



International
Labour
Office



Combating trafficking in children for labour exploitation

A resource kit for policy-makers and practitioners

Book 4

**Taking action against
child trafficking**

International Programme on the Elimination of Child Labour

Combating trafficking in children for labour exploitation

A resource kit for policy-makers and practitioners

Book 4: Taking action against child trafficking

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Contents

ACRONYMS AND ABBREVIATIONS	5
4.1 INTRODUCTION	7
4.2 PROTECTING CHILDREN TO PREVENT THEM FROM BEING (RE)TRAFFICKED	9
4.2.1 Target the target group – Identifying children at risk	9
4.2.2 Reducing the family's vulnerability to trafficking through livelihood strategies, employment and conditional cash transfers	10
4.2.3 Youth employment	15
4.2.4 Job counselling and placement.....	16
4.2.5 Education as a key to long-term protection	17
4.2.6 Targeted awareness raising to increase children's self-protection instincts.....	20
4.2.7 Beyond awareness raising: Behaviour change.....	23
4.2.8 Action by workers' organizations.....	25
4.2.9 Addressing exclusion and discrimination, including gender inequality.....	25
4.3 PREVENTING THE CRIME OF CHILD TRAFFICKING	29
4.3.1 Strengthening the legal framework.....	29
4.3.2 Promoting safe, legal migration	33
4.3.3 Promoting decent work	35
4.3.4 Demand reduction	37
4.3.5 Supply chain interventions and codes of conduct.....	39
4.4 LAW ENFORCEMENT	40
4.4.1 Target the target group – Spotting traffickers and trafficking incidents	40
4.4.2 Improving law enforcement and ensuring punishment of traffickers	41

4.4.3	Supervision of the implementation of relevant ILO Conventions	42
4.4.4	Identifying recruitment patterns and reporting recruiters.....	43
4.4.5	Rapid response teams.....	44
4.5	VICTIM PROTECTION AND ASSISTANCE – RECOVERY, REHABILITATION AND REBUILDING	46
4.5.1	Target the target group – Victim identification	46
4.5.2	Assessment of needs and appropriate response	48
4.5.3	No double victimization.....	49
4.5.4	Psychosocial counselling and support measures	51
4.5.5	Permanent or temporary residence status	52
4.5.6	Return and reintegration	52
4.5.7	Life skills and (re)training/education.....	53
4.5.8	Promotion of social integration through campaigns.....	53
4.5.9	Shelters and refuges for rescued children	53
4.5.10	Economic integration of rescued children	54
	RESOURCES REFERRED TO IN BOOK 4.....	56

ACRONYMS AND ABBREVIATIONS

CCC	Children's Club of Cambodia
CCT	Conditional cash transfers
CEACR	Committee of Experts on the Application of Conventions and Recommendations
CJP	Commission of Justice and Peace (Cameroon)
CLM-CT	Child Labour Monitoring system for Children victims of Trafficking
CPCR	Centre for the Protection of Child Rights
CP-TING	Project to prevent trafficking in girls and young women for labour exploitation within China (ILO-IPEC)
EU	European Union
ILO	International Labour Organization
IPEC	International Programme on the Elimination of Child Labour (ILO)
IOM	International Organization for Migration
LUTRENA	Subregional project to combat the trafficking of children for labour exploitation in West and Central Africa (ILO-IPEC)
LVC	Local vigilance committee
MDG	Millennium Development Goal
NFE	Non-formal education
NGO	Non-governmental organization
OHCHR	Office of the United Nations High Commissioner for Human Rights
SAP-FL	Special Action Programme to combat Forced Labour
SCREAM	Supporting Children's Rights through Education, the Arts and the Media
SELL	Sharing Experiences and Lessons Learned (publication series from ILO-IPEC's TICW project)
TIA	Technical Intervention Area (publication series from ILO-IPEC's TICW project)
TICSA	Subregional project to combat trafficking in children in South Asia (ILO-IPEC)
TICW	Mekong subregional project to combat Trafficking in Children and Women (ILO-IPEC)
UN	United Nations
UNDP	United Nations Development Programme
UNIAP	United Nations Inter-Agency Project (East Asia and the Pacific)
UNICEF	United Nations Children's Fund
UNODC	United Nations Office on Drugs and Crime

Contents of Book 4

Book 4 provides an overview of the kinds of actions that are taken to prevent child trafficking, protect children who are at risk of being trafficked, and support those who have been trafficked. It is a menu of options from a range of angles that various agencies may consider when embarking on anti-child trafficking initiatives.

This book stresses the importance of vulnerability profiling to identify those children most at risk and of support to at-risk families as a general protection measure. It covers actions in the areas of protection of children at risk and victims of trafficking, prevention of the crime of child trafficking, law enforcement, and elements of recovery, rehabilitation and rebuilding of trafficked children's lives.

There are references to projects that have been successfully implemented, with lessons from these projects and tried-and-tested tools that can be used in similar actions.

In implementing these various actions, monitoring of progress and measuring impact are crucial; more information on this is contained in book 5.

Target Audience

This book is intended for the use of government authorities, employers' and workers' organizations, agency field staff, NGOs, youth and other groups. It will also be of interest to researchers, donors, programme planners and those evaluating and monitoring anti-trafficking actions. Communications staff and advocacy/information personnel may also find the descriptions of anti-child trafficking work useful to inform a wider audience.

4.1 INTRODUCTION

The key to deciding what action to take to address child trafficking is to understand the precise nature of the trafficking, including its root causes, and the risk factors and vulnerabilities at source, transit and destination (see Book 1 for further details).

Many promising policies have been put in place and actions have been well carried out but ultimately have had less impact than desired because they did not address the crux of the problem.

Possible response actions can be presented in a number of ways. One way of looking at them is by level: actions to fight trafficking may be of an outreach nature, directly benefiting individual children at risk and victims of trafficking, or more of a policy nature, for instance creating frameworks to reduce vulnerability to trafficking, improving law enforcement and addressing demand. In any of the suggested response actions below one may take an outreach approach and/or a policy approach.

Another way of looking at the various approaches is to consider where they are most likely to be implemented: in source areas where prevention of trafficking is obviously a priority; in areas of transit where interruption of trafficking is important; or destination areas, where places of exploitation need to be identified and closed down, perpetrators brought to justice and where children who have been trafficked are provided with the range of support they need to begin the road to recovery. Related considerations include the question as to whether the response actions match the precise needs of that particular location. For example, awareness-raising actions concerning child trafficking in source areas are more likely to focus on messages designed to alert children, families or others to the dangers of child trafficking/child labour; whereas awareness raising in destination areas might be designed to promote identification and reporting of exploitative situations and needs of those who have become victims. Also, appropriate policy frameworks, cooperation agreements and authority-led actions, such as law enforcement, need to be in place and target the identified needs at source, in transit or at destination.

It is vital to understand the 'cause and effect' of the response actions under consideration. Many promising policies have been put in place and actions have been well carried out but ultimately have had less impact than desired because they did not address the crux of the problem.



Action against child trafficking can also be presented according to the target of the action: be it children and families, traffickers and other criminal intermediaries, the public at large, or the issue of trafficking as an area of knowledge.

In line with Book 1 that describes trafficking as including “recruitment, movement and exploitation”, this book presents a menu of possible response actions that follow the chronology of trafficking, starting with the vulnerable child and her/his family, through recruitment and relocation, to exploitation and then eventual rescue and recovery.

In listing the menu of possible response actions, particular attention is paid to those that are in line with the mandate of the ILO and its network of partner organizations.

In selecting response actions to trafficking from this menu, it is important to remember that trafficking does not necessarily end when a child is removed from the trafficking event and given support. Unless there is fundamental change to the factors that lead to that child being trafficked, the cycle can start again. In other words, if the risk factors that create vulnerability to trafficking are not addressed, it may happen again.

The overriding aim of actions to protect children from trafficking is to address the factors that make them vulnerable to (re)trafficking.

4.2 PROTECTING CHILDREN TO PREVENT THEM FROM BEING (RE)TRAFFICKED

Protection is a broad term that includes both the protection of children to prevent them from being trafficked and the protection of victims of trafficking from further harm. This section covers protection initiatives aimed at preventing children from falling victim to traffickers and preventing them from being re-trafficked. It should be noted here that section 4.5 covers elements of victim assistance (e.g. recovery, rehabilitation, rebuilding). The section on protection is also relevant to broader efforts to prevent children from entering child labour, since they focus on identifying vulnerable children and families and reinforcing their capacity to withstand pressures to put a child into work prematurely.

Governments have the primary responsibility for child protection, in line with the commitments they have made in ratifying the UN Convention on the Rights of the Child and other international agreements. However, a range of other actors also have responsibility for child protection, including those who have closest contact with the child: family, friends, teachers, social workers and, if the child is of working age, employers and workers' organizations.

4.2.1 Target the target group - Identifying children at risk

Former victims of child trafficking may have information that can be of use in designing preventive interventions.

Although the ultimate aim of work on behalf of children is undoubtedly to move towards ensuring that every child is protected and that child trafficking is completely eliminated, these efforts have to begin with the children who are most at risk. These are the children whose risk profile (see Book 1) indicates that they are highly vulnerable to trafficking (and exploitation in general). Former victims of trafficking should be the starting point for the identification of risk factors that create vulnerability to trafficking, as they have the information that is necessary to target preventive interventions.

Some general risk factors include inadequate family income, large family size, and displacement from the family home.

In our responses to trafficking we should be clear about which children are (most) vulnerable at source, in transit and upon arrival at destination, and target our actions accordingly.

Some extraneous risk factors come into play at certain times and we have to remain alert to them: environmental disasters such as drought and flood that put a strain on the family or community's coping mechanisms (these might get worse with time – for example a family might have a cow that provides milk at the onset of a drought but the cow might die or be sold as the drought continues).

There are also factors specific to one place or community: for example, living in a border area where the neighbouring country has a labour market that is thriving, or at a point where traditionally there has been cross-border movement for seasonal work. Gender differences – as well as factors like the age of the child – must always be taken into account: in some areas and in some age groups girls are more vulnerable to exploitation and trafficking than boys; in other areas and age groups, boys are more vulnerable.

As described in Book 1, risk factors do not only create vulnerability to trafficking at the source, they can also appear while children are in transit or upon arrival at their destination. For instance, youth of working age in hairdresser salons at destination may be at high risk of being lured into sexual exploitation.

Once a child, family, community or workplace has been identified as being in a high-risk situation, then the children and families can be targeted as beneficiaries of actions that specifically address the risk factors that have been identified for them at source, in transit and at destination. The aim is to reduce these risk factors that create vulnerability – and a series of different actions is usually necessary to do that comprehensively.

4.2.2 Reducing the family's vulnerability to trafficking through livelihood strategies, employment and conditional cash transfers

An important element of reducing the vulnerability of children to trafficking is addressing the risk factors that contribute to the family as a whole being open to pressure to send the child into work prematurely – whether in child labour in her/his home town or elsewhere. Responses should include helping

the family to understand the risks the child runs of being trafficked as well as the risks run by the family and community, and the advantages to be gained by protecting the child and her/his future contribution to the family's well-being.



Resource 4.1 (on CD-ROM)

IPEC: Action against trafficking and sexual exploitation of children: Going where the children are, ILO, 2001

This is an independent evaluation report on ILO-IPEC programmes in the area of trafficking and sexual exploitation of children in some countries of South-East Asia and Latin America. It includes details of the TWT project (pp.29-35), of targeted awareness raising (pp.37-40) and (p.35) child-friendly police desks and community monitoring in the Philippines. It also includes recommendations on how media and awareness projects might be approached to be effective.

Awareness raising must be carefully targeted to achieve this – for example, a multi-pronged outreach to mothers through baby and child clinics, to fathers through workers' associations or male-focused venues (for example places of religion which are frequented mostly by men) and to children and adolescents through the media, schools and clubs.

However, this is only likely to have an impact if the family can see that there are affordable alternatives to sending a child to work. Any efforts to help families to understand the dangers of trafficking and the many negatives of child labour must be accompanied by programmes that give the family alternative ways to survive, such as through livelihood strategies or employment for parents, and conditional cash transfers (CCTs).

While working to assist these individual families, such programmes should not be carried out in an isolated manner, but as part of larger policy level initiatives. At a policy level, an environment needs to be created that stimulates job creation – in particular aimed at creating more and better jobs for the poor in rural areas. This should be a central component in any poverty reduction strategies and provides sustainability to small outreach initiatives that would otherwise remain piecemeal.

Awareness raising on child trafficking must be accompanied by programmes that offer families alternative ways to survive, such as through livelihood strategies, employment and conditional cash transfers.

The aim of livelihood assistance to fight child trafficking is to get adults and adolescents into decent work and keep children under 15 in the school.

Livelihood strategies for families

Helping families to earn a living (in a legal, appropriate way that includes the fundamental principles of decent work and that does not include exploitation of any children) is of crucial importance in reducing the risk of children being trafficked.

Getting one or both parents into a situation where they can earn enough to support the family is the key to strengthening the family's ability to survive without child labour and the trafficking that is potentially linked to it.

For a long time family poverty and unemployment has been addressed through microfinance programmes. These provide start-up loans to families in conjunction with livelihood projects that generally aim to help the family generate its own income, for example through a new small business or a cooperative that brings together a group of families to share resources and tasks.

Over the years such programmes have been run with varying degrees of success and a number of lessons have been learned. These include the importance of ensuring medium-term plans to make sure that families who receive loans or credit can repay these without being put under undue financial pressure. It is also vital to ensure that any small businesses supported or any cooperative commercial schemes that are set up are based on sound business practices. It is necessary, for example, to make sure there is a market for any goods or services produced and that this market is not crowded with competing producers. This will require some market research and, of course, all small business undertakings should have a business plan, no matter how modest.

Encouraging and supporting families to put aside savings from their income or profits is key to ensuring good financial management and longer-term coping strategies for the family. It is also important to make sure that, as a small business or cooperative scheme becomes successful, children of school age do not get sucked in as cheap labour.

Another important lesson drawn from the experience of the ILO's anti-trafficking project in the Mekong (TICW) is that credit is best provided to people who, although in poverty,

clearly have opportunities and potential to raise income if they are given some set-up finance. Providing credit to the poorest of the poor who are unable to generate income burdens them with extra debt to repay and plunges them further into poverty. In such cases, welfare assistance with no increased liabilities should be considered.



Resource 4.2

IPEC: *Micro-finance interventions to combat the worst forms of child labour, including trafficking*, TIA-3, ILO, 2002

This publication explores a series of good practices and lessons learnt regarding micro-finance interventions for application in the combat of child trafficking.



Resource 4.3

IPEC: *Summary of Micro-finance interventions to combat the worst forms of child labour, including trafficking*, TIA-3, ILO, 2002

A summary sheet of the principal suggestions and learning points to consider when using micro-finance services to combat child trafficking.



Resource 4.4

IPEC: *Guidelines on the use of microfinance in IPEC support for the elimination of child labour*, ILO, 2006

This brief note prepared for the use of ILO-IPEC programme planners is a frank look at when and how microfinance can be successful and covers the main points to consider when deciding on this action.



Resource 4.5

IPEC: *Business enterprises can be any size: Microfinance services and business development to combat trafficking*, SELL-10, ILO, 2002

A note with learning points on the use of microfinance and business development services to combat trafficking, including factors that should be taken into consideration both in decisions when to implement them and also how they should be set up.

Employment for adults

Improving the rates of adult employment does not stop child trafficking but may help create alternatives for children at risk of trafficking, since it increases the chance of the adults in the family of being able to support the family and send the children to school. This is a complex and multi-faceted undertaking and is to a large extent the responsibility of governments who, working with investors

In rural areas skills training for 'self' employment in an agricultural setting may be more relevant than skills training for 'wage' employment (The latter may actually stimulate migration to cities).

and the business sector, aim to promote employment and productivity. However at a micro-level, individual families at risk can be targeted in different ways to ensure that they are able to compete in the labour market when jobs are available. This might include improving general educational levels of adults through non-formal education or basic literacy classes where necessary. It also includes vocational training that upgrades the skills of the adults to do particular tasks or else provides them with new skills where their own are lacking or do not match available work.

This presupposes that the vocational skills offered will match the demands of the labour market in the area where people are unable to work because they lack skills. One lesson from IPEC's work is that, in rural areas, particularly where there is little wage employment available, skills training might have to be targeted at helping people to become self-employed. Traditional apprenticeship schemes also fall into the category of skills training and also need to take into account the demand for labour in a given market.



Resource 4.6

IPEC: *Non-formal education and rural skills training: Tools to combat the worst forms of child labour, including trafficking*, (Summary note), ILO, 2002

When designing and implementing vocational or skills training programmes it is important to take account of gender differences in the marketplace but also to break free of "traditional" approaches to gender-specific training. The skills training provided must, quite simply, match the work and market opportunities that are likely available to both men and women.



Resource 4.7

IPEC: *Start with what you have and where you are: Skills training for self-employment*, SELL-9, ILO 2002

A lessons-learned summary, with checklists and recommendations, in the field of skills training.

CCTs provide modest cash incentives to parents on condition that they send their children to school.

In many countries where child trafficking is a problem, youth unemployment is also a problem.

Conditional cash transfers to families

Conditional cash transfer schemes (CCTs) provide modest cash incentives to parents on condition that they meet certain requirements – for example sending their children to school. There have been several evaluations of CCTs, and they generally conclude that CCTs have an impact on addressing some important family vulnerability factors such as family poverty, school attendance, household relationships (for example by reducing stress among the adults) and gender disparities (because the incentive is most often paid to the mother). An evaluation of a CCT scheme in Brazil demonstrated that the scheme reduced child labour and hazardous work.¹ Government resources are crucial to sustain this type of initiatives. Also, it is crucial that families develop the means to move out of the programme at an appropriate time – for example by learning skills that enable unemployed adults and adolescents to find work, or through other income-generating developments.

4.2.3 Youth employment

In recent years we have come to realize that improving the rates of youth employment is also a key to helping the family survive, while reducing child labour and trafficking.



Resource 4.8

ILO: *Global employment trends for youth*, ILO, 2006

An overview of the important issue of youth employment

It is an ironic fact that, in many countries where child labour and child trafficking are problems, youth unemployment is also a challenge. This is partly because adolescents of working age are overlooked in favour of employing children who are easier to control and exploit. However, it is also a result of the same factors that make children vulnerable to child labour and trafficking: low education levels and lack of appropriate skills. For this reason, targeting youth unemployment through both skills

¹ Y. T. Yap, G. Sedlacek and P. F. Orazem: *Limiting child labour through behaviour-based income transfers: An experimental evaluation of the PETI programme in rural Brazil*, (Washington DC, World Bank, 2002)

Skills training should always be accompanied by assistance to find employment.

training and programmes to encourage employers to employ more adolescent workers, is an important way of addressing the wider issues that provide a context in which child labour and child trafficking happen, along with policies that encourage job creation and economic growth.

4.2.4 Job counselling and placement

Job counselling and help to people in finding appropriate work are an important aspect of protection; there is little point equipping young people and adult members of a family with the skills to meet market demand if they do not know how to access that demand. In many countries, these services are provided by national authorities as part of the social welfare/employment system – for example through job centres – and sometimes job counselling is provided in the form of careers guidance services in schools.

Careers guidance or job counselling is also an important protection element for children who may have been exploited in child labour – including through trafficking – and who have consequently missed out on schooling or who may have spent a limited time in school. IPEC developed a practitioners' guide that includes a comprehensive programme of job counselling for children between the ages of 14 and 18 in particular who have been disadvantaged through child labour/trafficking and are ready to embark on a non-exploitative working life.



Resource 4.9

IPEC: *Careers Guidance: A Manual for IPEC Partners Working with Children aged 14-17 years*, ILO, 2007

The guide includes a range of exercises designed to guide counsellors in helping children to identify the kind of work that will be right for them, as well as detailed notes on the practical aspects of running the job counselling sessions.



4.2.5 Education as a key to long-term protection

Getting children into school and keeping them there is a vital step in reducing their vulnerability to trafficking.

The importance of education is recognized in the ILO Worst Forms of Child Labour Convention (No.182). The preamble calls for action that takes into account the importance of free basic education and recognizes that the long-term solution to ending child labour will involve universal education. The convention emphasizes that national action plans should take into account the importance of education and that national data on children should include details on school attendance. It underlines the right of children removed from the worst forms of labour, including trafficking, to have access to free basic education and, where appropriate, vocational training.

In order to promote education (and protect children from trafficking) it is important to ensure that schools are violence- and discrimination free and safe, and have good quality teaching and a relevant curriculum.

There are many reasons why children are never sent to school in the first place: the parents may themselves never have been to school and may not recognize the importance of education (and indeed children may not recognize the importance of education). Conversely, the parents may have been to school but found that it was a negative experience, providing them with few of the skills they subsequently needed to earn a living or leaving them with other negative attitudes towards teachers, studies or the school environment. Therefore, it is crucial to make sure that the school experience is a good one and that this is recognized by parents.

In order to promote education (and protect children from trafficking) it is important to ensure that schools are violence- and discrimination free and safe, and have good quality teaching and a relevant curriculum.

Governments also have a responsibility to ensure that free basic education is, indeed, free. A major disincentive to school attendance is the fact that often families are faced with incidental expenses when they send children to school. These can include the costs of uniform, meals, heating and lighting in the classroom, stationery and books. Sometimes children are expected to donate money to supplement the teachers' income. Other costs include charges for photocopies or other incidentals. These hidden costs mean that free schooling is often not free at all.

IPEC considers the elimination of child labour and trafficking and the achievement of education for all children as interconnected challenges.



Resource 4.10

IPEC: *Combating child labour through education*, ILO, 2008

This paper provides an overview of IPEC's approach and strategy and makes the case for mainstreaming child labour/trafficking concerns into global efforts to achieve Education For All.

The interagency Global Task Force on Child labour and Education for All, has underlined the importance of education for all, not only as a vital element in efforts to achieve the Millennium Development Goals (MDG 2 especially) but also in reducing children's vulnerability to entering labour prematurely, which puts them at risk of

exploitation and trafficking. It also recognizes that child labour/trafficking is an impediment to achieving the global goal of achieving education for all children.



Resource 4.11

IPEC: *Reaching the Unreached - Our Common Challenge - the Global Task Force on Child Labour and Education for All*, ILO, 2007

This brief introduction to the UN inter-agency approach to education as a means of protecting children from exploitation in child labour includes interesting facts about the links between education and child labour.

The education of girls is a particular priority because in some families girls are seen as inferior to boys, or likely only to get married and leave home (so that educating them is considered a poor investment). Promoting the education of girls through targeted education and awareness raising of parents can make a difference. Linking girls' (and boys') education to incentives (for instance through provision of school meal programmes, cash transfers to parents or vocational training after school) or to other assistance has also been shown to be effective. However, it must be sustainable or lead to other programmatic ways to convince the parents that the children should stay in school.

Children who have been trafficked, as well as children who have been out of school for other reasons, may need help to catch up with learning or may not be able to fit immediately into the school system. Also, research amongst victims of child trafficking points out that in many instances they dropped out of school due to bad performance, peer pressure or other difficulties at school. Teacher training and individual monitoring and tutoring may help reduce drop-out that would increase vulnerability to trafficking.

In sparsely populated areas and other places where the formal school system is not well represented, non-formal education and skills training may be part of the response to address child trafficking.



Resource 4.12

IPEC: *Formal and non-formal education to combat child labour*, ILO, 2008)

This paper reviews learning from 69 education initiatives in, Bangladesh, Cambodia, Colombia, Kenya, India, Peru, the Philippines, Senegal and Turkey.



Resource 4.13

Haan, H C: *Non-formal education and rural skills training: Tools to combat the worst forms of child labour, including trafficking*, ILO, 2002

This publication includes lessons, both positive and negative, and tools from the long experience of Hans Haan in the field of NFE and rural skills trainings and contains suggestions on successful implementation.



Resource 4.14

IPEC: *Education as an intervention strategy to eliminate and prevent child labour: Consolidated good practices*, ILO, 2007

A consolidated good practice guide to interventions that focus on education as a strategy to eliminate and prevent child labour. It contains an analysis of IPEC experience in programming education or school-based activities.

4.2.6 Targeted awareness raising to increase children's self-protection instincts

In protecting children from exploitation and trafficking, children themselves are an important resource. Empowering children by helping them to be aware of some of the mechanisms of trafficking – without frightening them – helps to protect them. This is particularly true of children who take control of their own decisions and may put themselves at risk through uninformed choices. For example, teenage girls need to be alert to men offering them good jobs in the entertainment sector; boys need to be aware that the adventure of going to the big city or neighbouring country may lead them into situations they cannot control.



Resource 4.15

IPEC: *The medium is the message in awareness raising*, SELL-11, ILO, 2002

A lessons-learned summary with examples of awareness-raising actions tested in the first phase of TICW.



School based awareness raising programmes need to be complemented by initiatives that reach out to out-of-school children (who are at particularly high risk of trafficking).

There are many programmes run through schools, where information about trafficking is either included in the school curriculum or is presented in special events, but it is important to remember that many of the children who are at risk of being trafficked are those who are not in school in the first place. Information on the risks of trafficking and child labour exploitation more generally needs to be made available in the places where such children can be found. Street outreach teams can build up trust with these children and help to build their understanding of the risks of trafficking (as well as keep an eye on them more generally). Another effective way to reach out to children at risk is through other children.

Partners of IPEC have had some success in Cambodia with two kinds of programmes based on children as the main players. In the capital, Phnom Penh, children have been mobilized on the streets to keep an eye on other children and alert NGO/local authority task forces when the children's situation changes (for example if a parent falls sick or the child talks about having to start work). In this way not only are risk situations monitored, but also the children who are mobilized better understand the risks of trafficking and can also report recruiters in the neighbourhood. The likelihood that they themselves might be at risk is also reduced.

Also in Cambodia, IPEC supported the Children's Club of Cambodia (CCC) to develop a television series aimed at children, in this particular instance to help children to understand the dangers of child domestic labour, although the same format can be used for trafficking.

In Cambodia the CCC also runs high profile campaigns to encourage people to report child labour exploitation to the local authorities. They have distributed thousands of key rings with the number of the local authority hotline on one side and photos of popular singers and television stars on the other. Needless to say, these are very popular among children and are avidly sought.

Using the power of celebrities to attract children's attention and influence their behaviour is not a new idea but it works. In many places, the children who are most at risk of trafficking are precisely those who are easily influenced and who are made to believe that working overseas or moving to the city is a good idea. Celebrity role models or influential youth personalities can be mobilized to pass, instead, the more truthful message about trafficking: that it is a one-way ticket to exploitation and danger.



When preparing materials to transmit messages to children, it is vital to take the age of the children into account in developing the format of the messages and the way they are presented, and to test these formats with children themselves or involve the children in designing them. For example, the ILO-IPEC CP-TING project in China worked with the All-China Women's Federation to produce a set of illustrated brochures and posters for girls and adolescents in two distinct age groups: 10-15 year-olds and 16-24 year-olds. The messages take two distinct approaches to protection: the messages aimed at 10-15 year-olds emphasize the importance of gender equality, and education and training as preparation for work, while the messages aimed at 16-24 year-old adolescents underline risk factors and safety strategies for those who may be considering leaving their homes for work or who are preparing to do so.



**Resource 4.16****IPEC: *Aware and be prepared (10-15)*, ILO, 2006**

A booklet for girls aged 10 to 15 to help them be aware of the risks of trafficking and the importance of education.

**Resource 4.17****IPEC: *Aware and be prepared (16-24)*, ILO, 2006**

A booklet for girls and young women aged 16 to 24 to help them be aware of the risks of trafficking, while advising them how to migrate safely for work within China.

The European Commission's Daphne Programme to combat violence against children, young people and women has since 1997 supported awareness-raising projects in a number of areas relating to violence in Europe, including the trafficking of children. Some of these projects are featured in a lessons-learned compilation covering learning by NGOs, trade unions and film-makers.

**Resource 4.18*****Europe against violence: Messages and materials from Daphne*, European Commission, Brussels 2002.**

Downloadable at: www.europa.eu/justice_home/funding/2004-2007/daphne/project_daphne_en.htm.

Link to awareness raising materials. These include posters, brochures and newsletters. The text itself analyses the strengths and weaknesses of the actions undertaken and includes a communications checklist for those preparing national or local campaigns.

4.2.7 Beyond awareness raising: Behaviour change

Ultimately, awareness raising is not only about sharing information; it is about affecting behaviour change. This requires a comprehensive understanding of the links between beliefs and behaviour, and of the mechanisms for encouraging these to change. It also then presupposes a capacity to formulate the right messages to trigger these mechanisms and the right vehicles and formats to help them penetrate to the people being targeted. It also presumes an understanding of who those people are, why they need to change and how they might do that. ILO's CP-TING project in China developed further a background

Key in planning for behaviour change is knowing:

- what to achieve
- who to reach
- what you want them to do as a result of your action
- how you can reach them
- what messages to communicate.

paper produced for the TICW project and customized it for their use. It provides a comprehensive overview of the things that need to be taken into consideration in developing a communication strategy aimed at producing change.



Resource 4.19

Burke, A.: *Building change: Towards a communications strategy. Synthesis of a TICW-paper for the IPEC CP-TING project, ILO, 2006*

Affecting behaviour change can involve several different kinds of activity: TV and radio spots or programmes, posters and leaflets, music and theatre, displays and artwork, one-on-one presentations or discussions; formal speeches and increasingly web-based sites, chats and blogs and mobile phone messages and images. Whatever the format, the same rules apply: know what you are trying to achieve, who you want to reach, what you want them to do as a result of your action, how you can reach them and the messages you will try to communicate.

Beyond awareness raising, ILO-IPEC has had considerable success across many regions in promoting its package known as SCREAM – Supporting Children’s Rights through Education, the Arts and the Media. The package contains ideas for activities with children that allow them to explore issues and responses themselves, rather than just “receiving” a message that has often been developed by adults.



Resource 4.20

IPEC: *SCREAM - Supporting children’s rights through Education, the Arts and the Media*, ILO

Downloadable in sections at:

www.ilo.org/ipsec/campaignandadvocacy/scream

Some examples of how SCREAM has been used in ILO-IPEC’s Central and Eastern Europe anti-trafficking project are available.



Resource 4.21

“SCREAM activities Eastern Europe”, extract from: IPEC: *Steps to the elimination of child labour in Central and Eastern Europe - Emerging good practices*, ILO, 2007

A brief note on how SCREAM is implemented and is integrated into anti-trafficking and child labour activities

Behaviour change to reduce the risk of trafficking should not only be aimed at children but also at the public at large, in particular in cases where the public is indifferent to the exploitative end results of trafficking (such as children in organized begging or commercial sexual exploitation). Initiatives by ILO-IPEC and its partners in Central America are, for instance, addressing public tolerance to sexual exploitation by men. For more on this, see Resource 4.39 in section 4.3.4.

4.2.8 Action by workers' organizations

Organizing youth of working age that are at risk of trafficking can contribute to reducing their risk of trafficking. Workers' organizations can play an important role in mobilizing and empowering these youth. In line with ILO Convention No. 87 on freedom of association, it is crucial that these youth are given right of access to join trade unions, make their voices heard, and participate in collective bargaining processes (see section 3.6.2 for more on collective bargaining). The International Trade Union Confederation now promotes portable trade union membership for migrant workers that cross borders, and this may contribute to providing protection if trade unions are active at both the sending and destination side.

4.2.9 Addressing exclusion and discrimination, including gender inequality

All members of disadvantaged populations, especially those in poor, ethnic minority and migrant communities, are vulnerable to exploitation, including trafficking. Their marginalization often excludes them from accessing basic services such as health care and even education. Such exclusion and discrimination plays into the hands of traffickers and makes these people vulnerable to trafficking.

Registration at birth of all children – regardless of ethnic origin – is extremely important to ensure that they have access to basic public services such as education and health care, and protection.

Discrimination and marginalization excludes children from basic services and makes them vulnerable to trafficking.

Irrespective of ethnicity, children, young people and women face specific disadvantages because cultural values and practices usually put them in the lower ranks in their families and society. Their low status allows and often encourages others to disregard their rights. This leaves them with low self-esteem and disconnected from information and networking opportunities.

Anti-trafficking programmes should take into account the gender inequality dimensions in these problems. They need to take account of the specific needs and concerns of girls and boys, the different roles and functions they may have within their families and communities, and the different responses that will consequently be necessary. Understanding and addressing the gender dimension in child trafficking problems, and their links to other social and economic inequalities, are crucial to empowering the most vulnerable, and to ensuring sustainable action towards the elimination of labour and human rights abuses.

ILO's regional office in Bangkok has developed a comprehensive toolkit called '3-R' (Rights, Responsibilities, Representation) that aims to:

- increase understanding of children's rights, workers' rights and gender equality among children, young people and their families in at-risk communities and workplaces;
- reduce gender and social gaps by raising awareness and providing skills for life and work to children, young people and adults in these communities and workplaces;
- empower poor and disadvantaged families and their members, especially children and women, to make informed decisions about their lives and job choices, and to increase their voice and representation in their communities and workplaces.



Resource 4.22

IPEC: *3-R Trainer's kit: Empowerment for children, youth and families*, ILO, 2006

The kit covers a range of topics: self-awareness and identity, human rights, gender and equality issues, problem solving and social skills, teenage relationships, keeping healthy, having a baby, reproductive health, violence and drugs, "smart" job seeking, migration for work and rights at work. It is packed with games, exercises, role-playing, situation cards, ideas for activities, and guidelines for facilitators.

The differences between girls and boys also need to be built into the processes that are put in place when implementing anti-child trafficking actions. For example, is there anything that may limit the ability of girls (or boys) to participate fully, such as the situation of a male facilitator in a male-dominated community who ignores girls wishing to speak and is patronizing and domineering of them.

ILO-IPEC has recommended a four-pronged approach to factoring gender into anti-child trafficking work. This involves (1) carrying out a gender analysis (to map out the issues); (2) programming interventions or strategies that are gender-specific (and that take account of the mapped out gender differences); (3) starting a process of institutional change in procedures and processes to take account of gender specificity; and (4) giving girls and women a voice by involving them in all these elements of anti-child trafficking processes.



Resource 4.23

ILO: *Gender mainstreaming in actions against child labour: Good practices*, ILO, 2002

This report, on the basis of specific criteria, offers a number of good practices on gender mainstreaming. The central prerequisite for the good practices included is that they support equality between men and women, and between boys and girls.



Resource 4.24

ILO: *Gender analysis: A key step in gender mainstreaming*, ILO, 2007

This PowerPoint presentation outlines the major elements of a gender analysis framework and how it can be applied.



Resource 4.25

ILO-ITC: *Gender planning: Training for IPEC staff and partners (LUTRENA)*, ILO, 2007

This PowerPoint presentation outlines the major elements of gender planning strategies and the key stakeholders who must be mobilized for them to be effective.

The ILO has also produced a detailed practical guide for organizations working against child labour and trafficking that includes basic concepts, strategies, tools for gender mainstreaming, notes on project design and other important things to remember when you are planning and implementing actions.



Resource 4.26

IPEC: *Promotion of gender equality in action against child labour and trafficking: A practical guide for organizations*, ILO, 2003

This aims to serve as an easy-to-use manual for policymakers and practitioners committed to tackling the problem of labour exploitation and trafficking among girls and boys, men and women. It includes key concepts and strategies; an explanation of the rationale and key gender differentials in child labour; key principles and strategies for promoting gender equality in programmes against child labour and trafficking and a series of practical tools. It further includes a quick reference guide for training; a guide on how to mainstream gender in project design; and checklists to determine whether gender has been appropriately included in programme and research design.

Ensuring that gender disparities are taken into account at all stages of policy and programme design and implementation means also working with children, young people and women to reinforce their ability to function on an equal footing within their own communities and families. Both the already mentioned *3-R Trainers' Kit* and ILO-IPEC's participatory tool for facilitators offer guidance on facilitation skills to address gender issues.



Resource 4.27

IPEC: *Gender equality and child labour - A participatory tool for facilitators*, ILO 2004

This participatory guide aims to help facilitators to promote an understanding and awareness about child labour and gender equality among young people, and adolescents in particular. It aims to help increase awareness of gender issues related to child labour and to deepen understanding of how society shapes the roles that people play and how these roles are linked to the type of child labour activities boys and girls become involved in. It fosters appreciation of child labourers as individual boys and girls, each with their own backgrounds, needs and fears. It includes a range of communication tools such as brainstorming, verbal exchange between the facilitator and participants, working groups with boys and girls, peer-to-peer education, drawing and role-playing.

4.3 PREVENTING THE CRIME OF CHILD TRAFFICKING

Where protection actions in anti-trafficking work (as described in section 4.2) are essentially focused on children and contribute to preventing these particular children from being trafficked, it does not mean that the crime of trafficking is stopped: the traffickers may move their operations elsewhere or focus on other groups of people. In addition to protection measures it is therefore important to prevent the trafficking from happening. Prevention actions are generally focused on addressing the problem of trafficking itself, including demand for exploitation in all its forms.

4.3.1 Strengthening the legal framework

In order to fight the traffickers it is vital that countries have the legal instruments to pursue traffickers and those who facilitate – or demand – their work. Bringing these criminals to justice is the surest way to send out a clear message that child trafficking will not be tolerated. It is also a strong deterrent to casual traffickers and to those who help them or exploit the children they supply.

The sanctioning of traffickers presumes clear and unequivocal laws that can be used not only to bring them to justice but also, through confiscation of their assets, dismantle the mechanisms they use to traffic and exploit children.

In 2002, the United Nations High Commissioner for Human Rights presented to the UN Economic and Social Council a set of *Recommended Principles and Guidelines on Human Rights and Human Trafficking*, which includes a guide to ensuring an adequate legal framework.



Resource 4.28

OHCHR: *Recommended principles and guidelines on human rights and human trafficking*, 2002

These call on states to provide for criminal liability for trafficking offences and effective penalties, including those

A major obstacle in the fight against (child) trafficking in many countries is the lack of specific and/or adequate legislation against (child) trafficking.

that fall under extradition treaties, and to confiscate both the proceeds and the instruments of trafficking. The guidelines cover the status of the victim in legislation and protection for witnesses. The document notes that one of the major obstacles identified in the fight against trafficking is the lack of specific and/or adequate legislation and calls on countries to amend or adopt legislation so that the crime of trafficking is precisely defined.

Although the importance of clear anti-trafficking legislation has been noted, in practice many countries still do not have specific anti-trafficking laws. A 2005 review of legislation related to child trafficking for sexual exploitation in the Member States of the Council of Europe, for example, found that only seven of the 22 countries that reported had specific anti-child trafficking laws. Many countries use other laws or parts of laws to charge traffickers, exploiters and intermediaries. For example, a counterfeiter who produces and supplies a false birth certificate that can be used to move a child who is not yet of a legal age across a border without her/his parents may be charged with laws governing the falsification of documents, laws covering illegal migration or counterfeiting. It is important that crimes that may not be covered under trafficking legislation should not go unpunished, but it is also important that the crime of trafficking does not get lost either in perception or in data collection.

ILO-IPEC's review of anti-trafficking laws in Asia concluded that where laws existed, they were not sufficiently rigorous to bring traffickers to justice and to punish them. One outstanding problem in legal instruments relating to trafficking – not only in Asia but in other regions – is that many laws still cover trafficking only when the purpose is for sexual exploitation and not for other forms of labour exploitation. As a result, both the formulation and the implementation of the law get bogged down in moral judgements around the legalization of prostitution – shifting the focus often onto the children and women who are caught up in the sex trade – and the criminality of the trafficking event often gets forgotten. This seriously limits the application of the law and is an obstacle to getting both the public and law enforcement and judiciary personnel to focus on traffickers rather than trafficking victims.

Laws against trafficking should include coverage of labour exploitation and differentiate between trafficking in children and adults.

The demand for a trafficked person's labour or services does not arise in sectors of the economy that are covered by labour law and that are routinely monitored and enforced.



Resource 4.29

IPEC: *Anti-child trafficking legislation in Asia: A six-country review*, ILO, 2006

A comprehensive comparative review of anti-child trafficking legislation in Bangladesh, Indonesia, Nepal, Pakistan, Sri Lanka, and Thailand.

Another common and regrettable factor of many laws is that they do not differentiate between the trafficking of adults and of children, although the international community has recognized through the unconditional nature of the Palermo Protocol in regard to trafficking of children that there is indeed a difference. Some recent legislative reviews – in northern Europe particularly – have taken this into account and have based legal reform more closely on the Palermo Protocol, but generally this remains a challenge.

The ILO's Special Action Programme to Combat Forced Labour (SAP-FL) has issued guidance on legislation and law enforcement in relation to the forced labour outcomes of trafficking. These underline the importance of incorporating into anti-trafficking legislation the concept of "aggravating circumstance" for any trafficking offence committed against a person under the age of 18, with more severe penalties as a result.



Resource 4.30

SAP-FL: *Human trafficking and forced labour exploitation: Guidance for legislation and law enforcement*, ILO, 2005

This paper offers lessons learned on the provisions and implementation of laws related to the forced labour outcomes of trafficking.

Legislation and law enforcement are often also weak in relation to those sectors of the labour market where many trafficked children end up, such as domestic labour, while demand for a trafficked person's labour or services does not arise in sectors of the economy that are covered by the labour law. Because labour inspectors and law enforcement officials cannot readily enter the premises in which domestic labourers are to be found – generally private homes – these workers are denied the protection that the law should offer them. Children being exploited in child domestic labour hence go unnoticed and are ignored by the legal and labour inspection systems. Invisible and unprotected,



they are at high risk of exploitation and of being moved into trafficking (or indeed of having arrived where they are because they have been trafficked). The same holds true for children that end up in sexual exploitation and other illicit activities.

A particularly promising tool to fight trafficking is to confiscate the proceeds of the crime of traffickers, and use it to compensate victims. The 2005 European Union Action Plan on Trafficking specifically calls on Member States of the European Union to include asset confiscation in legislation relating to trafficking, but in reality few countries have introduced this.



Resource 4.31

EU Plan on best practices, standards and procedures for combating and preventing trafficking in human beings (2005)

Another important legislative action called for in the Palermo Protocol is the criminalization of corruption on the part of public or other officials that allow trafficking to occur. This ranges from border guards who turn a blind eye to irregular documentation, to civil service agents who provide illegal documents – for example a copy of someone else's birth certificate so that the trafficked child's age can be hidden – and others who, in various ways, contribute to trafficking.

Cheap, fast and transparent migration mechanisms need to be put in place if we are to offer alternatives to people who currently put themselves at risk of traffickers.

Finally, stringent law enforcement and punishment of traffickers in a given country has a longer term preventive effect as it deters potential traffickers from operating there. For more on law enforcement see section 4.4.

4.3.2 Promoting safe, legal migration

In recent years there has been a growing realization that one of the important ways of preventing child trafficking (and indeed adult trafficking too) is to promote safe, legal migration for those of legal working age, so that they are able to seek out decent work if it cannot be found in their place of origin. Where legal migration channels are cumbersome, slow and costly, people will continue to migrate illegally, putting them at risk of trafficking. If legal migration channels are open, then people are not so vulnerable to those who entice them into trafficking by promising to help them get to another place to find work.

Additionally, families that are in crisis because adult members cannot find work are less likely to resort to crisis coping measures such as removing children from school if they have other options such as legal labour migration of an adult family member.

ILO-IPEC developed research on this in South-East Asia and followed up with an expert meeting and a paper to explore the issue further.



Resource 4.32

IPEC and UNIAP: *Labour migration and trafficking within the Greater Mekong subregion: Proceedings of a Mekong subregional experts' meeting and exploratory policy paper*, ILO, 2001

This volume contains the policy paper commissioned by TICW to look at the issues involved in promoting safe labour migration and useful notes and ideas from an expert meeting based on it.

The paper argues that safe, legal migration is not the same as open borders – just opening up borders and letting people move freely across them is a recipe for uncontrolled migration and vulnerability to exploitation as people move with no means of support. Rather, the answer is “migration management” – putting in place procedures for safe migration of youth of working age and adults, based on

cross-border or inter-provincial cooperation among governments, and measures to ensure that people who do migrate have a clear path to employment and stability. This also means making sure that the labour market realities of origin and destination places are well understood and form part of the migration management plan. This would allow for the promotion of the movement of migrants to a certain place where there is a shortage of skilled or unskilled manpower, in a controlled way with safety mechanisms built in.

Such safety mechanisms should include regulation and monitoring of recruitment agencies as spelled out in ILO Convention 181 (see Book 3, resource 3.17).

Another important factor to remember is that having clear policies to promote safe, legal migration and putting in place the processes and structures for this to happen, will not be of much use if people do not know about them. Therefore, it is also important to accompany a strong, fair migration policy with ways of letting people know how it works and what it means for them. It is particularly important to make sure that those who might be likely to want to move for work (or for other reasons) know how they can do so safely. To do this, it will be necessary to identify who these people are (for example, is there a large body of unemployed adolescents in one place, or are there many single parent households with a child nearing the age when s/he might be compelled to go and find work?).



Resource 4.33

IPEC: *Trafficking prevention in China: The way forward*, ILO, 2007

This paper presents an integrated prevention strategy including attention to safe migration for youth who are above the minimum working age in the context of promoting decent work.

It is also important that migration services are made accessible to the target group and are relevant to their needs. Ideally the services should be offered in target communities, geared towards the specific needs of girls and boys of working age, and offered at times of the day and week that are convenient to them.

**Resource 4.34**

PowerPoint presentation on safe migration considerations, Changsha, 2005

ILO-IPEC's TICW project developed an awareness raising campaign to promote safe migration for decent work.

**Resource 4.35**

IPEC: *Travel smart, work smart: A “smart guide” for migrant workers in Thailand*, ILO, 2008

This guide offers simple suggestions to promote safe migration and prevent human trafficking.

ILO-IPEC's child trafficking project in China (CP-TING), in collaboration with China's railway authorities, developed a campaign against trafficking at the time of China's Spring Festival (New Year) when millions of prospective migrant workers are on the move.

**Resource 4.36**

IPEC: *The Spring Rain Campaign: Promoting safe migration on the railway networks*, ILO 2008

This resource describes the campaign's outreach programme targeting tens of thousands of migrant girls travelling by train and passing through railway stations during the period of the Spring Festival (Chinese New Year)

4.3.3 Promoting decent work

In recent years, the ILO has brought its anti-child trafficking work under the umbrella of its overarching policy to promote and ensure decent work. The thinking behind this is clear: where adults and adolescents of legal working age can earn a fair living, with access to their rights as workers – including the right to freedom of association and collective bargaining – and in decent, safe conditions, they and their families are less likely to be vulnerable to exploitation, discrimination, trafficking and child labour. Their communities and countries are more likely to be able to achieve the development goals agreed by the international community, including the goal of education for all children.

Decent work goals may not at first seem to be relevant to child trafficking, where the aim is precisely to keep children out of child labour altogether. Nevertheless, eliminating child labour and particularly the worst forms of child labour

Where adults and adolescents of legal working age have decent work, they and their families are less likely to be vulnerable to exploitation and trafficking.

are important elements of the Decent Work Agenda and fighting child trafficking contributes to achieving decent work. The tools of decent work are also important tools to combat child trafficking: labour inspections, for example, are vital to reducing exploitative labour practices, including child labour.



Resource 4.37

IPEC: *Guidelines for developing child labour monitoring processes*, ILO-IPEC, Geneva 2005

This is a practical guide for authorities to include child labour monitoring as part of labour inspections.

The ILO's unique tripartite structure engages employers' and workers' organizations in setting and monitoring standards, putting in place workplace codes of practice and supporting strong reporting mechanisms to uncover abuses. This is thought to contribute to reducing the demand for children to be trafficked.

The concept of "good demand" is also important in the promotion of decent work and in the role it plays in reducing the vulnerability of young people of working age to being trafficked into exploitation. Encouraging employers to recruit young people of minimum working age and making opportunities available to them in the context of decent work is one way of protecting these young people from exploitation, including through trafficking. The All China Women's Federation (ACWF), for example, plays an instrumental role in identifying female employers (who are also members of the ACWF) who can offer decent jobs with fair wages to young people of working age who are at risk of being trafficked.

An overview of the different kinds of interventions that ILO-IPEC has developed and how these fit into the decent work framework is available in ILO-IPEC's annual implementation report.



Resource 4.38

IPEC: *IPEC action against child labour 2006-2007: Progress and future priorities*, ILO, 2008

This volume describes the major policy and programming outputs of ILO-IPEC in 2007 and has numerous case studies taken from ILO field experience.

There is more information on decent work principles on the ILO website.

4.3.4 Demand reduction

Whenever there is a discussion about trafficking, demand is mentioned. Only in the past few years have there been real attempts to define demand and what steps must be taken to tackle it – specifically to reduce the demand factors that pull children into trafficking.

Book 1 (section 1.10) of this resource kit sets out some of the forms that demand can take – from a very clear derived demand for trafficked children’s labour from pimps, brothel owners, unscrupulous employers and those who handle children begging on the streets, to demand by customers or end users for the services of exploited children.

A break-down of ‘demand’ in its various forms is crucial in order to address them effectively.

A study by ILO’s Mekong anti-trafficking project (TICW) defined the demand side as having six major characteristics: pressure for cheap and subservient labour; preference for sex with children or young women; weak or absent labour law enforcement; informal and unregulated forms of work; restrictive migration policies; and a lack of organization or representation of workers. TICW’s study concluded that the importance of eradicating demand lies in the fact that trafficking occurs against a background of social and cultural practices that create demand and/or tolerance of trafficking. It further recognizes that trafficking is a lucrative (high profit – low risk) business.

The study contains a range of recommendations including: challenging public indifference and discrimination; promoting corporate social responsibility; putting in place complaints mechanisms and reporting lines; and monitoring minimum labour standards including protective services like contracts and inspection schemes.

An ILO-IPEC project in Central America commissioned a study on demand relating to the commercial sexual exploitation of children that focused on the myths that underlie such demand. The study looks at clients’ views of the young women who find themselves in prostitution – misconceptions that are in fact common to many regions of the world and that allow clients to justify their behaviour on the grounds that the girls involved are earning “easy” money and are too lazy to study or do other kinds of work. It

recommends a series of measures designed to improve understanding of the nature of sexual exploitation, including social mobilization and awareness raising and the setting of minimum standards for criminal codes to penalize the different conducts related to commercial sexual exploitation of children.



Resource 4.39

IPEC: *Commercial sexual exploitation and masculinity: A qualitative regional study of men from a broad spectrum of the population*, ILO, 2004

A summary in English of this publication can be downloaded at:
www.oit.or.cr/ipec/esc

The research carried out on demand by the ILO's anti-trafficking project in South Asia (TICSA) made the important point that the demand for cheap goods, lower prices, even exploitable labour cannot be presumed to be the same as a demand for trafficked people.



Resource 4.40

IPEC: *Demand side of human trafficking in Asia: Empirical findings*, ILO, 2006

The study, which looked at a broader range of exploitative labour than just prostitution, includes a statement that even if most consumers do not demand the results of trafficked labour, they are complicit to the extent that they do not really care what the background is to the price reduction they receive. With regard to employers of children in South Asia, the research showed that many of them deliberately sought out cheap, exploitable labour through social networks rather than legitimate recruitment channels, thus frequently supporting active demand for trafficked labour. The study concluded that the most important action to be taken to reduce demand in this case was the responsibility of the government, which must ensure that strict labour laws are not only in place but rigorously enforced.



Resource 4.41

ILO: *Merchants of labour*, 2006

An interesting compilation of papers covering “merchants”. Includes papers on recruitment agencies, policy and protection strategies, various aspects of labour migration, and an overview of the role of legitimate/non-legitimate recruitment agencies.

4.3.5 Supply chain interventions and codes of conduct

Even though child trafficking is most often into the informal economy where children for instance end up in domestic work or sexual exploitation, international companies can risk that child trafficking exists in increasingly complex sub-contracting arrangements in their supply chain. To prevent this from happening, it is crucial to have transparency with regard to all actors in the supply chain, and stringent monitoring by independent and well resourced agencies. Adherence to a code of ethics by all those involved in the supply chain to manufacture without subjecting children to slave-like practices is another option. For instance, companies operating in Brazil in areas that typically benefit from slave labour such as the iron, sugar and soy industries, have signed agreements to ban any form of involvement with businesswomen/men listed in the “lista suja” (the bad list). Some multinational corporations now issue annual Corporate Social Responsibility reports that are publicly accessible and hence boost transparency. A framework for meaningful engagement of multinational corporations is the *Tripartite Declaration of Principles concerning multinational enterprises and social policy* which includes a statement on multinational enterprises’ duty to take immediate and effective measures within their own competence to secure the prohibition and elimination of the worst forms of child labour including child trafficking as a matter of urgency. Another example is the Global Compact to support environmental and social principles, which includes a range of multi-national and other companies that have pledged to advance the principles of the Global Compact which include the effective abolition of child labour, including child trafficking.



Resource 4.42

Tripartite Declaration of Principles concerning multinational enterprises and social policy, International Labour Office, 2006.

This Declaration includes principles regarding Worst Forms of Child Labour including trafficking.



Resource 4.43

UN Global Compact: **10 Principles**

www.unglobalcompact.org/AboutTheGC/TheTenPrinciples/index.html

These principles include the Core Labour Standards enshrined in the ILO Declaration on Fundamental Principles and Rights at Work.

Finally, a range of organizations in the travel and tourism industry agreed on a code for the protection of children from sexual exploitation in travel and tourism.



Resource 4.44

www.thecode.org

This includes the text of a code of conduct for the protection of children from sexual exploitation in travel and tourism.

4.4 LAW ENFORCEMENT

4.4.1 Targeting the target group – Spotting the traffickers and trafficking incidents

Although trafficking is a clandestine affair, its results often hidden away behind the closed doors of exploitative workplaces or brothels, there are times when it comes more prominently into public view. The most visible moments in trafficking are during recruitment, when a border is crossed, and sometimes at the end when children are being exploited. Recruitment is by nature a relatively open process since it often works by word-of-mouth and by person-to-person connections being made. Border crossings are relatively open to scrutiny. Transport hubs are also places where traffickers and children may be recognized – for example bus and railway stations, ferry terminals or airports. Also, exploitation by unscrupulous employers in a range of different sectors and types of work is sometimes visible to the public – for instance when children work on plantations or in agriculture, or when they are involved in organized begging. For more on “who are the traffickers” see Book 1, section 1.9.

The moments when trafficking is visible provide some opportunity for interrupting the trafficking event, although it is important to stress that such actions are the business of law enforcement authorities because of the danger they present. There is also a role, however, for NGOs, social welfare agents and others to stay alert to recruiters and traffickers, report these when they are identified and above all be ready to support the children who may be rescued if the traffickers are interrupted.

Law enforcement is the responsibility of the designated authorities, but they could benefit from reports/alerts by other agencies

What is needed is laws — including labour laws — and rigorous law enforcement against child trafficking, and its exploitative and results.

4.4.2 Improving law enforcement and ensuring punishment of traffickers

Laws are only as good as their implementation, and so law enforcement is a vital element of anti-trafficking work. Providing the means to impose dissuasive punishment on those who traffic children or help in the process is also useful to deter traffickers from operating. Such deterrence is boosted through stiff penalties, well-publicized laws and an effective and efficient law enforcement mechanism.

The role of the judiciary in bringing the full weight of the law to bear on trafficking cases is crucial, and it is therefore important that judges, prosecutors and attorneys are well versed not only in the laws that apply in child trafficking cases but also in labour laws that provide the framework in which exploitation can be identified and punished.

This should ideally be covered in advanced training courses for those entering the legal profession. However, it is also important that knowledge of labour law and of the growing battery of anti-trafficking instruments should be updated through regular briefings and training of practising law enforcement personnel. In Brazil an IPEC programme is offering training on the labour aspects of trafficking through associations of judges, prosecutors and attorneys.

The United Nations Office on Drug and Crime notes (UNODC):

Trafficking offences are difficult to prosecute. Because of the nature of the offence, the frequent need to rely on evidence collected abroad, the potential for victims and witnesses to be traumatized and intimidated or for public officials to be corrupted and the need for interpreters and translators, the prosecution of these offences offers difficult challenges to the judiciary.

Enhanced international judicial collaboration, effective collaboration with victim assistance services, and the development of stronger witness protection measures must be part of any strategy to address these challenges.

UNODC developed a toolkit on combating trafficking in persons that looks particularly into the law enforcement dimension of the response to human trafficking.

The proof of improved law enforcement is in the number of successful convictions and measure of punishment imposed on child traffickers.



Resource 4.45

Toolkit to combat trafficking in persons, UNODC, New York 2006

A compilation of texts and tools based primarily on implementation of the Palermo Protocol and with a largely law enforcement slant.

The proof of improved law enforcement is in the number of successful convictions and punishment measures imposed on child traffickers. Records on these are valuable in measuring progress.

4.4.3 Supervision of the implementation of relevant ILO Conventions

Most countries have ratified the ILO Conventions on child labour (Nos. 138 and 182) and forced labour (Nos. 29 and 105). This obligates them to bring their national legislation and enforcement mechanisms into line with the requirements of these Conventions, including with respect to combating child trafficking. Supervision of the implementation of the Conventions is based on governments' bi-annual reports submitted to the ILO. Governments are expected to consult employers' and workers' organizations when they draw up periodic reports. This consultation is mandatory where countries in question have ratified the Tripartite Consultation Convention, 1976 (No. 144). National employers' and workers' organizations, to whom governments must communicate copies of their reports, are encouraged to submit their own comments and observations on reports by governments – including on efforts to fight child trafficking – in this way helping to assess the degree of application of a Convention in practice. The government reports and comments provided by employers and workers are examined by an independent supervisory body, the Committee of Experts on the Application of Conventions and Recommendations (CEACR), which adopts comments regarding the application of a Convention by individual countries. Its report is submitted to the International Labour Conference, where it is discussed by a tripartite committee. The comments of the Committee and the discussions at the Conference are public.

Employers' and workers' organizations can make their views known to the government or may submit them directly to the ILO by a simple letter. Such submissions are important, because they allow for a fuller assessment of government

Community members are suited to spot factors that increase the vulnerability of families to trafficking and raise alarm when recruiters become active.

reports. Increasingly, employers' and workers' organizations benefit in their submissions from inputs by NGOs and academia.

4.4.4 Identifying recruitment patterns and reporting recruiters

Vigilance or community watch groups at community level are an important way of identifying trafficking. ILO-IPEC has piloted, tested and replicated the concept in a number of its country and subregional programmes to combat child trafficking. Vigilance groups are embedded in the community and harness the detailed knowledge that community members have of the people in their neighbourhood and their situations. Community members are much more likely to be aware of factors that increase the vulnerability of a family – for example a death in the family or sudden unemployment – and can raise the alarm when they become aware that there are recruiters active in their midst (or even just stories circulating of that elusive better life elsewhere).

ILO-IPEC's subregional project to combat the trafficking of children for labour exploitation in West and Central Africa (LUTRENA) supported the establishment of local vigilance committees (LVCs) that remain alert to trafficking-related events in their communities, for example in relation to the transportation or transfer of children. These multi-sectoral committees include the chief of the village, a development officer, a teacher, representatives of the women's association, youth association and parent-teacher group, a youth representative, someone from a grassroots NGO and representatives of trade unions and employers.



Resource 4.46

IPEC: *Going the distance to stop child trafficking: Local Vigilance Committees*, ILO, 2007

This document explains the concept of local vigilance committees as a grassroots watchdog to identify and track traffickers, remain alert to growing vulnerabilities among children and families, repatriate rescued children, monitor borders and keep records. It underlines steps that must be taken in implementing such a process - including: (1) sensitization of local authorities and communities; (2) agreeing on selection criteria for beneficiaries; (3) baseline/zero measurement; (4) registration of beneficiaries; (5) offering age specific services to children, along with family assistance where necessary; (6) monitoring - and drawing lessons from the experience in countries in which LVCs were formed.

These LVCs should not function in isolation but be interlinked so as to follow up on children who move elsewhere. In Cameroon the Commission of Justice and Peace (CJP) has developed a monitoring system that links migrants from the same rural community who find themselves in the same town or city and who often form socio-cultural associations. These expatriates in the city are linked to the LVC in their home community and the LVC can alert them to a child who goes missing and may have been moved to the city – making a link between the origin and destination places.

The LVCs are part of LUTRENA's broader approach to monitoring of children vulnerable to and victim of trafficking. This Child Labour Monitoring System for Children Victims of Trafficking (CLM-CT) includes vigilance, identification and interception of traffickers, referral of children to appropriate services and tracking of the children through a simple card index system so that their longer-term welfare is monitored.



Resource 4.47

IPEC: *Design of a child trafficking monitoring system*, ILO, 2007

This document summarizes the child trafficking monitoring system operated through local vigilance committees in West and Central Africa, by the LUTRENA project.

Similar monitoring schemes have been put in place in ILO-IPEC's subregional trafficking prevention initiatives in the Balkans, South-East Asia and South Asia. These have included variations on the model: for example in Nepal, the District Committees mobilized community members to monitor activities along the border with India and to report on attempts to move children across the unmanned sections of the border.

4.4.5 Rapid response teams

What do the vigilance or community watch members do when they become aware of trafficker/recruiter activity, increased vulnerability or the movement of children? They cannot just intervene themselves but need to call on the appropriate authorities to act: police, local authorities,



Rapid response teams need to:

- Know what services are available;
- Determine what service is needed;
- Offer referral to appropriate service providers;
- Ensure that services are provided (follow up);
- Keep a record.

immigration officers, social workers or others. The back-up to monitoring therefore has to be a group of different people ready to act according to the specific needs of the situation and contactable through a single contact point.

In some countries this multi-sectoral response team can be activated through a well publicized telephone hotline number. The person who takes the call has to know what services are available and has to be trained to react quickly to determine the needed service(s), provide referral and ensure that service(s) are offered, and keep a record. The telephone hotline model only works however when people regularly use the telephone as their means of communication. The key to rapid response is to base the channel for that response on a clear understanding of how people communicate information speedily – it may well be by telephone, but it could also be by sending an SMS message or an e-mail, or by getting on a bicycle and going to the local police station, or maybe running to the local temple or church and calling the monk or priest.

While hotlines are one possible reporting avenue, others should also be considered. In many communities, the local police post is an obvious first point of call. ILO-IPEC has supported child-friendly police desks at community level (in the *barangays*) in the Philippines. These desks are staffed by police officers who have received special training in child-related issues such as trafficking, exploitation, violence and other crimes. They can mobilize other services such as child-friendly lawyers, and social workers who focus on children's issues and others. Similar drop-in centres may be housed not in the police station but in the offices of a child welfare service or an NGO or, for reporting or advice on child labour/exploitation particularly, in the office of a trade union.

For monitoring purposes and improved future services it is furthermore important that all assisted cases are recorded in a data base. In the long run this will help enormously in profiling the target group and fine tuning the type of services needed.

4.5 VICTIM PROTECTION AND ASSISTANCE – RECOVERY, REHABILITATION AND REBUILDING

As mentioned in section 4.2, protection is a broad term that includes protection of children to prevent them from being trafficked or re-trafficked. Victims of child trafficking need protection from further harm, but they also need recovery, rehabilitation and rebuilding assistance. All three are covered in this section.

4.5.1 Target the target group - Victim identification

It is vitally important to speedily identify children in a trafficking situation as victims of trafficking so as to provide protection and make sure that the child's human rights are safeguarded. Identifying victims and referring them to appropriate services is the responsibility first of all of government authorities such as immigration officials, labour inspectors and police.

It is the State's responsibility to identify victims of trafficking and refer them to appropriate services.

The *Recommended Principles and Guidelines on Human Rights and Human Trafficking* issued by the Office of the United Nations High Commissioner for Human Rights (OHCHR) note that failing to identify a trafficked person correctly is likely to result in further denial of that person's rights and that "States are therefore under an obligation to ensure that such identification can and does take place". The document calls on States to develop guidelines and procedures to permit the rapid and accurate identification of trafficking victims, to provide training to authorities for this purpose and to ensure cooperation between authorities and NGOs so that victims are identified and provided with support.

The Philippine Centre on Transnational Crime developed a checklist to facilitate the identification of victims of trafficking. It is included in the UNODC toolkit on trafficking (see pages 106-107 of Resource 4.45 above). It includes 11 questions designed to find out more about the person who may be a trafficking victim and 11 questions to help identify the accompanying person as a trafficker. This is a useful starting point on which to base identification procedures and training, although it could be further developed, especially in relation to children. The UNODC toolkit suggests that local NGOs should be present when potential victims are questioned, or that they be trained to do the interviewing. This would potentially reduce the possibility of a child victim being intimidated or frightened by the presence of law enforcement personnel.

UNODC has developed a number of other tools that are important assets in helping those working with trafficked children – especially law enforcement and judiciary and state authorities establishing policies and processes in this area – to apply the United Nations Declaration of Basic Principles of Justice for Victims of Crime and Abuse of Power.



Resource 4.48

The UNODC website: www.unodc.org includes a number of tools to work with trafficked children.

The best interest of the child must prevail in all actions to assist victims of child trafficking.

4.5.2 Assessment of needs and appropriate response

When children are removed from a trafficking situation or when they return by themselves or, occasionally, are sent back by traffickers because they are no longer “useful”, that is far from the end of the trafficking event.

Children who have been trafficked need special support to help them to recover their lives or build new ones. They may or may not be traumatized by their experience and a prompt assessment of their psychological and physical health, as well as their material and family situation, is vital so that the appropriate steps can be taken to help them.

Article 39 of the UN Convention on the Rights of the Child specifically states that: “States Parties shall take all appropriate measures to promote physical and psychological recovery and social reintegration of child victims”. Throughout the process of assessment and in all dealings with children who have been trafficked, it is important never to lose sight of the children’s rights and their needs. Their best interests should be paramount in all actions, even when one is anxious to pursue a trafficker or get information.

UNICEF has developed a tested set of guidelines on the protection of child victims of trafficking that provide a comprehensive but succinct guide to appropriate responses.



Resource 4.49

UNICEF: *Guidelines on the protection of child victims of trafficking*, 2006

The guidelines underline the child’s right to non-discrimination, to express her/his views, to receive appropriate information, to confidentiality, and to be protected. They also cover in detail important principles such as the importance of presuming, if a child has no documentation to prove her/his age, that s/he is under 18 and therefore a child under international law. Where states proceed to try and verify the child’s age in the absence of official documents, this must be done in a way that causes

No “one size fits all”; each child is different and has different experiences and needs tailor-made assistance.

Trafficked children should never be pursued as offenders but as victims of a crime. They should be protected by the State.

no harm to the child. Where possible, the child should be helped to return to and live with her/his family in the first instance, and that the family may need support to allow this to be successful. If that is not possible, the guidelines recommend the appointment of a guardian to accompany the child through the first steps of recovery and up to the age of majority (or until the child leaves the jurisdiction of the state if s/he is relocated). There are other guidelines on appropriate ways to interview the child, regularizing the child's status, and providing interim care and support.

Safe accommodation, of course, is an important element of providing stability and comfort to the child and must also take into account any possibility of the trafficker(s) or exploiter(s) attempting to reach the child. The guidelines outline the need to find a “durable solution” which will ensure the child's medium- to long-term safety and ability to survive.

The importance of taking an individual approach to each child is also stressed. Each child is different and each child's trafficking experience is different, so a custom-made response for each child is needed. This can be done through individual assessment of each case so that decisions in the best interest of each child can be made. These can then be followed through by tracking the child's progress in a confidential case management system.

4.5.3 No double victimization

Importantly, legislation as well as processes and structures often fail to take into account the fact that children who have been trafficked, regardless of their status and circumstances, are victims of crime and not criminals. International instruments stipulate that no matter how children (and adults) got into a situation of trafficking, they should not be pursued as criminals, illegal migrants or undocumented workers, and their status as victims must be recognized in national laws and in all procedures relating to trafficking.

Children need support services that are tailored to their needs as victims and as children. This applies to support in possible judicial proceedings as well as the support they need either to stay in the destination place or return to their place of origin.

Child victims of trafficking should not have to testify against their traffickers as a condition to remain in their host country.

The UNODC trafficking toolkit contains guidelines relating to victims of trafficking but specific to the actions of law enforcement officers (See Resource 4.45, pages 87-88). These emphasize the humanitarian and legal duty of officers to treat the victims of trafficking in accordance with their fundamental human rights. The guidelines focus particularly on the process of investigation and how the victim must be treated.

Child-friendly police desks with trained police officers who are sensitive to children's rights and needs are a further element of response to exploitation and to risk situations. These officers should know and understand what these children have gone through, what their needs are and the rights that are guaranteed to them by law. The same is true of all those in the judicial system – lawyers, judges, court officials – who come into contact with the children and will be instrumental not only in securing justice for them, but also in aiding their rehabilitation through fair treatment and respect for their rights. To this end, the training and support of child-friendly lawyers and court officers – possibly through their respective unions/associations - is recommended.

A further victim-centred element that is regularly called for but often neglected is the non-conditionality of victim support. In practice as well as in legislation, most countries across the regions still allow trafficking victims to remain in the country only on condition that they testify against their traffickers. This is a difficult request for many trafficking victims who have been regularly threatened with reprisals against their families if they testify and who fear confronting their traffickers in court. At the same time, trafficked children and adults may fear returning to their homes, especially if they have been exploited in commercial sex work and face rejection from their families and communities. A European Directive issued on this subject in 2004 specifically called for trafficking victims who received a temporary residence permit to also be allowed access to the labour market so that they might be able to earn a living.



Resource 4.50

EU Directive on residence permits, *Official Journal of the European Union*, Council Directive 2004/81/EC, 2004

Key elements of psychosocial counselling include the following:

- No re-victimization – No further punishment
- Safety & security
- No detention!
- Temporary or permanent residence
- Rebuild trust to overcome trauma
- Best interest of child
- Individual approach based on needs – seek views
- Right to privacy & confidentiality
- Life skills, empowerment & education/ training
- Promote social (re)integration
- Care providers should be trained and experienced

4.5.4 Psychosocial counselling and support measures

ILO-IPEC has piloted a number of methodologies relevant to supporting children who have experienced child trafficking and has developed several useful resources. The TICSAs project developed and piloted a handbook on psychosocial counselling and treatment for trafficked children that aimed to train local therapists to assess and provide the short- and medium-term psychosocial support that children may need. This methodology was subsequently tested in other regions where ILO-IPEC runs trafficking and victim support programmes and a lessons-learned exercise on the training methodology and implementation was written up as a resource for others.



Resource 4.51

Rehabilitation of the victims of child trafficking: A multidisciplinary approach, ILO-IPEC, Bangkok 2006

The 20-year experience of ILO-IPEC's partner in Thailand, the Centre for the Protection of Child Rights (CPCR), is explored and lessons shared in this volume.

A number of other important resources were produced. These comprise child-friendly standards and guidelines for the recovery and integration of trafficked children and lessons from IPEC partners' experiences in taking a multidisciplinary approach to rehabilitation.



Resource 4.52

Good practices in Asia: Prevention and rehabilitation, ILO-IPEC, Bangkok 2006

Pages 34–38 of this publication contain lessons-learned from TICSAs' experience in psychosocial counselling of trafficked children, based on work in South Asia and South-East Asia.



Resource 4.53

Child-friendly standards and guidelines for the recovery and integration of trafficked children, ILO-IPEC, Bangkok 2006

This comprehensive volume summarizes the experiences of the subregional trafficking project in South Asia and translates them into standard-setting tools.

Key elements of psychosocial counselling include the following:

- No re-victimization – No further punishment
- Safety and security
- No detention!
- Temporary or permanent residence
- Rebuild trust to overcome trauma
- Best interest of child
- Individual approach based on needs – seek views
- Right to privacy and confidentiality
- Life skills, empowerment and education/ training
- Promote social (re)integration
- Care providers should be trained and experienced

4.5.5 Permanent or temporary residence status

Central to a child's ability to building a stable and safer future is certainty of her/his residence status. Children who have been trafficked into a different jurisdiction – within their own country or across a national border – must “belong” somewhere and, if they cannot return home in safety and security, should receive support in settling into the country/city to which they have been trafficked if they wish to do so. This should include full entitlements to an education, training, social welfare support and, at the right time, access to the labour market. Similar services should be offered to children that return home.

4.5.6 Return and reintegration

Where possible, and in the best interest of the child, children should return to their country or community of origin. But return to the place of origin is not always the best solution for the victim. The International Organization for Migration has developed a guide on direct assistance to victims of trafficking. It covers security and personal safety, screening of victims of trafficking, referral and reintegration assistance, shelter guidelines, health care, and cooperation with law enforcement agencies.



Resource 4.54

IOM: *The IOM handbook on direct assistance for victims of trafficking*, 2007

Also downloadable at: www.iom.int

4.5.7 Life skills and (re)training/education

Children who have been trafficked have inevitably missed out on schooling and may be ill prepared to enter/re-enter education or may be at an age where they need to begin acquiring skills so that they can find decent work. The child's educational needs should be assessed and appropriate action should be taken to begin to equip the child to build a safer, sustainable future. This may include transitional classes to re-enter school, non formal education or special arrangements in lieu of formal schooling and/or vocational training. See section 4.2.5 for more on education.

4.5.8 Promotion of social integration through campaigns

The public at the destination place (or place of origin in case victims of child trafficking return home) may well misunderstand the status of a trafficking victim and may, for various reasons, fear that children trafficked to their town or country have committed an illegal act or are a threat to their jobs or security. Carefully targeted and conceived information campaigns, including through links with the mass media, can be an important step in helping to break down public fear and antipathy towards trafficking victims so that those who have already suffered are not re-victimized by being rejected by the community in which they find themselves.

4.5.9 Shelters and refuges for rescued children

Many child victims of trafficking need temporary or even medium-term accommodation. This might be because they are going to testify against their trafficker(s) and so need safe accommodation. It might be because they need to be close to counselling and trauma services, or because they have some other health need. It may simply be because they have nowhere else to go. Finding safe accommodation for trafficked children is crucially important but also a real challenge. It often requires costly infrastructure, but also related expenses for food, clothing and necessary services like education and recreation, health checks and treatment, and the staff to run all this.

A review of victim support services in Europe in 2005 by the Council of Europe found that safe accommodation was an unmet challenge for most governments in Europe and Central Asia because of the cost and because of an approach to victim support that focused on “moving the children on” as early as possible. In some European countries, private accommodation services have taken over the job of providing refuge to trafficked adolescents (paid either by the government through social payments or by the adolescent if s/he is of working age and can find employment). In most parts of the world, though, refuge is still generally provided in shelters and half-way houses that are in many cases under-resourced.

In Bangladesh, ILO-IPEC focused on supporting the Bangladesh Women's Lawyers' Association to put in place individual case management systems for the Association's shelter in Dhaka. This substantially improved tracking of the children who arrived in the centre, allowing staff to follow up and check on their progress even after they had left the shelter.

4.5.10 Economic integration of rescued children

It is important to remember that the child will also need help to rebuild her or his material life. Rescued children are at extreme risk of being re-victimized if the risk factors that created vulnerability to trafficking – such as poverty, socio-economic distress, lack of family employment options - are not addressed.

Therefore, consideration should be given to how the rescued child, on a child-by-child basis, will be able to fulfil her/his basic needs on an ongoing basis - food, for example, and adequate and appropriate clothing - not just during the immediate recovery phase.

Depending on the child's age, s/he may be able to begin work or an apprenticeship that provides basic needs and a small stipend. This means that suitable employment will have to be found. The sections on youth employment (4.2.3) and job counselling and placement (4.2.4) can be applied to child victims of trafficking who are of working age and whose trauma has been addressed. It is important though, given the child's traumatic experiences, to monitor her/him on an ongoing basis until follow-up is no longer

Without addressing the risk factors that led to vulnerability to trafficking, children may be re-trafficked.

necessary. It will be important not only to monitor the child's working conditions but also the financial relationship between the child and her/his family or carers, so that the income is not diverted to other family uses, leaving the child without the means to survive and thus at risk of re-trafficking.

Where a child cannot earn an income, the situation of the family or care provider should be assessed and the economic needs of the family as a unit should be taken into account in devising a plan that reinforces the family's financial status.

RESOURCES REFERRED TO IN BOOK 4

Protection of children to prevent them from being trafficked	
Resource 4.1	IPEC: <i>Action against trafficking and sexual exploitation of children: Going where the children are</i> (Geneva, ILO, 2001)
Resource 4.2	IPEC: <i>Micro-finance interventions to combat the worst forms of child labour including trafficking</i> (TIA-3), (TICW), (Bangkok, ILO, 2002)
Resource 4.3	IPEC: <i>Summary of Micro-finance interventions to combat the worst forms of child labour, including trafficking</i> , TIA-3 (Bangkok, ILO, 2002)
Resource 4.4	IPEC: <i>Guidelines on the use of microfinance in IPEC support for the elimination of child labour</i> , (Geneva, ILO, 2006)
Resource 4.5	IPEC: <i>Business enterprise can be any size: Micro-finance services and business development to combat trafficking</i> (SELL-10), (TICW), (Bangkok, ILO, 2002)
Resource 4.6	IPEC, <i>Summary note of Non-formal education and rural skills training: Tools to combat the worst forms of child labour, including trafficking</i> , (Bangkok, ILO, 2002)
Resource 4.7	IPEC: <i>Start with what you have and where you are: Skills training for self-employment</i> (SELL-9), (TICW) (Bangkok, ILO, 2002)
Resource 4.8	ILO: <i>Global employment trends for youth</i> , (Geneva, ILO, 2006)
Resource 4.9	IPEC: <i>Careers Guidance: A Manual for IPEC Partners Working with Children aged 14-17 years</i> (Geneva, ILO, 2007)
Resource 4.10	IPEC: <i>Combating child labour through education</i> , (Geneva, ILO, 2007)
Resource 4.11	IPEC: <i>Reaching the Unreached – Our Common Challenge – the Global Task Force on Child Labour and Education for All</i> , (Geneva, ILO, 2007)
Resource 4.12	IPEC: <i>Formal and Non-Formal Education to Combat Child Labour</i> , (Geneva, ILO, 2008)
Resource 4.13	Haan, H C: <i>Non-formal education and rural skills training: Tools to combat the worst forms of child labour including trafficking</i> , TICW project (Bangkok, ILO, 2002)
Resource 4.14	IPEC: <i>Education as an intervention strategy to eliminate and prevent child labour: Consolidated good practices</i> , (Geneva, ILO, 2007)
Resource 4.15	IPEC: <i>The medium is the message in awareness raising</i> (SELL-11), (TICW), (Bangkok, ILO, 2002)
Resource 4.16	IPEC: <i>Aware and prepared</i> (10-15) (Beijing, ILO, 2006)
Resource 4.17	IPEC: <i>Aware and prepared</i> (16-24) (Beijing, ILO, 2006)
Resource 4.18	<i>Europe against violence: Messages and materials from Daphne</i> , European Commission, Brussels 2002: www.europa.eu/justice_home/funding/2004-2007/daphne/project_daphne_en.htm

Resource 4.19	IPEC: <i>Building change through communication</i> , (Synthesis of a TICW paper by Adam Burke, for CP-TING) (Beijing, ILO, 2006)
Resource 4.20	Link to SCREAM: www.ilo.org/public/english/standards/ipecc/scream/on_the_web
Resource 4.21	IPEC: <i>SCREAM activities Eastern Europe</i> , extract from: <i>Steps to the elimination of child labour in Central and Eastern Europe: Emerging good practices</i> (Bucharest, ILO, 2007)
Resource 4.22	IPEC: <i>3-R Trainers' Kit: Empowerment for children, youth and families</i> (Bangkok, ILO, 2006)
Resource 4.23	IPEC: <i>Gender mainstreaming in actions against child labour: Good practices</i> , (Geneva, ILO, 2002)
Resource 4.24	ILO: <i>Gender analysis: A key step in gender mainstreaming</i> , (Geneva, 2007)
Resource 4.25	IPEC: <i>Gender planning: Training for IPEC staff and partners (LUTRENA)</i> , (Turin, ILO-ITC 2007)
Resource 4.26	Haspels, N and Suriyasarn, B: <i>Promotion of gender equality in action against child labour and trafficking: A practical guide for organizations</i> , (Bangkok, ILO, 2003)
Resource 4.27	IPEC: <i>Gender equality and child labour – A participatory tool for facilitators</i> (Geneva, ILO, 2004)
Preventing the crime of child trafficking	
Resource 4.28	OHCHR: <i>Recommended principles and guidelines on human rights and human trafficking</i> , (Geneva, 2002)
Resource 4.29	IPEC: <i>Anti-child trafficking legislation in Asia: A six-country review</i> , (TICSA) (Bangkok, ILO, 2006)
Resource 4.30	ILO: <i>Human trafficking and forced labour exploitation: Guidance for legislation and law enforcement</i> , (SAP-FL) (Geneva, ILO, 2005)
Resource 4.31	EU: Plan on best practices, standards and procedures for combating and preventing trafficking in human beings, <i>Official Journal of the European Union</i> , 2005/C311/01 (Brussels, 2005)
Resource 4.32	IPEC and UNIAP: <i>Labour migration and trafficking within the Greater Mekong subregion: Proceedings of a Mekong Subregional experts' meeting and exploratory policy paper</i> , (Bangkok, ILO, 2001)
Resource 4.33	IPEC: <i>Trafficking prevention in China: The way forward</i> (Beijing, ILO, 2007)
Resource 4.34	Van de Glind, H.: <i>Safe Migration as alternative to trafficking: Considerations and challenges</i> (PPT presentation), Changsha, 2005
Resource 4.35	IPEC: <i>Travel smart, work smart: A "smart guide" for migrant workers in Thailand</i> (Bangkok, ILO, 2008)
Resource 4.36	IPEC: <i>The Spring Rain Campaign: Promoting safe migration on the railway networks</i> (Beijing, ILO, 2008)

Resource 4.37	IPEC: <i>Guidelines for developing child labour monitoring processes</i> , (Geneva, ILO, 2005)
Resource 4.38	IPEC: <i>IPEC action against child labour 2006-2007: Progress and future priorities</i> (Geneva, ILO, 2008)
Resource 4.39	IPEC: <i>Commercial sexual exploitation and masculinity: A qualitative regional study of men from a broad spectrum of the population</i> , 2004. Summary in English at: www.oit.or.cr/iphec/esc
Resource 4.40	IPEC: <i>Demand side of human trafficking in Asia: Empirical findings</i> , (TICSA) (Bangkok, ILO, 2006)
Resource 4.41	ILO: <i>Merchants of labour</i> (Geneva, 2006)
Resource 4.42	ILO, <i>Tripartite Declaration of Principles concerning multinational enterprises and social policy</i> , 2006
Resource 4.43	United Nations Global Compact, <i>10 principles</i> , www.unglobalcompact.org/AboutTheGC/TheTenPrinciples/index.html
Resource 4.44	www.thecode.org
Law enforcement	
Resource 4.45	United Nations Office on Drugs and Crime: <i>Toolkit to combat trafficking in persons</i> (New York, 2006)
Resource 4.46	IPEC: <i>Going the distance to stop child trafficking: Local Vigilance Committees</i> , (LUTRENA) (Dakar/Geneva, ILO, 2007)
Resource 4.47	Habiyakare T., Poutiainen T., Gregoire, M.: <i>Summary of Design of a child trafficking monitoring system</i> , (LUTRENA) (Dakar/Geneva, ILO, 2006)
Recovery, rehabilitation and rebuilding	
Resource 4.48	UNODC website: www.unodc.org
Resource 4.49	UNICEF: <i>Guidelines on the protection of child victims of trafficking</i> , (New York, 2006)
Resource 4.50	EU: Directive on residence permits, Official Journal of the European Union, Council Directive 2004/81/EC, (Brussels, 2004)
Resource 4.51	IPEC: <i>Rehabilitation of the victims of child trafficking: A multidisciplinary approach</i> (TICSA), (Bangkok, ILO, 2006)
Resource 4.52	IPEC: <i>Good practices in Asia: Prevention and rehabilitation</i> (TICSA), (Bangkok, ILO, 2006)
Resource 4.53	IPEC: <i>Child-friendly standards and guidelines for the recovery and integration of trafficked children</i> , (TICSA), (Bangkok, ILO, 2006)
Resource 4.54	IOM, <i>The IOM handbook on direct assistance for victims of trafficking</i> , Geneva, 2007 Downloadable from: www.iom.int