



PIHMAC
Prevent human trafficking

T2.2 DESIGN OF NEW TRAINING PACKAGES DIRECTED TO RELEVANT STAKEHOLDERS AT DISEMBARKATION POINTS (GREECE)

IDENTIFICATION AND MANAGEMENT OF HUMAN TRAFFICKING CASES IN FRONTLINE SETTINGS PRACTICAL TOOLS AND PROTECTION PROCEDURES

PIHMAC - PREVENT HUMAN TRAFFICKING



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The PIHMAC Project, led by the Italian Red Cross (CRI) in partnership with the Spanish Red Cross (CRE), INTERSOS Hellas, IROKO Onlus, and Weavers of Hope (WoH), aims to address Trafficking in Human Beings (THB) at key European disembarkation points across Italy, Spain, and Greece.

Adopting a victim-centred, participatory, and gender-sensitive approach, the project seeks to strengthen the early identification of Potential Victims of Trafficking (P/VoT) through:

capacity-building of relevant stakeholders,
awareness-raising initiatives, and
enhanced transnational cooperation mechanisms for combating THB.

Core project activities include:

- development of specialised informational material on human trafficking,
- delivery of training programmes for frontline professionals,
- organisation of international conferences, and
- revision and updating of Standard Operating Procedures (SOPs) for reception and identification processes at disembarkation points.



PURPOSE OF THE TRAINING

This training programme aims to develop specialised knowledge and operational competencies in:

Early identification of potential victims of trafficking in human beings

Application of a trauma-informed approach

Prevention of secondary victimisation

Activation of safe referral pathways and protection mechanisms

Reduction of the risk of re-victimisation

Identification at disembarkation points constitutes a critical protection intervention.



GREEK CONTEXT — SPECIFIC CHARACTERISTICS

The Greek context is characterised by:

- High arrivals of third-country nationals
- Insularity and geographical remoteness
- Complex migration, social, and economic dynamics
- Increased risk of disappearance following arrival

Disembarkation points constitute high-vulnerability environments.

LEGAL FRAMEWORK

INTERNATIONAL & EUROPEAN FRAMEWORK

This training is grounded in:

- Palermo Protocol (2000)
- Directive 2011/36/EU
- Directive 2012/29/EU
- Council of Europe Convention on Action against Trafficking in Human Beings (2005)

HUMAN TRAFFICKING CONSTITUTES:

- ✓ A serious violation of human rights
- ✓ A form of organised crime
- ✓ A protection issue, not solely a law-enforcement matter.





Εθνικός Μηχανισμός Αναφοράς για την Προστασία Θυμάτων Εμπορίας Ανθρώπων

The National Referral Mechanism (NRM) operates under the supervision of the National Rapporteur on Combating Trafficking in Human Beings.

Participating actors include:

- Police and Coast Guard authorities
- Prosecutorial authorities
- Reception and Identification Services
- Asylum Services
- Health and social welfare services
- NGOs
- Child protection actors

Objective: Early identification and safe referral of victims.



THE PRINCIPLE OF NON-PUNISHMENT

Victims of trafficking shall not be penalised for unlawful acts committed as a direct consequence of their exploitation.

Examples:

- Irregular entry
- Use of false / fraudulent documents
- Forced criminality

Protection takes precedence over criminal assessment.

BEST INTERESTS OF THE CHILD PRINCIPLE

For children:

- Proof of coercion is not required.
- Protection takes precedence over migration procedures.
- Immediate notification of child protection services is required.
- A guardian / legal representative must be appointed.
- A child's resistance or refusal does not eliminate the risk.





DEFINITION OF TRAFFICKING IN HUMAN BEINGS (THB)

Human trafficking consists of three core elements:

1. Act
2. (recruitment, transportation, transfer, harbouring, or receipt of persons)
3. Means
4. (use of force, threats, coercion, deception, abuse of power, or abuse of vulnerability)
5. Purpose
6. (exploitation)

Consent is legally irrelevant where coercion or abuse of vulnerability is involved.

ABUSE OF VULNERABILITY

Refers to the exploitation of a situation in which a person:

has no real or acceptable alternative choice.

Common conditions include:

- Irregular migration status
- Poverty
- Debt
- Threat of deportation
- Social isolation

Violence is often psychological, structural, and coercive.



FORMS OF EXPLOITATION

- Sexual exploitation
- Labour exploitation
- Forced criminality
- Child exploitation
- Digital recruitment / online exploitation
- Mixed or multiple forms of exploitation

The intent to exploit may be sufficient, even where exploitation has not yet occurred.

DISTINGUISHING TRAFFICKING FROM MIGRANT SMUGGLING

MIGRANT SMUGGLING:

Primary
objective:
transportati
on

HUMAN TRAFFICKING

Primary
objective:
exploitation

MISCLASSIFICATION MAY RESULT IN:

- Detention
- Failure to activate protection mechanisms
- Increased risk of re-victimisation

VULNERABILITY AS A STRUCTURAL CONDITION

Vulnerability may result from:

- Migration status
- Gender inequalities
- Age
- Disability
- Economic dependency

Vulnerability is dynamic and often intensifies at points of arrival and disembarkation.

INTERSECTIONALITY

The overlap of multiple identities and vulnerability factors increases risk.

Example:

A minor girl with irregular status and no support network.

Risk factors do not operate independently, but cumulatively and interactively.

IDENTIFICATION METHODOLOGY

CATEGORY	DESCRIPTION	RECOMMENDED ACTION
Potential Victim	Risk indicators identified	Monitoring / further assessment
Presumed Victim	Reasonable grounds established	Activation of the National Referral Mechanism (NRM)
Recognised Victim	Official recognition granted	Full protection measures

ACCESS TO PROTECTION DOES NOT DEPEND ON JUDICIAL RECOGNITION OR CRIMINAL PROCEEDINGS.

IDENTIFICATION INDICATORS

01.

BEHAVIOURAL INDICATORS

- Hypervigilance
- Avoidance behaviours
- Emotional detachment / dissociation

02.

CONTROL INDICATORS

- A third party responds on behalf of the individual
- Confiscation of documents
- Fear of separation

03.

INDICATORS OF LABOUR EXPLOITATION

- Debt bondage
- Non-payment of wages
- Restriction of movement

TRAUMA NEUROBIOLOGY

Trauma may result in:

- Fragmented memory
- Dissociation
- Emotional numbing
- Hypervigilance

Inconsistencies in a survivor's account should not automatically be interpreted as indicators of deception.

TRAUMA-INFORMED PRACTICE

A trauma-informed approach requires:

- Psychological safety
- Clear and transparent communication
- Avoidance of coercive or pressurising questioning
- Respect for personal autonomy

Institutional behaviour directly influences a survivor's sense of safety and trust.

OPERATIONAL ROLE

Operational Responsibilities

Frontline actors are responsible for:

- Identifying trafficking indicators
- Ensuring safe separation where necessary
- Informing individuals of their rights
- Recording objective observations and indicators
- Activating the National Referral Mechanism (NRM)

REFERRAL PROCEDURE

1. Ensure immediate physical safety
2. Separate the individual from a potential controller / exploiter
3. Document indicators and observations
4. Provide information on rights and available services
5. Activate the National Referral Mechanism (NRM)
6. Coordinate with competent authorities and relevant stakeholders

PREVENTION OF RE-VICTIMISATION

High-risk factors include:

- Delayed referral
- Lack of safe accommodation
- Insufficient coordination among stakeholders

Timely response significantly reduces the risk of re-victimisation.

CASE STUDY 01



Unaccompanied Minor Subjected to Digital Recruitment

A 16-year-old boy insists on leaving the reception facility in order to meet a “friend” who has promised him a job in the construction sector.

Messages found on his mobile phone indicate coordinated arrangements regarding his movement and relocation.

CASE STUDY 01

Indicators Identified

- Minor / child status
- Digital recruitment
- Refusal to remain in the reception facility

Assessment

High risk of trafficking in human beings.

For children, the element of “means” (e.g. coercion, deception, abuse of vulnerability) is not required for establishing trafficking.

Recommended Actions

- Immediate referral to child protection mechanisms
- Appointment of a guardian / legal representative
- Conduct of a risk assessment
- Placement in a safe accommodation facility

CASE STUDY 02



Female Survivor Presenting Trauma Symptoms

A woman presents with untreated injuries and severe anxiety symptoms.

A male companion answers questions on her behalf instead of allowing her to speak for herself.

CASE STUDY 02

Indicators Identified

- Control exercised by a third party
- Physical injuries / visible harm
- Hypervigilance

Assessment

Possible indicators of sexual exploitation.

A private interview using a trauma-informed approach is required.

Recommended Actions

- Ensure privacy and safe communication conditions
- Apply Psychological First Aid (PFA) / frontline psychosocial support
- Conduct a safe and non-coercive assessment
- Activate the referral mechanism

CASE STUDY 03



SURVIVOR REFUSING TO COOPERATE

An adult woman denies having been subjected to exploitation, despite the existence of strong indicators of trafficking.

CASE STUDY 03

Key Principle

Access to protection must not be conditional upon the submission of an official complaint or report.

Recommended Actions

- Classify the individual as a presumed victim
- Offer support and protection services
- Respect the individual's autonomy and informed choices
- Document the case appropriately

THANK YOU FOR YOUR ATTENTION

STAY SAFE!

