



**PROJECT "STRENGTHENING ANTI-TRAFFICKING  
ACTION IN BOSNIA AND HERZEGOVINA"**

**RESOURCE PACKAGE ON PREVENTING,  
DETECTING AND INVESTIGATING  
TRAFFICKING IN HUMAN BEINGS  
FOR THE PURPOSE OF LABOUR EXPLOITATION**

II. MATERIALS FOR TRAINERS ON TRAFFICKING IN HUMAN  
BEINGS FOR THE PURPOSE OF LABOUR EXPLOITATION



**COUNCIL OF EUROPE**



**CONSEIL DE L'EUROPE**

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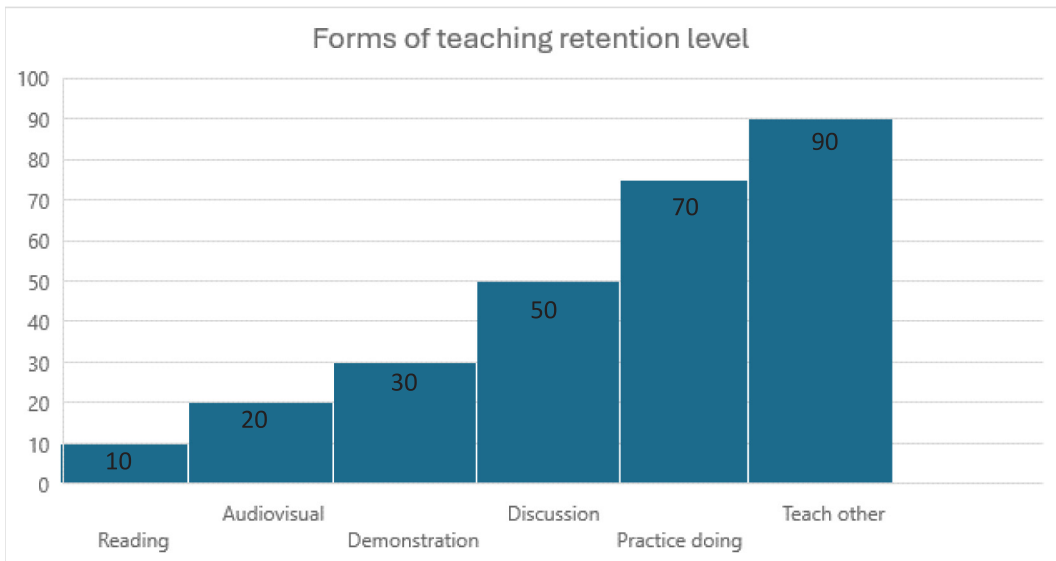
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## II TRAINING MATERIALS FOR TRAINERS ON TRAFFICKING IN HUMAN BEINGS FOR THE PURPOSE OF LABOUR EXPLOITATION

### INTRODUCTION

The fundamental task of the trainer is to create an environment in which participants can learn, share experiences, apply their knowledge to different situations and express their views for the benefit of all other participants. Several factors influence the learning process of adults such as retention, motivation, and learning curve. For training, it is important to understand how people retain and absorb information they receive. Retention is a crucial factor in the process of how much new information will stick and can therefore be translated into changes in knowledge, skills and attitude. Forms of teaching affect retention levels as follows: 10% reading; 20% audio-visual; 30% demonstration; 50% discussion; 75% practice doing; and 90% teach other.<sup>1</sup> Although the percentages should not be taken as rigid numbers, it shows that the way information is transmitted and processed is crucial.



Training therefore needs to address different senses and facilitate identification and processing by the participants themselves. Learning must also be motivating and therefore be designed as an active, interesting and dynamic process. If participants can relate their learning to their work and their individual context, the learning will be more intense and create motivation for further progress. It is always necessary to think about how best to

<sup>1</sup> National Training Laboratories, Bethel, available at: [https://www.wcu.edu/WebFiles/PDFs/SPED413learning\\_pyramid.pdf](https://www.wcu.edu/WebFiles/PDFs/SPED413learning_pyramid.pdf)

integrate different methods and get participants to discuss topics, to do it themselves and in the best scenario, to teach it to others. Learning is a continuous process and happens in steps, deepened through repetitions and clarifications. Performance increases with attempts or repetitions over time, slower at the beginning. Thus, overall performance increases with repetition, use and application. It is not an automatic process however and might require repeated sessions, discussions and clarifications. Considering these key factors, in order to facilitate effective learning, the form and format of the sessions must address different senses – hearing, seeing and experiencing. The participants need to discuss process and apply what they have just heard or learned. In the best case, they should develop the knowledge themselves (e.g. with the help of handouts, discussions etc.) as part of the learning process, including applying knowledge to the analysis of different scenarios (case studies), or experiencing situations directly and applying knowledge practically (role-play).<sup>2</sup>

For training adults, it is important to remember:

- Reinforce the learning by making it an active, interesting and motivating process! Adults learn from experience. Therefore, all new learning for adults is based on what they already know. The participants doing the training will probably have a wealth of experience, skills and ideas. They should be encouraged to use examples and share ‘lessons learned’ from their previous experiences as much as possible. Never assume that the participants know nothing about the subject matter.
- Adults learn best from their peers. The participants will receive and respect information they receive from their fellow professionals.
- Adults learn best through discussion. Try to use discussion as much as possible because it enables adults to be both learners and teachers. Lectures are less effective teaching method.
- Adults learn best from those of similar age and similar background. Encourage the participants to share their knowledge with one another.
- Adults learn what they want to learn, what they are interested in, and what they think will be useful to them in their lives. Training materials should be relevant to the subject you are teaching. You should be ready to adapt the materials provided in this manual to the experience and knowledge of the participants.

As adults grow older, their powers of observation and reasoning often grow stronger. This ability to observe, think and analyse means that in adult education all are learners and all are teachers.<sup>2</sup>

<sup>2</sup> Theories of Learning for the Workplace, available at: <https://studentshare.org/human-resources/1862340-human-resource-development>

## 1. TRAINING METHODS

**Effective training always starts with planning training sessions ahead**, including preparation of the content and presentations, handouts, videos, case studies, etc., as well as choice of methodologies to be applied. At the beginning of each session, topic of the session should be presented, timeline and general flow indicated, and a link with previous session(s) established. Moderation of the session should provide enough time and possibilities for questions and answers and discussion on a topic of the session. When deciding on methodologies to be applied, for group work, it should be taken in account that there are a number of different methods that can be applied for effective group work to make sessions more interesting and support the participants' learning process:

- **Presentations** by trainers using Power Point or similar presentation tool or audio-visual content, in order to provide an introduction to the topic and to trigger joint discussions, analysis or group work with specific questions asked.
- **Discussions, in plenary** or moderated discussions with experts, with the involvement of most participants, using direct questions with participants, or **in small groups** for quick discussions. Group discussion is a learning form where participants discuss ideas or issues together. This helps them develop critical thinking skills and encourages them to express themselves.
- **Brainstorming in groups or in plenary** for gathering different and creative opinions and ideas from the participants. If brainstorming is organised in small groups, representatives of each group should present opinions and ideas of their groups and document them. Brainstorming is a large or small group discussion that encourages participants to generate a wide range of perspectives or potential next steps or solutions regarding a specific topic. The trainer may begin a brainstorming session by posing a question or a problem, or by introducing a topic.
- **Group work on a task assigned to the group on a specific topic**, including analysis of the facts, preparation of the results of the group work and debriefing to other participants during the plenary sessions. Group work refers to learning experiences in which participants work together on the same task. Group work can help build a positive and engaging learning community through peer learning and teaching.
- **Case studies** simulating a real-life situation that participants have to examine, identify certain aspects in a case or problem solving, and answer questions asked. In case studies, participants apply theory in practice through structured discussion. **The general purpose of a case study in this specific training is to describe an individual situation (case); identify the key issues of the case, analyse the case using relevant theoretical concepts of THB, and recommend a course of action for that particular case.**
- **Role-play learning method**, which is creation of a specific situation or scenario for experiential learning within group work or plenary discussions, with the goal to bring them into analysing good and bad practices and the acting of the participants and others in a specific situation. Role-play training is an active learning strategy



that requires participants to perform realistic scenarios under the supervision of a trainer or facilitator. **In this specific training, the participants shall simulate the interaction between a labour inspector, police, prosecutors, immigration officer, service providers and other actor of the referral mechanism.**

## 2. PRIOR KNOWLEDGE

Before the training, it is important to collect information on the knowledge level of the participants, in order to design and adapt the content of the training to match the group. This is also a baseline for the evaluation of the knowledge gained during the training.

Participants often have varying levels of prior knowledge about the training topic. Designing the training delivery to keep everyone interested and motivated, and to help them achieve the planned learning objectives can be quite challenging. **Always assume that they know less and allocate time to review the basics.** Otherwise, you might find in the middle of the training that participants do not fully grasp the topics being discussed.

At times, participants may be asked to complete an entry questionnaire to assess their initial knowledge, which will then be compared with the results from the exit questionnaire. Entry questionnaires may be filled in advance, before the training, or at the beginning of the training. This process aims to provide feedback on the training's effectiveness, assess the achievement of learning outcomes, and identify potential adjustments needed for the content, materials, and organisation of the training. However, it is important to note that using entry and exit questionnaires may not be effective for short, one-off trainings, as evaluating the level of learning outcome attainment typically requires a passage of time.

## 3. LEARNING OUTCOMES

**Learning outcomes** are descriptions of the specific knowledge, skills, or expertise that the learner will get from a learning activity, such as a training session, seminar, course, or programme. Learning outcomes are measurable achievements that the learner will be able to understand after the learning is complete, which helps learners understand the importance of the information and what they will gain from their engagement with the learning activity. Creating clear, actionable learning outcomes is an important part of the creation of training programmes in organisations. When developing these programmes, both organisers and instructors need to be clear about what learners should understand after completing their learning path.<sup>3</sup>

Learning outcomes are not standalone statements. They must all relate to each other and to the title of the unit and avoid repetition. Articulating learning outcomes for learners is part of good teaching. If you tell the participants what you expect them to do, and give them practice in doing it, then there is a good chance that they will be able to do it on a test or major assignment. That is to say, they will have learned what you wanted them to

<sup>3</sup> Learning Outcomes, <https://www.valamis.com/hub/learning-outcomes>

know. If you do not tell them what they will be expected to do, then they are left guessing what you want.<sup>4</sup>

With regard to this training on the topic of THB for the purpose of labour exploitation for labour inspectors and police officers, knowledge and skills the participants are expected to have acquired after the training may be summarized as follows:

- To effectively detect, identify and refer victims of THB for the purpose of labour exploitation and exchange information in a timely and adequate manner;
- To strengthen comprehensive co-operation among key anti-trafficking stakeholders in the process of identification and referral, inspection and investigation of cases of THB for the purpose of labour exploitation.

Learning outcomes for each specific training session are presented in detail below.

#### Session 1: Trafficking in human beings – basic concept

After this session, participants:

- Understand and are able to explain the definition of THB and its elements;
- Understand the process of THB from recruitment to exploitation;
- Understand root causes of THB;
- Understand the difference between THB and people smuggling, i.e. trafficking in human beings and sex work as phenomena THB is often confused with;
- Understand the manner in which trafficked person come out from the THB situation.

#### Session 2: Trafficking in human beings for the purpose of labour exploitation – definition and manifestation

After this session, participants:

- Know and have discussed the definition of forced labour or services in international documents;
- Understand and have discussed how the definition of forced labour combine with the definition of THB;
- Understand and have discussed the concept of continuum of exploitation with decent work and forced labour on its opposite ends as a tool to distinguish between labour and criminal violations;
- Understand the process of THB for the purpose of labour exploitation.

<sup>4</sup> Centre for Teaching Excellence, University of South Carolina, [https://sc.edu/about/offices\\_and\\_divisions/cte/](https://sc.edu/about/offices_and_divisions/cte/)

Session 3: Institutional, legal, and regulatory framework related to combating THB and forced labour in Bosnia and Herzegovina

After this session, participants:

- Know legal and regulatory framework related to THB at all levels (BiH, FBiH, cantons, RS and BD) in the areas of criminal investigation and prosecution, administrative proceedings, prevention, and protection of victims, including Co-ordination Mechanism introduced in line with Strategy for Suppression of THB and related decrees of the governments of entities, cantons, and district, as well as referral mechanisms for foreign and domestic victims of trafficking;
- Can explain three elements of THB defined in criminal codes in BiH and know jurisdiction of police and prosecutors for investigation and prosecution of THB;
- Understand relevant provisions of labour legislation at all levels in BiH applicable to THB for the purpose of labour exploitation and forced labour;
- Know legal framework related to the organisation and functioning of labour inspectorates at all levels in BiH (FBiH, cantons, RS and BD);
- Can explain jurisdiction of labour inspections for the enforcement of laws and regulations in the area of labour relations, safety at work, employment, including employment of aliens.

Session 4: Indicators of THB for the purpose of labour exploitation and a case study (recognising, detecting, and identifying THB for the purpose of labour exploitation)

After this session, participants:

- Understand what the indicators of THB are and their purpose;
- Know the most important indicators of THB for the purpose of labour exploitation;
- Know how to use indicators for first-level identification;
- Know how to use indicators to refer a potential case for further investigation;
- Are aware that special awareness and attention is required to spot the indicators in the field;
- Are able to practically apply legal definitions of THB and forced labour;
- Are able to practically recognise three elements of THB definition;
- Are able to recognise, connect and interpret different indicators of THB for the purpose of labour exploitation.

**Session 5: The role of labour inspectors, police and prosecutors in fight against THB: prevention, inspection, referral**

After this session, participants:

- Understand the role of the police and prosecutor's office in the prosecution of THB for the purpose of labour exploitation;
- Understand the role of labour inspectors in fight against THB for the purpose of labour exploitation, through inspections and enforcement of labour laws, at all levels of government in Bosnia and Herzegovina and their responsibilities as the first authority in contact with potential victims;
- Understand the role of labour inspectors in intelligence gathering and exchange and investigation of trafficking cases, corroboration of the evidences, and parallel financial investigations;
- Understand importance of close co-operation and joint inspection by labour inspectors and police, and methods and tools for such co-operation.

**Session 6: Initial contact and identification of potential victims of trafficking for labour exploitation**

After this session, participants:

- Are familiar with the existing referral mechanisms and referral procedures for victims and protection measures available to both foreign and domestic victims;
- Know how to conduct initial contact and identify potential victims of trafficking for labour exploitation;
- Are aware of the obligation of reporting under the criminal legislation and know how to report suspicious cases to the police and prosecutor and initiate reaction of criminal justice authorities;
- Understand why it is essential to recognise trafficked persons and why self-identification is rare;
- Understand that potential victims of trafficking are probably in danger and that it is the duty of labour inspectors to protect them.

**Session 7: Protecting and providing assistance to victims of THB for the purpose of labour exploitation**

After this session, participants:

- Understand what happens to trafficked persons, both physically and emotionally, during the period of exploitation and consequences of exploitation;
- Understand reasons for trafficked persons' staying in the situation of exploitation;

- Understanding trafficked persons' situation after getting out of trafficking and why they may refuse identification and protection;
- Understand the concept of victim-centered approach and is familiar with different areas of support and assistance: psychological, social, medical, legal, administrative, etc.;
- Understand why victim recovery is challenging;
- Understand a need for special protection measures for child victims.

Session 8: Referral mechanism and multi-sectoral co-operation - roles of different actors in fight against THB for the purpose of labour exploitation and victim protection

After this session, participants:

- Understand the complexity of THB and a necessity of multi-sectoral co-operation for effectively fighting it;
- Are familiar with the roles and responsibilities of different actors in the prevention and fight against THB, including their contacts;
- Are familiar with the existing co-ordination mechanisms for prevention and fight against THB, including Strategy Monitoring Team, coordination teams and coordinator for implementation of action plans at all levels in BiH, and Task Force for Fight against THB and Organised Illegal Immigration.

Session 9: Practical guidelines for the police and labour inspectors for better co-operation and case management

After this session, participants:

- Are familiar with how to manage the cases of the THB for the purpose of labour exploitation in close co-operation between labour inspector and police;
- Are familiar with the procedure for identifying potential victims of trafficking for labour exploitation and potential THB for labour exploitation crimes, and reporting to the police and prosecutor;
- Know how to protect and provide assistance to victims of THB for the purpose of labour exploitation;
- Are able to take appropriate actions from their jurisdiction to ensure efficient case management, including risk assessment, gathering and exchange of intelligence, investigation, search and seizure, digital evidence, interrogation of suspects, interviewing victims, corroboration of evidence, and financial investigation.

Session 10: From detection to protection – role-play exercise

After this session, participants:

- Have practically applied knowledge acquired during the training as a whole in the

area of identification, referral and multi-sectoral co-operation and corresponding procedures;

- Are familiar with the examples of good and bad practices in handling the cases of THB for the purpose of labour exploitation.

## 4. TRAINING AGENDA

The following agenda reflects the above-listed learning outcomes in selected areas of fight against THB for the purpose of labour exploitation. Have in mind that this is only a proposed agenda that should serve as a starting point in your development as a trainer. You are at liberty to organise the agenda in the manner you find appropriate and effective as long as you cover all learning outcomes.

<p style="text-align: center;"><b>AGENDA</b>                      Trainings for Labour Inspectors and Police Officers                      Trafficking in Human Beings for the Purpose of Labour Exploitation                      Place: _____, date: ____ 2024.</p>		
Day 1		
08:30 - 09:00	Registration of participants	
09:00 - 09:45	Welcoming remarks and introduction <ul style="list-style-type: none"> <li>- Welcoming of the participants by organisers</li> <li>- Presentation of the concept and programme of the training</li> <li>- Introduction of the trainers and participants and their expectations</li> </ul>	Organisers (e.g. Council of Europe, Ministry of Security, Ministry of Labour etc.)  Trainers  All participants
9:45 – 10:30	Trafficking in human beings – basic concept <ul style="list-style-type: none"> <li>- presentation</li> <li>- Q&amp;A</li> </ul>	Trainer 1 Trainer 2 Trainer 3
10:30 – 11:00	Coffee break	

11:00 – 11:45	Trafficking in human beings for the purpose of labour exploitation – definition and manifestation <ul style="list-style-type: none"> <li>- presentation</li> <li>- Q&amp;A</li> </ul>	Trainer 1 Trainer 2 Trainer 3
11:45 – 12:45	Institutional, legal, and regulatory framework related to combating THB and forced labour in Bosnia and Herzegovina <ul style="list-style-type: none"> <li>- presentation</li> <li>- Q&amp;A</li> </ul>	Trainer 1 Trainer 2 Trainer 3
12:45 – 13:45	Lunch break	
13:45 – 14:15	Indicators of THB for the purpose of labour exploitation <ul style="list-style-type: none"> <li>- presentation</li> <li>- Q&amp;A</li> </ul>	Trainer 1 Trainer 2 Trainer 3
14:15 – 15:15	Group work - case study	All participants
15:15 – 15:45	Coffee break	
15:45 – 16:45	The role of labour inspectors, police and prosecutors in fight against THB: prevention, inspection, referral <ul style="list-style-type: none"> <li>- group discussion</li> <li>- presentation</li> <li>- Q&amp;A</li> </ul>	Trainer 1 Trainer 2 Trainer 3 Participants
16:45 – 17:00	Closing remarks and questions	Trainer 1 Trainer 2 Trainer 3
Day 2		
09:00 - 09:15	Re-cap of the previous day, questions, answers, comments, impressions	Trainer 1 Trainer 2 Trainer 3 Participants

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09:15 – 09:45	Initial contact and identification of potential victims of trafficking for labour exploitation <ul style="list-style-type: none"> <li>- presentation</li> <li>- Q&amp;A</li> </ul>	Trainer 1 Trainer 2 Trainer 3
09:45 – 10:45	Protecting and providing assistance to victims of THB for the purpose of labour exploitation <ul style="list-style-type: none"> <li>- presentation</li> <li>- Q&amp;A</li> </ul>	Trainer 1 Trainer 2 Trainer 3
10:45 – 11:15	Coffee break	
11:15 – 11:45	Referral mechanism and multi-sectoral co-operation - roles of different actors in fight against THB for the purpose of labour exploitation and victim protection <ul style="list-style-type: none"> <li>- presentation</li> <li>- Q&amp;A</li> </ul>	Trainer 1 Trainer 2 Trainer 3
11:45 – 13:00	Practical guidelines for the police and labour inspectors for better co-operation and case management <ul style="list-style-type: none"> <li>- presentation</li> <li>- Q&amp;A</li> </ul>	Trainer 1 Trainer 2 Trainer 3
13:00 – 14:00	Lunch break	
14:00 – 15:45	From detection to protection – role-play exercise aimed at simulating interactions during joint inspections	Trainer 1 Trainer 2 Trainer 3 Participants
15:45 – 16:15	Coffee break	
16:15 – 16:45	Closing discussion Evaluation	Trainer 1 Trainer 2 Trainer 3 Participants
16:45 – 17:00	Closing of the training Awarding of certificates	Organisers

Good time management is very important in training delivery. In other words, you should



principally stick to the agenda you proposed. However, even more important is to listen to your audience. Sometimes you will have to make changes as you go because the participants in one group have more questions than those in the other. Your goal should always be to inspire active discussion. In that respect, it is better to leave out some of the of the planned topics than to interrupt the discussion if the discussion is relevant to the subject of the training.

This agenda is planned for three trainers. The division of the topics/sessions among the trainers depends on the trainers. All trainers have their preferences or better expertise and skills in certain topics. Some trainers like to do everything together. Feel free to make the arrangement that suits best to your training team. The only thing you should avoid is to have only one trainer for the whole training.

## 5. TRAINING MATERIALS: PRESENTATIONS, CASE STUDIES, ROLE-PLAY EXERCISES

Below you can find proposed presentations, case studies and scenarios for role-play exercises to be used for the training on the topic of THB for the purpose of labour exploitation. Please do not use every proposed slide in integral form. Quite the opposite – you are expected to use the proposed slides to make your own slides with as little text as possible. As you grow in training experience, however, feel free to make changes, introduce new slides or other materials – as long as they respond to learning outcomes.

Especially bear in mind that the task of an educator is not only to present information, but to link and contextualise them. You should be aware of the reasons why you share any fact with the participants – why it is important for the topic, what it is related to, how it will make them better understand and apply acquired knowledge in practice.

### Session 1: Trafficking in human beings – basic concept

- [Power Point Presentation 1. Trafficking in human beings – basic concept](#)

Stereotypes	• Identification of THB victims is largely affected by stereotypes about what THB is and who the victims are. The consequence is under-identification of male victims, the types of exploitation other than sexual, and adult victims of the types of exploitation that is considered to affect children, e.g. forced begging.
Lack of victim's co-operation	• Many victims do not see themselves as victims and are reluctant to co-operate, or even decisively refuse any notion of victimhood. Because of traditional understanding of masculinity, men are reluctant to identify as victims of labour exploitation, but rather see themselves as deceived workers.
Shame and fear	• Women and girls who survived sexual exploitation may feel shame and fear of stigmatisation for being involved in prostitution. Very often, due to the severity of trauma and distressed by their experience, victims will not be able to give a precise account of what really happened to them, making anti-trafficking professionals conclude that it was not THB. At that moment, they may be under the influence of drugs, alcohol, long-term fear, lack of sleep, fatigue, post traumatic syndrome disorder.

**Protocol to Prevent, Suppress and Punish Trafficking in Persons Especially Women and Children, supplementing the UN Convention against Transnational Organized Crime, Article 3  
 Council of Europe Convention on Action against Trafficking in Human Beings, Article 4**

TBH consist in combination of three basic components, each to be found in a list given in the definition:

1. the action of: “recruitment, transportation, transfer, harbouring or receipt of persons”
  2. by means of: “the threat or use of force or other forms coercion, of abduction, of fraud, of deception, of the abuse of power or of a position of vulnerability or of giving or receiving of payments or benefits to achieve the consent of a person having control over another person” and
  3. for the purpose of exploitation, which includes “at a minimum, the exploitation of the prostitution of others or other forms of sexual exploitation, forced labour or services, slavery or practices similar to slavery, servitude or the removal of organs”
- The consent of a victim “trafficking in Human beings” to the intended exploitation shall be irrelevant where any of the means have to be used;
  - The recruitment, transportation, transfer, harbouring or receipt of a child for the purpose of exploitation shall be considered “trafficking in human beings” even if this does not involve any of the means;
  - “Child” shall mean any person under eighteen years of age;
  - “Victim” shall mean any natural person who is subject to trafficking in human beings as defined in this article.

<b>Action</b>	<b>Means</b>	<b>Purpose</b>
Recruitment	Threat	Exploitation (the exploitation of the prostitution of others or other forms of sexual exploitation, forced labour or services, slavery or practices similar to slavery, servitude or the removal of organs)
Transportation	Use of force	
Transfer	Other forms of coercion	
Harbouring	Abduction	
Receipt	Fraud	
Exchange or transfer of control over another person	Deception	
	Abuse of power	
	Abuse of position of vulnerability	
	Giving or receiving of payments or benefits to achieve the consent of a person having control over another person	

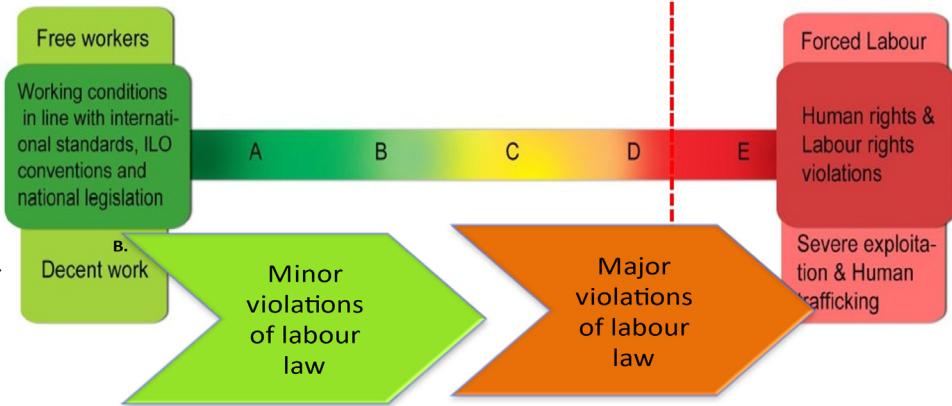
<ul style="list-style-type: none"> <li>• Victim’s consent to exploitation is irrelevant if all the elements of the offence are present.</li> <li>• Recruitment, transportation, transfer, harbouring or receiving children for the purpose of exploitation constitute THB even when none of the listed means have been used.</li> <li>• “Child” shall mean any person under 18 years of age.</li> <li>• “Victim” shall mean any natural person who is forced into THB.</li> </ul>	<p>Types of exploitation</p> <ul style="list-style-type: none"> <li>• Sexual exploitation</li> <li>• Labour exploitation</li> <li>• Forced begging</li> <li>• Forced marriage</li> <li>• Coercion into committing crimes</li> <li>• False adoption</li> <li>• Organ trafficking</li> <li>• Abuse in armed conflicts</li> </ul>
<p>Process of THB</p> <ul style="list-style-type: none"> <li>• Recruitment – ways in which people fall victim to trafficking</li> <li>• Transfer – how trafficked persons come from their country of origin to the country of exploitation</li> <li>• Exploitation</li> </ul>	<p>Recruitment methods</p> <ul style="list-style-type: none"> <li>• Job and other offers – formal and informal</li> <li>• Lover boy</li> <li>• False marriages</li> <li>• Sale</li> <li>• Abduction</li> </ul>
<p>Manners of control</p> <ul style="list-style-type: none"> <li>• Debt bondage</li> <li>• Confiscation of documents</li> <li>• Threats, violence, blackmail</li> <li>• Psychological captivity</li> </ul>	<p>Ways out</p> <ul style="list-style-type: none"> <li>• Escape</li> <li>• Police work</li> <li>• Help from client/third person</li> <li>• Release from trafficker</li> </ul>
<p>Root causes of trafficking</p> <p>Push factors</p> <ul style="list-style-type: none"> <li>• Difficult socio-economic situation</li> <li>• Discrimination and marginalisation</li> <li>• Violence against women and children</li> <li>• War / presence of troops in the region</li> </ul>	<p>Root causes of trafficking</p> <p>Pull factors</p> <ul style="list-style-type: none"> <li>• Wish for better employment opportunities</li> <li>• Wish for a better and safer life</li> <li>• Demand for cheap labour and services</li> </ul>
<p>THB vs People smuggling</p> <ul style="list-style-type: none"> <li>• People smuggling is always international, while THB may be internal</li> <li>• People consent to being smuggled, while trafficked persons can’t consent to being exploited</li> <li>• People smuggling seeks to achieve one-off profit from illegally transferring migrants, THB seeks to achieve long-term profit through the exploitation of victims.</li> <li>• Smuggled migrants are especially vulnerable to THB.</li> </ul>	<p>THB vs Sex work</p> <ul style="list-style-type: none"> <li>• trafficked persons are ‘owned’ by people who bought them, do not have real freedom of movement and decision-making</li> <li>• sex workers are free to make decisions on their work and working conditions, including whether they will work at all; freedom of movement;</li> <li>• Sex work may include various kinds of coercion and exploitation and sex workers are very vulnerable to THB.</li> </ul>

**Session 2: Trafficking in human beings for the purpose of labour exploitation – definition and manifestation**

- Introduction - Video “Lured into a job...” <https://www.youtube.com/watch?v=sOHq0MIN3PY>
- [Power Point Presentation 2. Trafficking in human beings for the purpose of labour exploitation – definition and manifestation](#)

<p>Trafficking in human beings for the purpose of labour exploitation as a global phenomenon</p> <ul style="list-style-type: none"> <li>• Facilitated by global economic disparities, armed conflicts resulting in displacement of people, failure to uphold economic and social human rights, multiple and intersecting forms of discrimination and risks, the lack of labour market regulations and effective inspection mechanisms, increasing market pressure for cost reductions and the attempt to maximise profits through the underpayment, overwork and exploitation of workers,</li> <li>• Takes place both transnationally and internally</li> </ul>	<p>Definition of forced labour</p> <p>1930 ILO Convention concerning Forced or Compulsory Labour (Convention No. 29)</p> <p>“all work or service which is exacted from any person under the menace of any penalty and for which the said person has not offered himself voluntarily”.</p>
<p>ILO Worst Forms of Child Labour Convention (Convention No.182) - Article 3</p> <ul style="list-style-type: none"> <li>• all forms of slavery or practices similar to slavery, such as the sale and trafficking of children, debt bondage and serfdom and forced or compulsory labour, including forced or compulsory recruitment of children for use in armed conflict;</li> <li>• the use, procuring or offering of a child for prostitution, for the production of pornography or for pornographic performances;</li> <li>• the use, procuring or offering of a child for illicit activities, in particular for the production and trafficking of drugs as defined in the relevant international treaties;</li> <li>• work which, by its nature or the circumstances in which it is carried out, is likely to harm the health, safety or morals of children.</li> </ul>	<p>What THB for labour exploitation is not?</p> <ul style="list-style-type: none"> <li>• Not all labour exploitation is THB.</li> <li>• Workers can be found working in poor conditions, for low salaries or in unhealthy environments without being victims of trafficking.</li> <li>• If the person accepted the job freely, knowing what the conditions would be, and if can leave without fear of reprisals, that person cannot be considered to be a victim of trafficking for labour exploitation.</li> <li>• This means that workers that endure poor working conditions because of economic necessity and a lack of alternative options cannot be automatically classified as victims of trafficking, even if they are migrant workers.</li> <li>• Working excessive overtime for a low salary can be the result of other causes, such as a lack of economic alternatives.</li> <li>• Concealed or undeclared work is not equal to THB. Illegal employment of migrant workers is not THB.</li> </ul>

## The continuum of exploitation



**Labour inspections are key to detect exploitation!**

Author: Liliana Sorrentino

<p>Recruitment methods for labour exploitation</p> <ul style="list-style-type: none"> <li>• Employment/recruitment agencies – both licensed and non-licensed, registered and unregistered</li> <li>• Individual brokers – direct contact (including individuals known to victims)</li> <li>• Companies</li> <li>• Formal and informal</li> </ul>	<p>Destinations</p> <p>Travel</p> <ul style="list-style-type: none"> <li>• Organised, group travel</li> <li>• Individually</li> </ul> <p>Entering destination country</p> <ul style="list-style-type: none"> <li>• Legally</li> <li>• Illegally</li> </ul> <p>Stay</p> <ul style="list-style-type: none"> <li>• Legal, with work and residence permit</li> <li>• Abuse of tourist stay</li> <li>• Illegal</li> </ul>
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**THE RESOURCE PACKAGE: PREVENTING, DETECTING AND INVESTIGATING TRAFFICKING IN HUMAN BEINGS FOR THE PURPOSE OF LABOUR TRAFFICKING**

<p>Sectors</p> <ul style="list-style-type: none"> <li>• Agriculture</li> <li>• Construction industry</li> <li>• Hotels and restaurants</li> <li>• Manufacturing</li> <li>• Entertainment industry</li> <li>• Textile industry</li> <li>• Domestic work</li> <li>• Services</li> </ul>	<p>Working and living conditions</p> <ul style="list-style-type: none"> <li>• Accommodation</li> <li>• Salary</li> <li>• Working hours</li> <li>• Contracts</li> <li>• Food</li> <li>• Hygiene</li> <li>• Safety at work equipment</li> <li>• Health care</li> </ul>
<p>Why victims do not escape/leave?</p> <ul style="list-style-type: none"> <li>• Confiscation of documents</li> <li>• Limited freedom of movement/control of movement</li> <li>• Effective impossibility of departure (remote locations)</li> <li>• Violence, threats and blackmail</li> <li>• Labour status – threats with immigration police</li> <li>• Unpaid wages</li> <li>• Debt towards employer/intermediary/other party in home country</li> </ul>	<p>Way out of THB</p> <ul style="list-style-type: none"> <li>• Contract expiry</li> <li>• After the expiry of tourist stay period</li> <li>• Organised departure, usually following a public scandal</li> </ul>

Session 3: Institutional, legal, and regulatory framework in Bosnia and Herzegovina

- Video Stop modernom ropstvu. <https://www.youtube.com/watch?v=DsqghtX2U0M&t=77s>
- Power Point Presentation 3. Institutional, legal, and regulatory framework related to combating trafficking in human beings and forced labour in Bosnia and Herzegovina

<p><b>Criminalisation of THB</b></p> <ul style="list-style-type: none"> <li>- THB has been criminalised for the first time in BiH in 2003.</li> <li>- THB with an international element is criminalised by the Criminal Code of BiH, while internal THB is criminalised in criminal codes of the Federation of BiH (FBiH), Republika Srpska (RS) and Brčko District of Bosnia and Herzegovina (BD).</li> <li>- All four criminal codes in the definition of THB, as a form of exploitation include forced labour or services, slavery or practices similar to slavery, and servitude.</li> </ul>	<p><b>Criminal Code of Bosnia and Herzegovina</b> International trafficking in human beings - Article 186 Organised International Trafficking in Persons - Article 186a.</p> <p><b>Criminal Code of the Federation of Bosnia and Herzegovina</b> Article 210a Trafficking in Human Beings Article 210b - Organised Trafficking in Human Beings</p> <p><b>Criminal Code of Republika Srpska</b> Trafficking in Human Beings - Article 145 Trafficking in Children - Article 146 Association for the Purpose of Perpetration of Criminal Offences of Human Trafficking or Trafficking in Children – Article 147</p> <p><b>Criminal Code of Brčko District of Bosnia and Herzegovina</b> Human Trafficking - Article 207a Trafficking in Children – Article 207b Organised Trafficking in Human Beings - Article 207c</p>
<p><b>ACT</b> - recruits, transports, transfers, delivers, sells, purchases, intermediates in sale, harbours, receives or keeps a person</p> <p><b>MEANS</b>- by force or threat or other forms of coercion, abduction, fraud or deception, abuse of authority or influence, abuse of relationship of trust, dependence or vulnerability, difficult circumstances of another person, by giving or receiving of money or other benefits in order to obtain consent of a person who has control over another person</p> <p><b>PURPOSE</b> -use or exploitation of that person’s labour, perpetration of a criminal offence, prostitution, use for pornographic purposes, establishment of slavery or a similar relationship, forced marriage, forced sterilization, for the purpose of the removal of organs or body parts, for the use in armed forces or of some other type of exploitation</p>	<p><b>CRIMINALISATION OF USERS OF SERVICES OF VICTIMS</b> - Whoever uses, or enables other person to use sexual services or other forms of exploitation, and was aware that it concerns the victim of the THB</p> <p><b>NON-PUNISHMENT OF VICTIMS</b> - When the victim of THB is forced by the offender of criminal offence to participate in commission of another criminal offence, the criminal proceedings shall not be conducted against him if such action has been a direct consequence of his status of a victim of THB.</p> <p><b>IRRELEVANCE OF CONSENT OF VICTIM</b> - The consent of the victim to any form of exploitation shall bear no relevance to the existence of the criminal offence of THB</p> <p><b>PUNISHMENT OF LEGAL PERSONS</b></p>

<p><b>Institutional framework related to THB in Bosnia and Herzegovina</b></p> <p>Institutional framework of the fight against THB includes legislative, judicial and executive institutions and NGOs.</p> <p>Actors included in the institutional framework perform tasks related to the adoption of the legal and regulatory framework, detection, research, prosecution and trial for criminal acts of THB, protection of human rights of victims, provision of help and assistance to victims, whether it is social, health, psychological, psychosocial, legal, educational, financial or any other help and support.</p> <p>Due to a large number of institutions and organisations involved, the variety of activities in the fight against THB, specific co-ordination mechanisms have been established.</p>	<p>a) <b>State coordinator for the fight against THB</b> responsible for co-ordinating activities related to THB with relevant domestic and international institutions, organisations, as well as directing activities and establishing contacts with other ministries at the level of BiH and entities, and, if necessary, with other local authorities;</p> <p>b) <b>Monitoring team</b> responsible for the monitoring of implementation and co-ordination of implementation of the Anti-Trafficking Strategy;</p> <p>c) <b>Task Force</b> for the fight against THB and organised illegal immigration responsible for establishing and improving co-operation and co-ordination of work at the highest possible level between state and entity authorities in the investigation and prosecution of THB; and</p> <p>d) <b>Coordination teams</b> of entities, cantons and district, responsible for development and implementation of action plans for implementation of the Anti-Trafficking Strategy and for co-ordination of activities on suppression of THB in their jurisdictions.</p>
<p><b>Legislative framework in the area of labour</b></p> <p>Labour laws govern issues related to labour at the level of the FBiH, RS and BD. They regulate:</p> <ul style="list-style-type: none"> <li>- conclusion, amendments and cancellation of employment contracts,</li> <li>- working hours,</li> <li>- safe working environment,</li> <li>- holidays and absences,</li> <li>- minimum wages and salaries for work,</li> <li>- protection of labour rights,</li> <li>- protection measures for women and leaves,</li> <li>- participation of workers in trade unions,</li> <li>- collective bargaining agreements,</li> <li>- settling of disputes between workers and employers, and other issues.</li> </ul> <p>Although the laws do not contain any explicit references to THB, they refer to forced or compulsory labour and provide for prohibition of labour exploitation and discrimination.</p>	<p><b>Jurisdiction of labour inspection</b></p> <p>Supervise the implementation of labour regulations, in particular:</p> <ul style="list-style-type: none"> <li>- Labour Laws</li> <li>- Laws on the Employment of Foreigners and Stateless Persons</li> <li>- Law on Strikes</li> <li>- Laws on the Workers Councils</li> <li>- Laws on mediation in employment and social security of unemployed persons/ rights during temporary unemployment</li> <li>- Law on records in the field of labour and health insurance</li> <li>- Laws on Safety at Work/and Health Protection of Workers at Work</li> <li>- Collective agreements and labour regulations</li> </ul>



<p><b>FEDERATION OF BOSNIA AND HERZEGOVINA</b></p> <ul style="list-style-type: none"> <li>- Law on Inspections of FBiH,</li> <li>- Law on Administrative Procedure,</li> <li>- Law on the Organisation of Administrative Bodies in the FBiH</li> </ul> <p>The Federal Inspection controls the implementation of the Law only in companies, enterprises and institutions of the interest to the FBiH. Other companies, enterprises and institutions are controlled by cantonal inspections.</p> <p>Federal Labour Inspectorate within the Federal Administration for Inspection Affairs and at the level of ten cantons within the cantonal administrations for inspection affairs/Ministry of Health, Labour and Social Welfare /Ministry of Economy</p>	<p><b>REPUBLIKA SRPSKA</b></p> <ul style="list-style-type: none"> <li>- Law on Inspections of Republika Srpska</li> </ul> <p>Republic Administration for Inspection Affairs Special organisational units for inspection activities in local self-government administrations.</p> <p><b>BRČKO DISTRICT</b></p> <ul style="list-style-type: none"> <li>- Law on Inspections of the BD District Government Inspectorate</li> </ul>
<p><b>BiH Anti Trafficking Strategy Objective of the Strategy</b></p> <p>To ensure a continuous, comprehensive and sustainable response of society to THB through enhanced system of prevention, prosecution of perpetrators of trafficking crime offences, protection and assistance to victims of trafficking, especially vulnerable groups, by means of functional integration and capacity building of all relevant institutions and organisations.</p>	<p><b>BiH Anti Trafficking Strategy Specific Objectives</b></p> <ul style="list-style-type: none"> <li>- Political, legal, and institutional framework and functional and sustainable co-ordination mechanisms</li> <li>- Prevention</li> <li>- Prosecution</li> <li>- Protection</li> <li>- Partnership</li> </ul>

**Session 4: Indicators of THB for the purpose of labour exploitation**

- Video 1: [\(BOS\)](#), Video 2: [\(BOS\)](#), Video 3 [\(BOS\)](#) - *#CheckFirst* campaign
- Power Point Presentation 4. Indicators of THB for the purpose of labour exploitation
- Annex I – List of indicators

<p><b>Indicators of THB for the purpose of labour exploitation</b></p> <p>Slide showing the continuum of exploitation provided in Presentation no. 2.</p>	<p><b>Indicators of THB for the purpose of labour exploitation</b></p> <p>Indicators of THB for the purpose of labour exploitation are facts indicating the presence of elements that constitute the offence of THB.</p>
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<ul style="list-style-type: none"> <li>• ILO Indicators of forced labour</li> <li>• ILO Operational indicators of THB for adults and children</li> <li>• Guidelines for the first level identification of victims of trafficking in Europe – Council of Europe, ICMPD, ILO and UNODC.</li> <li>• Ministry of Security of BiH in co-operation with IOM developed and introduced in BiH digital Vulnerability Assessment Tool that encompasses the list of indicators of THB for the purpose of labour exploitation</li> </ul>	<p style="text-align: center;"><b>Examples of indicators</b></p> <ul style="list-style-type: none"> <li>• Compensation is results-based and tied to production targets.</li> <li>• The worker must work overtime to earn the legal minimum wage.</li> <li>• If the worker refuses to work overtime once, they are blacklisted and never given the chance to work overtime again.</li> <li>• The worker works on call 24 hours a day, 7 days a week.</li> <li>• The worker works during unusual hours.</li> <li>• The worker also works in the employer’s private residence.</li> <li>• The worker is denied breaks, days off, and free time.</li> <li>• The worker is denied benefits to they are entitled to, such as paid holidays.</li> <li>• The worker looks tired and exhausted.</li> </ul>
<p><b>Usage of lists of indicators</b></p> <ul style="list-style-type: none"> <li>• The presence of an indicator is not sufficient to qualify the case as trafficking.</li> <li>• As per ILO methodology, each indicator is presented with four dimensions: 1) signs, 2) a check list of verifying questions, 3) methods of investigation and 4) evidence to be gathered</li> </ul>	<p><b>1. Spot signs</b></p> <ul style="list-style-type: none"> <li>• These are signs that first attract attention and indicate that something is seriously wrong.</li> <li>• Each indicator should be linked to a sub-set of warning signs.</li> <li>• Most of the signs are perceivable by monitoring, observance and questioning as part of initial screening in the field without in depth interviewing and examinations.</li> <li>• These signs point that an indicator of trafficking might be present. However, for some indicators (such as deception) there are not obvious and easily observable signs. On the contrary, they require more questions and other methods.</li> </ul>
<p><b>2. Check causes</b></p> <ul style="list-style-type: none"> <li>• Questions that help to verify whether the indicator indeed relates to an offence of trafficking or not.</li> <li>• The idea is to find out the causative acts, reasons and intentions behind the indicator.</li> <li>• The questions guide the inspector to investigate the cases further, especially when interviewing the victims and other witnesses of trafficking.</li> </ul>	<p><b>3. Use methods</b></p> <ul style="list-style-type: none"> <li>• These are only suggestions on how a labour inspector can find answers to the set of questions.</li> <li>• Direct observations in the workplace and sleeping areas, reviewing of relevant company and employee documentation, taking samples, conducting on and off-site interviews.</li> <li>• The list is not exhaustive.</li> </ul>

<p><b>4. Collect evidence</b></p> <ul style="list-style-type: none"> <li>• If it seems likely that the case could constitute an offence of trafficking, the labour inspector can take part in collecting evidence within their jurisdiction.</li> <li>• These indicators can be used at all stages of the cycle of trafficking.</li> </ul>	<p><b>Decision Making</b></p> <ul style="list-style-type: none"> <li>• Only the combination of different indicators from the three elements of the definition of trafficking (action, means (for adults), purpose) will lead the inspector to conclude that the situation is probably a case of THB for labour exploitation and that the person should be referred to specialised anti-trafficking authority.</li> <li>• Annex II - a checklist reminding labour inspectors and police officers of the steps that need to be taken.</li> </ul>
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### Case study

Divide the participants into two or more groups, with no more than six participants per group to ensure active participation in discussions. If there are more than two groups, you can either add another case study following the same model or use the same case study for multiple groups.

Designate separate space for each group and ensure that each group member has their own copy of the case study by providing a sufficient number of copies.

Allocate sufficient time for group work – in this case around 30 minutes.

Explain their assignment and ask them to choose a moderator to guide the discussion, and a rapporteur to present the main points of the discussion to the whole group.

You can provide separate pieces of paper or flip-chart paper for each group to record their responses.

After 30 minutes, gather the groups back into a plenary session. If you see that they finished their work earlier, feel free to summon them earlier.

In the plenary session, each group will present their assignment. Keep track of time, as you should know how much time is allocated for presentations and stick to it as much as possible. As pointed earlier, do not interrupt the discussion if it is relevant and reasonable, but you still need to manage time.

At the beginning of their presentations, ask them to provide an outline of their case study. Beware – everybody will attempt to read it in full. You should not allow it because of the time – you can, for example, ask them to summarize their case study in five sentences.

Let them talk. Do not talk instead of them.

Take notes during the presentations. You may make comments either during or at the end. Finally, summarize the key points and highlight the most important aspects of the discussion.

- **Case Study Scenario – Farm**
- **Case Study Scenario – Construction site**

### CASE STUDY SCENARIO – FARM

The labour inspector conducts a routine inspection to a big farm. The farm produces milk and vegetables. According to the official records, the factory employs approximately 30 workers. Approximately 20 of these are citizens of BiH, the rest are foreign citizens, primarily from Afghanistan and Pakistan. The inspector plans to interview the manager, between 5-10 employees, and to check if the health and occupational safety standards are observed. Inspector also plans to look at the accommodation and medical facilities provided on-site for the foreign workers, and crosscheck a sample of administrative documents, such as worker contracts, human resource department's statistics and payment records as part of the inspection.

The manager meets inspector on arrival and takes him to the human resources office where he shows him the employment and financial records for the farm. He also shows him an example of the contracts signed by the workers, in Bosnian/Croatian/Serbian but not in English or any foreign language for foreigners. After this, the manager proceeds to take them around the farm. The farm facilities are modern, all the relevant health and occupational safety standards appear to be in place. The workers are not wearing a uniform, and some appeared to be dirty or wearing tattered clothing.

Human resources office show to inspector three dossiers of foreign workers with all documentations needed (residence permit, work permit, contract, and passport) and say that for additional five worker paperwork is in pipeline.

The manager follows the inspector closely the entire time while inspector is talking to the foreign farm workers, remaining within the distance that can hear conversations. The manager recommends the inspector to speak with certain foreign worker only, because manager says, that worker is the only one that can speak some English, and that it is impossible to communicate with the other workers due to the language barrier. Inspector had to further communicate with other foreign workers using translation of the only foreign workers who can speak some English.

All workers give exactly the same answer when asked by inspector what their working hours are (8 hours). When the inspector asks foreign workers if they have their passports, the workers say the employer keeps them. The foreign workers do not know what their salary is and were not able to calculate how their salary was calculated. They are paid in cash. Labour inspector notices that several of the workers appear reluctant to answer the inspector's questions, avoiding eye contact and often give the same answer as their peers by nervously glancing at the other workers. The inspector also notices that these workers become nervous when the manager comes near them. In general, the atmosphere on the farm is subdued and workers do not appear to talk to each other.

Inspector goes to look at the accommodation provided to the foreign workers, in an old building at the farm. The building is old, and several of the windows in the rooms are broken, although they all have bars over them. The dormitory room the manager shows the inspector is basic but adequate, with beds and thin bedding. The inspector notices that there is a padlock on the outside of the accommodation door, and a security camera covering the corridor.

On the way out of the accommodation building, the inspector asks if he can use the restroom. The manager gives directions and says he will wait outside. As the inspector looks for the restroom, he notices an open door with a bolted lock on the outside. On quickly looking inside, he sees over 20 mattresses on the floor and personal items that obviously belong to some workers. There are multiple signs that many people live together in the very small space with no window.

The inspector noticed in the field at the farm two adults and two children around 12 years, farming vegetables. Manager said to inspector that they are family from Pakistan passing by and that he let them to collect some vegetable. Inspector approached them and tried to speak with them, but they did not understand any language. The inspector leaves the building and meets the manager in the main farm building. They inform the manager the inspection is finished.

On the way back inspector talked to some neighbours who live close to farm. They said that often can see foreigners living and working at the farm and children also. They said that family with two children is at farm for last two to three months. Sometimes those children are begging in the neighbourhood.

Discuss and consider in your group:

- Is this a trafficking case, yes or no?
- Should it be a THB case, what type of trafficking is it? Should it not be a THB case, what other type of case is it?
- Use List of Indicators and confirm whether and which indicators of THB for labour exploitation are present.
- Use List of Indicators and check whether signs and causes of trafficking are present.

Justify your answer by outlining which elements (and in which form they manifest themselves) are present and/or absent.

- Act (What) - The recruitment, transportation, transfer, harbouring, or receipt of persons
- Means (How) - Of threat or use of force, or other forms of coercion, of abduction, of fraud, of deception, of abuse of power or of a position of vulnerability, or giving or receiving of payments or benefit
- Purpose (Why) - Exploitation, or forced labour or services, slavery or practices similar to slavery, or servitude, or other types of exploitation

Prepare conclusions and reasoning for presentation on behalf of the group to the plenary discussion.

### CASE STUDY SCENARIO – CONSTRUCTION SITE

During the inspection of the construction site, labour inspector was approached by the one of the workers who tell inspector following story:

He was hired in their home countries by representatives of XY company who asked him to sign “contracts”, in the form of a questionnaire rather than a contract and only in one copy (kept by XY). T

Travel expenses to BiH were paid partly by worker (local travel to the departure airport) and partly by XY (airline tickets).

The worker was also reportedly asked to pay some money upfront for, as he was told, visa and other expenses with a promise that those amounts would be reimbursed.

Representative of XY met worker at the Sarajevo airport and immediately took away his passports with an explanation that that was necessary in order to regularise his residence.

The passport was not returned to him, neither was he provided with work permit or residence permit.

Worker live in house with numerous other workers where living conditions were poor: there is a lack of enough toilets, water outages, lack of hot running water, frequent lack of drinking water and lack of sufficient heating.

There were strict internal disciplinary rules, forbidding workers to leave the house during non-working hours without permission.

Food was bad, monotonous and insufficient, as a result of which many workers lost considerable weight.

They worked shifts of twelve hours or longer, which could also be further extended by a supervisor’s decision. On one occasion, prolonged one particular shift to thirty-six hours.

There was either no or insufficient personal safety equipment given to them.

Workers were required to go to work even when they were sick. There was no doctor attending to them.

Before leaving for BiH, when signing “contracts”, worker has been promised to be paid EUR 5 to 7 per hour (5 to 5.5 during the first month and more thereafter). However, in fact, he was paid EUR 3 to 4 per hour. As a result, they received 1,000 to 3,000 less in wages. Last two months no wages were paid at all.

Workers were often punished by fines, which usually ranged in the amounts between EUR 100 and 500, and sometimes more, for coming back to the house later than permitted, leaving the house without permission, not making his bed, pausing at work or leaving work a couple minutes earlier, using toilets too often when at work, drinking alcohol during non-working hours, going to sleep early, and so on.

As to restrictions on leaving the house without permission, the management told workers that these were necessary because they were not in possession of their passports and

that they could be stopped and arrested by the police, in which case XY would have to pay large fines.

Worker said that detentions of workers for periods of up to three days or physical force have been used on workers by the management and supervisors for such things as, for example, complaining about work and bringing alcohol and food to the house from outside.

Discuss and consider in your group:

- Is this a trafficking case, yes or no?
- Should it be a THB case, what type of trafficking is it? Should it not be a THB case, what other type of case is it?
- Use List of Indicators and confirm whether and which indicators of THB for labour exploitation are present.
- Use List of Indicators and check whether signs and causes of trafficking are present.

Justify your answer by outlining which elements (and in which form they manifest themselves) are present and/or absent.

- Act (What) - The recruitment, transportation, transfer, harbouring, or receipt of persons
- Means (How) - Of threat or use of force, or other forms of coercion, of abduction, of fraud, of deception, of abuse of power or of a position of vulnerability, or giving or receiving of payments or benefit
- Purpose (Why) - Exploitation, or forced labour or services, slavery or practices similar to slavery, or servitude, or other types of exploitation

Prepare conclusions and reasoning for presentation on behalf of the group to the plenary discussion.

Session 5: The role of labour inspectors, police and prosecutors in fight against THB: prevention, inspection, referral

- Power Point Presentation 5. The role of labour inspectors, police and prosecutors in fight against trafficking in human beings: prevention, inspection, referral
- Annex II – Check list for labour inspectors for the initial contact and identification of potential victims of trafficking for the purpose of labour exploitation
- Annex IV – Protocol on co-operation of the police and labour inspection in detecting and investigating trafficking in human beings for the purpose of labour exploitation

<p><b>The role of labour inspectors</b></p> <p>Labour inspectors are responsible for the enforcement of labour law, and are regularly the first authority in contact with potential victims of THB for the purpose of labour exploitation.</p> <ul style="list-style-type: none"> <li>performing their tasks in the field labour inspectors could be in situation to detect labour exploitation and to identify potential THB victims.</li> </ul>	<p><b>Law Enforcement</b></p> <ul style="list-style-type: none"> <li>Ensuring compliance with labour law</li> <li>Criminal justice response</li> <li>Corporate liability</li> </ul>
<p><b>Protection of Victims</b></p> <ul style="list-style-type: none"> <li>Identification of victims</li> <li>Non-punishment provision</li> <li>Assistance to victims of trafficking for the purpose of labour exploitation</li> </ul>	<p><b>Policy, Prevention, Capacity Building</b></p> <ul style="list-style-type: none"> <li>Policy and institutional framework</li> <li>Co-operation with trade unions</li> <li>Prevention</li> <li>Awareness raising</li> <li>Measures to discourage demand, including through public-private partnerships and prevention of THB in supply chains</li> <li>Training on combating trafficking for labour exploitation</li> <li>Data collection and research.</li> </ul>
<p><b>The role of police</b></p> <ul style="list-style-type: none"> <li>Complex role in combating THB:</li> <li>investigation and production of evidence,</li> <li>assuring security and protection to the victims (during identification, period of reflection and stabilization, during the trial, and before/after repatriation).</li> <li>The different measures taken should be based on the individual needs of the victim and in accordance with agreed quality standards.</li> </ul>	<p><b>Multi-agency and multi-disciplinary co-operation</b></p> <ul style="list-style-type: none"> <li>Effective counter-trafficking efforts require multi-agency and multi-disciplinary co-operation and mechanisms.</li> <li>Essential for a successful outcome since both regularly gather vital intelligence of great use to one other and work to combat and reduce THB cases.</li> </ul> <p>Example: Protocol on co-operation of the police and labour inspection in detecting and investigating THB for the purpose of labour exploitation</p>

**Session 6: Initial contact and identification of potential victims of trafficking for labour exploitation**

- Forms of trafficking - video “Open your eyes” [https://www.youtube.com/watch?v=tE\\_lDuB6bQc](https://www.youtube.com/watch?v=tE_lDuB6bQc)
- Power Point Presentation 6. Initial contact and identification of potential victims of trafficking for labour exploitation



- Annex II – Check list

<p style="text-align: center;"><b>Identification</b></p> <ul style="list-style-type: none"> <li>• Identification is a formal procedure used to assess whether an individual is possible THB victim and their urgent needs in order to make referral to appropriate services.</li> <li>• Identification process requires multiagency approach and close co-operation of state institutions and civil society.</li> <li>• It takes time, pro-active efforts and co-operation to collect indicators of THB and assess various circumstances and determine whether an individual is the victim or not.</li> </ul>	<p><b>Who are the victims?</b></p> <ul style="list-style-type: none"> <li>• They are exploited in agriculture, domestic work, manufacturing, catering, construction, and other labour-intensive sectors.</li> <li>• Often lured with false job offers only to find that the conditions of work were worse than those promised or initially agreed upon.</li> <li>• Many are in irregular situation or have a debt with the trafficker or employer and have very limited bargaining power.</li> <li>• Some victims are trafficked within their country of residence (internal THB)</li> </ul>
<p><b>Who is at risk?</b></p> <ul style="list-style-type: none"> <li>• Migrant workers</li> <li>• Workers in the informal economy.</li> <li>• Domestic workers</li> <li>• People who are living in low social and economic conditions who may be illiterate or with limited education</li> <li>• Woman and men who are mentally challenged.</li> <li>• Young migrant workers traveling with a student visa</li> <li>• Children from poor communities and families.</li> <li>• Street children or children without parents or guardians.</li> </ul>	<p><b>Who can detect victims and where?</b></p> <ul style="list-style-type: none"> <li>• Police – specialised police units, immigration services</li> <li>• Judicial authorities</li> <li>• Labour inspectors</li> <li>• Child protection services</li> <li>• Social protection services</li> <li>• NGOs</li> <li>• Staff of diplomatic missions</li> </ul>
<p>Not all officers from these organisations are responsible for conducting the assessment necessary for identification of the victims, but, all of them should be able to detect signals, recognise the indicators and make appropriate referral and reporting for further investigation.</p> <p>Sometimes possible victim does not want to be labelled as victim, but it is the duty of every professional to ensure protection of victims.</p>	

**Session 7: Protecting and providing assistance to victims of THB for the purpose of labour exploitation**

- Power Point Presentation 7. Protecting and providing assistance to victims of THB for the purpose of labour exploitation

<p><b>Exploitation and its consequences</b></p> <p>Physical consequences</p> <p>Psychological consequences and complex trauma</p>	<p><b>Why victims don't ask for help / why victims refuse help</b></p> <ul style="list-style-type: none"> <li>• Traumatized, confused, disoriented, ashamed</li> <li>• Distrustful towards authorities</li> <li>• Afraid of retaliation</li> <li>• Afraid of arrest or deportation</li> <li>• Unable or unwilling to disclose their ordeal</li> <li>• Stockholm Syndrome</li> <li>• Minimisation, denial, cheated</li> <li>• No other options</li> <li>• Don't speak the local language</li> <li>• Isolated socially, culturally</li> <li>• Depend on trafficker: debt, food, shelter, documents, contacts</li> </ul>
<p><b>Victim-centered approach</b></p> <p>The victim-centred approach puts the rights and dignity of victims, including their well-being and safety, at the forefront of all efforts to prevent and respond to THB, regardless of the affiliation of the alleged perpetrator.</p>	<p><b>Victims' rights</b></p> <ul style="list-style-type: none"> <li>• Right to information</li> <li>• Right to protection</li> <li>• Right to witness protection</li> <li>• Right to psychological, medical, legal and financial assistance</li> <li>• Right to safe accommodation</li> <li>• Right to interpretation</li> <li>• Right to safe return</li> <li>• Right to reflection period</li> <li>• Non-punishment</li> <li>• Right to compensation</li> </ul>

**Information on the rights they enjoy**

Victims must be provided with information about their right to compensation and legal aid to achieve that right.

Prohibition of deportation.

Repatriation of victims must be conducted in a way that will not jeopardise their security or expose them to the risk of revenge or re-victimisation.

Victims of trafficking must be provided with information and the possibility of filing a request for residency.

When considering and asylum application, victims must be provided with an option to submit evidence substantiating their claim that repatriation may be a serious threat to his or her life, as well as considerable risk of repression by the traffickers or ill-treatment by the authorities.

While in the country victim must be provided with basic health care.

**Special protection of victims in relation to investigation and criminal proceedings**

To inform victims about their right, their role and scope, duration and progress of the proceedings and status of their cases

To ensure that the burden of proof before or during prosecution of a person allegedly responsible for trafficking rests with the prosecution, and not on the victim, and to secure, accordingly, other relevant evidence, in addition to the testimony of the victim.

To ensure during the investigation that methods of investigation, uncovering of, collection and presentation of evidence must be such that they do not degrade the victims nor reflect gender bias.

To provide adequate assistance and support for victims throughout the proceedings.

To provide adequate protection of privacy and identity of the victims and to take measures to avoid inappropriate dissemination of information that may lead to the victim being identified.

To allow for the opinions and concerns of the victims to be presented and considered at an appropriate stage of the proceedings against traffickers when their personal interests have been injured, with no prejudice against the accused and in compliance with the relevant legal system.

**Additional measures**

Victim should never be prosecuted for offences they could be charged with if they did not commit them under pressure from the traffickers or in the context of THB, including:

- for using forged documents,
- illegal entry/stay/work in the country.

If a victim is nonetheless suspected of or does commit an offence that leads to prosecution, provisions must be made for the victims as the accused in criminal proceedings allowing the victims to:

- indicate status as a victim and the duress under which had to commit an act considered to be an offence,
- have the possibility to present duress used as evidence in her defence, and for that evidence to be considered a mitigating element in the determination of sentence if convicted

**Types of victim assistance**

- Physical protection
- Medical assistance
- Protection of identity and privacy
- Social protection
- Legal assistance
- Other forms of protection and assistance in accordance with the status, physical and psychological state of the victim.

<p><b>Role of labour inspectors in protection of victims</b></p> <ul style="list-style-type: none"> <li>• Labour inspectors do not provide direct assistance and protection to victims of trafficking, but all activities in dealing with victims of trafficking must be undertaken in the best interest of the victim, especially the child.</li> <li>• Every activity must be undertaken with the utmost care and without discrimination.</li> </ul>	<ul style="list-style-type: none"> <li>• Rulebook for Protection of Foreign Victims of Trafficking in Human Beings (by-law on the Law on Aliens) applicable for the foreign victims of trafficking</li> <li>• Rules for Protection of the Victims and Victims Witnesses of Trafficking in Human Beings Citizens of Bosnia and Herzegovina</li> <li>• Minimum standards for the provision of quality assistance and support to the victims of trafficking in human beings, especially children, in Bosnia and Herzegovina</li> </ul>
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**Session 8: Referral mechanism and multi-sectoral co-operation - roles of different actors in fight against THB for the purpose of labour exploitation and victim protection**

- Power Point Presentation 8. Referral mechanism and multi-sectoral co-operation - roles of different actors in fight against THB for the purpose of labour exploitation and victim protection

<p><b>Contacts and roles of relevant actor in the prevention and fight against trafficking</b></p> <ul style="list-style-type: none"> <li>• Labour inspectors are obliged during inspections to determine all irregularities, non-compliance and presence of indicators of labour exploitation which could lead to THB and note it in the inspection report.</li> <li>• If there are reasonable grounds for suspicion on THB for labour exploitation crimes, to report it to the police or prosecutor.</li> <li>• Establishing contact with prosecutor's office, police and tax administrations to exchange information and planning and conducting investigation.</li> </ul>	<p><b>Police and prosecutors</b></p> <p>Jurisdiction for the prosecution and investigation:</p> <ul style="list-style-type: none"> <li>• International trafficking and organised international trafficking – Prosecutor Office of BiH.</li> <li>• Trafficking criminalised in criminal codes of FBiH, RS and BD – cantonal prosecutor offices in FBiH; district prosecutors' offices in RS and Prosecutor Office of BD.</li> <li>• SIPA – the jurisdiction for the investigation of international trafficking and organised international trafficking.</li> <li>• Entities, cantons and district police – THB cases criminalised in the criminal codes of FBiH, RS and BD</li> </ul>
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<p><b>Service for Foreigner’s Affairs</b></p> <ul style="list-style-type: none"> <li>• Service has exclusive jurisdiction to determine legal status of foreign victim of trafficking, apply relevant provision of the Law on Aliens and take further measures regarding provision of the assistance and help to victims, including:             <ul style="list-style-type: none"> <li>- Accommodation in the shelter</li> <li>- Granting of resident status on humanitarian basis, and</li> <li>- Organisation of return to victim’s country of origin</li> </ul> </li> <li>• 16 field offices (Sarajevo, Banja Luka, Mostar, Tuzla, Zenica, Brčko, Doboј, Istočno Sarajevo, Bihać, Travnik, Bijeljina, Livno, Ljubuški, Orašje, Goražde)</li> </ul>	<p><b>Social protection services</b></p> <p>If labour inspectors during performance of their duties identify:</p> <ul style="list-style-type: none"> <li>- Child presumed to be victim of trafficking for the purposes of labour exploitation, or</li> <li>- Any other person in need for social protection services,</li> </ul> <p>they should report it to the local social protection services and establish close co-operation with that service in determination of the status of the potential victim, risk assessment and organisation of further protection measures.</p>
<p><b>Non-governmental organisations</b></p> <ul style="list-style-type: none"> <li>• If the potential victim of trafficking for the purpose of labour exploitation, is identified by labour inspectors, after referral to the police or prosecutor or social protection service, such person should be referred to the NGO running shelter and/or providing help and assistance for victims of trafficking.</li> <li>• Labour inspector should establish close co-operation with NGOs in order to continue performance of their duties regarding determination of the victim status, continuation of application of labour legislation and victim’s representation in that procedure.</li> </ul>	<p><b>Workers’ organisations/trade unions</b></p> <ul style="list-style-type: none"> <li>• The role of workers’ organisations/trade unions need to be strengthened to protect vulnerable workers and their rights.</li> <li>• Trade unions should be enabled to provide assistance to workers in the informal sector or workers with no identity documents.</li> <li>• Trade unions should be included in targeted prevention strategies in terms of tackling exploitative labour practices and advancing opportunities for decent work.</li> </ul>
<p><b>Coordination teams for fight against trafficking in human beings</b></p> <ul style="list-style-type: none"> <li>• Counter-trafficking co-ordination structures are established at all levels of government in BiH, entities, entities and District with following tasks:             <ul style="list-style-type: none"> <li>- Initiate and advocate for anti-trafficking to be added to the list of political priorities</li> <li>- Work on enhancing and advancing already existing co-operation and the co-ordination of the actors at all levels of government in BiH</li> <li>- Ensure multidisciplinary approach with the involvement and participation of bodies competent for social protection, NGOs, day-care centres for children working and living on the streets</li> </ul> </li> <li>• Labour inspectorates should be included in all coordination teams in line with its territorial jurisdiction.</li> </ul>	<p><b>Task Force for Fight against Trafficking in Human Beings and Organised Illegal Immigration</b></p> <ul style="list-style-type: none"> <li>• A mechanism for co-ordination of prosecutorial offices and law enforcement agencies of Bosnia and Herzegovina, entities and Brčko District in fight against trafficking in human beings with the aim to ensure co-operation and exchange of intelligence in relation to investigations of THB cases throughout the country.</li> <li>• The Task Force is established under the direct management of the Chief Prosecutor of Bosnia and Herzegovina, while representatives of other institutions, including labour inspectorates, may be invited to the meetings upon request.</li> </ul>

**Session 9: Practical guidelines for the police and labour inspectors for better co-operation and case management**

- Power Point Presentation 9. Practical guidance for police and labour inspectors to enhance co-operation and effectively manage cases of trafficking in human beings for labour exploitation

Practical Guidance for police and labour inspectors to enhance co-operation and effectively manage cases of THB for the purpose of labour exploitation	Practical Guidance for police and labour inspectors to enhance co-operation and effectively manage cases of THB for the purpose of labour exploitation
<ul style="list-style-type: none"> <li>• Prevention</li> <li>• Identification of victims</li> <li>• Risk assessment in THB investigations</li> <li>• Protection of victims</li> <li>• Intelligence gathering and exchange</li> <li>• Investigation</li> </ul>	<ul style="list-style-type: none"> <li>• Search and seizure</li> <li>• Digital evidence</li> <li>• Interrogation of suspects</li> <li>• Interviewing victims and victims-witnesses</li> <li>• Corroboration of evidence</li> <li>• Financial investigation</li> </ul>

**Session 11: From detection to protection – role-play exercise aimed at simulating interactions during joint inspections**

In this exercise, divide your participants in two groups. One group will have the Case study – Farm, and the other the Case study – Construction as the basis of their work.

Within each group, assign to the participants the following roles: POTENTIAL VICTIM – one person, LABOUR INSPECTOR, POLICE OFFICER, and PUBLIC PROSECUTOR (equal number of participants per role). You can choose and inform the potential victim role in advance, during the breaks. Each participant should have the role assigned. If there are no prosecutors in your group, arrange the assignment in such a way so that only police officers and labour inspectors are included.

Provide each participant with the copy of the scenario.

One trainer should be present with each group.

Role-play exercise should take place in a designated space, separate from each group. The space needs to be large enough so that the potential victim, labour inspectors, police officers and prosecutors have their own ‘corner’ which would simulate their office, from where they will start the exercise. Labour inspectors will start first and approach the others as they find suitable. It is very important that they start from the beginning, that is, planning and organisation of the next steps.

- Role-playing scenario

## ROLE-PLAYING SCENARIO

On the basis of the discussion and consideration of the Case Study Scenario – Farm or Case Study Scenario – Construction Site, and using the List of Indicators for Identification of Victims of Trafficking in Human Beings for Purpose of Labour Exploitation, especially parts related to the Action, Means and Purpose and columns “Use method” and “Collect evidence” (Annex I to the Handbook), and using the Check List for labour inspectors for the initial contact and identification of potential victims of trafficking for labour exploitation and reporting to the police and prosecutor (Annex II to the Handbook):

1. Ensure safety and basic needs of presumed victims of trafficking.
2. Assess if the presumed victim is a child.
3. Make sure the presumed victim understands you.
4. Create confidence with presumed victim explaining who you are.
5. Listen, observe, ask questions to the victim.
6. Explain to presumed victim how the process of identification looks like.
7. Summarize your perception of the presence or absence of THB for the purpose of labour exploitation.
8. Take action.
9. Co-operate with police and prosecutor in prevention of further exploitation of the presumed victims.
10. Co-operate with police and prosecutor in the identification of the victims.
11. Co-operate with police and prosecutor in risk assessment during investigation.
12. Co-operate with police, prosecutor and other competent institutions and organisations in the protection of victims.
13. Co-operate with police and prosecutor in intelligence gathering and exchange.
14. Co-operate with police and prosecutor in investigation.
15. Co-operate with police and prosecutor in search and seizure – joint inspection.
16. Co-operate with police and prosecutor in collection and exchange of digital evidence.
17. Co-operate with police and prosecutor in corroboration of the evidence for the criminal proceedings by police and prosecutor and administrative proceeding by labour inspectors.

Prepare conclusions and explanations for presentation on behalf of the group to the plenary discussion.

Trainers should explain the instructions clearly at the beginning and make sure that everybody understands. Trainers should refrain from interrupting during the exercise unless it is really necessary.

After the role-play, it is important to do debriefing within the group.

Ask each group of professionals to reflect on co-operation with the other two: What worked well in co-operation? What would you do differently? What could be improved in your co-operation with the other agencies? Did it reflect reality of co-operation? What have you learned about the working practices of the other agencies?

Ask potential victim to share how they felt about communication with authorities; what was, in their opinion done well and what should be improved; what would they do differently. You as a trainer should be especially careful regarding this role and make sure that person who played potential victim is well after the exercise.

After the debriefing, trainers should give their feedback to the participants.

In the end, both groups gather in a plenary session where the representative of each group report on the plans made, actions taken and conclusions of the role-play exercise, challenges they faced and how they managed to overcome them.

Regarding the timeline of this exercise, it should be approximately as follows:

- introduction and division into groups – 10 minutes
- group works – 30-45 minutes
- debriefing – 20-30 minutes
- plenary session – 20-30 minutes

It is essential to allocate enough time for this session, but also to watch the group and adjust accordingly. If you need more time than set in the agenda, feel free to organise working coffee break during plenary discussion or to postpone coffee break.

## **6. EVALUATION**

Training evaluation is the systematic process of collecting information and using that information to assess the effectiveness of your training and improve it accordingly.

First level of evaluation is feedback and assessment collected from training participants.

Evaluation from training participants may be aimed at measuring the level of, or change in their knowledge, in which case evaluation form should have the form of the test, or at the self-assessment of what they learned at the training.

Sometimes it is necessary or meaningful to assess the knowledge and skills of your participants prior to the training and to measure change at the end of the training.



However, have in mind that any real change cannot be measured in such a short period, but it is much more effective to repeat the assessment after several months and combine it with gathering information on the change in practice of the training participants in their professional capacities.

When asking participants to evaluate the training, make sure to include questions about their assessment of usefulness of the training as a whole and its specific segments for their work.

One segment of the evaluation should always be related to the organisational and logistical aspects of the training, as well as to their assessment of the skills of the trainers.

After the training, the questionnaires should be analysed and evaluation report prepared.

Have in mind that the evaluation questionnaires (or exit questionnaires) are filled in at the end of the training, when participants are tired. Therefore, keep it as short as possible, at the same time making sure that you covered all important aspects, so that you collect information you need. Based on the feedback, adjust the training.

You can also adjust and change the evaluation questionnaires if needed. However, if you have a cycle of trainings that belong to one evaluation report, take care of comparability – it will be more difficult to analyse and compare versatile data.

Below are given examples of pre-training questionnaire (entry questionnaire) and post-training evaluation questionnaire (exit questionnaire) that you can use for the trainings within this programme.

**Pre-Training Questionnaire**  
**Training for Labour Inspectors and Police Officers**  
**Trafficking in Human Beings for Purpose of Labour Exploitation**  
 Place: \_\_\_\_\_, date: \_\_\_\_ 2024.

**General information**

Profession?	Labour inspector	Police officer	Migration officer	Service provider	Other (specify)	
Do you work in anti-trafficking or similar roles at your job?	Yes			No		
If no, what is your specific role?						
The phenomenon of trafficking in human beings for the purpose of labour exploitation	Yes, fully	Yes partially	Yes, at the basic level	No		
Are you familiar with the phenomenon of THB for the purpose of labour exploitation?						
Are you familiar with definition of THB for the purpose of labour exploitation?						
Do you understand difference between of THB for the purpose of labour exploitation and other phenomena as forced or exploitative labour?						
Bosnia and Herzegovina’s institutional, legal, and regulatory framework related to THB						
Are you familiar how criminal codes in Bosnia and Herzegovina criminalise THB?						
Are you familiar with jurisdiction of prosecutor offices and police agencies in Bosnia and Herzegovina for investigation and prosecution of THB?						
Bosnia and Herzegovina’s institutional, legal and regulatory framework related to the work of labour inspections						
Are you familiar how labour inspectorates are organised in Bosnia and Herzegovina?						
Are you familiar with the jurisdiction of labour inspectorates under inspection legislation?						
Are you familiar with laws enforced by labour inspectorates?						
The role of labour inspectors in fight against THB: prevention, inspection, referral						
Are you familiar with the role of labour inspectors in						

**THE RESOURCE PACKAGE: PREVENTING, DETECTING AND INVESTIGATING TRAFFICKING IN HUMAN BEINGS  
FOR THE PURPOSE OF LABOUR TRAFFICKING**

ensuring compliance with labour law?				
Are you familiar with the role of labour inspectors in criminal justice response to THB?				
Are you familiar with the role of labour inspectors in identification of THB victims?				
Are you familiar with the role of labour inspectors in the provision of assistance to victims of THB for the purpose of labour exploitation?				
Indicators of THB for the purpose of labour exploitation				
Are you familiar with the purpose of indicators of THB for the purpose of labour exploitation?				
Are you familiar with the list of Indicators of THB for the purpose of labour exploitation?				
Initial contact and identification of potential THB victims and reporting to the police and prosecutor				
Are you familiar with rules of the initial contact and identification of potential victims of THB for the purpose of labour exploitation and reporting to the police and prosecutor?				
Are you familiar with the rules of reporting potential victims of THB for the purpose of labour exploitation to the police and prosecutor?				
Protecting and providing assistance to victims of THB for the purpose of labour exploitation				
Are your familiar with obligations for protection and assistance to THB victims and their rights?				
Are you trained to refer THB victims to institutions and organisations providing assistance to THB victims?				
Co-operation of police and labour inspectors in the cases of the labour trafficking				
Do you know how police and labour inspector co-operate in identification of potential THB victims?				
Do you know how police and labour inspectors co-operate in protecting and providing assistance to THB victims?				
Do you know how police and labour inspectors co-operate in risk assessment in THB investigations?				
Do you know how police and labour inspectors co-operate in investigation of THB cases?				
Do you know how police and labour inspectors co-operate in corroboration of the evidence and parallel financial investigations?				

<b>Post-Training Evaluation Form</b> <b>Trainings for Labour Inspectors and Police Officers</b> <b>Trafficking in Human Beings for Purpose of Labour Exploitation</b> Place: _____, date: ____ 2024.						
<b>General information</b>						
Profession?	Labour inspector	Police officer	Migration officer	Service provider	Other (specify)	
Do you work in anti-trafficking or similar roles at your job?			Yes		No	
If no, what is your specific role?						
The phenomenon of trafficking in human beings for the purpose of labour exploitation			Yes, fully	Yes partially	Yes, at the basic level	No
Are you familiar with the phenomenon of THB for the purpose of labour exploitation?						
Are you familiar with definition of THB for the purpose of labour exploitation?						
Do you understand difference between of THB for purpose of labour exploitation and other phenomena as forced or exploitative labour?						
Bosnia and Herzegovina’s institutional, legal, and regulatory framework related to THB						
Are you familiar how criminal codes in Bosnia and Herzegovina criminalise THB?						
Are you familiar with jurisdiction of prosecutor offices and police agencies in BiH for investigation and prosecution of THB?						
Bosnia and Herzegovina’s institutional, legal and regulatory framework related to the work of labour inspections						
Are you familiar how labour inspectorates are organised in Bosnia and Herzegovina?						
Are you familiar with the jurisdiction of labour inspectorates under inspection legislation?						
Are you familiar with laws enforced by labour inspectorates?						
The role of labour inspectors in fight against THB: prevention, inspection, referral						
Are you familiar with the role of labour inspectors in ensuring compliance with labour law?						
Are you familiar with the role of labour inspectors in criminal justice response to THB?						
Are you familiar with the role of labour inspectors in						

**THE RESOURCE PACKAGE: PREVENTING, DETECTING AND INVESTIGATING TRAFFICKING IN HUMAN BEINGS  
FOR THE PURPOSE OF LABOUR TRAFFICKING**

identification of victims of THB?				
Are you familiar with the role of labour inspectors in the provision of assistance to victims of THB for the purpose of labour exploitation?				
<b>Indicators of THB for the purpose of labour exploitation</b>				
Are you familiar with the purpose of indicators of THB for the purpose of labour exploitation?				
Are you familiar with the list of Indicators of THB for the purpose of labour exploitation?				
<b>Initial contact and identification of potential THB victims and reporting to the police and prosecutor</b>				
Are you familiar with rules of the initial contact and identification of potential victims of THB for the purpose of labour exploitation and reporting to the police and prosecutor?				
Are you familiar with the rules of reporting potential victims of THB for the purpose of labour exploitation to the police and prosecutor?				
<b>Protecting and providing assistance to victims of THB for the purpose of labour exploitation</b>				
Are you familiar with obligations for protection and assistance to THB victims and their rights?				
Are you trained to refer victims of trafficking to institutions and organisations providing assistance to THB victims?				
<b>Co-operation of police and labour inspectors in the cases of the labour trafficking</b>				
Do you know how police and labour inspector co-operate in identification of potential THB victims?				
Do you know how police and labour inspectors co-operate in protecting and assisting THB victims?				
Do you know how police and labour inspectors co-operate in risk assessment in THB investigations?				
Do you know how police and labour inspectors co-operate in investigation of THB cases?				
Do you know how police and labour inspectors co-operate in corroboration of the evidence and parallel financial investigations?				

**THE RESOURCE PACKAGE: PREVENTING, DETECTING AND INVESTIGATING TRAFFICKING IN HUMAN BEINGS FOR THE PURPOSE OF LABOUR TRAFFICKING**

Evaluation of the training	Yes	No
Are you satisfied with the training as a whole?		
Did the training as a whole meet your expectations?		
Will you be able to apply any lessons learned/experience at work?		
Have you increased your knowledge of the subject?		
If yes, please estimate to what extent: 25%   50%   75%   100%		
What segments of the training you find most useful for your work?		
What topics in your opinion should be additionally addressed?		
Were the trainers sufficiently skilled and clear in communicating the content of the training?		
Would you recommend participating in the training to your colleagues?		
Are you satisfied with the organisational aspects of the training (communication before the training, venue, training materials, accommodation)?		
Do you have any additional comments?		

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