

# Integrating Gender and Social Inclusion into Counter- Trafficking Programming Toolkit



**MODULE 1:  
UNDERSTANDING GESI  
IN CTIP**

**MODULE 2:  
CONDUCTING A GESI  
ANALYSIS IN CTIP PROJECTS**

**MODULE 3:  
EXAMPLES OF GESI IN CTIP  
IN ACTION**

**MODULE 4:  
MONITORING, LEARNING,  
AND SHARING GESI IN CTIP**

**TOOLS**





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#### CONTACT

communications@winrock.org | Winrock International | 2101 Riverfront Drive | Little Rock, AR 72202 | www.winrock.org

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# INTRODUCTION

## Why was the toolkit developed?

The *Integrating Gender and Social Inclusion into Counter-Trafficking Programming Toolkit* was developed by a team of gender and social inclusion experts using a participatory process under the USAID Asia Counter-Trafficking in Persons (CTIP) project. The Toolkit responds to the needs of practitioners to strengthen how they work on GESI in safe migration and trafficking in persons (TIP) initiatives.

## Why do we need a GESI toolkit in CTIP?

Despite the availability of donor and organizational policies and resources on GESI, there is an absence of practical advice and examples to help diverse partners working on counter trafficking and safe migration to integrate GESI into their programs and initiatives. This toolkit fills that gap by promoting GESI understanding and tools within all sectors of TIP.

## Who can use this toolkit?

The toolkit can be used by anyone working on safe migration and combating TIP. Information and tools have been designed for a broad audience - practitioners who are new to GESI and experts alike. Practitioners in the justice, health, policy or social sectors can use this toolkit as a resource, regardless of which form of TIP, or what stage of the trafficking journey they are working on.

## How do we use the toolkit?

The toolkit is formatted as a searchable text-based PDF, making it possible for practitioners to read the modules in conjunction with one another or seek guidance on a specific topic from one or more modules. The modules are also supported by checklists, tools, and links to additional resources that can be used when designing, planning, implementing, or monitoring safe migration and TIP initiatives.

## What is not included in the toolkit?

The toolkit complements existing donor and organizational policies and processes on GESI but should not be seen as a replacement. The information and tools included do not replace current GESI analysis frameworks, guidelines, and policies. Complex analytical frameworks and templates are not included in the toolkit as these cannot be self-taught. Links to some of these resources can be found at the end of each section.

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## ACKNOWLEDGEMENTS

This toolkit builds on more than two decades of Winrock's initiatives to combat human trafficking and other labor abuses. This work is highlighted by the implementation of the USAID Asia Counter-Trafficking Program, which seeks to improve knowledge and practices in Asia to more effectively address human trafficking risks and responses that transcend borders. The lead author of this toolkit is Froniga Greig. Substantial inputs and guidance were provided by Sara Piazzano, Dina Scippa, and Jeni Sorensen. The toolkit also benefited from comments, research, editing and other support provided by Stephanie Keyaka and Kwankamol Prurapark.

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# MODULE 1: UNDERSTANDING GESI IN CTIP

**Description:** This module describes and provides guidance on why GESI is important when working on CTIP, what GESI in CTIP looks like, and what GESI approaches are most relevant to working on CTIP. It also introduces key gender and social inclusion concepts in safe migration and counter-trafficking activities.

## Why is GESI important when working on CTIP?

Social exclusion or discrimination based on gender, caste, ethnicity, sexual orientation, or disability are significant drivers of vulnerability to persons being trafficked. While the gender and social inclusion dimensions of TIP programming are not new, counter-trafficking interventions have not always been gender-responsive and/or socially inclusive. Although progress has been made, gender bias and a lack of understanding of the importance of intersecting identities still prevail in the design and delivery of programming. Any serious attempt at combatting human trafficking must utilize a comprehensive and effective strategy that identifies the unique drivers that impact diverse groups of people differently so that activities that promote prevention, protection and accountability are more inclusive.

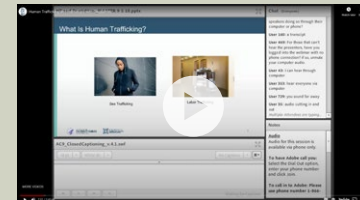
**Discrimination** and **gender-based violence**  are both causes and consequences of TIP. Gender-based violence can lead to the isolation of women and girls and increase their vulnerability to being trafficked. Gender-based violence can also be used as a tool to control trafficking victims into sex work and forced labor.



### HELPFUL RESOURCES: WANT TO KNOW MORE ABOUT EMERGING FORMS OF TRAFFICKING IN PERSONS?



Click [here](#) to watch a short video on the different faces of trafficking in persons.



Click [here](#) to watch a webinar on disability and trafficking in persons.



Click [here](#) to watch a video on how trafficking affects the LGBTQ+ community.

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Historically, TIP was characterized by sex trafficking of women and girls. TIP still affects women and girls; however, the international community now has a better understanding of the complexity of the crime, the ever-changing forms of recruitment and exploitation, and groups most at risk. Available data on TIP provide an indication of the extent of the problem, but not the entire picture. Available data do point to significant changes to the trafficking in persons landscape. Some of these changes include:

- Drivers of migration and trafficking such as globalization, poverty, unemployment, civil unrest, natural disasters, and social exclusion.
- Recognition of additional **forms of trafficking** such as trafficking children as soldiers or for adoption, debt bondage of migrant workers, organ harvesting, forced marriage, trafficking of athletes, involuntary domestic servitude, and surrogacy.
- Diverse methods of recruiting victims, including recruitment by family members and friends, organized networks and agencies running in communities where victims live, and online recruiters offering employment opportunities; and
- More victims that are being identified. A global increase in migration for work along with a surge of online recruitment opportunities means that a broader range of victims are being identified including middle class and educated women. At the same time, today males are recognized as victims of forced labor and trafficking for organs. Similarly, religious and ethnic minorities, **lesbian, gay, bi-sexual transgender, queer and intersex (LGBTQ+)** and people with disabilities are increasingly recognized as victims of trafficking.

A **gender equality and social inclusion** (GESI) approach, grounded in principles of **participation, voice, access, agency, and influence** helps practitioners to better understand trafficking in persons, and to develop, implement and monitor CTIP activities in non-discriminatory ways.

## HOW COVID-19 MAY INCREASE THE RISK OF MIGRANT WORKERS TO TIP

With the COVID-19 pandemic, the World Bank estimates at least 70 million people will be driven into extreme poverty. This means that there will be a significant uptick in the number of people desperate to secure employment who are more at risk of being trapped in exploitative situations (e.g. risky job offers or high-interest loans). Before the pandemic, one in four victims of forced labor was a migrant worker; now, many more are potentially vulnerable to trafficking and exploitation. After months of lost income, companies may be more inclined to hire the cheapest labor available, including from unethical recruiters that contribute to a spike in TIP risks.

As countries work to mitigate the extensive harm caused by the COVID-19 pandemic, attention should be paid first to trafficking survivors and to vulnerable migrants, returned migrants, and migrants stranded in countries of destination to provide support and services to reduce TIP risks. Another growing fear is that funding and attention may be taken away from anti-trafficking responses at a time when the risks are increasing.

Trafficking in persons thrives on poverty and vulnerability, both of which are growing exponentially during the COVID-19 crisis. But this situation may be also an opportunity to rethink and build a better “new normal” without lowering attention and standards to prevent TIP risks and labor exploitation.

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## HELPFUL TIP: HOW BASIC GESI PRINCIPLES CAN BE APPLIED TO CTIP

**Participation:** Calls for diverse representation of survivors and at-risk groups in activities, but also refers to the participation of men and women working on CTIP, particularly in decision making or non-traditional roles.

**Access:** Understanding and removing barriers faced by survivors or communities at risk when accessing information, support services, and justice. Also refers to ensuring that practitioners can access opportunities and benefits.

**Voice:** Promoting the voices of males, females, survivors and different target groups in all aspects of the CTIP response.

**Agency:** This refers to a survivor's right to decide (or control) what support they require, especially in terms of reintegration activities.

**Influence:** Refers to the creation of opportunities that males, females, survivors, and different target groups have to influence policy, laws, and decisions related to CTIP.

## What does GESI in CTIP look like?

### Integrating GESI considerations in CTIP programming allows practitioners to:

Understand the GESI dimensions of different forms of trafficking.

Describe key GESI issues along the trafficking journey – at home, in transit, at destination, and during reintegration.

Identify vulnerable populations and groups at risk of TIP.

Respond to the needs of trafficking survivors without causing harm or reinforcing exploitation and discrimination.

### There are many ways to work on integrating GESI in CTIP, such as:

- Actions to stop gender-based violence as a root cause of trafficking.
- Building capacity of practitioners to utilize GESI analysis and approaches.
- Using GESI indicators to strengthen institutional and government accountability to monitor impact and reach of CTIP programming.
- Designing targeted safe migration initiatives for at-risk groups.
- Shaping community-based awareness raising activities and information, education, and communication (IEC) materials on trafficking to reflect the specific needs of diverse groups.
- Prioritizing advocacy that seeks to change discriminatory policies and legislation.
- Increasing legal protection measures for TIP victims discriminated against due to sexual orientation, gender identity, political affiliations, ethnicity, disability, religion, sexuality, or age.
- Improving victim identification and case management by law enforcement.
- Removing barriers to accessing quality services for survivors.
- Delivering targeted reintegration services for trafficking survivors based on their unique needs.
- Responding to bias and discriminatory practices present in institutions working in counter-trafficking.

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## HELPFUL TIP: UNDERSTANDING THE GESI DIMENSIONS OF TRAFFICKING

Devoting attention to the unique needs of people vulnerable to trafficking is critical. Programs that design specifically for different GESI dimensions (including gender, geography, age, socio-economic status, ethnicity, sexual orientation, and disability) can help answer critical questions, including:

Who is most at risk of trafficking?

Why are people trafficked?

How are people trafficked?

What are people likely to have experienced as victims of trafficking?

How do survivors access services?



## HOW PRACTITIONER'S ATTITUDES CAN INFLUENCE CTIP ACTIVITIES

Sometimes practitioners attitudes and perceptions of TIP can influence how they interact with survivors. Discriminatory attitudes may compromise the quality or effectiveness of the response. For example, in recent years there has been an increase in the identification of fishers being rescued from deep sea fishing vessels in Asia. Male victims challenge commonly held attitudes and perceptions of who can be trafficked. Practitioners working with the fishers have questioned whether or not they are “real victims” because men were allowed to keep some of their earnings on the fishing vessel. In Cambodia, the identification of TIP victims in the fishing sector has been improved by working with immigration officials to improve their understanding of the different forms of TIP, definitions of trafficking, and raising awareness of victims who may not fit gender and social norms and expectations. Click [here](#) for a tool designed to help understand practitioners’ attitudes to trafficking in persons.

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## What GESI approaches are most relevant to working on CTIP?

This section introduces the reader to five key GESI approaches particularly relevant to working on CTIP:

INTERSECTIONALITY

SURVIVOR-CENTERED



DO NO HARM

CHALLENGING DISCRIMINATORY STEREOTYPES AND ATTITUDES




GESI CHAMPIONS AS AGENTS OF CHANGE

These approaches will make it possible to turn GESI principles of participation, access, voice, agency and influence into action.

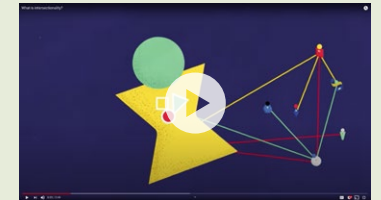
### INTERSECTIONALITY

**Intersectionality**  provides a useful framework for identifying groups at risk of trafficking and understanding the needs of survivors. The strength of an intersectional approach is that it considers the complex and overlapping identities of individuals and groups depending on their gender, sexual orientation, age, race, religion, class, or disability. For example, adolescent boys living in extreme poverty exposed to community violence may be driven to migrate for employment, accepting work in high risk sectors. Another example is how ability intersects with gender; women with disabilities may face the double burden of **marginalization**  because of gender norms, stereotypes, and stigma towards persons with disabilities. This stigmatization of disabled women can increase their social and physical dislocation from their communities and their economic stability, increasing their vulnerability to TIP.

### SURVIVOR-CENTERED

A GESI approach builds on the **survivor-centered**  approach (also referred to as a victim-centered approach by the justice sector). While a survivor-centered approach seeks to uphold the rights of survivors and promote their participation and voice in the CTIP response, a GESI approach is also about tackling **discrimination**  and **social exclusion**  within communities at risk. Practitioners can work with survivors and communities at risk of trafficking to assert their agency (or control) over services designed to support them or prevent trafficking. One way to do this is by removing barriers that impede the access to services (or opportunities) by particular social groups. Another way is to increase the participation and influence that at-risk survivors and communities have on trafficking and migration-related policy and decision-making processes.

While it may be possible to work directly with survivors themselves, sometimes CTIP activities work with community-based organizations or groups that represent survivors or at-risk groups.



Watch this short video to learn more about intersectionality.




#### DID YOU KNOW?

The UN Special Rapporteur on trafficking in persons urges all states to adopt intersectional analysis and a social inclusion approach to counter trafficking, which challenges traditional gender-roles, combats stigma, and offers survivors sustainable options.

Click [here](#) to read the full report.



#### HELPFUL TOOL: IDENTIFYING AT-RISK GROUPS

 Click [here](#) to learn more about how gender, age, ethnicity, and disability can increase a person's risk of trafficking. Use this tip sheet as a starting point for a GESI analysis or identifying key issues within the context of their activity.

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## HELPFUL TIP: WAYS TO INCLUDE SURVIVORS IN CTIP ACTIVITIES

**Survivors as designers** – Work with community-based organizations or groups that represent the needs of survivors to review activity designs.

**Survivors as beneficiaries** – Target survivors and at-risk communities in CTIP activities, particularly through justice reform and reintegration programs.

**Survivors as implementers** – Invite survivors as speakers to implement community dialogues or campaigns on TIP.

**Survivors as leaders** – Work with survivors as [GESI champions](#) to challenge social norms and raise awareness of their TIP experience.

**Survivors as evaluators** – Invite survivors to review the effectiveness of support services by completing exit surveys, or by participating in evaluations or project monitoring.

For more information click [here](#).

Failing to include the voices of survivors of TIP increases the chances that an initiative will not meet their needs. At best, this might translate into services that are not accessible by different groups of survivors, such as people living with disabilities, or men who are survivors of sexual violence. However, it can also result in serious forms of discrimination, such as the use of violence in case handling by law enforcement.

## WORKING WITH SURVIVOR COALITIONS

The National Survivor Network in the United States is an established platform for survivor-led advocacy, peer-to-peer mentorship, and empowerment that embraces all survivors, regardless of sex, gender identity, age, nationality, or type of trafficking experience. The network brings together a community of 300 survivors of trafficking across the United States as well as in another 24 countries around the world. Every year, the policy team works on issues within trafficking and participates in federal legislation important in the response to trafficking and the support and protection of trafficking victims and survivors. As a collective group of survivors, this network has played a huge role in the anti-trafficking movement and to respective advocacy efforts. Together, this network has been successful in changing perceptions, fighting for justice and ultimately, contributing to one shared goal: to end human trafficking everywhere it exists.



### DID YOU KNOW?

“Nothing about us without us” is a slogan made popular by disability activists and borrowed by other groups marginalized by social, political, or economic barriers used to communicate the idea that no decisions, policies, or services can be decided without the direct participation of those most affected.



### DID YOU KNOW?

In CTIP there is a shift away from the term victim towards using survivor. A victim is defined by the harm that has come to them; a survivor is defined by their life afterwards. This shift is emblematic of a move away from protectionist policies and services for trafficking in persons and towards voluntary, demand-driven assistance for survivors. The term victim is still used to refer to a trafficked person during the criminal justice process. Some practitioners also prefer to use people who escaped trafficking instead of survivor to avoid labelling people and groups.

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## DO NO HARM

By its definition, the crime of trafficking in persons is about exploitation, coercion, and abuse of power. The trafficking experience often leaves survivors with trauma. Each encounter practitioners have with a trafficked person can have a positive or negative effect on their health and well-being. Elevating the voices of survivors can also have negative or unintended consequences on their lives, their families' lives, or their communities. Some of these consequences include:

- Fear or threat of reprisals from traffickers
- Re-traumatization by service providers and law enforcement
- Exclusion from their communities
- Fear or threat of deportation

At the same time, organizations and advocates who are working to stop TIP or working with marginalized or excluded populations may face harassment or persecution. These practitioners may be perceived by authorities or extremist groups as helping sex workers or breaking the law, or other immoral or even illegal behavior.

A **Do No Harm Approach**  demands that CTIP practitioners seriously consider the possible harmful impacts to the rights and safety of survivors and their families, at-risk communities, and staff involved in CTIP activities. Once risks have been identified, a Do No Harm Approach also identifies ways to mitigate those risks.



### DID YOU KNOW?

**USAID's** trafficking in persons policy promotes a non-discriminatory, inclusive, and integrated development approach that ensures that all people (including those who face discrimination and thus may have limited access to a country's benefits, legal protections, or social participation) are fully included and can actively participate in and benefit from development processes and activities.

## HOW TO AVOID HARM WHEN WORKING WITH SURVIVORS

In Cambodia, survivors worked with film directors to prepare short movies to share their trafficking stories. By working together in a safe environment, survivors had the opportunity to freely express their feelings and to tell their stories. Some survivors chose to act or to guide actors and directors to portray their stories. All data related to the identity of survivors and their families was protected. The activity provided a safe space where survivors were able to share their stories and feelings through films. Some survivors chose to attend the screening and felt empowered by seeing people listening to their stories, helping them overcome personal feelings of shame and shift community attitudes around TIP.

## WHY WE ALSO NEED TO MINIMIZE THE RISKS FACING CTIP PRACTITIONERS

In Bangladesh, due to the inability to travel because of the 2020 COVID-19 pandemic, female counsellors started operating a telephone counseling service but were harassed by some male survivors over the phone. The project then provided new phone numbers so the counselors did not have to use their personal numbers.

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## HELPFUL TOOL: DO NO HARM RISK ASSESSMENT

Practitioners can minimize the risk to survivors, their families, and staff by conducting a Do No Harm Risk Assessment at the beginning of an activity. Click [here](#) for a tool on how to conduct a Do No Harm Risk Assessment

## CHALLENGING DISCRIMINATORY STEREOTYPES AND ATTITUDES

Working on safe migration and TIP exposes practitioners to languages, cultures, social roles, relationships, and identities that are different from their own. Sometimes communities and practitioners use gender and social **stereotypes** as a shortcut to understand the complex values and beliefs of those they work with, even though stereotypes are often false and can be harmful.

Discriminatory stereotypes and attitudes pose a significant barrier to the participation, access, and influence of survivors and groups at risk of trafficking.

Some commonly-held gender and social stereotypes related to trafficking in persons are described in the following table.

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## HARMFUL STEREOTYPES AND ATTITUDES

### GENDER

- Women are victims of trafficking; men are labor migrants.
- Men cannot be victims of sexual trafficking or sexual abuse because of trafficking.
- Only men who are weak and stupid are trafficked.
- Females cannot be traffickers, and if they are, they usually play a non-violent role such as recruiter.
- Female police are not good at investigating cases.
- Female prosecutors and judges are more lenient/hard on female victims.
- Female victims of trafficking need to be sheltered to be protected from further harm.
- Only women and girls need counselling.
- Men with tattoos are criminals and we do not want them in our community
- Trafficked women cannot get married.
- Young, virgin brides are more obedient.
- Marriage will protect a woman from trafficking.
- Men are gold, women are white cloth.
- Men can bleed, but cannot cry.
- A woman leaving her husband is spoiled and fussy.

### SEXUALITY

- LGBTQ+ people and sex workers deserve to be trafficked.
- Sexually promiscuous women and minors ask to be trafficked.
- Sex with a virgin helps to protect you from diseases, such as HIV.

### RELIGION, ETHNICITY AND NATIONALITY

- Foreigners are not victims of trafficking; they are illegal migrants.
- Vietnamese and Cambodian brides are good at doing your chores and taking care of elderly.
- Religious and ethnic minorities sell their daughters.
- Black men are drug dealers and black women are sex workers.
- Muslim/ethnic minorities (depending on countries) do "black magic"
- Young, virgin, fair-skin girls have more value.

### DISABILITY

- Having a child with disability is the result of bad Karma (bad action done in our life).
- All people living with disabilities are vulnerable to trafficking in their community.
- People with disabilities are sold by the families for begging.
- People with disabilities are a burden to their families.

## WHAT ARE THE CONSEQUENCES FOR CTIP ACTIVITIES?

- Increase the vulnerability of certain groups to trafficking
- Gender-based violence
- Increase demand for trafficking
- Male victims of trafficking are not identified/self-identified
- Fewer women in law enforcement and the justice sector working on CTIP
- Bias and discrimination in handling of trafficking cases
- Victims of trafficking have reduced access to justice
- Psycho-social services do not meet the needs of survivors
- Inadequate/protectionist laws and policies related to CTIP
- Victim blaming
- Stigmatization of survivors of trafficking
- Traumatization of survivors
- Re-trafficking of victims
- Failed reintegration of survivors
- Racism in handling survivors



### HELPFUL TIP AND TOOLS: ADDRESSING HARMFUL STEREOTYPES IN CTIP

A stereotype becomes harmful if it impacts the capacity of a person to develop their abilities, pursue careers, and make choices about their lives and life plans. Harmful stereotypes lead to discrimination and bias.

Start by asking staff if they are reinforcing stereotypes in their work. Check to see if any CTIP activities are challenging/reinforcing stereotypes.

Click [🔗 here](#) for an introductory tool on how to discuss discriminatory stereotypes and attitudes in CTIP activities.

Click [🔗 here](#) for a guideline to discuss bias and discrimination with justice sector practitioners.

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Not addressing harmful stereotypes and negative attitudes can reproduce and reinforce discrimination and exploitation in institutions and initiatives working on safe migration and CTIP. This is particularly obvious in the following areas:

- Inequalities in legislation and policies, such as laws that do not recognize survivors.
- Victims of trafficking remain hidden by society.
- The use of violence (including all forms of physical, psychological, and sexual violence) by law enforcement in handling TIP cases.
- Bias and discrimination in the justice system.
- Stigmatization of survivors in their communities who have faced sexual exploitation and stigmatization of victims for their sexual or gender orientation.
- Sex-segregation in employment opportunities for men and women at risk of trafficking and those who are trying to reintegrate.
- Protection measures that do not meet practical and strategic, needs of specific groups such as, people with disabilities, LGBTQ+ people.
- Men and other survivor groups face barriers accessing services.



## HELPFUL TOOL: HOW CAN CTIP PROJECTS WORK WITH GESI CHAMPIONS?

Projects can identify GESI Champions as spokespeople on a CTIP campaign or activity or as a focal point within an organization working on CTIP.

Click [here](#) for a checklist on how to work with GESI champions to advance CTIP.

For more ideas on how to work with GESI champions visit the [US State Department Trafficking in persons Heroes website](#).

## GESI CHAMPIONS AS AGENTS OF CHANGE

Working on GESI is not easy. As we have seen, shining a spotlight on unequal power relations and working with marginalized or exploited people can be controversial and even dangerous. At the same time, financial and human resources for working on GESI are often limited, especially in smaller organizations or in organizations that do not see working on GESI as their core business. One low-cost, sustainable, and effective solution to advance GESI is to work alongside GESI champions. A GESI champion is someone who can advance gender equality and social inclusion issues in organizations or communities. GESI champions, also referred to agents of change or trafficking in persons heroes, can include village heads, elected officials, survivors of trafficking, media personalities, division heads within government, or local businesspeople.

## CHALLENGE DISCRIMINATORY ATTITUDES AND GENDER NORMS IN SAFE MIGRATION AND CTIP PREVENTION

In Cambodia, it is not socially acceptable for young women to be financially independent. The USAID Cambodia CTIP project worked with communities and recruitment agencies to challenge commonly held attitudes about women's work. In partnership with a recruitment agency, they made two videos on women's economic empowerment and then ran workshops with communities on employment and budgeting.



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## CULTURAL NORMS AND BELIEFS THAT REINFORCE DISCRIMINATION

**Dowry:** In South Asia, it is common for the family of a bride to pay a dowry to the family of the groom, whereas in South East Asia and China, it is usually the family of the groom who pays the bride's family. In both systems, dowry dehumanizes women by treating them as property — goods that can be exchanged. While in South Asia, dowry casts women as a burden, in South East Asia and China, women become an asset that decreases in value when they are no longer young or a virgin. In both cases, dowry pushes families to marry their daughters young, increasing their risk of exploitation and human trafficking. It also increases barriers to reintegration, since female survivors are considered a burden on their families.

**Karma:** In Hinduism and Buddhism, *Karma* is the sum of a person's actions in this and previous states of existence, viewed as deciding their fate in future existences. This concept may lead to people blaming trafficking victims and their families for their fate, making them feel guilty and shameful and less likely to identify themselves publicly as victims of trafficking.

**Domestic violence:** In many countries in Asia, domestic violence is still culturally tolerated and seldom reported. Many children living on streets in Bangladesh, at high risk of TIP, report to have left their homes to escape physical and sexual abuses. In Cambodia, young women are thought to accept abuses by their husbands, and women denouncing the abuse or those who leave their husbands are often judged harshly by their families and communities. The cultural rhetoric to silently accept abuses and to fear judgment by society often prevents women from seeking help or identifying themselves as a TIP victim.

GESI Champions play an important role in:

- Advocating for changes to policies and practices of institutions working on TIP;
- Raising awareness of hidden victims of trafficking or communities at-risk;
- Promoting the participation and agency of survivors and at-risk communities in safe migration and CTIP activities; and
- Challenging harmful attitudes and perceptions of survivors of trafficking.

## GESI CHAMPIONS STRENGTHEN CAPACITY AND KNOWLEDGE ON TRAFFICKING

UNODC, in partnership with the International Organization for Migration (IOM) and under the framework of the Global Action against Trafficking in Persons and the Smuggling of Migrants, is uniting with gender champions from partner countries to launch the GLO.ACT Women's network in a bid to address the heavily gendered nature of human trafficking and migrant smuggling. Due to the ongoing effects of COVID-19, the network launch took place online against a backdrop of high-level speakers and featured over 70 distinguished participants. Targeting female officials and male champions of women's rights working in policy making, the justice sector, law enforcement, civil society, and other relevant local entities, UNODC will strengthen the capacity, knowledge and resources available to the network, including through mentorship and coaching.

This section has provided an overview to five key GESI approaches relevant to working on CTIP. Links included in the section provide further guidance on how to apply these approaches in practice.

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## KEY CONCEPTS INCLUDED IN THIS MODULE

### **Discrimination**

Discrimination means treating a person unfairly because of who they are or because they possess certain characteristics. Discrimination is often based on the following characteristics: age, gender, race, disability, ethnicity and religion, political affiliation, sexual orientation, and/or social class/poverty.

### **Do No Harm Approach**

A Do No Harm Approach requires that projects or activities conduct an analysis of the potential risks of unintentionally perpetuating or reinforcing discrimination and or inequalities in the context of an intervention, proactively monitor risks, and take corrective measures if applicable to ensure that both men and women take part and benefit.

### **Gender Analysis**

Gender analysis is an analytic, social science tool that is used to identify, understand, and explain gaps between males and females that exist in households, communities, and countries, and the relevance of gender norms and power relations in a specific context. Such analysis typically involves examining differences in the status of women and men and their differential access to assets, resources, opportunities and services; the influence of gender roles and norms on the division of time between paid employment, unpaid work (including subsistence production and care for family members), and volunteer activities; the influence of gender roles and norms on leadership roles and decision-making; constraints, opportunities, and entry points for narrowing gender gaps and empowering females; and potential differential impacts of development policies and programs on males and females, including unintended or negative consequences.

### **Gender-based violence**

Refers to any act that is perpetrated against a person's will and is based on gender norms and unequal power relationships. It encompasses threats of violence and coercion. It can be physical, emotional, psychological, or sexual in nature, and can take the form of a denial of resources or access to services. It inflicts harm on women, girls, men and boys.

### **Gender Equality**

Gender equality is when people of all genders have equal rights, responsibilities and opportunities. Everyone is affected by gender inequality—women, men, trans and gender diverse people, children and families.

### **Intersectional(ity)**

The intersections between forms or systems of oppression, domination, or discrimination. Intersectionality recognizes and examines how various biological, social, and cultural categories such as gender, race, class, ability, sexual identity, caste, and other identities interact on multiple and often simultaneous levels, contributing to discrimination and inequality. Intersectionality holds that varying forms of oppression within society, such as racism, sexism, and homophobia, do not act independently of one another, but rather interrelate and create a system of oppression that reflects the intersection of multiple forms of discrimination.

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## LGBTQ+

LGBTQ+ is an acronym for lesbian, gay, bisexual, transgender, queer and intersex. There may be many variations of this acronym used in different contexts.

## Marginalization

Marginalization is a form of acute and persistent disadvantage rooted in underlying social inequalities.

## Social exclusion

Social exclusion is a multidimensional phenomenon not limited to material deprivation; poverty is one important dimension of exclusion. So, social inclusion processes involve more than improving access to economic resources.

## Social inclusion

Social inclusion is the process of improving the terms on which individuals and groups take part in society—improving the ability, opportunity, and dignity of those disadvantaged (socially excluded) based on their identity.

## Stereotypes

Stereotypes are generalized positive and negative attitudes and ideas about men, women and people of a sexual orientation or gender identity. These attitudes relate to how a person should look, dress, behave, what they should like and what roles they should play in a family, society and when interacting with different institutions, such as health and social services and criminal justice agencies. **Harmful stereotypes** are identified as a form discrimination, and a violation of human rights. A stereotype or gendered belief becomes harmful if it impacts the ability of a woman or man to develop personal abilities, pursue careers and make choices about their lives and life plans.

## Survivor-centered approach

Survivor-centered approach means prioritizing the rights, needs, and wishes of the survivor. The survivor-centered approach is based on a set of principles and skills designed to guide professionals—regardless of their role—in their engagement with anyone who has experienced sexual or other forms of violence. The survivor-centered approach aims to create a supportive environment in which the survivor's rights are respected and in which they are treated with dignity and respect. The approach helps to promote the survivor's recovery and ability to identify and express needs and wishes, as well as to reinforce their capacity to make decisions about interventions.

## Trafficking in Persons (TIP)

Trafficking in persons is an international crime involving the acquisition of a human being using force, fraud, or coercion for the purpose of exploiting the individual for profit through forced labor or sex work. TIP can involve either sex or labor exploitation, or both. It is fueled by demand for sex work and cheap labor and facilitated by porous borders, absent rule of law, failure to prosecute traffickers, complicity of corrupt officials, and modern communication technology. The Palermo Protocol defines human trafficking as the recruitment, transportation, transfer, harboring or receipt of persons, by means of the threat or use of force or other forms of coercion, of abduction, of fraud, of deception, of the abuse of power or of a position of vulnerability or of the giving or receiving of payments or benefits to achieve the consent of a person having control over another person, for the purpose of exploitation.

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## MORE RESOURCES

### GENDER AND SOCIAL STEREOTYPES AND ATTITUDES

- Care International's Tipping Point project has lots of information and tools on how to address social norms [CARE Tipping Point Project, Social Norms Innovations Series](#)
- Inter-Agency Coordination Group against Trafficking in Persons (ICAT) (2017) [The Gender Dimensions of Human Trafficking, issue brief #4](#).
- International Labour Organization (2019) [Changing Attitudes and Behaviour Towards Women Migrant Workers in ASEAN: Technical Regional Meeting](#), International Labour Organization, Bangkok.
- UNFPA [How to transfer a social norm?](#)
- Womankind Worldwide (2017) [Standing with the Changemakers: lessons from supporting women's movements](#), Womankind Worldwide, London.

### PEOPLE LIVING WITH DISABILITIES

- Australian Network on Disability [A beginner's guide to accessible content](#) supplies tips on creating effective image descriptions, meaningful headings & captions for videos.
- CBM Australia [End the cycle Video toolkit](#) provides a guide for making videos that include and are accessible by persons with disabilities.  
(2017) [CBM, Disability Inclusive Development Toolkit](#).
- Center for Victim Research (2018) [Human Trafficking Victims: with Disabilities or Mental Illness: Annotated Bibliography](#), Center for Victim Research, United States.
- Office for Victims of Crime (2014) [How to Identify and Communicate with Human Trafficking Victims with an Intellectual and/or Developmental Disability](#).
- [Plan International Disability Awareness Toolkit](#).
- USAID (2017) [Integrating Disability into Gender Analysis: An Additional Help for ADS Chapter 205](#)  
(2012) [Women with Disabilities in the Europe & Eurasia Region](#).  
(2005) [Supporting Victims: Victim Populations: Victims with Physical, Cognitive, or Emotional Disabilities](#), (OVCTTAC), United States.

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## RELIGIOUS AND ETHNIC MINORITIES

- UNESCO's Intercultural Dialogue knowledge platform has tools and resources to raise awareness and build capacity on the topic of diversity and inclusion [Intercultural Dialogue Resources Toolbox](#)

## LGBTQ+ ISSUES

- Institute of Development Studies has a useful checklist on including LGBTQ+ considerations into development initiatives [LGBTQ+ Inclusion in International Development Programming: A checklist for UK Aid Connect proposals](#)
- The Network/La Red (2017) [Dos and Don'ts for working with LGBTQ+ people](#)
- Polaris (2015) [Breaking Barriers: Improving services for LGBTQ+ Human Trafficking Victims](#), Polaris, United States.
- US AID (2014) [USAID, Toolkit for integrating LGBTQ+ rights activities into programming in the E&E Region](#).

## MEN AND COUNTER-TRAFFICKING PROGRAMMING

- OVCTTAC (2005) [Supporting Victims: Victim Populations: Male Victims](#).
- SIDA (2016) [Hot issues women's organizations and engagement with men](#).

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## What to Expect in the Next Module

In the next section, we explain why a GESI analysis is a necessary first step when adopting a GESI lens in CTIP and provide guidance on how to conduct a strong GESI analysis. Also included are suggestions on how to use findings from a GESI analysis to improve planning, designing, and implementing CTIP activities.





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# MODULE 2: CONDUCTING A GESI ANALYSIS IN CTIP PROJECTS

**Description:** This module explains why a GESI analysis is a necessary first step when adopting a GESI lens in CTIP and offers tips and instructions on how to conduct a strong GESI analysis. This module also includes questions and entry-points on how to use findings from a GESI analysis as a rationale for action when planning, designing, and implementing safe migration and counter trafficking activities.

## USAID GUIDANCE FOR GESI ANALYSIS

USAID Tips for Conducting a Gender Analysis at the Activity or Project Level

Integrating Gender Equality and Female Empowerment in USAID's Program Cycle (ADS Chapter 205)

## STEP BY STEP GUIDANCE AND TOOLS TO CONDUCT A GESI ANALYSIS

World Vision Toolkit

ACDI/VOCA Gender Analysis, Assessment and Audit: Manual and Toolkit

Interaction Gender Audit Handbook A Tool for Organizational Self-Assessment and Transformation

SIDA principles & elements

GESI Analysis Training program

## VIDEOS

Gender Analysis frameworks

Gender Analysis Concepts

## What is a GESI analysis?

A **gender analysis** is a subset of socio-economic analysis. It is used to identify, understand, and explain relations between males and females that exist in households, communities, and countries. It is also used to identify the relevance of gender norms and power relations in a specific context.

A GESI analysis also analyses the experiences of marginalization or exclusion of other groups on the grounds of wealth, disability, economic status, location, caste/ethnicity, sexual orientation, and religion. In particular, a GESI analysis considers the coexistence and interaction of these identities (intersectionality), and how they can lead to complex forms of **discrimination** and barriers to access and participation.

A GESI analysis tells us:

**WHICH**  
individuals or social groups face marginalization or exclusion;

**HOW**  
discrimination manifests and is experienced in terms of participation, access, agency, voice or influence;

**WHY**  
certain individuals or groups are excluded (taking into account the cultural, political, institutional and economic context); and

**WHAT**  
needs to change to adequately address discrimination and promote inclusion.

## AT A MINIMUM, A GESI ANALYSIS COLLECTS DATA ON THE FOLLOWING AREAS:

- **Laws, policies, regulations and institutional practices** to determine if discrimination is present.
- **Cultural norms and beliefs** to understand if some groups are marginalized or excluded, and to better understand local drivers of migration and trafficking.
- **Roles and responsibilities** of individuals and social groups help to understand power relations and the influence and agency of particular social groups.
- **Access and control over assets and resources** makes it possible to determine economic drivers and assess who is at risk of trafficking.
- **Patterns of power and decision making** play a role in determining risks to trafficking as well as the participation of survivors and at-risk groups in safe migration and CTIP initiatives.

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## Why conduct a GESI analysis in CTIP projects?

### CONDUCTING A GESI ANALYSIS FOR CTIP PROGRAMS AND ACTIVITIES HELPS TO:

- Increase awareness and sensitivity of key GESI in CTIP issues.
- Identify and potentially challenge the root causes of GESI issues (especially related to economics, politics, institutions, and social and cultural norms).
- Design and implement activities that meet the needs, priorities, and vulnerabilities of target groups.
- Assess the positive and negative consequences of CTIP activities on target groups such as men, women, or people with disabilities.
- Dispel commonly-held myths about survivors and at-risk groups, including the role practitioners play in the trafficking journey.
- When conducted during the design of a CTIP activity, a GESI analysis ensures that GESI considerations are front and center of a CTIP activity.

## What are the steps in a GESI analysis?

- 1. Develop a Terms of Reference for the GESI analysis**
- 2. Recruit a GESI expert or identify someone on the project to conduct the analysis**
- 3. Ensure there is an adequate budget for the GESI analysis.** Budget should include:
  - workshop or meeting with staff and other stakeholders
  - salary/fees for GESI consultant/expert
  - travel budget to meet partners and stakeholders in provinces (if required)
  - publication costs
  - dissemination workshop/s among staff and partners
  - funds to review the analysis periodically
- 4. Allow time and plan the analysis (at least one month)**
- 5. Collect data from a variety of sources** Compile data from international reports, such as reports on the Sustainable Development Goals and human rights conventions, the US State Department Trafficking in Persons report, national census data, publications, and research reports. Primary data can be collected through focus groups, workshops, interviews, and discussions with broad stakeholders (males and females) working on safe migration, trafficking in persons, or GESI. Consider collecting primary data from survivors/at-risk communities as well as people of different ages, ethnic groups, gender, sexual orientation, and people with disabilities to ensure a comprehensive analysis.
- 6. Analysis and reporting.** Depending on the purpose of the GESI analysis, different analytical frameworks can be used. The findings from a GESI analysis should be compiled into a report or series of tables that can be integrated into activity planning, design, implementation, or monitoring.
- 7. Share the GESI analysis for feedback and discussion**
- 8. Conduct a periodic review of the GESI analysis.** Update the GESI analysis regularly (e.g. every couple of years) to ensure it remains up to date.

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### HOW GESI ANALYSIS FINDINGS CAN IMPROVE THE DESIGN OF CTIP ACTIVITIES

In Cambodia, the USAID Cambodia CTIP project conducted a gender analysis as part of its CTIP livelihoods interventions. The **gender analysis** <sup>2</sup> included three key findings:

1. Males and females have very similar experiences when it comes to the main reasons for migration, the level of undocumented migration, the increase in opportunity and pay after migration, and large numbers of migrants who experienced exploitation. Both men and women report having an elevated level of mental health problems when they return.
2. Women are paid less and given fewer educational and job opportunities.
3. Cambodian men are more likely to migrate to Thailand for jobs in fishing, construction, and factory work, and as a result, they report higher levels of labor exploitation than women.

These findings were used to improve the design and implementation of livelihood activities in Cambodia. Activities focused on:

- reinforcing gains in gender equality in savings groups
- training and coaching women to build small businesses
- increasing the variety of jobs available to women
- enforcing compliance with labor standards for women and men
- advocating for women's rights to migrate, work, and marry safely, without migration bans in place that limit women's movement



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## What questions should be included in a GESI analysis of CTIP programs?

To customize a GESI analysis for a CTIP project, it is necessary to identify what information is relevant to the country or trafficking in persons context. For example, collecting **disaggregated data** on unemployment, immigration laws, and gender-based violence will be particularly relevant to safe migration initiative that target young women. Analyzing data on cultural norms, beliefs and practices, and the implementation of laws and policies will be particularly relevant to a project working with **LGBTQ+** survivors.

The following questions can be used to guide your analysis.

### GOVERNANCE, POWER, AND DECISION MAKING

- What institutions or power structures exist to combat gender inequality and social exclusion?
- What institutions or power structures reproduce or perpetuate discriminatory social norms?
- What is the government's capacity to create an enabling environment for the participation of diverse social groups and to deliver services to survivors of trafficking?
- Who is responsible for protecting the rights of survivors and groups at risk of trafficking (e.g. police, border guards, immigration officers, service providers, prosecutors, judges)?
- Do these stakeholders have the capacity and knowledge to uphold their responsibility?

### POLICIES, LAWS, STRATEGIES, PROGRAMS, AND INITIATIVES

- What formal laws, policies, or programs are in place?
- How do these laws, policies, or programs promote equality and inclusion?
- What national and international commitments exist to support the rights of survivors and groups at risk of trafficking?
- Does legal pluralism exist (customary laws, religious laws, and civil laws) and are these systems biased against particular groups?
- Who is benefiting from existing CTIP activities, policies, or programs? How do we know this? (disaggregated data and analysis of excluded and included)

### SOCIAL AND CULTURAL NORMS/CUSTOMARY LAWS

- What social cultural norms/customary laws and practices promote GESI?
- What social cultural norms/customary laws and practices hinder GESI and increase the risk of trafficking?
- Which individuals or groups are excluded or marginalized by society?
- How do gender, sexuality, ethnicity, race, age, and disability interact and create complex forms of discrimination for these individuals?
- Why are these groups discriminated against or identified as at-risk of trafficking?
- How are survivors treated by their communities?
- What forms of gender-based violence (female genital mutilation, sexual and domestic violence, etc.) are common?
- Which groups are vulnerable to violence (e.g. children, the elderly, persons with disabilities)?
- What measures are in place to prevent violence and trafficking?

### SOCIO-ECONOMIC SITUATION

- What are the poverty rates and distribution of resources and time, and how do these factors affect different social groups?
- What are the gender roles and responsibilities in society?
- Does everyone have equal access to resources and services?
- What services exist to support survivors of trafficking/GBV?
- Are services designed/delivered in a responsive/sensitive way?
- Which individuals or groups are excluded/vulnerable/at risk of trafficking?
- Why are these groups discriminated against or identified as at-risk?
- What do we know about survivors and at-risk groups?
- How do their identities (gender, sexuality, ethnicity, race, age, disability, etc.) interact and create complex forms of discrimination?
- What are the constraints and opportunities for narrowing existing gender and social inclusion gaps?

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## Using findings from a GESI analysis to develop an action plan

The findings of a GESI analysis can be used to develop a GESI action plan. A GESI action plan provides a pathway for designing, implementing, and monitoring GESI in safe migration and CTIP activities. A GESI action plan should include:

OBJECTIVES	ACTIVITIES/ OUTPUTS	TARGETS/ INDICATORS	RESPONSIBILITIES	TIMELINE	BUDGET
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### USE THE FOLLOWING QUESTIONS TO HELP DEVELOP A GESI ACTION PLAN:

#### ? WHAT ARE THE KEY FINDINGS FROM THE GESI ANALYSIS?

*What do the GESI analysis recommendations suggest?*  
*What do national plans or policy documents recommend?*  
*Which recommendations are within the scope of the program?*

#### ? WHO ARE THE TARGET BENEFICIARIES?

*Which groups (survivors, at-risk, men, women, LGBTQ+, religious and ethnic minorities, people living with disabilities, youth, etc.) could benefit most from the planned activities?*  
*Which groups (if any) are not being reached by an activity?*  
*Have potential risks facing target groups been identified, and how will these risks be mitigated by the program?*

#### ? WHAT ARE THE PROGRAM PRIORITIES?

*Does the project theory of change include defined GESI barriers that the program intends to address?*  
*Is GESI included in the objectives and/or sub-objectives of the project?*  
*How does the program intend to increase or improve access, decision-making, participation, enhanced systems, and/or wellbeing of one or more excluded/at-risk groups?*  
*What GESI issues are being addressed by the activities? (e.g. access, participation, agency, influence, voice)*  
*What (if any) GESI activities are already planned?*



#### HELPFUL TOOLS: ENTRY POINTS FOR APPLYING FINDINGS FROM A GESI ANALYSIS IN CTIP ACTIVITIES

Click [here](#) for further advice on specific entry points for working on GESI in CTIP

Click [here](#) to go to Module 3 for global examples of how GESI analysis findings can be applied to CTIP activities.

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## MODULE 2: CONDUCTING A GESI ANALYSIS IN CTIP PROJECTS

### ? HOW WILL WE MONITOR CHANGE?

*What baseline data are available? (e.g. statistics on discriminated groups in a particular province/country)*

*Are sex- and/or age-disaggregated data (at a minimum) provided as a background as a justification for the activity? If not, what reasons have been given for the omission? (e.g., unavailability of relevant data, inappropriateness of indicator disaggregation)*

*What do the data tell us about discriminated groups?*

*What additional data or information are needed to measure change?*

*What are the indicators of success?*

*Does the monitoring plan include the participation of target groups? If so, in what capacity? What are the relevant indicators and anticipated results?*

### ? WHAT IS THE TIMEFRAME FOR THE ACTIVITY?

### ? WHO IS RESPONSIBLE FOR IMPLEMENTATION AND MONITORING?

*Do program staff have the skills to integrate GESI into activities? What further capacity building support is needed?*

*Are implementing partners familiar with GESI concepts and approaches? What further capacity building support is available?*

### ? WHAT RESOURCES ARE REQUIRED?

*What is the budget for the activity?*

### ? DID YOU KNOW?

In the Philippines, it is a requirement by the government that the police, social welfare department and department of justice prepare a gender analysis and action plan each year. The plan highlights key GESI issues relevant to the institutions, targets for training of staff and other capacity development commitments and a budget.

Click [here](#) to see an example from the Republic of the Philippines.

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### HOW FINDINGS FROM A GESI ANALYSIS CAN INFORM POLICY DEVELOPMENT

The USAID Thailand CTIP project works with communities and survivors of trafficking to inform the labor migration policy. The project conducted a Migrant Policy Review to identify barriers and vulnerabilities of female migrants around access to decent work, focusing on whether they receive fair and ethical treatment, according to the Thai Labor Protection Act. The analysis showed that female workers face gender- and age-based discrimination in the workplace; sexual harassment in the workplace; restrictions around working while pregnant and access to maternity leave; and continued abuse and exploitation of female migrant workers, particularly those who are undocumented. The project will hold participatory roundtables at national and provincial levels for government representatives, migrants, private sector, and other key stakeholders. These roundtables will open discussions on GESI-related issues, examining how labor policies in workplaces are practically implemented; how these policies directly affect female workers; and what recommendations can lead to improved GESI-related practices and policies.

# MODULE 2: CONDUCTING A GESI ANALYSIS IN CTIP PROJECTS

## Want to Learn More?

### KEY CONCEPTS INCLUDED IN THIS MODULE

#### **Disaggregating**

Disaggregating information by sex means that we count males and females separately when gathering information on development activities and benefits. Sex-disaggregated data is important because it helps assess whether an initiative is successful at targeting and helping women, men, girls, and boys as planned. Information may also be disaggregated according to other key variables, depending on the type of initiative, target group, and context, such as socioeconomic group, age, ethnicity, race, religion, and location (rural or urban).

#### **Discrimination**

The Convention on the Elimination of all forms of Discrimination Against Women (CEDAW) defines discrimination against women as ‘...any distinction, exclusion or restriction made on the basis of sex which has the effect or purpose of impairing or nullifying the recognition, enjoyment or exercise by women, irrespective of their marital status, on a basis of equality of men and women, of human rights and fundamental freedoms in the political, economic, social, cultural, civil or any other field.’

#### **Gender Analysis**

Gender analysis is an analytic, social science tool that is used to identify, understand, and explain gaps between males and females that exist in households, communities, and countries, and the relevance of gender norms and power relations in a specific context. Such analysis typically involves examining differences in the status of women and men and their differential access to assets, resources, opportunities, and services; the influence of gender roles and norms on the division of time between paid employment, unpaid work (including subsistence production and care for family members), and volunteer activities; the influence of gender roles and norms on leadership roles and decision-making; constraints, opportunities, and entry points for narrowing gender gaps and empowering females; and potential differential impacts of development policies and programs on males and females, including unintended or negative consequences.

#### **Intersectionality**

The intersections between forms or systems of oppression, domination, or discrimination. Intersectionality recognizes and examines how various biological, social, and cultural categories such as gender, race, class, ability, sexual identity, caste, and other identities interact on multiple and often simultaneous levels, contributing to discrimination and inequality. Intersectionality holds that varying forms of oppression within society, such as racism, sexism, and homophobia, do not act independently of one another, but interrelate and create a system of oppression that reflects the intersection of multiple forms of discrimination.

#### **LGBTQ+**

LGBTQ+ is an acronym for lesbian, gay, bisexual, transgender, queer, and intersex. There may be many variations of this acronym used in different contexts.

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## MORE RESOURCES

### BACKGROUND RESOURCES ON THE NEXUS OF GESI AND TRAFFICKING

- ACDI/VOCA (2012) [Gender Analysis, Assessment and Audit: Manual and Toolkit](#)
- European Commission (2016) [Study on the Gender Dimensions of Trafficking in Human Beings](#). Luxembourg: Publications Office of the European Union.
- Equality and Human Rights Commission (EHRC) (2020) [EHRC: Sexual harassment and harassment at work technical guidance toolkit](#).
- GAATW (2010) [Beyond Borders: Exploring the links between trafficking and gender](#). Working Paper Series 2010.
- Human Rights Watch (2015) [Work Faster or Get Out: Labour Rights Abuses in Cambodia's Garment Industry](#)
- Inter-agency coordination group against trafficking in persons (2017) [Gender dimensions of human trafficking, Policy brief 4. Issue 04, 09/2017](#).
- United Nations Office on Drugs and Crimes (UNODC) (2018) [Countering Trafficking in Persons in Conflict Situations: thematic paper](#), UNODC, Vienna.
- UN Women (2017) [Gender Equality and Social inclusion: Guideline for Identifying and Prioritising Vulnerable and Marginalised Populations for Humanitarian Response, Recovery, Preparedness and Disaster Risk Reduction](#), UN Women, Nepal.
- Inter-Agency Coordination Group against Trafficking in Persons (ICAT) (2017) [The Gender Dimensions of Human Trafficking, issue brief #4](#).
- USAID (2017) Integrating Gender Equality and Female Empowerment in USAID's programme cycle, USAID.
  - (2017) [Functional Series 200 – Programming ADS 205 – Integrating Gender Equality and Female Empowerment in USAID's Program Cycle](#).
  - (2016) [Promoting Nondiscrimination and Inclusive Development in USAID- Funded Programs](#).
  - (2015) [Gender At USAID Presentation](#).
  - (2014) [LGBT Vision for Action](#).
  - (2013) [Gender 101: Gender Equality at USAID \(USAID, 2013\)](#).
  - (2012) [Gender Equality and Female Empowerment Policy](#).
  - (2012) [Towards Gender Equality in Europe and Eurasia](#).
- World Vision International (2014) [The Vulnerability Report Human trafficking in the Greater Mekong Sub-region](#).

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## What to Expect in the Next Module

The next module provides specific examples of how practitioners from across the globe working on law enforcement, social welfare or legislation and policy have applied GESI analysis findings to design and implement a range of activities across the migration and trafficking journey.





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## MODULE 3: EXAMPLES OF GESI IN CTIP IN ACTION

**Description:** Each stage of the safe migration and trafficking journey provides countless opportunities to work on GESI with diverse partners such as government officers, justice sector professionals, service providers, journalists, and the media. This module highlights international examples, lessons learned, and challenges faced by practitioners working on GESI in safe migration and CTIP.

### GESI in CTIP activities in source areas

CTIP activities at the place of origin for TIP victims and those at risk tend to focus on preventing trafficking in persons and promoting safe migration. These activities include:

- awareness raising and information campaigns on the risks associated with migration and trafficking.
- strengthening policies and legislation (development and implementation) related to safe migration and safe employment (both internal and cross-border) and trafficking in persons.
- improving access to life skills, formal and informal education, and economic opportunities in at-risk communities at-risk.

### AWARENESS RAISING AND INFORMATION CAMPAIGNS ON THE RISKS ASSOCIATED WITH MIGRATION AND TRAFFICKING

Incorporating GESI into CTIP awareness raising and information campaigns can be achieved by shining a spotlight on groups at risk of trafficking and hidden victims, such as men, LGBTQ+ people, and children.

Activities may also focus on the gendered nature of forms of trafficking, such as child marriage, forced labor, and sexual slavery. These activities also benefit from investigating the complex inequalities faced by diverse groups, such as examining the risks for religious and ethnic minority youth, and how youth delinquency or dropping out of school can increase individuals' vulnerability to trafficking.

#### ADDRESSING ETHNICITY IN PREVENTION ACTIVITIES

Ethnic Vietnamese make up five percent of the Cambodian population. Many have lived in Cambodia for generations but continue to lack official legal status and are vulnerable to exploitation and trafficking. Little research currently exists on the pervasive hostility from the majority Khmer population towards ethnic Vietnamese. One of the few NGOs working on addressing discrimination against ethnic Vietnamese in Cambodia is Chab Dai, which has a community empowerment program that supports ethnic Vietnamese in protecting their own families against the threat of exploitation.



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CTIP campaigns can also be effective in challenging discriminatory gender and social norms and attitudes that may increase a person's vulnerability to trafficking or make it difficult for certain victims to be identified.

Working with survivors or returned migrants to share their experiences is a useful approach in safe migration and CTIP awareness campaigns. Including the lived experiences of survivors and returned migrants in prevention activities can help challenge harmful stereotypes and attitudes. Some CTIP project work with "counter-stereotype" role models in communications, capacity development, and advocacy events. This might involve engaging men to speak out against violence against women, or working with male survivors of trafficking who do not fit stereotypes of what a trafficking survivor looks like.

### WORKING WITH GESI CHAMPIONS AS CHANGE AGENTS

Chab Dai's *Community Heroes Prevention Project* in Cambodia aims to empower and build the capacity of volunteer community leaders (local authorities, government workers from department of women's affairs, school teachers, and church leaders) in rural and remote areas who have a desire to train their own communities to protect themselves from abuse, trafficking, and exploitation. Chab Dai provides training, capacity-building, follow-up, and mentoring to leaders who express their commitment to become volunteer trainers ("heros" in their communities). The program sets up safe networks for reporting and runs a telephone hotline.

### USING TARGETED CAMPAIGNS TO INCREASE AWARENESS OF TRAFFICKING RISKS

In Laos, a cornerstone of the World Vision End Trafficking in Persons project was the establishment of Children's Clubs to promote children's rights and give voice to communities where children are at risk of trafficking. Children were provided leadership training and participated in child protection campaigns and awareness activities.



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### HELPFUL TIP: HOW TO MAKE A CASE FOR WORKING ON GESI TO PARTNERS

**Win-Win:** Find a GESI angle to existing partner activities.

**Incentives:** Find ways to reward and recognize participation in GESI activities.

**Competition:** Use competition to encourage partners to talk to each other and share experiences, successes, and challenges of working on GESI.

**Champions:** Recognize and promote working with GESI champions.

**Partnerships:** Working with local organizations is a great way to promote GESI in a culturally appropriate and cost-effective way.

**Existing accountability mechanisms:** Use national and international GESI commitments to make the case for working on GESI in CTIP.



## MODULE 3: EXAMPLES OF GESI IN CTIP IN ACTION



### EXAMPLES OF HARMFUL STEREOTYPES USED IN CTIP CAMPAIGNS

Posters that depict traffickers kidnapping and beating women, and messages such as “Let’s Protect our Women,” “Women, Do Not Fall for Promises,” “Women Migrating to India End Up in Brothels,” “Do Not Trust Anyone Offering a Job to a Woman – He is a Trafficker,” and “While You are Reading This, another Woman has become Enslaved” perpetuate the stereotype that women cannot migrate safely, which results in higher seclusion and marginalization of women looking for new opportunities or a way out.. In addition, campaigns that have insisted on the mistakes committed by women that have led to trafficking have reinforced the idea that women are guilty of a crime that is perpetrated against them.

### WORKING WITH THE COMMUNITY TO IMPROVE REINTEGRATION ACTIVITIES

In Bangladesh, a common belief is that women and men (especially women) who return to their communities after being trafficked are a burden to their families. They often do not receive the support they need and suffer from feelings of guilt and shame. To combat this issue, the USAID BC/TIP program developed an awareness campaign with a special focus on reintegration – a campaign from the point of view of survivors that portrays them as winners who have defeated trafficking, and communities as the needed support to ease their reintegration. A new campaign logo and slogan – “Let’s Fight Together Against Human Trafficking” – were developed with essential input from survivors of human trafficking. Additional messages identified for the campaign were: “Safe migration can lead you to a better future; check all the necessary papers yourself,” “What do you understand of the suffering of a survivor of human trafficking?” and “People who have survived trafficking are now fighting against it; are you with them?”

CTIP prevention and awareness raising activities are most successful when diverse partners are included, such as governments, communities at risk, non-government organizations, the media, and even recruitment agencies. For many of these partners, GESI will be a new concept who may need to be educated about of the benefits of considering GESI in their work.

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## MODULE 3: EXAMPLES OF GESI IN CTIP IN ACTION

### STRENGTHENING POLICIES AND LEGISLATION RELATED TO SAFE MIGRATION AND TRAFFICKING IN PERSONS

Improving understanding of GESI issues is critical to working with government partners to improve migration and trafficking policies and legislation and employment laws to prevent bonded labor. Discriminatory policies for work permits pose a particular barrier for women, who are commonly required to be tested for pregnancy or sexually transmitted infections. Work permits also lack a provision for identified victims of trafficking to remain in the country and work.

#### USING A GESI LENS TO IMPROVE LEGISLATION AND POLICY ON CTIP

Many countries have laws which limit women from migrating overseas. While these laws are meant to protect women, they lead to added challenges for women to migrate safely. The USAID Asia CTIP project works with CTIP projects throughout Asia to advocate for the development of safe and accessible migration channels for people, and to remove bans and restrictions on sex, marital status, and age (domestic workers usually cannot be over 40). In many countries, female migrant workers, especially domestic workers, have compulsory pregnancy tests and are sent back to their country of origin if pregnant. In Bangladesh, in the first National Plan of Action to Combat TIP, the Actions to Combat Trafficking-in-Persons project successfully advocated to change the language from “destitute women” to “unmarried, separated, and widowed”, and removed stereotypes on the victimization and protection of women.

#### BIRTH REGISTRATION CAN REDUCE TRAFFICKING RISKS

Birth registration is the only legal way for a child to obtain a birth certificate. This legal proof of identity can help protect children from violence, abuse, and exploitation. Without a birth certificate, children are unable to prove their age, which puts them at a much higher risk of being forced into early marriage, early entry into the labor market, or recruited into armed forces. It can also help protect migrant and refugee children against family separation, trafficking, and illegal adoption. Without it, these children are at a much higher risk of statelessness, meaning they do not have legal ties to any country, including a nationality.

Without a birth certificate, many children cannot access routine vaccines and other healthcare services. They may be unable to attend school or register for exams. As a result, their future job opportunities are extremely limited, which makes them more likely to live in poverty. In young adulthood, official identification is essential for basic but important transactions like opening a bank account, registering to vote, obtaining a passport, entering the formal job market, buying or inheriting property, or receiving social aid. In some countries, people face barriers to birth registration due to the cost, because they belong to a marginalized community, or because their father is not named or present to obtain a birth certificate.

#### LAWS AND POLICIES CAN DISCRIMINATE AGAINST FOREIGN MIGRANT WORKERS

In some countries, foreign domestic workers are not allowed to marry while working in the country and are at risk of being denied the extension of their work permit if they become pregnant. Defamation laws also pose barriers for migrants wanting to report abuse, as a claim of defamation against them could result in them losing their immigration status and being deported.

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### IMPROVING ACCESS TO LIFE SKILLS, EDUCATION, AND ECONOMIC OPPORTUNITIES FOR COMMUNITIES AT RISK

Increasing access to adult literacy programs, life skills, saving groups, or money management initiatives can also contribute to addressing the root causes of trafficking. A GESI analysis helps to identify the different impacts and needs of men, women, and other social groups, which can be applied to designing activities such as livelihood programs that better meet the needs of those most at-risk.

Applying a GESI lens to the design of economic or livelihood activities also ensures that reintegration activities for survivors of trafficking do not reinforce gender and social stereotypes. These activities can then work to remove barriers that some survivor groups face in accessing economic opportunities and promote the agency of survivors to determine their own futures.

While supplying livelihood support and information on safe migration to vulnerable communities, it is important to consider groups that are most at risk and include those in the planned activities. Leaving the choice of participants for activities to local authorities or community leaders may exclude discriminated groups, such as supporters of opposition parties or religious minorities. By including discriminated groups in CTIP activities, more effort needs to be made to work with communities on fighting discrimination and overcoming harmful attitudes and stereotypes.

### RELIGIOUS DISCRIMINATION CAN BE AVOIDED IN PREVENTION ACTIVITIES

The USAID Cambodia CTIP project published “Buddha cards” a small card with useful phone numbers for migrants. The idea was that since there was the image of Buddha on the front, Thai/Khmer traffickers would not destroy it. But migrants belonging to other religions felt discriminated against and some NGOs did not want to use them. The project changed the card to include a photo of Angkor Wat instead. Although much respected, it is not perceived as a religious symbol and is accepted by all.

### UNCONDITIONAL CASH TRANSFERS PROMOTE SURVIVORS’ AGENCY

Issara Institute is the first organization to pilot the use of Unconditional Cash Transfers (UCTs) in Myanmar as a protective service for victims of trafficking. They used UCTs as a key component of the Freedom of Choice program, which seeks to empower trafficked persons, giving them the knowledge, options, and resources they need to shape their own futures. The program provided cash directly to beneficiaries to spend as they see fit, rather than providing in-kind material assistance or giving money to an aid organization for distribution. Cash transfers are best utilized as a component of a “cash plus” package of assistance offered to assist trafficked persons in their reintegration through legal assistance, healthcare, job placement services, and referrals and information about other social services and benefits.



### HELPFUL TIPS AND RESOURCES FOR GESI CAPACITY BUILDING

Capacity building on GESI is important for staff and partners working on CTIP. Capacity building should also involve improving knowledge and understanding of all staff, including drivers, administrators, and cleaners.

Consider trying the following capacity building approaches:

- Workplace discussions
- Pairing/twinning
- Job shadowing
- Mentoring circles
- Coaching programs
- Workshops and practical sessions
- Online or self-guided training
- Face to face training

Click the links below for training manuals on specific issues:

- [GESI training toolkit with activities](#)
- [Integrating GESI into training](#)
- [Gender and Identity Transformative Training manual](#)
- [Trafficking in children training manual](#)

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### GESI in CTIP activities in transit areas

CTIP activities related to migrants once they have left their homes and are on the move tend to focus on improving the identification of victims and strengthening cross border cooperation and referral mechanisms. This work requires working with border guards, immigration officials, international police, and private sector companies, particularly in the hospitality, transport and tourism sectors.

Applying a GESI lens to activities focused on the transition phase of the trafficking journey usually includes:

- Strengthening the capacity of government officers to identify and handle victims in non-discriminatory way; and
- Building partnerships with the private sector to increase awareness and reporting of trafficking as it is happening.

### STRENGTHENING THE CAPACITY OF GOVERNMENT OFFICERS TO IDENTIFY AND HANDLE VICTIMS IN NON-DISCRIMINATORY WAY

Border guards are often the only government officials a victim of trafficking will meet with along the trafficking journey. Capacity development training for border guards should include information on at-risk groups, GESI dimensions of trafficking, and practical advice on how to interview victims in a non-discriminatory way regardless of gender, sexuality, ethnicity, age, or ability.

### BUILDING PARTNERSHIPS WITH THE PRIVATE SECTOR TO INCREASE AWARENESS AND REPORTING OF TRAFFICKING

Private sector businesses working in high-risk industries play an instrumental role in preventing and reporting suspected trafficking in persons cases. Law enforcement officers are increasingly working with businesses to educate them on trafficking prevention, and how to report the crime. Including GESI dimensions into awareness raising activities for private sector might be as simple as integrating key GESI issues into training materials, brochures, or information on trafficking, or designing targeted activities which seek to raise awareness of groups at risk of trafficking.

By developing and implementing shared value partnerships with private sector actors, we can help facilitate private sector action to reduce TIP in supply chains. Partnership activities with the private sector may range from adopting tools to monitor and give access to workers, to anonymously reporting on supply chains, covering the cost of workers recruitment fees, and enforcing health and safety standards for suppliers. By adopting and sharing best practices, companies can begin to ensure that supply chains are free of slave labor.

### INTEGRATING GESI CONSIDERATIONS INTO INTERVIEW SKILLS

The USAID Thailand CTIP project supports multi-disciplinary teams (MDT) to working directly on trafficking in persons. The MDT training manual integrated GESI considerations and includes specific skills and advice for interviewing survivors. A key part of this training revolves around working with local authorities to listen to stories of migrants, helping create empathy and prevent discrimination against foreign migrants. Click [here](#) to see the JICA MDT manual.

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### HOW TO WORK WITH COMMUNITIES TO IDENTIFY TRAFFICKING

The USAID Cambodia CTIP project worked to train key informants, including entertainment workers and moto taxi drivers, to identify red flags and refer potential victims of trafficking to services. The project worked with workers' organizations and trained selected people on the definition of trafficking in persons and the identification of victims. The project also provided information on service providers and their locations. The trained workers referred several victims to the project for assistance and also helped to raise awareness on trafficking and strengthen the commitment of organizations and communities to prevent it. Key informants in high-risk sectors, such as entertainment and sex work, along with workers in the transportation sector were identified as most likely to come into contact with trafficking victims.

### HOW AIRLINES CAN WORK TO IDENTIFY TRAFFICKING VICTIMS

The Innocents at Risk project is a flight attendant initiative that provided staff the skills necessary to identify children at risk of trafficking. The initiative produced a brochure providing vital information on how to recognize and report cases, and distributed wristbands that could be given to suspected victims onboard flights with valuable information on who to call for help, including children suspected of being trafficking victims and thus provide them with the necessary resources to call for help.

Click [here](#) for a manual produced by IATA on recognizing red flags for trafficking in persons.

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### RAISING THE VOICES OF WORKERS CAN REDUCE TRAFFICKING

The USAID Thailand CTIP project is piloting a system to reduce workers' vulnerability to unfair labor practices in the seafood supply chain. The initiatives with private sector (Connectivity at Sea and Verifik8) help to gauge the issues around these issues and abusive practices related to gender-based discrimination, unequal pay, and other vulnerabilities faced by particular groups of migrants, such as women and people living with disabilities. The objectives of the projects include:

- To support GESI responsiveness and compliance of labor standard and policy in employment practices through collaboration with private sector.
- To support the prohibition of discriminatory employment practices for women and girls by ensuring policies are in place and enforced in companies (e.g. eliminate policies that restrict the work of migrant women to specific occupations, enforce policies that protect pregnant women from discrimination, or ensure policies are in place to protect the rights of people with disabilities to decent work).
- To ensure that grievance mechanisms are inclusive and can address the specific needs of migrants, including women and marginalized groups.

### HOW SMALL CHANGES PROMOTE WOMEN'S SAFE MIGRATION

In Bangladesh, risks associated with women's labour migration have been reduced through the construction of dormitory accommodations and provision of healthcare information. Family counselling also supports the process by helping families and women accept women's choice to work and support them in finding ways to cover household expenses while women are away, without causing any unintended consequences. These changes make it possible for young, unmarried women to migrate to Dhaka for work in factories, without facing discrimination and backlash.

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### GESI in CTIP activities in destination countries/areas

At the destination, CTIP activities focus on the identification, repatriation, and legal aid for victims of trafficking, as well as strengthening the monitoring of risky jobs and increasing the access migrants/victims have to information and hotlines. Integrating GESI into CTIP activities in destination countries can work towards the following results:

- Improving the identification of hidden victims returned to their communities, and self-identification.
- Equipping frontline service providers with the skills necessary to serve survivors of trafficking and ensuring that services (information, shelter, psycho-social support, healthcare, and legal aid) meet the specific needs of all survivors.
- Strengthening institutions working on CTIP to end discrimination and promote GESI-responsive ways of working.

### IMPROVING THE IDENTIFICATION OF VICTIMS AND SELF-IDENTIFICATION BY VICTIMS

Given the rise in the number of cases of trafficking in persons where victims are male or transgender, the role of police is changing. It is important for all police to have updated knowledge on forms and victims of trafficking to better identify victims of trafficking. At the same time, it is also important to ensure that male and female officers can perform the same roles, tasks, and functions, regardless of their sex. Female police officers play a key role because they stand for women and women's interests. The very presence of a female officer at the police station sends a message that the police are there to protect everyone, which may increase the likelihood that a victim of trafficking will self-identify.



#### PROMOTING THE ROLE OF FEMALE POLICE IN CTIP

Globally, female representation in the justice sector is around 10 percent. The absence of women in the criminal justice sector means that the identification of trafficking victims, adjudications, and investigations of cases is through a solely male lens awash with male attitudes, norms, bias, and approaches. In Cambodia, Myanmar, and the Philippines, the Australia Asia Program to Combat Trafficking in Persons worked with trafficking in persons units to implement a coaching and mentoring program for female police. The objectives of the program were to promote professional growth of female police to acquire leadership skills and expand their career pathways working on trafficking in persons; inspire personal motivation for female police with trafficking expertise to remain active in the police force even after marriage; and to enhance the effectiveness of the police through the promotion and demonstration of gender equality principles and practices. In Cambodia, at the end of the program, 59% (44 women) of female police were promoted or given higher duties compared with only 5% of female officers who did not participate in the program.

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### GENDER DESKS AT POLICE STATIONS HELP IMPROVE VICTIM IDENTIFICATION

Throughout Asia, women's desks are being set up at police stations to encourage women to self-identify as trafficking victims. In the Philippines, women's desks have played a critical role in the handling of trafficking in persons cases. In 2018, the Philippines strengthened their commitment to working on GESI by launching LGBTQ+ desks in Manila police stations. Although the LGBTQ+ desks are designed to respond to hate crimes and general harassment of LGBTQ+ people, this does not prevent them from handling trafficking in persons cases where the victims are LGBTQ+. Police deployed to these gender desks are trained on the GESI dimensions of crimes, including trafficking in persons, and are trained on non-discriminatory work skills and ways of working that are non-discriminatory. Where special desks are not possible, standard operating procedures (SOPs) can allow victims to choose the sex of the interviewer and to outline protocols for handling sensitive cases.

### EQUIPPING FRONTLINE SERVICE PROVIDERS WITH THE SKILLS NECESSARY TO SERVE SURVIVORS OF TRAFFICKING

The application of GESI principles and approaches is fundamental to CTIP activities designed to improve frontline services. Because services deal directly with survivors, development activities for frontline service providers should include instruction on working with survivors, assessing risks, and delivering services without prejudice and discrimination. Other CTIP activities which set minimum service standards or strengthen referral pathways can also be improved by integrating GESI considerations.

### GENDERED ATTITUDES LEAD TO DISCRIMINATION IN SHELTERS

In Bangladesh and Nepal, although survivors tend to prefer community-based support, women are still more commonly usually offered shelter-based support, while males live in the community. Similarly, female survivors are offered psycho-social counselling while males often are not. Males are also more likely to be offered skills training that provide more economic opportunities than the training offered to females. When GESI dimensions are not considered within these kinds of CTIP activities, gendered stereotypes can become reinforced and the activities are less effective. The BC/TIP project is working in Bangladesh to provide training to frontline service providers to be provide male survivors of trafficking with psycho-social counselling.

### RESEARCH ON CTIP HIGHLIGHTS LGBTQ+ SURVIVOR NEEDS

The USAID Asia CTIP project in Thailand conducted research into models of care for trafficking survivors. Recommendations from the report highlighted the need for an assessment on shelters to find best practices in supporting the LGBTQ+ community. Click [here](#) to read more.



#### HELPFUL RESOURCES: HOW TO APPLY GESI RESPONSIVE STANDARDS OF CARE FOR FRONTLINE SERVICES

Click [here](#) for a useful tool for practitioners working on health, reintegration and referrals.

Click [here](#) to learn more about how to apply a survivor centered approach in CTIP.

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### STRENGTHENING INSTITUTIONS WORKING ON CTIP TO END DISCRIMINATION AND PROMOTE GESI RESPONSIVE WAYS OF WORKING

Strengthening institutions working on CTIP to adopt GESI responsive ways of working requires assessing and removing access barriers. It also demands that institutions look at their own organizational culture to end discriminatory policies and practices.

### GENDER COURTS CAN PROMOTE ACCESS TO JUSTICE

In Thailand, UN Women signed an agreement with the Thailand Institute of Justice (TIJ) to help women and girls who have experienced abuse and violence secure legal protection and justice. Prosecutors and judges receive gender training, and the model courtroom ensures that victims and witnesses do not have to face the accused. Thailand has also set up mock courtrooms which show where each party will sit during the actual trial. These mock courtrooms are a straightforward way to help victims know what to expect during a hearing. In Lao PDR, low cost non-confrontational courtrooms which have curtains separating the victim from the accused, separate entrances, video testimony capabilities, and private interview rooms.

### GESI in CTIP reintegration activities

CTIP activities focused on reintegration of survivors tend to focus on helping survivors to rebuild their lives. GESI related activities include:

- Changing attitudes and policies to protect migrants and discriminated minorities; and
- Addressing barriers to information and services.

### CHANGING ATTITUDES AND POLICIES TO PROTECT MIGRANTS AND DISCRIMINATED MINORITIES

One of the main barriers to reintegrating survivors in their communities is the social stigma and discrimination they face once they return home. A GESI approach squarely focuses on working with media and communities to improve their knowledge and understanding ethics (e.g. not publishing names of victims), non-discriminatory representations of survivors of trafficking, and providing them with tools to screen and monitor how survivors of trafficking in persons are portrayed by the media. Some innovative approaches that can be used to change attitudes around survivors of trafficking include radio shows, theatre, conferences, and campaigns.



#### HELPFUL RESOURCES: HOW TO INTEGRATE GESI INTO PROCUREMENT PROCESSES AND SUPPLY CHAINS

[How to embed best practice in your recruitment when combatting modern slavery](#)

[Tackling modern slavery in government supply chains](#)

[A modern slavery prevention checklist for procurement and supply chains](#)



#### HELPFUL TOOL: HOW TO CONDUCT A GESI ORGANIZATIONAL CHECKUP

Conducting a periodic GESI checkup or audit assists in tracking organizational progress towards GESI commitments in operations and activities. Click [here](#) for a tool on how to conduct a GESI organizational checklist.

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### ADDRESSING BARRIERS TO INFORMATION AND SERVICES

Reintegration activities also include increasing the access that marginalized groups and survivors have to information and services that can aid them in accessing jobs, health care, and housing. Services may also include government services that enable survivors to obtain identification documents and passports, clearing criminal records, or grievance and remedies that are fundamental to reintegrating and moving forward with their lives.

Information on available services in multiple languages and through multiple channels (social media, radio, television, and key informants) can help increasing the access for marginalized people and reduce risks.

Harmful attitudes and stereotypes may also prevent marginalized groups from accessing services for fear of discrimination. The USAID Thailand CTIP project works with local authorities, sharing stories of migrant workers to develop more positive attitudes towards foreign migrant workers.

#### HOW GENDERED ATTITUDES CAN IMPACT REINTEGRATION ACTIVITIES

In Bangladesh, female survivors continue to face discrimination when returning to their communities. If survivors return without being able to provide economic support to the family, they are discriminated against and may develop feelings of shame and guilt. Addressing these feelings is critical to the reintegration process, along with working with the community to provide support. Survivors are now provided with the option to choose not to return to their community, and can instead move to a new place where they feel safe.

#### HOW UNTREATED MENTAL HEALTH ISSUES CAN IMPEDE REINTEGRATION EFFORTS

Men who work on fishing vessels, especially the ones isolated on vessels in high sea for years, can be victims of sexual abuses, but rarely disclose that. The isolated environment on fishing vessels, with captains having absolute power, is similar to being in prison. Without adequate mental health support and services, returned survivors face difficulties returning to their communities. At the same time, survivors of trafficking may acquire mental health issues or disabilities because of their trafficking experience. They may also have developed drug dependencies, suffered depression, or become aggressive. In some countries, mental health care is limited or non-existent, and some disabled people may be imprisoned or restrained by relatives at home.



### HELPFUL RESOURCES: FURTHER EXAMPLES OF INTERNATIONAL BEST PRACTICES

#### For more examples of GESI in CTIP:

Click [here](#) for 100 Best Practices in Combatting Trafficking in Persons: The role of civil society and click [here](#) for further examples from 20 Ways you can Help Fight Trafficking in 2020.



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#### MORE RESOURCES

##### SERVICE PROVIDERS

Administration for Children and Families Region 4 Office (2018) [Guiding principles for agencies serving survivors of human trafficking](#), The Southeast Regional Human Trafficking Advisory Group.

Chayavong, V. (2016) 'Protection of Trafficked Khmu Girls from Lao PDR: Cases of Pre-reintegration, Process and Human Security in Thailand' (paper presented at the 13th Asia Pacific Sociological Association (APSA) Conference, Phnom Penh, Cambodia, 24-25 September 2016) (cited in ECPAT (2017). [Global Monitoring Status of Action Against Sexual Exploitation of Children Lao PDR](#)).

Human trafficking Foundation (2014) [Trafficking survivor care standards](#).

Peled, E. and Parker, A. (2013) [The Mothering Experiences of Sex Trafficked Women: Between Here and There](#), *American Journal of Orthopsychiatry*, 2013, Vol. 83, No. 4. Pp 576-587.

International Center for Missing and Exploited Children (ICMEC) (2019) [Improving Health Care Services For Trafficked Persons: The Complete Toolkit](#).

Issara Institute and Anders Lisborg (2017) [Research Brief, Towards demand driven, empowering assistance for trafficked persons](#), May 2017.

Rijken, C. Van Waas, L. Gramatikov, M and Brennan, D. (2015) [The Nexus between Statelessness and Human Trafficking in Thailand](#). Wolf Legal Publishers, Oisterwijk.

Surtees, Rebecca (2017) [Our Lives. Vulnerability and Resilience Among Indonesian Trafficking Victims](#). Washington, D.C.: NEXUS Institute.

Surtees, Rebecca, Johnson, Laura S., Zulfahary, Thaufiek and Suarni Daeng Caya (2016) [Going home. Challenges in the reintegration of trafficking victims in Indonesia](#). Washington, DC: NEXUS Institute.

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### VICTIM IDENTIFICATION

Association of Southeast Asian Nations (ASEAN) (2016) [Gender Sensitive Guideline for Handling Women Victims of Trafficking in Persons](#), ASEAN.

International Organization for Migration (2019) [Migrants and their vulnerability: to human trafficking, modern slavery and forced labour](#), International Organization for Migration, Geneva.

Liberty Asia to Prevent Human Trafficking (2016) Victim Identification Toolkit, Liberty Asia to Prevent Human Trafficking.

Office for Victims of Crime (2005) [Human Trafficking Task Force e-Guide](#), (OVCTTAC), United States.

Rijken, C. Van Waas, L. Gramatikov, M and Brennan, D. (2015) [The Nexus between Statelessness and Human Trafficking in Thailand](#). Wolf Legal Publishers, Oisterwijk.

Surtees, Rebecca, Johnson, Laura S., Zulfahary, Thaufiek and Suarni Daeng Caya (2016) [Going home. Challenges in the reintegration of trafficking victims in Indonesia](#). Washington, DC: NEXUS Institute.

### JUDICIAL SECTOR AND LAW ENFORCEMENT

AAPTIP (2017) [Gender Toolkit: A guide for criminal justice practitioners in the ASEAN region](#)

Geneva Center for Security Sector Governance (2020) [Gender and Security Toolkit](#), DCAF, Switzerland.

UNODC (2008) [Manual for training police on anti human trafficking](#).

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## What to Expect in the Next Module

In the next module we look at how different practitioners – justice sector, social welfare, private sector, and government—can incorporate GESI considerations into monitoring and evaluation plans. The module also includes advice on how to collect disaggregated data, interpret results, and communicate changes from a GESI perspective.



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## MODULE 4: MONITORING, LEARNING, AND SHARING GESI IN CTIP



**Description:** This module provides guidance on how to incorporate GESI considerations into monitoring and evaluation plans, with diverse CTIP practitioners in mind. This module includes advice on how to write GESI indicators, how to identify and collect disaggregated data, and how to communicate GESI results.

### How to include GESI considerations into MEL tools

The first step towards integrating GESI into monitoring, evaluation, and learning (MEL) is the development of a strong MEL Plan. A MEL Plan captures data on outputs and outcomes for diverse groups and informs the program of any specific constraints which may affect the design and scaling up of activities. Integrating GESI into a MEL Plan requires:

- Writing GESI-responsive indicators;
- Disaggregating data; and
- Collecting disaggregated data.

Each of these areas will be discussed in turn, along with examples on what to include.



#### HELPFUL RESOURCES: HOW TO INCLUDE GESI INTO MEL

Click [here](#) for a comprehensive resource on integrating gender into MEL.

Click [here](#) for advice on integrating disability into MEL.

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### How to write GESI responsive indicators

Many GESI indicators are sector specific. For example, they are relevant to one sector only, such as health, education, or livelihoods. However, given that safe migration and CTIP programs tend to work across sectors, practitioners should consider selecting one or two cross-cutting indicators to enrich their GESI program data.

**A common indicator used by the child protection sector or child trafficking program might be:**

*Percentage of children 12-18 years who experienced physical or sexual violence in the past 12 months, by sex.*

**A cross-cutting GESI indicator, relevant to all CTIP programs might be:**

*Percentage of women, men, and persons with disabilities reporting they participate in community-level meetings or other collective groups*

**One way to avoid a sector bias in indicators is to use participatory methods to involve the project beneficiaries directly in developing indicators. You can ensure that indicators are developed in a participatory way by asking project beneficiaries what changes they hope to see at the end of the activity. Indicators developed in this way will target a variety of issues and intended outcomes prioritized by the target groups. Take the following indicators:**

*% of respondents of the livelihood project who reported increased autonomy 6 months after the project.*

*% of respondents of the livelihood project who reported sufficient income to sustain a livelihood.*

Certain participants may have different needs in a project. It might be the case that in some countries, the first indicator better reflects the economic needs of women in a particular country. Very often, in this context, women are less likely to be the main worker, and they hope that the project outcome is sustained employment, increased decision-making power on how household income is spent, and increased mobility or freedom of movement. Depending on the context, the second indicator might better reflect the economic needs of men. In countries where men are the main breadwinners, they may also already have autonomy and are more interested in being able to support their families at the end of the project.

### WHAT DISAGGREGATED DATA ARE NEEDED?

Collecting and analyzing disaggregated data by sex, age, disability, geography, sexuality, or ethnicity makes it possible to better understand the participation, access, voice, influence, and agency of target groups involved in the program. To reduce the amount of data collected, it is important to identify what data are needed and by which gender and social categories the data should be disaggregated.



#### HELPFUL RESOURCES: USING PARTICIPATORY APPROACHES IN MEL

Click [here](#) for advice on how to use participatory MEL approaches at each stage of the program cycle.

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The following questions can assist in deciding what disaggregated data need to be collected:

- Who does the activity target – men, women, people living with disabilities, religious and/or ethnic minority groups?
- What other information is available in the implementation plan or activity description about the activity and groups likely to be impacted?
- What do the baseline data tell us about the problem the activity is trying to address?
- Are there any groups that face multiple or complex forms of discrimination?



### HELPFUL RESOURCES AND TOOLS: HOW TO ENSURE DATA COLLECTION METHODS THAT CONSIDER GESI

Click [here](#) for a checklist of things to consider when collecting data from trauma survivors.

Click [here](#) for a checklist on how to include GESI in data collection.

**As an example, let us consider a CTIP program that wants to conduct an activity to improve counselling services of returned migrants and survivors of trafficking in persons. The implementation plan tells us that the activity wants to *increase numbers of survivors of trafficking accessing counselling services*. The monitoring and evaluation plan will include the following indicator:**

- Number of men and women who access the service (disaggregating by sex) and the age of the clients accessing services (disaggregating by age).

**However, baseline data provides further information which can be used to improve program outcomes and results for target groups. Baseline data may show that very few men participate in training as counsellors, or that ethnic minority men and female survivors living with disabilities face certain barriers when accessing counselling services. This added context suggests the need for indicators and disaggregated data, such as:**

- The proportion of male to female counsellors trained (disaggregating by sex/ethnicity)
- The number of ethnic/disabled survivors of trafficking (disaggregating by ethnicity, sex and disability) accessing counseling

**These indicators allow program staff to go back and ask:**

- Why are so few men counsellors?
- Is there a relationship between the number of male counsellors and number of men accessing counselling services?
- How can we tackle that problem?
- What other groups cannot access counselling services?

The answers to these questions promote learning, adaptation, and allocation of resources, and influence the design of new activities. If a program is already being implemented and does not have baseline data, other information and data can be gathered from program staff. Program staff can also be engaged to brainstorm ideas and adjust indicators to address the problems facing different groups.

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### HOW TO COLLECT DISAGGREGATED DATA

Collecting disaggregated data requires thinking about which methods and approaches are most suitable for reaching the target groups. When working with survivors of trafficking in persons, particular considerations are required to handle discussions on trauma, gender-based violence, and exploitation in a sensitive manner.

#### Some key questions to consider:

- ? How can we ensure that quantitative data collection methods will accurately represent target groups?
- ? What are the right tools to collect qualitative data?
- ? Are there any religious, cultural, or ethnic sensitivities that may influence who/how data can be collected?
- ? If data are collected through small group discussions, will women participate if men are present?
- ? If data are being data collected remotely or by a third party, how do we monitor the process?
- ? How will data be collected from survivors or people with a history of trauma or gender-based violence?
- ? How can we make sure that data are collected from people from other language groups?
- ? How can we make sure data are collected from people living with disabilities?
- ? Who will collect the data?
- ? Have the data collection officers (male and female) been trained?
- ? Where will data be collected?

The answers to these questions will aid in deciding the best methods and approaches to use.

**It is also ethically important to make sure all participants supply consent to take part in data collection efforts and remain anonymous. To help participants decide if they want to be part of the data collection process, provide them the following explanation:**

- What data is being collected from whom.
- Why data is being collected.
- How data will be used by the program.
- How data will be stored/managed by the program.

It is always up to the participant to decide whether they take part in the data collection process, and it is important for them to know that they can opt out at any time. Click [here](#) for a research ethics guide.



#### HELPFUL TIP: WHAT TO INCLUDE IN GESI REPORTING ON CTIP?

- changes affecting survivors and at-risk groups;
- changes the voice and influence survivors have on policy and legislation;
- changes in the behavior and capacity of partners.

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### How will we know if we are effectively addressing GESI in MEL?

**Projects can assess how effectively they are addressing GESI in MEL in a number of ways:**

- By monitoring progress made against the GESI Action Plan;
- Working with a GESI expert to conduct a GESI assessment or evaluation; or
- By integrating GESI considerations into the terms of reference for mid-term reviews or end of project evaluations.

**Integrating GESI considerations into MEL is about analyzing how multiple identities (gender, sexuality, religion and ethnicity, disability, race, and economic status) shape or determine the following:**

- What progress has been made against the GESI indicators?
- Additional measures that are needed to increase the effectiveness of activities and their implementation.
- Best practice examples or case studies that can be used to show impact, help replicate activities, or act as learning tools.
- Institutional learning and exchange of promising approaches to enhance GESI.
- How and what project resources are being directed towards different marginalized groups.
- How budget allocations are ensuring GESI-specific data collection efforts.
- Progress in outputs and impact indicators that show changes in behaviors, attitudes, social norms, and practices.
- The likelihood that results will be sustained over time.

Mid-term reviews or evaluations will also supply recommendations that can be used to adapt the activity or program in a positive way.



#### HELPFUL TOOL: HOW TO INTEGRATE GESI CONSIDERATIONS INTO RESEARCH AND COMMUNICATIONS

When planning communications activities or research it is important to consider what language we use, and how we represent survivors and other target groups. Choosing the wrong images or language can perpetuate negative stereotypes of survivors, while sending a positive message can advance CTIP.

Click [here](#) for a useful checklist.



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### How to communicate and report GESI results

**Because many cases of trafficking in persons are not identified, and because the crime of trafficking in persons is constantly changing, data and reporting on CTIP are often based on incomplete or insufficient data. Integrating evidence from GESI indicators and analysis into CTIP reporting improves the quality of reports in several ways:**

- GESI data supply other information on different forms of trafficking in persons and emerging trends.
- GESI data improve understanding of at-risk groups.
- GESI data provide information on the effectiveness and accessibility of services and initiatives to counter trafficking or assist survivors.

**Reporting on GESI data and results in CTIP programs can improve programs in the following ways:**

- Promote inclusive policies, legislation, and enforcement mechanisms.
- Improved activity design to address GESI barriers facing survivors or at-risk groups.
- Collaborative learning and adaptation for CTIP practitioners.
- Identify areas where organizations can strengthen their commitment to GESI.
- Foster external engagement with diverse partners working on safe migration and CTIP.

**There are many ways to share GESI results, including:**

- Publications such as peer-reviewed journals.
- Making MEL data public by anonymizing and sharing evaluations.
- Videos, photojournalism, and press releases.
- Learning platforms designed to exchange information on GESI and trafficking in persons.
- Knowledge products, such as best practices, stories of significant change, case studies, and research summaries.
- Conferences and workshops.
- Webinars and training sessions.

Regardless of how results are shared, it is important to promote GESI principles in the language used in CTIP programs, including addressing sensitive issues such as race, disability, and sexual orientation or identity.



#### HELPFUL RESOURCES: HOW TO REPORT ON SENSITIVE GESI ISSUES?

Click [here](#) to watch a short video on how to talk about race

Click [here](#) to watch a short video on how to avoid sexism in the English language.

Click [here](#) for a useful tool on good practices for reporting on trafficking in persons.

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### PHOTOJOURNALISM AS AN EFFECTIVE LEARNING TOOL IN SAFE MIGRATION INITIATIVES

Beijing-based documentary photographer Cong Yan spent four years documenting the stories of Cambodian women who migrated to China for marriage, some of whom faced abuse and exploitation. Cong collaborated with the USAID Cambodia CTIP project to exhibit her photos in Cambodia. "By showing young Cambodian women what it's actually like living in China," Cong says, "we hope that these women will be better informed when making their decisions."

Click [here](#) to view her photography.

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### KEY CONCEPTS INCLUDED IN THIS MODULE

#### 2 Disaggregating

Disaggregating information by sex means that we count males and females separately when gathering information on development activities and benefits. Sex-disaggregated data is important because it helps assess whether an initiative is successful at targeting and benefiting women, men, girls, and boys as planned. Information may also be disaggregated according to other key variables, depending on the type of initiative, target group, and context, such as socioeconomic group, age, ethnicity, race, religion, and location (rural or urban).

#### 2 Intersectional(ity)

The intersections between forms or systems of oppression, domination, or discrimination. Intersectionality recognizes and examines how various biological, social, and cultural categories such as gender, race, class, ability, sexual identity, caste, and other identities interact on multiple and often simultaneous levels, contributing to discrimination and inequality. Intersectionality holds that varying forms of oppression within society, such as racism, sexism, and homophobia, do not act independently of one another, but interrelate and create a system of oppression that reflects the intersection of multiple forms of discrimination.

### MORE RESOURCES

#### MONITORING AND EVALUATION

Asian Development Bank (2013) [Tool Kit on Gender Equality Results and Indicators](#).

[Better Evaluation](#) website full of resources and tools and links to further reading on integrating gender and social issues into evaluation and learning.

International Organization for Migration (2007) [ASEAN and trafficking in persons using data as a tool to combat trafficking in persons](#), (IOM), Geneva.

#### REPORTING AND COMMUNICATIONS

Ekvilib (2017) [Guidelines for Gender Sensitive Reporting](#).

Hootsuite has developed a useful gender inclusion checklist for social media [A Gender Inclusive Social Media Checklist](#).

International Centre for Migration Policy Development (ICMPD) (2017) [Media and trafficking in human beings guidelines](#).

Media Reform UK (2015) [Mission Possible - A gender and Media Advocacy Toolkit](#).

UNODC (2017) [Human Trafficking Toolkit for Journalists](#).

UN Women has developed a guide on using gender sensitive language [Gender Sensitive Lexicon](#).

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## Tool: How can gender, age, ethnicity, and disability increase a person's risk to trafficking

This table provides a starting point for understanding the GESI dimensions of CTIP. This information can be used as a starting point when preparing a GESI analysis or designing an activity or project. Depending on the type of trafficking being investigated and country of focus, this analysis will need to be adjusted.

<b>GENDER</b>	<ul style="list-style-type: none"> <li>Statistical estimates indicate that women and girls account for 99 per cent of trafficking victims in the commercial sex industry, and 58 percent in other sectors.</li> <li>Women and girls who experience any form of gender-based violence such as domestic abuse, rape may be at increased risk of trafficking.</li> <li>Women and girls who are victims, perpetrators or witnesses of trafficking face institutional barriers as they try to navigate a male dominated justice system and access support services.</li> <li>Women may not be offered a choice of support services. Women may be detained while awaiting trial and they may face discrimination or secondary abuse including violence at the hands of the justice officials.</li> <li>Throughout the world forced marriage, particularly of underage girls has emerged as an urgent issue.</li> <li>Male survivors of human trafficking remain hidden by society who consider them to be labor migrants.</li> <li>Male survivors may face stigmatization in some societies where trafficking is narrowly understood as sex trafficking.</li> <li>Gendered expectations of men as financially responsible for their families, and stereotypes that men are not trafficked means that male victims may not self-identify as victims.</li> <li>Men represent 82 percent of victims who have been trafficked for organ removal.</li> <li>Males who are stateless or escaping conflict, without work opportunities and official paperwork were more likely to take risks associated with labour migration increasing their risk of trafficking in persons (in some countries this may equally be an issue women and girls).</li> <li>Men and boys who work in unregulated jobs in high-risk sectors are particularly vulnerable to abuse and extreme occupational hazards (in some countries this may equally be an issue women and girls).</li> <li>Men may be forced into labor through debt-based coercion, passport confiscation, threats of physical or financial harm, or fraudulent recruitment.</li> <li>When male victims are identified they have less access to targeted psycho-social and protection services than women which negatively impacts their cases and may lead to them being re-trafficked.</li> <li>Male victims may choose not to access services due to economic and social demands to return to/care for their families.</li> <li>Male victims of trafficking may be arrested and prosecuted for the unlawful acts their traffickers compelled them to engage in.</li> </ul>
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<b>AGE</b>	<ul style="list-style-type: none"> <li>Young people who are unemployed may be driven to migrate for work.</li> <li>The age of a person can influence what industry they are trafficked into. For example, children are typically trafficked for adoption or sexual exploitation.</li> <li>Young girls in some countries face an increased risk of trafficking by family members for marriage or work.</li> </ul>
<b>ETHNICITY</b>	<ul style="list-style-type: none"> <li>Ethnic conflicts can be a driver of migration which places certain groups at risk of trafficking in persons.</li> <li>While trafficking in persons affects people of all ethnicity, a person's ethnicity when coupled with geographic location, poverty, gender and limited education may increase the vulnerability of individuals and groups to certain types of human trafficking, especially, trafficking for marriage, sex work and labour.</li> <li>Ethnic minority people may be further disadvantaged when trying to access justice organisations and support services due to their limited education, language differences or prejudice and discrimination from officials.</li> </ul>
<b>SEXUALITY</b>	<ul style="list-style-type: none"> <li>Stigmatization or marginalization of LGBTQ+ people within a community can drive migration and increase risks of trafficking in persons.</li> <li>Acceptance of LGBTQ+ people in countries of destination may increase migration and heighten risks of trafficking.</li> <li>Stigmatization or marginalization of LGBTQ+ people may force them to seek employment in high risk sectors (sex work) and increase their risks of being trafficked.</li> <li>Survivors of trafficking in persons may be discriminated against or retraumatized by law enforcement and may not have the same access to justice and support services as gender binary survivors.</li> <li>LGBTQ+ survivors may face further stigmatization and difficulty reintegrating.</li> </ul>
<b>CLASS/ ECONOMICS</b>	<ul style="list-style-type: none"> <li>While poverty is a key driver of labour migration, no class is exempt from trafficking in persons.</li> <li>Migration from rural to urban centres for work increases risks and opportunities for trafficking in persons.</li> <li>Increased globalization and mobility of people also provides new means and opportunities for trafficking in persons.</li> <li>Illegal labor migrants are more vulnerable to exploitation and trafficking.</li> </ul>
<b>DISABILITY</b>	<ul style="list-style-type: none"> <li>Stigmatization or marginalization within a community can place some PLWDs at risk of forced migration and trafficking in persons.</li> <li>Stigma surrounding mental illness and physical impairment may create communication, physical and attitudinal barriers to accessing justice and social support.</li> <li>Victims of organ trafficking, the majority of whom are men, may not be able to come forward as survivors and access justice and support services.</li> <li>Survivors who have acquired mental health issues or physical impairments as a result of the trafficking experience may face difficulties reintegrating into communities.</li> </ul>

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## Tool: How to identify entry points for working on GESI in migration and trafficking

The following table can be used by CTIP practitioners as a quick guide of top-line issues according to each stage in the trafficking journey. This table can be used when preparing GESI analysis or conducting capacity development activities. This table is not intended to replace a GESI analysis.

CHRONOLOGY OF MIGRATION	GESI ISSUES
<b>IN SOURCE AREAS</b>	<ul style="list-style-type: none"> <li>Gender segregated jobs/employment sectors limit opportunities at home and drive labor migration.</li> <li>Social norms of men's role as a "breadwinner" increase the risks and recruitment fees male migrants are willing to take for employment.</li> <li>Commercial sex industry drives demand for sex workers and in places where sex work is illegal a lack of regulation increases the vulnerability of sex workers to trafficking in persons.</li> <li>Different forms of trafficking including trafficking for labor, surrogacy, soldiers, begging, organs and child marriage information pose specific risks for different groups. People living with disabilities are more at risk of trafficking for begging while men and boys for labor.</li> <li>Ever changing recruitment methods by traffickers, especially online recruitment, increase the vulnerability of certain groups such as children.</li> <li>Social norms and expectations influence the understanding of law enforcement and community members of who is at risk of trafficking in persons, such as men and boys or LGBTQ+ people.</li> <li>A lack awareness of rights, laws and commitments among certain communities increases their risk of trafficking in persons. In particular this can impact ethnic minority groups or women and girls who may have low levels of literacy and education.</li> <li>Widespread lack of understanding of the interaction between gender and sexuality, ethnicity, disability and geography increases the vulnerability of some groups to trafficking in persons, and in some areas may legitimize it. For example, a poor understanding of traditional and religious ideas (about sex, polygamy, marriage, disability and ethnicity) may increase the vulnerability of some girls to sex trafficking.</li> <li>Stereotypical understandings of traffickers as males can increase the risk of women being recruited by female traffickers.</li> <li>A lack of understanding of trafficking in persons crimes including recruitment, transportation and harboring victims can see some women (and men) becoming perpetrators without their knowledge.</li> <li>Illegal labor migrants face increased risk of exploitation and possibly trafficking.</li> </ul>
<b>TRANSIT/ DESTINATION</b>	<ul style="list-style-type: none"> <li>Poor understanding of the different experiences of trafficking in communities, such as the experiences of men and boys and people living with disabilities may delay or prevent victims from coming forward.</li> <li>Legislation, policies and regulations do not meet the gendered needs of certain victims of trafficking, for example there is an absence of laws related to cyber trafficking and online sexual exploitation of children investigations. There is also an absence of legislation on handling cases involving LGBTQ+ victims and inadequate laws and policies on compensation/restitution for victims.</li> <li>Limited coordination and comprehensive services providing shelter, psychosocial counselling, medical assistance, legal aid, case management, reintegration, and market-driven vocational training may not meet the specific needs of male victims, people living with disabilities, LGBTQ+ people. Where services are available certain groups may face access issues.</li> </ul>

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## TRANSIT/ DESTINATION (CONT.)

- Mandatory shelters and no right to employment unfairly discriminate against certain groups, such as women.
- Lack of reliable data disaggregated by at-risk groups means policies do not reflect the need/size of the problem.
- GESI blind/neutral reporting on international/national TIP commitments keeps some victims hidden, men and boys, people living with disabilities and ethnic minority groups.
- Lack of reliable statistics can influence budget allocations and prioritization of safe migration and trafficking in persons initiatives.
- Lack of identification of certain types of victims (e.g. under-age sex workers, men on fishing boats).
- Harmful social norms and gender stereotypes prevent victims, witnesses and perpetrators of trafficking from accessing justice (e.g. male victims).
- Discriminatory employment practices within the justice sector means discriminatory social norms and stereotypes being perpetuated by state systems. For example, virginity tests for recruitment, policies that place restrictions on marital status or decisions around motherhood, lack of paternity leave, early retirement age for women, employment of people living with a disability.
- Gender bias and stigma by justice sector professionals of victims, perpetrators or witnesses, especially LGBTQ+ people, people living with disabilities, sex workers and male victims, victims with health issues such as those who have HIV/AIDS, STDs may determine if, how and when the criminal justice system responds to cases.
- Widespread lack of understanding of justice processes among victims and perpetrators of trafficking in persons can lead to re-traumatization of survivors or discrimination and even abuse of perpetrators.
- Lack of resources, corruption and a lack of political will means that training and capacity development on gender equality and social inclusion issues is not prioritized in the health, social and justice sectors.
- Lack of understanding of gender discrimination and social exclusion in different legal system (Sharia law, common law, civil law) may see some trafficking in persons cases dropped or unfairly decided.

## AT PLACE OF RE/ INTEGRATION

- Stereotypical re-integration services, such as livelihood training which does not challenge social norms may meet the needs of marginalized and excluded groups and perpetuate economic inequalities that drive labor migration.
- Lack of referral pathway beyond criminal justice systems (justice and non-justice agencies) to meet needs of the victim and inclusion of GESI.
- When survivors return to communities, males may face barriers when accessing services and may not get the support they need.
- Women who have been trafficked are often perceived to be victims of abuses even if they were not trafficked for sex work.
- Lack of ongoing support for victims of trafficking.
- Women are overrepresented as service providers which can deter men from seeking assistance.
- Survivors trying to re-integrate may face a social stigma of trafficking in communities.
- Lack of economic/livelihood opportunities for survivors of trafficking in persons.
- Lack of information and support to re-migrate safely
- Lack of access to reintegration services for unidentified victims

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## Checklist: What to consider when working with survivors of TIP

Including the voice of survivors in CTIP activities improves community and practitioner's understanding of different trafficking experiences and contributes to a stronger, and more targeted CTIP response. This checklist can be used by CTIP practitioners when planning how to work with survivors and marginalized groups as beneficiaries, participants, leaders, critics and agents of change.

### **GUIDELINES FOR PROGRAM STAFF WORKING WITH SURVIVORS**

#### 1. How does the initiative intend to involve survivors?

- beneficiaries
- design
- implementers
- staff
- leaders/management
- Reviewers
- GESI champions

#### 2. At what stage of the project/activity will survivors be involved?

- Design
- Implementation
- Monitoring
- Evaluation
- Learning

#### 3. Does the initiative include targets or quotas for the participation of survivors as beneficiaries or other marginalized groups?

#### 4. Has a mapping of organizations representing survivors or marginalized groups been conducted?

#### 5. Does the mapping include:

- organisations working with different forms of trafficking,
- data on survivors by sex, sexual orientation, ethnicity, ability, location.

#### 6. Has a risk assessment been conducted?

#### 7. Has a risk management plan been prepared?

#### 8. Have consultations been conducted on survivor concerns, priorities, opinions and solutions to key issues?

#### 9. Who was consulted and how were consultations conducted?

- survivors
- experts
- organizations representing the needs of
- government policy agencies dedicated to trafficking in persons or promoting GESI and improving the status and conditions of survivors and marginalised groups.

#### 10. Has someone been tasked with monitoring the participation of survivors in the initiative?

### **ADDITIONAL GUIDANCE FOR SUPPORT SERVICE STAFF WORKING WITH SURVIVORS**

- The survivor is treated with dignity and respect instead of being exposed to victim-blaming attitudes.
- The survivor chooses which services are required.
- The privacy and confidentiality of the survivor is guaranteed.
- The survivor is not discriminated against on the basis of gender, age, race/ethnicity, ability, sexual orientation, HIV status or any other characteristic.
- The survivor receives comprehensive information to help make their own decision instead of being told what to do.

This tool was adapted from UNODC (2020) [Thematic Gender Brief Organized Crime and Trafficking](#) and UN Women [Virtual Knowledge Centre to End Violence Against Women](#).

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## Tool: How to conduct a Do No Harm Risk Assessment

Each encounter with a trafficked person can have a positive or negative effect on their health and well-being. A Do No Harm Approach asks that CTIP practitioners seriously consider the possible harmful impacts of trafficking activities specifically related to the rights and safety of survivors and staff working on CTIP. This tool can be used by CTIP practitioners when planning activities.

For an example of how a Do No Harm Risk Assessment was applied to interviewing trafficking survivors [click here](#).

### A 'DO NO HARM' ASSESSMENT REQUIRES **THREE STEPS**:

#### STEP 1: ANALYZE THE RISKS

1. List all the potential risks (external or internal - include policies, political, religious or ethnic sensitivities, risks associated with particular target groups or organizations)
2. How likely is the risk? Low, medium or high?
3. How serious are the consequences? Low, medium or high?

Risks	Probability (low, medium, high)	Impact (low, medium, high)	How to minimize or mitigate the risk?
1.			
2.			
3.			

For those risks that scored as medium or high, define ways to reduce the likelihood of the risk and of reducing the impact. This may include changing activities, increasing resources, changing target groups, changing ways of working.

#### STEP 2. MONITOR RISKS

##### Stop if necessary.

If you have any reason to believe that carrying out an interview or conducting an examination or procedure will negatively impact the trafficked person, stop — at least for the time being.

#### STEP 3. TAKE CORRECTIVE MEASURES

##### Consider the impact of your actions.

Even with the best intentions, it is important to consider the possible harmful impact your words and actions may have on a trafficked person or staff member working on CTIP. This may require re-thinking your initial response if it might negatively impact the trafficked person's safety, trust, or emotional state.

##### Avoid re-traumatizing the person.

Recounting the details of their experiences can lead to significant physical, psychological, and social stress, or even cause them to re-lapse into a state of trauma.

##### Only make promises you can keep.

People who have been trafficked are used to broken promises. It is important to break this cycle. Set realistic expectations and boundaries and acknowledge areas where additional support may be required.

##### Use caution when speaking to the media.

Trafficking in persons may be sensationalized by the media. Use caution when speaking about a specific situation that may involve trafficking in persons. It is best not to talk to the media unless you have specific permission to do so from the trafficked person.

This tool was adapted from the British Colombia [Human Trafficking Training Toolkit](#).

For further details on how to conduct a Do No Harm risk assessment click [here](#).

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## Checklist: How to work with GESI Champions to advance CTIP

### THIS CHECKLIST CAN ASSIST CTIP PRACTITIONERS TO IDENTIFY AND WORK WITH GESI CHAMPIONS IN CTIP ACTIVITIES.

#### Who are potential GESI Champions?

- Village heads and elected officials
- Survivors of trafficking in persons
- Vulnerable or at-risk persons who may act as role models to the target group (LGBTQ+ people or survivors of gender-based violence)
- Media personalities from target beneficiary groups such as people living with disabilities, LGBTQ+, sex workers
- Doctors and nurses
- Judges, police and prosecutors
- Division heads within government – try the departments responsible for violence against women, labor, migration
- Local business-people who have spoken out against slavery in supply chains or are signatories to relevant industry, national or international standards the Women's Empowerment Principles (WEPs).

#### How to engage men as GESI Champions

- Identify men within your organization or partner organizations who hold influential positions.
- Prepare a brief list of the roles and responsibilities of GESI champions.
- Ask the men what support or resources they need to better perform their role and provide them at a minimum a summary of organizational commitments to GESI in trafficking in persons.
- Ask female colleagues if they endorse the male champions.

#### What to consider when working with survivors of trafficking in persons champions

- Conduct a Do No Harm risk assessment before interacting with survivors and put risk mitigation measures in place if needed.
- Develop a code of conduct or agreement before working with the survivor to outline roles and responsibilities and ensure a provision that allows the survivor to withdraw from being a champion at any time.

#### How to be a proud GESI Champion and show it

- Share that you are a GESI Champion by including it to your organizational biography, and introduce yourself as a Champion when speaking.
- Share your commitments with all staff by sending an all staff message and invite them to contribute to the achievement of your commitments.
- Share your commitments with governing bodies or high-level management. Articulate why these commitments are key to achieving your organization's mission.
- Share your commitments with the world! Use social media and other means to share why gender equality is important to you.
- Identify opportunities to speak with partners on key GESI issues related to safe migration and trafficking in persons.
- Share your commitment to CTIP at the community level.

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## How to communicate through a GESI lens

- Explicitly acknowledge both women and men when you speak.
- Recognize and speak about the GESI dimensions of your work - not only safe migration and trafficking in persons. You may want to talk about GESI issues in operations or in recruitment.
- Call out sexist remarks or jokes.
- Familiarize yourself with the complaints mechanisms in your organization for complaints related to bullying, discrimination, sexual harassment.
- Make it clear that sexism is not acceptable or funny and demonstrate you have zero tolerance for sexual harassment.

## How to support participation from all—in the workplace and at home

- Think: Is there equal participation between women and men in the project/initiative/panel?
- If there is not equal participation, reach out to partners that can help address this gap.
- Ensure that projects/initiatives/panels are accessible to people living with disabilities. If they are not change the venue and find other ways to make it more accessible for everyone to participate.
- Be mindful of who is and isn't speaking. In meetings, notice if the same people are speaking, and explicitly encourage those that are not being heard to speak.
- Be mindful of people interrupting each other and intervene when it happens – research shows that women are interrupted three times more often than men.
- Don't make assumptions about people's career aspirations. Both women and men encounter gender bias about parenting roles and career aspirations. To avoid this, don't assume: ask!

This checklist was adapted from the International Gender Champions A “How to” checklist for International Gender Champions. International Gender Champions, Change Management Impact Group, co-chaired by the Permanent Mission of the United Kingdom to the United Nations in Geneva and the Joint United Nations Programme on HIV/AIDS (UNAIDS).

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## Checklist: How to overcome challenges working on GESI in CTIP

Working on GESI not easy, challenges and roadblocks are inevitable particularly in an organization where working on GESI is not seen as a priority. This tool will help CTIP practitioners anticipate some potential challenges. The checklist can be used by CTIP practitioners when planning an activity or developing a GESI Action Plan.

### Resistance

- Attitudes and behaviors of key stakeholders have been assessed and are monitored
- Management shows visible support and leadership for GESI issues
- A concept note for the activity, GESI analysis or action plan has been prepared and shared
- Awareness raising efforts have been conducted to promote an understanding of GESI issues
- Where possible incentives/recognition is provided to stakeholders who overcome resistance

### Understanding of the GESI activity

- Diverse partners and representatives have been consulted and participated in discussions on key GESI issues
- Summaries of GESI analytical report have been disseminated to all staff and partners
- Leaders have endorsed the GESI activity
- Capacity of relevant partners has been assessed
- Mandatory training is provided to all staff on key GESI issues relevant to their work

### Resources

- Responsibility for the activity/action plan has been allocated
- A GESI expert has been identified if required
- A budget has been prepared to reflect the scope of work
- Some “cost neutral” policy changes and activities are planned
- Men and women will be engaged to work on GESI activities

### Political or religious sensitivities

- National plans of action that prioritize trafficking in persons and gender equality initiatives and the sustainable development goals have been used to leverage GESI commitment.
- Trafficking in Persons Report along with other international commitments can be used to leverage GESI commitment.

- Understand and discuss any political or religious sensitivities/discriminations that exist in the country where you are working.
- Identify non-confrontational ways of working on GESI with partners.

### Institutional/organizational authority to work on GESI

- Communicate with leadership regularly
- Identify any risks the organization might face working on GESI/ political sensitivities
- Identify clear monitoring and reporting on GESI results
- Diverse partners working with survivors and groups at risk of trafficking in persons have been engaged as allies to advance GESI results

### Data or statistics

- There is a budget for data collection and analysis
- National reports related to gender equality, migration, trafficking in persons and human rights commitments provide GESI statistics
- Baseline data has been collected where necessary
- Indicators have been checked to ensure they provide the right information to measure gender equality and social inclusion results

### Sustainability

- Build in a process for monitoring and evaluating the GESI activities
- Build in accountability structures for GESI results
- Ensure annual budget and planning processes include GESI on the agenda

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## Checklist: How to challenge discriminatory stereotypes and attitudes in CTIP activities

Discriminatory stereotypes and attitudes influence understandings of trafficking survivors and communities at risk, but they can also explain how law enforcement and social support services respond to trafficking cases and how CTIP activities are designed and implemented. This tool provides CTIP practitioners entry points for challenging discriminatory stereotypes and attitudes in their work and a guide for conducting community discussions.

Where are the entry points for challenging stereotypes and attitudes in your work?

- Informing myself of the actual legal rights survivors of trafficking.
- Informing myself of any religious or cultural facts about the groups I am working with.
- Refraining from using gender and social stereotypes and other forms of discriminatory language when speaking to or about survivors and witnesses.
- Discussing and educating partners and colleagues on the use of stereotypes in the workplace and the disabling effects they have on men and women, survivors and colleagues.
- Advocating for changes where gender and social discrimination in policy exists.
- Looking for opportunities to remind communities and partners of the negative impact of masculine and feminine gender norms. For example, male survivors of trafficking may grapple with feelings of shame and emasculation, which may influence whether or not they wish to pursue a legal case or reach out to survivor support services.
- Breaking gender and social stereotypes of trafficking victims through the examples used in capacity development activities such as, role plays and case studies.
- Encouraging females and other excluded individuals or groups to participate in activities and where possible take the lead – act as change agents.
- Organizing workplace discussions around images or newspaper articles on trafficking in persons.
- Monitoring changes to social and gender norms in my program/organization.

## QUESTIONS TO ASK WHEN CONDUCTING COMMUNITY DIALOGUES OR DISCUSSIONS ON HARMFUL STEREOTYPES WITH STAFF AND PARTNERS?

- What examples of gender, racial, religious or cultural stereotypes have you come across in your work?
- What impact do these stereotypes have on the way communities/criminal justice sector/social services sector working to end trafficking in persons?
- What practical steps could be taken to eradicate gendered stereotypes at work?
- How does understanding gender equality and social inclusion improve the way we respond to trafficking in persons?
- How does discrimination keep some forms of trafficking in persons hidden? Who are the hidden victims of trafficking in persons in your own country?
- What steps could you take to tackle discrimination in your community?

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## Tool: How to lead a discussion on bias and discrimination in the justice sector

This tool introduces law enforcement, prosecutors, court clerks and judges to the ways in which harmful stereotype of victims and perpetrators of trafficking in persons can lead to bias and discrimination and impede a trafficking survivor's access to justice. The questions included require discussion and reflection on current attitudes and practices, but also direct the participants to international standards and good practices, such as a victim's right to confidentiality.

This tool can be implemented in a variety of ways: through small group discussions, as a self-assessment tool, or as part of a capacity assessment process with individuals. Due to the cultural and professional sensitivities around the topic of bias and discrimination in the justice sector, the contents of this tool and follow up discussions are critical. For that reason, it is best to implement this tool as part of a trafficking in persons training course or larger program on access to justice.

### 1. Do you consider any of the following factors when handling/hearing trafficking in persons cases:

- Sex/gender of the victim (in some countries LGBTQ+ victims in particular face discrimination)
- Clothing/appearance of the victim (this is particularly relevant for victims of sex trafficking)
- Age of the victim (sometimes victims who are "almost adults" are treated differently than young children despite the law)
- education level of the victim (not just uneducated but also victims with high levels of education)
- economic status of the victim (not just poverty but also if the victim is middle/upper class)
- ethnicity of the victim (along with ethnicity consider whether or not ethnicity has also lead to persecution or displacement)
- role of the perpetrator/recruiter
- family status of victim and trafficker (married? single? divorced? broken home?)

If yes, is this information relevant to the case? Why?

### 2. How do you ensure that the victim/witness is treated with respect during the criminal justice process? Are victims required to provide informed consent?

### 3. How do you protect a victim's right to confidentiality?

### 4. How do you protect the victim's safety?

### 5. How do you ensure a victim receives information about the interview process, court procedures, sentencing, release or escape of the defendant from detention centers?

### 6. What other types of support and assistance do you think the victim/s will need during the trial phase?

### 7. How does this assistance differ depending on the victim?

### 8. Do you communicate information on compensation to all victims?

### 9. Why should the victim be given this support and assistance?

### 10. What can you do to make the victim at ease before the court appearance?

### 11. When you require additional information on the form of trafficking or the case, where do you go?

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## Tool: How to conduct a GESI organizational checkup for CTIP partners

Conducting a periodic GESI checkup or audit assists in tracking organizational progress towards GESI commitments in operations and activities. This checklist can be used by CTIP practitioners when assessing GESI in your own organizations or in a partner organization. While it is possible to conduct a GESI organizational checkup at any time, it is particularly useful to conduct this exercise as part of a planning process or when starting work with a new partner.

### What elements of an inclusive workplace are promoted?

- Diverse staff
- Targets for women's employment
- Equal access to opportunities and career development
- Merit based recruitment and promotion
- Progressive workplace policies and practices
- Equal pay for equal work
- Inclusive and respectful workplace culture
- Transparent decision-making processes and complaints mechanisms
- Freedom from bias
- Respectful communication
- Democratic leadership
- No religious affiliation
- No political affiliation

### Initiatives and projects

- Will the initiative/project respond to gender and or sex-specific risks, vulnerabilities and needs?
- Has a GESI analysis been carried out?
- How does the initiative use data disaggregated by sex, age, disability, ethnicity?
- Does the budget contribute to addressing the GESI dimensions of the issue at hand?
- Does the monitoring and evaluation strategy track the GESI dimensions of the initiative?
- Does the organization fund/support activities with political/faith-based groups?

### Recruitment and selection of staff

- Provide bias-reduction training for those responsible for recruitment and selection interviews.
- Rework your job descriptions—even subtle word choice can have a big impact on the applicant pool.
- Make flexible working the norm, not the exception.
- Require at least 40% of both male and female applicants at every step of the recruitment process.
- Introduce equal parental leave for all parents and encourage male staff to take parental leave.
- Facilitate effective return to work for employees after taking leave/career breaks. Proactively recruit women and men for jobs where they are underrepresented.
- Set diversity goals and track progress.

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## Staff development

- Integrate gender equality as key component in employee induction and training
- Ensure that women and men have equal access to learning and development opportunities, and support dedicated sustained training to overcome gender barriers
- Implement an active career management policy with minimum thresholds for professional advancement of the underrepresented sex
- Organise and provide mentoring, coaching and sponsorship programmes
- Give visibility to women occupying decision-making positions as role models

## Performance management and evaluation

- Implement remuneration and reward systems that ensure equal pay for equal work.
- Mainstream gender equality in each staff member's performance and learning objectives
- Design a performance evaluation model that is free of any gender bias.
- Ensure zero tolerance for sexual harassment throughout the organization – including in the performance review of staff members with managerial responsibility regarding how they handle allegations related to sexual harassment

## Approach to work-life balance

- Implement measures that facilitate a balance between personal, family and working life.
- Organize meetings within established working hours.
- Establish protocol(s) with providers of child care and home care services for working parents.
- Champion the uptake of flexible working arrangements.

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## Tool: How to assess CTIP practitioners' attitudes towards trafficking in persons

Discriminatory attitudes and perceptions of trafficking in persons can influence the identification of certain victims, and the quality of the health, justice and psycho-social response to survivors. This scale can be used by CTIP practitioners to identify bias or unconscious discrimination against survivors of trafficking.

**This Diagnostic Scale is a self-reported measure of individual attitudes towards trafficking, consisting of six domains:**

1. Attitudes Toward Ability to Leave Trafficking
2. Efficacy to Reduce Trafficking
3. Knowledge about trafficking
4. Empathetic Reactions Toward Trafficking
5. Attitudes Toward Helping Survivors
6. Awareness of Trafficking

Different aspects of trafficking attitudes captured by the scale include understanding the causes of trafficking in persons, identifying victims and perception of one's ability to help trafficked persons. The scale takes about 10 minutes to complete.

**ON A SCALE OF 1 TO 6 (1 = STRONGLY DISAGREE 6 = STRONGLY AGREE) PLEASE PROVIDE YOUR OPINION TO THE FOLLOWING STATEMENTS:**

### Attitudes Toward Ability to Leave Trafficking

- ☐ A trafficked person has the ability to leave his/her circumstances. (R)
- ☐ It is not a person's choice to be trafficked.
- ☐ Some women choose to be trafficked. (R)
- ☐ Some girls choose to be trafficked. (R)
- ☐ Men cannot be trafficked. (R)
- ☐ A trafficked person could go to the police, but chooses not to. (R)
- ☐ If a trafficked person chose to leave, the problem would be over. (R)
- ☐ A person who is trafficked has been deceived or forced into the situation.

### Efficacy to Reduce Trafficking

- ☐ I can make a difference for trafficked persons
- ☐ I have the ability to work against trafficking through political involvement.
- ☐ I am able to raise public awareness about trafficking.
- ☐ I can address structural inequalities and barriers facing trafficked persons.
- ☐ I feel inadequate to help trafficked persons. (R)
- ☐ I feel helpless to assist trafficked persons. (R)
- ☐ I feel powerless to help people who have been trafficked. (R)

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## Knowledge About Trafficking

- ☐ People who are trafficked are usually poor. (R)
- ☐ People who are trafficked are usually poor, uneducated and from rural areas. (R)
- ☐ Many people who report being trafficked are lying because they are angry or want revenge on the accused. (R)
- ☐ A person is trafficked if he/she is kidnapped and employed.
- ☐ A person is trafficked when someone uses fraud to employ him/her.
- ☐ A person is trafficked when someone uses coercion to employ him/her.
- ☐ A sex worker can become trafficked if she is restrained from leaving her occupation.
- ☐ Someone under the age of 18 who works in the sex industry is trafficked.
- ☐ A girl who runs away from home or a woman who goes out alone at night is vulnerable to trafficking. (R)
- ☐ Men who migrate for work cannot be victims of trafficking. (R)

## Empathetic Reactions Toward Trafficking

- ☐ I am angry about the issue of trafficking.
- ☐ I empathize with trafficked persons.
- ☐ I become emotional thinking about trafficking.
- ☐ Trafficking does not upset me. (R)
- ☐ I do not care much about the issue of trafficking. (R)

## Attitudes Toward Helping Survivors

- ☐ If it is for the trafficked individual's own good, an outsider should do whatever is needed to make decisions for the trafficked person. (R)
- ☐ An outsider should make whatever decisions are needed about a trafficked person's daily living when the trafficked person doesn't seem to care what is done. (R)
- ☐ Even if a trafficked person objects, an outsider should do whatever they think is best for the trafficked individual in the long run. (R)

## Awareness of Trafficking

- ☐ I am aware of organizations that work against trafficking.
- ☐ I have heard about trafficking in the news.
- ☐ I have read about trafficking.
- ☐ I have seen public awareness announcements about trafficking.
- ☐ I am not informed about trafficking. (R)
- ☐ I do not understand the issues surrounding trafficking. (R)

## SCORING PROCESS

Response Options are based on a 6-point Likert scale. (R) indicates the item is reverse coded. Reverse coding is necessary for some items to ensure that scores indicate the same direction for all variables. A high score indicates good knowledge on trafficking issues based on facts, and a high likelihood that the individual treat victims fairly and without discrimination. Scores the six indicator areas can assist in identifying targeted areas where attitude change may be necessary. For example, a respondent may be empathetic to survivors of trafficking but does not have a good knowledge of trafficking issues.

This tool was adapted from the Attitudes toward Victims of Human Trafficking Scale (AVHTS) And Houston-Kolnik, J. D., Todd, N. R., & Wilson, M. (2016) [Preliminary validation of the Sex Trafficking Attitudes Scale](#). Violence Against Women, 22(10), 1259-1281.

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## Tool: How to assess the GESI capacity needs of new partners

Understanding and responding to the GESI capacity needs of CTIP practitioners makes it possible to design targeted GESI capacity building activities and to who what GESI considerations to embed into CTIP capacity building initiatives with staff and partners. This tool can be used at any time to assess the GESI capacity needs of staff.

### When to conduct a GESI capacity needs assessment?

A GESI capacity needs assessment should be conducted before developing capacity development approaches in an organization.

### Why conduct a GESI capacity needs assessment?

- To assess the knowledge of GESI issues and concepts
- To understand individual or organizational challenges or problems
- To improve planned/previous capacity building activities

### Participants' background and current area of work

Collecting information on participants' sex, position, area of work in the organisation and their professional background will be useful to tailor the examples or case studies that will be used during training and capacity development activities. Pay particular attention to any religious, cultural or political affiliations and how these can influence attitudes on GESI and trafficking.

### Participants' familiarity with gender equality and social inclusion theories and key concepts

Participants might possess previous knowledge of gender equality and social inclusion issues and concepts. Assessing their pre-understanding of key concepts might be useful to better address these issues and provide them with more useful training.

### Participants' expectations and motivation to attend capacity development activities

It is important to offer participants the opportunity to voice their expectations and/or motivations to undertake GESI training. Participants should be able to explain the problems they face in implementing gender mainstreaming in their daily work.

### Programs and activities

To better tailor the training, and avoid generic training that will not meet the organization's and participants' specific needs, gender practitioner should have access to the organisation programming plan and other documents. The organization should facilitate trainer's access to useful documentation to prepare the training course.

### Current level of implementation of gender equality and social inclusion activities by the organization

The activities where GESI has been explicitly included should be assessed to identify existing knowledge, challenges and opportunities.

### Preferred ways of learning

Ask participants what type of approaches work best for them such as, coaching, mentoring, online learning, workshops or longer training programs.

This capacity assessment tool was adapted from European Institute for Gender Equality (EIGE) [Gender Equality Training Toolkit Step 6: Engage in the gender-learning needs assessment](#).

For further details on how to conduct a capacity needs assessment click [here](#) and [here](#).

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## Checklist: How to integrate GESI and CTIP in capacity development activities

In addition to conducting targeted capacity building activities on GESI, it is also important to consider GESI considerations in CTIP training programs and other capacity development activities to ensure that the content and process meet the needs of participants. This checklist can be used by practitioners to integrate GESI considerations into training programs and capacity development materials.

### METHODOLOGICAL CONSIDERATIONS

- Will survivors or groups at risk of trafficking be participating in the activity?
- Is the location of the venue safe and accessible? Consider if the area is dangerous for women or LGBTQ+ people.
- Does everyone have access to toilets? Think about accessibility for women or people living with disabilities.
- Is the training at a suitable time? Consider the commitments of religious groups, care responsibilities, paid work, security or transport issues.
- Does the training actively seek the participation of marginalized groups? Consider the use of quotas and targets to increase the participation of certain groups.
- Does the activity use operational approaches (research, case studies, learning situations) where possible?
- Does the training use active methods (brainstorming, teamwork, autobiographical fiction, to stimulate imaginative resources and creativity) as a way of promoting participation of everyone?

### CONTENT CONSIDERATIONS

- Do all training materials use appropriate and respectful language in training materials and with participants?
- Does the training keep written materials short? Consider the literacy and language levels of participants. Is it necessary to provide materials in formats accessible for people living with disabilities? E.g. brail, large font or a sign language interpreter. For advice on preparing accessible materials see the following links:
  - [Accessible Word documents](#)
  - [Accessible PDF documents](#)
- Do the training materials seek to break stereotypes of trafficking in persons survivors?
- Does the training engage speakers or facilitators from organizations that represent survivors of trafficking and people from marginalized or excluded groups?
- Does the training include discussions on power dynamics of trafficking in persons and violence against women and root causes?
- Does the training discuss the different characteristics of exploitation across the trafficking or migration journey and groups and how particular groups are impacted?
- Does the training include a discussion on the diverse experiences of trafficking and migration including children's experiences?

### PROMOTING THE EVENT

- Are you promoting your event using print, audio and video to enable people with different disabilities to access information?
- Have you identified on promotional information that persons with disabilities are encouraged to attend to ensure that everyone feels invited and welcomed?
- Have you reached out to disabled people's organizations and other representative organizations of marginalized groups to promote awareness about your event?

This tool was adapted from [Integrity Action GESI and Training and The Gender Dimension](#) in [Anti-trafficking Policies and Prevention Activities in Romania, Italy and Spain \(2014\) Gender Matters!](#)

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## Checklist: How to include GESI in data collection methods

Inclusive/participatory data collection methods seek to remove “blindness” in data collection methodologies and processes which may influence the type and quality of data collected by the program. This checklist highlights some key GESI considerations to inform a data collection plan.

### HOW IS DATA BEING COLLECTED?

- Consider a variety of methods before deciding on one. Ask the opinion of the group you want to study about the appropriateness of the tool/method/question you want to use.
- Use data collection methods that are accessible to different groups of men and women.
- When you have a chance, opt for simple data collection tools and methods to enable ease of use.
- Consider levels of literacy (including digital literacy), access to mobile phones and internet connections of respondents.
- Ensure that data is collected in safe places where conversations on sensitive issues related to trafficking in persons can occur.

### WHO IS COLLECTING THE DATA?

- Ensure that the data collectors are trained in the ethics and sensitivities around trafficking and migration.
- Consider the power dynamics between data collectors and respondents along with the gender and age.
- Engage directly with community members who are trusted and respected to collect data.

### WHAT QUESTIONS ARE BEING ASKED TO WHOM?

- Learn how to ask questions about sensitive topics, personal experiences, demographics, and identities.
- Do not ask questions that are likely to cause harm to the respondent.
- Some social groups may be discouraged from participating in interviews. Look for ways to ensure that you can speak to the right people.
- Be clear about why you want to collect this information, and what level of detail you will need.
- Be clear about how the data will be used and by whom.

This tool was adapted from the [Transforming Agency Access and Power: A toolkit and guide for inclusive development](#).

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## Checklist: How to integrate GESI considerations in research and communications

This tool can be used by CTIP practitioners when planning research or communications activities.

### RESEARCH SPECIFIC QUESTIONS

- How was the research topic selected?
- What research methods and tools will be used?
- Are qualitative and quantitative research methods being used to collect data?
- Who is collecting the data? Men and women? Local researchers?
- Does the analytical framework consider GESI?
- Who are the respondents?
- How will the research be presented?
- Will respondents be involved in discussions on the research findings?
- Will results be shared with respondents? How?

### GENERAL QUESTIONS FOR RESEARCH AND COMMUNICATIONS

- Have you obtained consent from the participants?
- Are men and women equally represented?  
*Aim for a gender balance across the examples, testimonies, images or case studies used. Present women and men in non-traditional roles. This contributes to deconstructing stereotypes and gender norms.*
- Is the language inclusive?  
*Avoid gender-specific pronoun(s) such as "he, him, his, she, her, hers" except when referring to a specific person. Use the pronoun they or them. This also supports the use of nonbinary language in pronouns.*
- Do you avoid generic terms to describe people, jobs and things?  
*Generics are nouns and pronouns intended to be used for both women and men. Use terms that include women and men. Use humanity vs mankind, sales representative vs salesman, spokesperson vs spokesman.*
- Promote gender equality and social inclusion through titles and forms of address  
*Avoid addressing women by their marital status (as somebody's wife, widow or mother) unless absolutely necessary, or if this is how individual women prefer to be addressed. An alternative to "Miss" and "Mrs." when addressing or referring to a woman is "Ms." (which doesn't indicate marital status) or, if the term applies, "Professor" or "Dr."*
- Challenge stereotypes in representations of men and women, disabled people, ethnic/religious groups and LGBTQ+ people
- Check translations to ensure the correct terms are being used and non-discriminatory language is avoided.  
*Avoid the use or the representation of certain roles or occupations as only appropriate for, or held by, women and men. For example, business-owners and supervisors are men, caregivers are women, etc. Also try to include other groups such as people living with disabilities, people from diverse ethnic groups or LGBTQ+ people.*
- Represent survivors of trafficking as agents for change and self-determination
- Think about intersectionality: Consider how gender intersects with class, race, ethnicity, ability, age and other factors. It is important to represent women and men from all areas where activities take place. Example: Represent a diversity of women and men of varying ethnicities and ages, include images of people with disabilities.

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- Avoid sexualizing or objectifying women
- Avoid language that victimizes people who live in marginalized conditions, including women and others
- Avoid patronizing statements about women or statements that may make it seem like women are at fault for their material or educational deprivations they have experienced
- Demonstrate your impact through storytelling to show what GESI-lens is about  
*Present successful stories of survivors that resonate with your audience and show the impact of your work in their lives, not only at an individual level but also within their families, communities and businesses.*
- Include quotes from women and men as experts and authorities

## AUDIOVISUAL REPRESENTATIONS AND SOCIAL MEDIA

**When preparing banners, photos, videos or any other graphic materials consider the following:**

- Represent both women and men actively participating in diverse aspects of public and private life (at home, school, the workplace, in public and family life, and in the community)
- Choose images that show women and men in non-traditional and non- stereotypical roles and professions, such as women as business-owners and community leaders or men as caregivers
- Ensure equal numbers of women and men in your image selection
- Portray diversity  
*Include and balance the representation of women and men from diverse racial/ethnic backgrounds, cultural identities and men and women with disabilities. When showcasing the work of your investees, include images of women and men that represent the local context of the country where your investees are geographically based.*
- Shift away from the “one-size-fits-all” solution  
*Add closed captions to your videos; this appeals to those with permanent, temporary, or situational hearing impairments. Including detailed descriptions under photos of people, products, or community events, so people with visual impairments can use text-to-voice software and understand how to visuals couple with the copy.*
- Present women in positions of authority and power  
*Consider posture, expressions, gestures, positioning and clothing within a picture or image to convey balance, equal status and authority. For example, avoid portraying men behind desks and women standing to the side, or a man explaining something to a women’s-only group.*
- Ensure people’s clothing/attire/appearance is appropriate for the context  
*For example, a businesswoman can also be a caregiver, and a caregiver can also be business-woman. Additionally, a businesswoman without a family may be just as capable and motivated as one with a family, and vice versa.*
- Be mindful of people’s many complementary identities at work and in the home

This tool was adapted from the Value for Women [Communications and gender checklist](#) and International Centre for Migration Policy Development (ICMPD) [Media and Trafficking in Human Beings Guidelines](#).

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