perpetrators during testimony, can cause trauma.

Example:

Within *Strategic programme 3.2. Increase the capacities of law enforcement agencies, prosecutor's offices and courts to effectively prosecute perpetrators of trafficking in human beings and related offenses and to protect victims in criminal proceedings* include sensitization of support staff, with a special focus on minimizing the risk of secondary victimization of victims (by minimizing the number of interviews that victims have to do, the gender of the staff they communicate with, the way they communicate, etc.).

Within *Strategic programme 4.2. Improve general measures to protect and assist victims of trafficking in human beings* provide awareness of a gender-responsive approach that includes:

- ❖ provide training for staff of different genders
- ❖ include education on the elimination of [stereotypes](#), gender roles and prejudices
- ❖ include learning about [intersectionality](#) and recognizing it.

Within *Strategic programme 4.5. Provide special protection to victims of trafficking in migration flows through Bosnia and Herzegovina* pay special attention to forms of THB in which certain groups of girls/boys are more vulnerable (Roma population, socially vulnerable categories, girls and boys with disabilities).

3. Gender indicators

Action plans on trafficking in human beings should be gender-sensitive and include indicators, benchmarks, time frames and special budgets that can be monitored and evaluated from a gender perspective.

Gender-sensitive indicators inform about the degree of change with regard to specific concerns or benefits of women and men, girls and boys over a set period of time. **Gender indicators** can be quantitative, based on gender statistics, or qualitative - those that monitor the content and quality of change over time (based on the experiences, attitudes, opinions and feelings of women and men).

How to apply?

Gender indicators can be incorporated into many activity of action plans according to the objectives of the Strategy. A quantitative indicator can be the number of officials who have been educated on gender-sensitive approaches in identifying victims of THB, clearly expressed in how many men and how many women. Also, the number of women police investigators trained to work in the field of THB (to enable gender sensitization of the process). Qualitative indicators can be the measurement or assessment of needs in a particular area through analysis, surveys, interviews, participatory assessment of rural areas, observation of participants and sociological or anthropological fieldwork.

Example:

Within Strategic programme 4.6. Provide special protection to foreign victims of trafficking in human beings include analysis/assessment of the impact of the non-refoulement obligation on gender equality as an activity. Use as indicator: Number of cases in which the return ban has been applied disaggregated by gender and assessment of attitudes and needs in its application.

Within Strategic programme 4.3. Provide special protection to women victims of trafficking in human beings provide training for professionals in police agencies and prosecutors' offices to understand the traumas of sexual violence and the consequences of THB. Use as indicator: Number of trained professionals by gender; Number and type of trainings held.

Within Strategic programme 3.8. Improve the coordination of activities in prosecution of perpetrators of offenses of trafficking in human beings include examples of practices related to the introduction of **gender-sensitive policies** for the identification, treatment and protection of victims of trafficking. Provide front-line staff with specialized training on identifying victims of THB that includes a gender dimension. Indicator: Significant improvement in staff knowledge, skills and attitudes on mainstreaming gender equality in participating institutions by the end of xx period. As a tool for verification will be used qualitative surveys or evaluations.

Gender responsive budgeting is the application of gender analysis when planning the budget, ie programs, program activities and projects that are financed. It is important to recognize early in the action plan whether budget allocations are unbalanced towards male or female beneficiaries. This is not only about extra money or special budgets for men and women, but also to analyze the existing allocations of funds in relation to the real needs. It means a gender-based assessment of budgets, incorporating a gender perspective at all levels of the budgetary process and restructuring revenues and expenditures in order to promote gender equality.

Example:

Within Strategic programme 1.5. Provide funding for implementation of the Strategy and Action Plan include a **gender perspective** and **gender responsive budgeting** by predicting whether budget allocation responds to the practical and strategic needs and interests of women and men, boys and girls.

4. Gender-based assessment and evaluation of the implementation of action plans

Provide for gender-based assessment and assessment of implementation of action plans with measurable effects of activities and success of measures relating to sections 4.3. and 2.4. of the Strategy to Suppress Trafficking in Human Beings in BH -2020-2023.

Gender should be included in regular evaluations and each institution should develop a monitoring and assessment system to examine the extent to which gender is being mainstreamed in its programmes and activities.

How to apply?

The most common tools for gender-based assessment of the implementation of certain measures are evaluations (for trainings, meetings, working meetings), statistical data on the number of implemented activities (gender-responsible) and assessment of implemented policies, programs, projects. Implementing by using participatory techniques that involve both women and men in assessments and discussions.

Questions for creating evaluation tools should address the following:

- ❖ Is the gender perspective adequately included in the measures/indicators?
- ❖ Are gender experts equally represented in the evaluation team?
- ❖ To what extent have women and men, girls and boys of various target groups benefited from the measures taken?
- ❖ Has budget allocation equally contributed to meeting the needs and priorities of men and women, boys and girls in order to increase **gender equality**?
- ❖ To what extent has the capacity for **gender equality** been built through the project?
- ❖ Are gender-related resources (capacities, staff, budget) appropriate and sufficient for **gender mainstreaming** in the fight against THB?
- ❖ What lessons have been learned about the gender perspective of THB?

Any tool used for gender-based assessment and evaluation of the implementation of action plans should be used to make an analysis and plan the next steps. If it is estimated that e.g. capacities of professionals are improved in the field of gender stereotypes, but if the approach in identifying victims is still insufficiently gender-sensitive, then the action plan for the next period should address this last topic. Estimates must be measurable and realistic to ensure the effectiveness of the measures.

Example:

Strategic programme 4.3. Provide special protection to women victims of trafficking in human beings

Provide an evaluation for the planned trainings of professionals, and a report on the conducted evaluation in order to improve the next trainings; next educational modules to follow the needs of professionals in the areas where it is additionally necessary to work on capacity building.

Provide training to help women victims of THB that will include a special section on the needs of certain categories of women and girls (including factors such as pregnancy, health, disability, mental or psychological disorder or serious psychological, physical or sexual violence).

Indicators: Number and type of trainings held, Number of trained professionals disaggregated by

gender, Number of evaluations performed, Evaluation reports.

Within *Strategic programme 1.2. Monitor implementation of the Strategy and Action Plan* include activity:

Provide training on gender-specific risk assessment for local action plan measures.

5. Gender aspect in the protection of children as victims of human trafficking

Child victims of THB are a particularly heterogeneous group that requires analysis, especially of gender issues.

Girls and boys are exposed to various forms of THB, which in the case of girls often include early (forced) marriages, sexual exploitation, debt slavery combined with labour exploitation and begging, which is common to both girls and boys. Also, the inability of women and girls to receive basic services or protection has a serious impact on their physical and mental health.

How to apply?

This component in particular, due to the gender of the child which conditions specific forms of THB, should be recognized and addressed in the action plan, as within the *Strategic Program 2.5*, as well as in other program goals and for the purpose of effective fight against child trafficking. It is especially important here to deal with the deconstruction of [stereotypes](#) through sensitization (education) of professionals involved in combating THB, because it is not uncommon for certain phenomena to remain outside the protection process because "culture"/"customs"/"traditions" of certain groups (like migrants from other countries, national minorities, etc.). Sometimes it is used to explain (justify) certain crimes, which results in failure to address the safety and protection of girls and boys victims of THB.

Example:

Within *Strategic programme 2.5. Improve the prevention of child trafficking* include activity:

Improve identification mechanisms that take into account the special circumstances and gender needs of girls and boys victims of trafficking in human beings, including a child professional. Use additional set of questions that involve gender implications or risks for certain form of THB.

Within same *Strategic programme*:

Provide preventive work with a gender approach among families and local communities that will form the central plan of all interventions for child begging, as a most common form of child THB.

Within *Strategic programme 2.1. Conduct awareness-raising campaigns* include a focused campaign with a gender approach for boys and girls victims of labour exploitation or early marriages.

6. Gender sensitive training

Violence against women and girls should be integrated into training programmes on THB, focusing on the gender dimension of trafficking, especially for the purpose of sexual and labour exploitation. This should be an integral part of all materials and training programmes for professionals who are likely to come into contact with victims of trafficking, including legal experts, the judiciary (including

judges, court interpreters, prosecutors), police service, border service, immigration officers, health care and children services, civil society organisations.

How to apply?

Training programmes should focus on, but not limit to, the dynamics of violence against women and its causes, the characteristics of sexual exploitation, from recruitment to its repercussions and the needs of victims. These training programmes should also be extended to different sectors that may come into contact with victims of trafficking, such as embassy and consular staff, staff at airports and other transport services. The training proposed in these Guidelines is multidisciplinary, human rights-based and **gender sensitive**. It is not necessary, except where the require by needs, to have separate trainings entirely dedicated to the gender aspect - but to add a gender aspect to the trainings on a certain topic so that participants have the opportunity to learn about this perspective which is an integral part of THB.

Secure that both female and male staff are given opportunities to attend relevant training courses and avoid assigning staff members to stereotypically gender-related tasks.

Example:

Within Strategic programme 4.1. Improve the identification of victims of trafficking in human beings include activity:

Include a gender dimension and gender-sensitive indicators for the identification of victims of trafficking in multisectoral training programs for professionals. Preparing the necessary documentation and materials needed for gender training.

Within Strategic programme 3.2. Increase the capacities of law enforcement agencies, prosecutor's offices and courts to effectively prosecute perpetrators of trafficking in human beings and related offenses and to protect victims in criminal proceedings include activity:

Improve the work of the witness support department, including sensitization of support staff, with a special emphasis on minimizing the risk of secondary victimization of victims.

Within Strategic programme 2.4. Improve the prevention of forced labour include activity:

Gender-sensitive training on labour exploitation, sexual exploitation and begging, including the introduction of gender-sensitive indicators for identification.

Example:

Within Strategic programme 1.3. Establish coordination of activities to counter trafficking in human beings include appointment of a Gender Focal Point: the Gender Focal Point is mandated to monitor and report on the status of women in the field.

The primary functions of the Gender Focal Point include:

- advocating and assisting in **policy** formulation;
- sharing and showcasing good practices;
- providing guidance and advocacy.

Conclusion

Recognizing the differentiated impact of a law, policy or forms of THB on men and women, boys and girls, will assist in better formulated programmes and measures in terms to achieve effectiveness in combating THB. Appreciating the different characteristics, needs and priorities of men and women, boys and girls victims or potential victims of THB will contribute to create sensitized approach, but also to overcome stereotypical assumptions that may prevent to address the realities on the ground.

A gender mainstreaming approach means observing a comprehensive set of data on patterns and trends, including sex (gender) disaggregated data and gender analysis. It is recommended that anti-trafficking interventions follow a diversity approach thus taking into account gender as well as age, education or class and the individual experiences when designing prevention, protection or prosecution measures. Gender mainstreaming here requires that all actions, assessments and evaluations should integrate a gender perspective and gather sex-disaggregated data using gender-sensitive methodology. This information then can assist in the development of effective response strategies.

The recipe for the successful gender mainstreaming in local action plans for combating THB involve:

- ❖ setting a priorities, timelines, objectives, expected outcomes and/or targets - these measures should be accompanied by information and awareness campaigns
- ❖ engaging relevant governmental and non-governmental stakeholders to ensuring an inclusive and comprehensive coverage of gender equality issues
- ❖ start with simple, clear and understandable measures/actions that will also enable the development of capacity and knowledge
- ❖ THB is not simple as 'men are perpetrators, women are victims' – therefore gender mainstreaming is not exclusively about women and girls – the impact of THB on men and boys should not be overlooked, but support should be provided according to their needs
- ❖ gender mainstreaming is a process: it must be systematically organized, implemented and continuous. It takes a time also, but each action has its place and will contribute to general goal to combat THB.

Each of the elements covered in these Guidelines should not be of the 'tick the box' character. Gender data collection, gender analysis or gender-sensitive training are not individual activities that are carried out on their own. The results of each of them, in order to make sense and purpose, should be used to design a response to THB. Each of it now more clearly defines the causes, reasons and tendencies for THB.

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