MONITORING THE REINTEGRATION OF TRAFFICKING SURVIVORS

STUDY AND TOOLKIT

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Ministry of Foreign Affairs of the Netherlands

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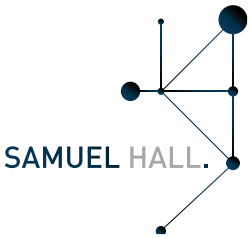

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LIST OF ACRONYMS

ANOFM	Agenția Națională pentru Ocuparea Forței de Muncă (Republic of Moldova)
BC/TIP	Bangladesh Counter Trafficking-in-Persons
BDT	Bangladeshi taka
CAG	community advisory group
CAP	Centre for Assistance and Protection of Victims and Potential Victims of Trafficking in Human Beings (Centrul de Asistență şi Protecție a Victimelor şi Potențialelor Victime ale Traficului de Ființe Umane) (Republic of Moldova)
COMPASS	Cooperation on Migration and Partnerships for Sustainable Solutions
CSO	civil society organization
ETAHT	Edo State Taskforce Against Human Trafficking (Nigeria)
ILO	International Labour Organization
INCIDIN	Integrated Community and Industrial Development Initiative (Bangladesh)
INGO	international non-governmental organization
KII	key informant interview
MDL	Moldovan leu
NAPTIP	National Agency for the Prohibition of Trafficking in Persons (Nigeria)
NGO	non-governmental organization
PTSD	post-traumatic stress disorder
RSS	Reintegration Sustainability Survey
TiP	trafficking in persons
VoT	victim of trafficking

KEY CONCEPTS

Trafficking in persons	Trafficking in persons shall mean the recruitment, transportation, transfer, harbouring or receipts 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.[1]
Monitoring	A continuous function that uses the systematic collection of data on specific indicators to provide management and stakeholders of an ongoing development initiative with information on the extent to which progress towards programme objectives has been made.[2]
Sustainable reintegration	Reintegration can be considered sustainable when returnees have reached levels of economic self-sufficiency, social stability within their communities, and psychosocial well-being that allow them to cope with (re)migration drivers. Having achieved sustainable reintegration, returnees are able to make further migration decisions a matter of choice, rather than necessity.[3]
Victim of trafficking	Any natural person subject to trafficking in human beings, regardless of whether the perpetrator is identified, apprehended, prosecuted or convicted.[4]

[1] United Nations, Article 3, Protocol to Prevent, Suppress and Punish Trafficking in Persons Especially Women and Children, supplementing the United Nations Convention against Transnational Organized Crime (Palermo Protocol) (2000).

[2] IOM, *Reintegration Handbook: Practical Guidance on the Design, Implementation and Monitoring of Reintegration Assistance* (Geneva, 2019). Available at https://publications.iom.int/books/reintegration-handbook-practical-guidance-design-implementation-and-monitoring-reintegration.

[3] IOM, *Towards an Integrated Approach to Reintegration in the Context of Return* (Geneva, 2016). Available at www.iom.int/sites/g/files/tmzbdl486/files/our_work/DMM/AVRR/Towards-an-Integrated-Approach-to-Reintegration.pdf.

[4] IOM, *Glossary on Migration*, International Migration Law No. 34 (Geneva, 2019). Available at https://publications.iom.int/books/international-migration-law-ndeg34-glossary-migration.

1. INTRODUCTION

In 2016, ILO estimated that approximately 40.3 million people worldwide were engaged in forms of "modern slavery", with approximately 15.4 million people in forced marriages and 24.9 million people in forced labour.[5] Of these, an estimated 7 out of every 10 were women and girls.[6]

Responses to TiP have grown over the past several decades, but only recently have responses truly attempted to integrate the expertise of survivors and reflect how they view and express their experiences, while many VoT reintegration programmes are still not driven by the survivors themselves.[7] There is also a lack of data pertaining to VoTs' return to normalcy in settings that are often ill equipped to support their reintegration and can further compound their vulnerabilities. The absence of rigorous evidence complicates efforts to draw conclusions around the determinants of sustainable reintegration, or the possible factors or risks or challenges that may prevent it. In the context of trafficking, "there are no generally agreed upon indicators for re/integration programmes and those which do exist have not been tested in terms of their effectiveness and relevance over the long term".[8]

In response, this report – a collaboration between IOM and Samuel Hall – presents findings from a study undertaken with 100 trafficking survivors and 40 individuals with ties to or expertise in reintegration programming and introduces a toolkit to monitor, and not evaluate, trafficking survivors' reintegration experiences.

This monitoring report and toolkit aims to support the identification of factors that affect VoT reintegration and best practices for effective support provision by capturing VoTs' individual understandings, preferences and reintegration priorities. In developing this monitoring report and toolkit, the Samuel Hall research team began by engaging survivors to integrate how individuals experience reintegration and verbalize their experiences, so the toolkit reflects and assesses how they perceive and phrase their needs. For this reason, the research team drew on cognitive testing methods and case studies with survivors to ensure that IOM assessment tools are designed to accurately assess and represent survivors' post-trafficking pathways and inquire about their experiences in ways that resonate with survivors – on their terms.

The toolkit section comprises four tools – two tailored to trafficking survivors (i.e. a survey developed following a cognitive interviewing approach[9] and a case study) and **two targeting reintegration stakeholders and community leaders** (i.e. a KII and CAG discussion). Reintegration practitioners, such as IOM case management and monitoring officers, will be the prime users of the toolkit. Cognizant of the need for more standardized guidance and approaches for monitoring trafficking survivors' reintegration outcomes, the

[5] ILO, Walk Free Foundation and IOM, *Global Estimates of Modern Slavery: Forced Labour and Forced Marriage* (Geneva, 2017), p. 3. Available at www.ilo.org/global/topics/forced-labour/publications/WCMS_854733/lang--en/index.htm.

[6] Ibid., p. 5.

[7] Denise Brennan and Sine Plambech, Moving forward—life after trafficking, *Anti-Trafficking Review*, 10:1–12 (29 April 2018), p. 7.

[8] Rebecca Surtees, Re/Integration of trafficked persons: Developing monitoring and evaluation mechanisms, Issue paper 3, Trafficking Victims Re/Integration Programme (TVRP) (Washington, D.C., NEXUS Institute, and Brussels, King Baudouin Foundation, 2009), p. 16. Available at https://childhub.org/en/child-protection-online-library/reintegration-trafficked-persons-developing-monitoring-and-evaluation-mechanisms.

[9] A cognitive interview is a method to empirically study the ways individuals perceive and understand terminology, ideas and concepts, which is often used in survey or evaluation instrument development, particularly to develop strong measurable indicators for monitoring.

toolkit proposes a methodology for the systematic monitoring, and potential for longitudinal tracking, of VoT reintegration outcomes.

This study was commissioned by IOM in the context of the COMPASS initiative, a programme spanning 14 countries to "protect people on the move, combat human trafficking and smuggling, and support dignified return while promoting sustainable reintegration,"[10] funded by the Ministry of Foreign Affairs of the Netherlands. It builds on recent IOM initiatives to better understand the situations of diverse groups of vulnerable returnee migrants and to strengthen data collection, analysis and monitoring tools on the sustainability of their reintegration.

[10] IOM, Netherlands and IOM launch global migration initiative to protect people on the move, News – Global section (17 April 2021). Available at www.iom.int/news/netherlands-and-iom-launch-global-migration-initiative-protect-people-move.

2. METHODOLOGY

The methods ensure that the monitoring toolkit reflects how survivors themselves experience reintegration and, importantly, how they choose to describe these experiences. At the same time, the guidance integrated methods to ensure that IOM can gather information to provide the most effective services for survivors.

The development of this monitoring toolkit followed an iterative process that sought to:

- Develop a set of monitoring tools and indicators based on existing research on sustainable VoT reintegration.
- Pilot and refine these tools using the feedback gathered from data collectors and participants. Field research was conducted across four different countries (Bangladesh, Nigeria, Republic of Moldova and Tunisia) with 12 local researchers between January and March 2022.
- Finalize the guidance and tools through a validation and feedback process with IOM staff.

Table 1. Research questions

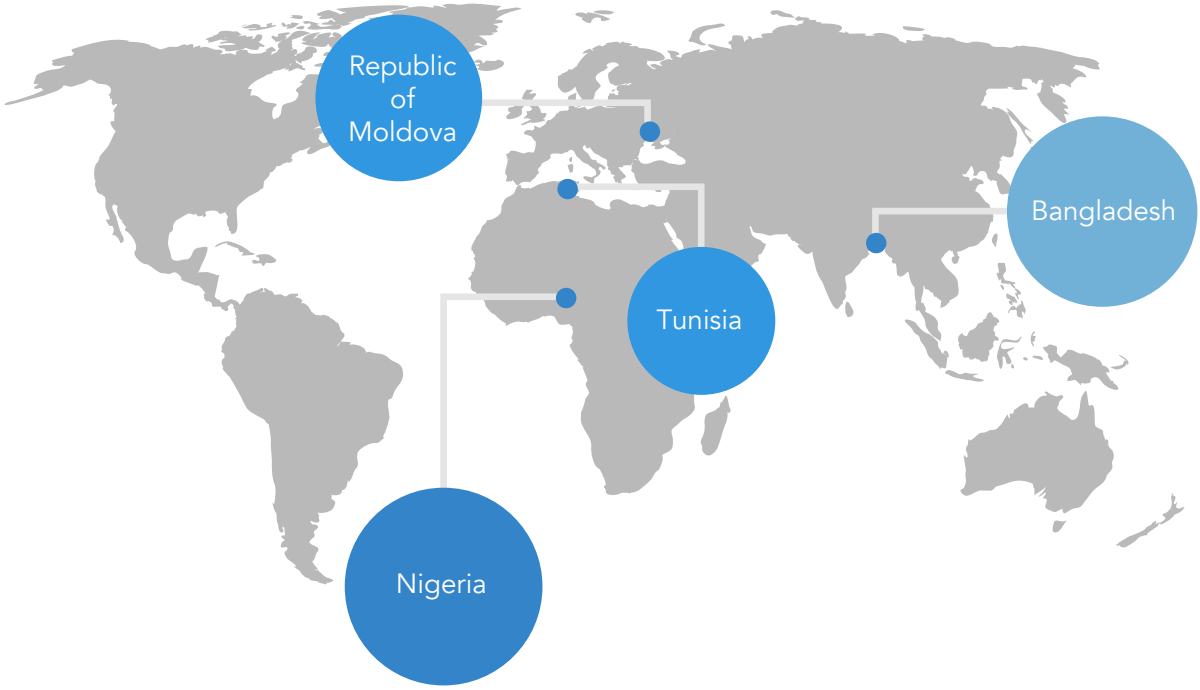
How can the sustainable reintegration of VoTs best be monitored?	
1. Understanding VoTs' experience of reintegration	What risk factors and protective factors influence the reintegration of VoTs at the national, community and household/ individual levels?
	Specifically, what evidence exists around what VoTs highlight as key reintegration services and good outcomes thereof?
2. Current VoT reintegration frameworks and good practice	How do IOM and other actors in the counter-trafficking sector conceptualize the reintegration of VoTs?
	What effective reintegration support service practices can be identified, particularly in the countries of focus for this research?
3. Monitoring VoT reintegration	What approaches have been used to monitor reintegration of VoTs, and what are their strengths and weaknesses?
	What indicators are relevant to monitor VoT reintegration across contexts?
4. Plan of action	What methods and tools can be recommended to support the robust monitoring of reintegration outcomes for VoTs?
	What best practices can be proposed to better support the monitoring of sustainable reintegration for VoT?

2.1. Centring on the Voices of Survivors

The research placed survivors' direct input and feedback at the centre of the tool design. This survivor-centred approach was premised on the understanding that survivors bring invaluable insight and expertise, due to their lived experiences, and that they are uniquely placed to describe what works and what is needed for their reintegration. Survivors' individual feedback and recommendations were gathered using two types of in-depth interviewing techniques: cognitive interviewing and case studies. Data collectors further took part in feedback provision, detailing the interview process and struggles that respondents faced when answering questions.

2.2. Ensuring Cross-contextual Relevance and Appropriateness

To ensure that the monitoring toolkit could be applied across different cultural and linguistic contexts, particular attention was paid to understanding and analysing local contextual risk and protective factors, as well as elements of language and translation. The four countries selected for the monitoring toolkit piloting, namely **Bangladesh, Nigeria,** the **Republic of Moldova** and **Tunisia**, have a significant number of profiles of internationally returned VoTs (supported by IOM and other partners) with various trafficking and reintegration experiences.



Source: Samuel Hall and IOM, 2022.
Note: This map is for illustration purposes only. The boundaries and names shown and the designations used on this map do not imply official endorsement or acceptance by IOM.

Table 2. Research locations per country

Country	Research locations
Bangladesh	Cox's Bazaar, Jessore
Nigeria	Benin
Republic of Moldova	Chișinău, Căușeni, Drochia
Tunisia	Tunis

2.3. Articulating the Monitoring Toolkit within the Existing Evidence Base

The first phase of this study consisted of an extensive literature review of current research of VoT reintegration risks and protection factors, an analysis of existing IOM reintegration monitoring datasets, as well as rapid legal and contextual analyses of each pilot country. The research team consulted data from the IOM RSS, including global data and data on returnees,

to each of the pilot countries, where available. Samuel Hall databases were also consulted in the development of relevant indicators to monitor, drawing from Samuel Hall's previous work on the issues of TiP, as well as the 2021 monitoring toolkit for child reintegration. This process was accompanied by KIIs with IOM staff across 11 country offices, as well as IOM Headquarters and partner organizations. Based on the findings of this review, the research team developed a draft toolkit for monitoring VoT reintegration, including draft indicators for monitoring data collection.

2.4. Ethical Considerations and Safeguarding

Given the high level of vulnerability of the research participants, ensuring a safe and ethical approach to data collection by establishing safeguarding and referral protocols was essential. The field-testing phases included several elements to ensure the implementation of an ethically grounded approach. Firstly, the tools used with VoT participants (case study and cognitive interview) included a dedicated safeguarding section to ensure VoTs' safety, comfort and confidentiality was respected throughout the data collection process. In cases where field researchers sensed that a respondent was at risk, for instance of retrafficking or domestic violence, they followed a reporting system to escalate these concerns to IOM country offices via predefined protocols in each country. Secondly, local CAG discussions, conducted prior to the commencement of interviews with VoTs, served to gather information and guidance from local reintegration actors on specificities of the context, potential cultural sensitivities and relevant adaptations to ensure VoTs' comfort during the interviews.

Research Tools

Four research tools were piloted as part of this monitoring report and toolkit, namely case study, cognitive interview/survey, KII and CAG discussion.

Case Study

Case studies with individual VoT participants allowed for the exploration of risk and protective factors along the three dimensions of reintegration (economic, social and psychosocial) while equally allowing participants to trace their journeys, including decision-making factors and notable events of their pre- and post-migration life, by completing an interactive W model and timeline exercise. This process also served to identify returnees' perceptions of reintegration support services and initiatives, best practices, and programming gaps.

Cognitive Interview/Survey

Cognitive interviews with VoTs allowed for the piloting of indicators and questions and the development of a quantitative survey. Similar to the case study, the cognitive interview was developed in alignment with the proposed indicators for reintegration and tested through a rigorous process (see Box 1). These interviews proved invaluable to checking the strength, relevance and measurability of proposed indicators while also gathering the perspectives of VoTs on their understandings and interpretations of the questions posed and their level of comfort or discomfort in answering them (see section 5.3).

Box 1. Approach to cognitive interviewing

Cognitive interviewing is described as a "psychologically oriented method for empirically studying the ways in which individuals mentally process and respond to survey questionnaires".[11] It is a method commonly used in survey or evaluation instrument development to ensure strong and measurable indicators and an ethically grounded approach. By studying the ways individual VoT participants perceived and understood the terminology, ideas and concepts included in the survey questionnaire, the research team was able to gain information around the perspectives of VoT on key indicators, which served to assess their relevance, and also refine the ways in which questions were posed to ensure a better understanding of the questions themselves while also bearing in mind the potential for different interpretations in future translations of the tool.

For each survey question, respondents were prompted to provide feedback along four associated themes:

- **Comprehension:** How would you answer this question? What do you understand this question to mean or what do you think I am asking you about? What do you think each of the answer options mean?
- **Concepts:** What does [term] mean to you? What does [term] mean in this context?
- **Relevance:** How important is [term] to your life right now?
- **Individual translation:** If you wanted to know this information from a friend, how would you ask? Was it easy or hard to answer? Why?

Key Informant Interview

KIIs were conducted with experts from a range of backgrounds and experiences in counter-trafficking, including government officials, community leaders, national and international NGOs and CSOs. These interviews helped provide information on reintegration trends and, more broadly, on the context-specific realities and challenges facing VoTs in selected countries and locations. KIIs were also helpful in providing information on both programming gaps and best practices at the local, national, legal and structural levels in VoT reintegration programming.

Community Advisory Group Discussion

Two CAG discussions were conducted per country. The first offered a means of conducting localized institutional review board processes by gathering stakeholders' perspectives around the monitoring toolkit and on how research with VoTs within their communities could best be conducted. This first meeting further sought to unpack potential limitations to VoT reintegration at the community level, such as pervasive social stigmas or other factors. The second, with the same group of participants, allowed local researchers to present their findings from the piloting of the tools and indicators in order to receive feedback. The guidelines used for these discussions have been modified to serve as a focus group discussion tool, which has been included in the final monitoring report and toolkit.

[11] Gordon B. Willis, Cognitive interviewing, in: *Encyclopedia of Survey Research Methods* (Paul J. Lavrakas, ed.) (Thousand Oaks, California, Sage Publications, Inc., 2008). Available at https://doi.org/10.4135/9781412963947.n73.

2.5. Research Sampling

The approach to sampling VoT participants prioritized interviews with a diversity of profiles and trafficking experiences to account for the wide range of factors that impact reintegration. In total, 100 VoT participants were interviewed individually through case studies (21) or cognitive interviews (79). As the purpose of the monitoring report and toolkit is to monitor the reintegration of VoTs returning to their countries of origin, the target population for the cognitive interviews and the case studies was restricted to VoTs of this profile. In addition, in each context, both prior to starting interviews with VoTs and once all VoT interviews had been conducted, two CAG discussions were held (eight in total) with five to seven local community stakeholders with knowledge of the context of and environment for VoT reintegration, including government stakeholders, CSO members, local NGO representatives and other respected members of the community. These meetings were underscored by the need for "community approved" approaches. Finally, 41 KIIs were held with stakeholders at both the national (20) and global levels (21). These interviews served not only to contribute to the conceptual and practical development of the monitoring report and toolkit but also to provide contextual information on each of the target locations.

Table 3 presents an overview of country-level sampling. It should be noted that research locations were selected on the basis of their proximity with VoT participants identified by IOM country offices and may not reflect a representative sample of the affected population in these contexts. It is worth noting that the lower overall number of VoTs returned from abroad identified and consenting to participate in Tunisia led to a small overall sample size.

Table 3. Country-level sample

Country	Location	Case studies	Cognitive interviews	Community advisory groups	Key informant interviews
Bangladesh	Cox's Bazaar, Jessore	6	29	2	5
Nigeria	Benin	6	25	2	5
Republic of Moldova	Chișinău, Căușeni, Drochia	6	21	2	5
Tunisia	Tunis	3	4	2	5
Global		n.a.	n.a.	n.a.	21
TOTAL		21	79	8	41

3. IN THEIR OWN WORDS: SURVIVORS' ACCOUNTS ON WHAT IT MEANS TO RETURN "HOME"

This chapter provides an overview of challenges that affect VoTs. We analyse what it means for them to return to an environment that is ill prepared to support them; to juggle issues tied to community and family expectations, stigmatization, psychological trauma and abuse; and to struggle to obtain justice. While we acknowledge that these issues are common to returnees in a range of reintegration contexts,[12] the focus in this section is on issues that typically and specifically affect VoTs.

Table 4. Risk factors and protective elements impacting the reintegration experience of victims of trafficking

Risk factors	Trafficking survivors' difficulties to reintegrate are typically threefold. They often face **financial instability and indebtedness**, with debts incurred before, during and/or after migration. These issues can be compounded by family members' inability to financially care for them, society's disapproval of them that affects their ability to secure work, as well as the presence of dependents, such as ailing parents or children. Trafficking survivors are also prone to falling into a **cycle of abuse**, which may have played a key role in their trafficking. They can be returning to an environment where they will experience stigmatization, discrimination or domestic violence that might be triggered by resentment from family members over returnees' perceived failed migration and inability to send remittances. In the case of survivors who experienced sexual exploitation, families may also reject them over fears of discrimination by association. Trafficking survivors often bear the burden of **psychological trauma** that tends to remain unaddressed and is closely tied to the economic and social issues they face; they often display or mention symptoms associated with depression, anxiety and PTSD.
Protective factors	While these risk factors occur for a majority of survivors, their impact can be mitigated through the provision of a safe and caring environment by family members. The returnees who appeared to be faring better in terms of reintegration are those who could rely on an active or effective support system. An effective support system helps tackle all types of risk factors, which are often intertwined; this can take the shape of family members standing by a sex trafficking survivor, including when the community frowns upon them, and being financially equipped to cater to this survivor's needs. Furthermore, survivors who are rapidly identified as VoTs by States and international/non-profit organizations are more likely to receive dedicated help prior to and following their arrival in their communities of return.

[12] Samuel Hall and the University of Sussex, *Mentoring Returnees: Study on Reintegration Outcomes through a Comparative Lens* (Geneva, IOM, 2020), available at https://returnandreintegration.iom.int/en/resources/report-study/mentoring-returnees-study-reintegration-outcomes-through-comparative-lens; Constanza Vera Larrucea, Henrik Malm Lindberg and André Asplund, *Those Who Were Sent Back: Return and Reintegration of Rejected Asylum Seekers to Afghanistan and Iraq* (Stockholm, Delegationen för Migrationsstudier (DELMI), 2021), available at www.delmi.se/en/publications/report-and-policy-brief-2021-10-those-who-were-sent-back-return-and-reintegration-of-rejected-asylum-seekers-to-afghanistan-and-iraq/.

To further contextualize and deepen the understanding of individual paths and experiences, this section builds upon trends and findings identified throughout the existing literature. These accounts of VoTs' experiences provide a lens through which lessons learned and good practices can be identified and programmatic recommendations can be established.

3.1. Focusing on Women's Experiences: Building on the Literature Review and the Data Collected

VoTs' reintegration pathways and experiences may be impacted by a variety of factors that can fuel economic struggles, alienation, and mental health and addiction issues.[13] Chief among those factors are age, the presence of dependants (children and close family members),[14] a history of abuse and domestic violence prior to migration, whether they go back to an environment where their traffickers are present or where they will face the same issues that initiated their migration, as well as gender and associated cultural constructs. Male VoTs, for instance, have been found to be less likely than women who have been trafficked to receive reintegration support services, for reasons ranging from a lack of (adequate) support to a denial of their VoT status, by themselves or by the State, and to a desire to remigrate.[15] On the other hand, women who fall prey to sex trafficking typically return to an environment that heavily stigmatizes them and may be forced to return to sex work for a lack of other alternatives. The literature further emphasized the protection risks and legal issues affecting VoTs. Although the Protocol to Prevent, Suppress and Punish Trafficking in Persons Especially Women and Children, supplementing the United Nations Convention against Transnational Organized Crime (Palermo Protocol) stipulates that VoTs should not be punished or prosecuted, they often face arrest, detention and charges for their participation in activities that are deemed unlawful such as prostitution, and also illegal entry and/or departure in countries of transit or destination. In addition, VoTs are frequently prosecuted or treated as irregular migrants, a confusion that leads to their deportation or detention;[16] this is often compounded by the fact that they may lack legal identity documents.

Overall, many VoTs who go back to the same economic situation that played a key role in their initial trafficking and face social reintegration challenges in their communities of return may be retrafficked within two years of their return.[17]

Building on the above, the present study explored several angles to better understand their impact on VoTs' reintegration outcomes by gathering and analysing VoTs' perceptions and accounts of their experiences following return. The majority of VoT respondents selected for this research were women who were trafficked for sexual exploitation. As such, several of the themes and associated challenges are analysed through the lens of sex trafficking survivors' experience. This is notably the case for aspects such as stigmatization

[13] ScienceDaily, Experiencing childhood trauma makes body and brain age faster, Science News section (3 August 2020). Available at www.sciencedaily.com/releases/2020/08/200803092120.htm.

[14] Uwafiokun Idemudia, Nnenna Okoli, Mary Goitom and Sylvia Bawa, Life after trafficking: Reintegration experiences of human trafficking survivors in Nigeria, *International Journal of Migration, Health and Social Care*, 17(4):449–463 (2021). Available at www.emerald.com/insight/content/doi/10.1108/IJMHSC-03-2021-0023/full/pdf?title=life-after-trafficking-reintegration-experiences-of-human-trafficking-survivors-in-nigeria.

[15] Samantha Lyneham, Recovery, return and reintegration of Indonesian victims of human trafficking, *Trends and Issues in Crime and Criminal Justice*, No. 483:1–8; United States, Department of State, *2021 Trafficking in Persons Report* (Washington, D.C., 2021), available at www.state.gov/reports/2021-trafficking-in-persons-report/.

[16] IOM, *The IOM Handbook of Direct Assistance for Victims of Trafficking* (Geneva, 2007), p. 17. Available at https://publications.iom.int/books/iom-handbook-direct-assistance-victims-trafficking-0.

[17] Alison Jobe, *The Causes and Consequences of Re-trafficking: Evidence from the IOM Human Trafficking Database* (Geneva, IOM, 2010), p. 11. Available at https://publications.iom.int/books/causes-and-consequences-re-trafficking-evidence-iom-human-trafficking-database.

and alienation within the community of return, as well as psychological trauma sustained during the trafficking experience, and exposure to domestic violence and abuse when back "home". While these challenges can affect every VoT, regardless of the type of trafficking they went through, they were consistently brought up by women who were trafficked for sexual exploitation and bear the stigma of what they endured upon return.

Box 2. Bangladesh: Stigmatization and forced marriage

Throughout her childhood, Chaitra's[18] caregivers regularly changed. When her parents separated, she stayed with her father initially, before he left for Dhaka for work and left her under the care of his mother. He eventually remarried and left Chaitra with her maternal grandparents. Chaitra's aunt stepped up to care for her, until Chaitra's mother came back.

At 11 years old, Chaitra was living with her mother, who was frequently absent for work, and left Chaitra in the care of her friend and neighbour Barsha. One day, Barsha used a false pretext to trick Chaitra into a day trip to India, where she drugged her and sold her to a sex trafficker who took Chaitra to Mumbai. A few weeks later, Chaitra was freed during a police raid and stayed for two years in a government-run shelter. The NGO Rights Jessore, which works to help Bangladeshi woman and girl VoTs, eventually identified Chaitra and brought her back to Jessore, to her grandparents' home.

Chaitra recalls that people spoke a lot about her and what they believed she did in India, which she referred to as "bad work". One day, she visited a friend who had been trafficked alongside her. Her friend asked a man to drive her back to her house. Her grandparents believed she was doing "bad work" again and forcefully married her to this man, at the age of 13. Before their marriage, Chaitra told her husband what happened to her in India and swore him to secrecy for fear that her in-laws would find out. She said her husband does not speak about it in front of other people but that he pressures her and makes hurtful comments that affect her so negatively that she has thought of killing herself.

Chaitra had received assistance from IOM, including a sewing machine that allowed her to work from home, but she lost it in a fire that devastated her house a few years back. Her economic situation makes her feel very tense and she struggles with purchasing basic food items and medicine for the health issues she is facing.

> *"I got married forcefully because of honour issues. Since then, I have been struggling with my in-laws a lot. My husband does not work regularly, we have two children now. If I want to leave this marriage, I can do that, but I don't do that for the sake of my honour. If I leave the marriage, people will say 'her mother has married twice, her father has married three times, so did she'. I also have the stigma attached to me that I went to India, though no one knows what my situation was. Considering all this, I am not leaving this marriage."*

[18] The respondent's name has been modified to protect her anonymity.

Box 3. Nigeria: Psychological trauma and debt

Joy[19] was sold by her aunt and her cousin to a sex trafficker when she was 19. When Joy arrived in Libya, her "madam" – the name given to women who oversee brothels – sold her to another woman but was arrested on the way.

According to Joy, her new madam got her out of jail and was kind to her. Joy earned money and was able to pay off the debt she owed her madam. However, her madam's fiancé raped her and she was left without work and fell ill. Although Joy remained vague on what had unfolded, she recalled dating someone who deceived her and she subsequently spent four months in a jail called Zahara, where she suffered regular beatings and sexual assault. Some people paid her bail for her release, but she sustained PTSD afterwards. Joy paid her debt to these people and went to the Nigerian Embassy in Tripoli to return to Nigeria, where she was asked to pay some money before being allowed to go back.

Joy returned to her parents' home, where she lives with her four younger siblings, and effectively became the household's breadwinner. To start a tailoring business and to pay for her mother's health care after she suffered a stroke, Joy had to ask a friend for financial help – a debt she is still paying off. Since her return, Joy has struggled with supplying enough food for her family, which contributed to making her feel depressed. She, however, feels good about the fact that she does not owe any money to her traffickers and hopes to be able to expand her business in the future.

> *"I'm not satisfied with [my current economic situation]. I am just trying to stand up now, just like starting life. I am the second child of my parents. I am the breadwinner because my older sibling is disabled. Life is generally hard, and I have younger siblings to tend to and my mom's health is scary. When I came back, I went to different places looking for work and it was difficult. I applied to different canteens. I feel sad because I didn't get the work I was looking for after returning."*

[19] The respondent's name has been modified to protect her anonymity.

Box 4. Republic of Moldova: Disability, debt and family rejection

A few years ago, Natasha[20] was trafficked for sexual exploitation – flown to Dubai and told she owed her trafficker USD 15,000. She went there thinking she would get paid work, because her children had nothing to eat and she had a pile of debts.

In Dubai, a man called Abdullah took her to his house and told her trafficker, a woman, that Natasha would no longer work for her. Abdullah wanted to sell her to a pimp and, when Natasha opposed it, he sent her back to her previous trafficker, who was upset that Natasha had not paid her debt.

One of the clients took Natasha out for "coffee", but she felt that she was about to be bought by this client and jumped out of the running car. Natasha got to a police station where she spent all night trying to get protection from the officers present; the client was also there and she felt threatened. The police chief let her go but several police officers and the client followed her. Natasha found shelter at a friend's house for a month.

In the meantime, Abdullah apologized, and she eventually went to see him. She got scared when she saw some of his friends come in to the flat, so she tried to escape through the balcony. Abdullah told her she was crazy and pushed her. Natasha broke her spine in the fall and spent months in the hospital to get physiotherapy. One of her friends in Dubai raised money through a church to supply a wheelchair and food for her. A lawyer helped her do the paperwork to return to the Republic of Moldova. Upon return, Natasha spent one and a half years in Transnistria, without legal documents, and unable to feed her children. The NGO Women's Initiative secured food and medicine for her and clothes for her children and provided her with support to receive financial help from the State.

Natasha still lacks resources to purchase basic necessities and relies on candles to light up her apartment at night. She had to take on debt when she first returned to pay the first months of rent and to purchase clothes and an oven. Because of her disability, she has been struggling to find work and her mother has refused to let her live with her. Natasha felt that she had nowhere to go upon return. Despite being offered psychological support, Natasha turned it down because she felt that she was "aware of everything" and that psychologists will simply tell her that things will sort themselves out and she needs to look at her issues differently. Natasha suffered serious health issues from the injuries she sustained when she was pushed.

> *"My family started to marginalize me after I got into this situation. People are looking at me strangely. I am ashamed to be in someone's company,… to get up. I feel like they see how I'm doing…. When I was in a wheelchair, I could just raise my hands, turn my head; [my mother] said 'Natasha, where? You're crazy? You can't move. I can't take care of you, I'm sorry'. I said, 'Mom, I have nowhere to live'. [My mother answered,] 'No, no, Natasha, sorry'."*

[20] The respondent's name has been modified to protect her anonymity.

Box 5. Tunisia: Economic insecurity

Despite receiving State-sponsored training in road transportation logistics in 2013, Leila[21] struggled to find work with decent conditions and a satisfactory wage. One of her friends told her of a company called Ritej Recruitment that hires Tunisian nationals to work abroad. Leila applied and was accepted; she went on to sign a work contract, receive training and left Tunisia for Saudi Arabia six months later.

Once in Saudi Arabia, Leila spent two weeks in a dorm with other migrant workers while her visa was being processed and was then assigned to care for an elderly woman with Alzheimer's. When Leila resigned from her post, the family refused to pay her for the time she worked. Ritej sent Leila to work as a nanny for another family – something Leila was unaware of until she got there. According to Leila, this new family did not know that Ritej held some of Leila's salary as a fee, but upon finding out they hired a new nanny.

Leila spent four months without work and stayed in one of Ritej's dormitories for migrant workers in Jeddah. Leila then started caring for a disabled man who was physically abusive and broke her foot. She asked Ritej to send her back to Tunisia, which the company agreed to do only if Leila were to pay a fine, despite her contract stating otherwise.

Leila managed to go back to Tunisia without paying Ritej and filed a case against the company upon her return, along with other women who went through a similar experience. Leila also reached out to IOM to receive reintegration support and initiated a shared store project with other VoTs, but they did not manage to open the store. Alternatively, she started taking language lessons but was unable to complete the course because of the COVID-19 pandemic. While she did not sustain any debt prior to and during her migration journey, Leila almost fully financially depends on her brother.

> *"I worked for a year in Rades port. The type of job was not related to my specialty though. I had to do the job to contribute to the family income. The transportation fees from my residence to where my job was located were costly. Then I quit the job and did not work for another year. My mother, siblings and my uncle provided for me. Then I had some job interviews. They all required a minimum of two years of experience. Then, I found a job at this company; I worked there for two years. At first, we had to sign a CIVP,[22] then we could earn 800 Tunisian dinars. I resigned after two years because working conditions were unbearable … and because of my health problems. I had pain during work. I wanted to go home that day, but they refused. I stayed at work for eight hours then went home. The next day I went to a doctor who said I should immediately go to the hospital, where I had abdominal surgery.… After that, I joined those who wanted to work in Saudi Arabia."*

[21] The respondent's name has been modified to protect her anonymity.

[22] A CIVP (*contrat d'insertion á la vie professionnelle*) is specific to Tunisia. The contract seeks to facilitate the youth's access to employment, by providing job opportunities for which employees receive a State-sponsored subsidy but not a salary.

3.2. Returning to an Environment Ill Equipped to Help Returnees Get Back on Their Feet and Prone to Causing Retrafficking

Upon returning to their countries of origin, VoTs struggle to become economically self-sufficient. These struggles were often a precursor to their trafficking experience and make VoTs vulnerable to retrafficking, to forced labour and in some instances to threats from their previous traffickers, as detailed in the succeeding paragraphs. VoTs face challenges in providing for themselves and their families, when they have one, and in participating in and benefiting from local economic activities.

Respondents felt unable to generate positive change in their lives following their return, which compounds negative feelings about themselves. Many revealed struggling to get by and providing for their families and having to rely on other family members, such as a spouse or parent, to make ends meet. For those who do not have such support and are single parents, and who are most often women, this can trigger the use of harmful coping strategies, which increases the risk of retrafficking. Several VoTs reported that members of their nuclear families – such as parents and siblings – refused to let them move back in following their return, either because these family members said they had financial struggles and could not care for someone else, or due to the fear of stigmatization by association with someone who had been trafficked. This was the case for a female respondent in Nigeria, who said her family was ashamed of her and did not accept to let her move back with the child she had while abroad; she eventually went to live with her grandmother.

The initial economic support, in the form of training and business grants, provided relief and hope, but respondents often had to **reallocate the money received towards more pressing needs**. A respondent in Nigeria used the reintegration allowance to pay for her father's health care, which she could not have afforded otherwise. An IOM case worker reported that adult VoTs typically face more challenges in setting up an income-generating activity upon return, compared to other types of returnees. This case worker noted that female returnees who were trafficked for sexual exploitation tend to resort to sex work, as they are in the process of finding another type of income source. Echoing these findings, an IOM staff member in Nigeria emphasized that it is critical to assess whether VoTs' families have the necessary financial resources to support returnees who come back empty-handed, sometimes with debt, and often with psychological trauma.

These economic challenges can be further compounded by indebtedness. Very few respondents in this study reported that they owed money to their trafficker(s) or to the person(s) who facilitated their trafficking, but several respondents in Nigeria reported that they sustained debts from family or community members who funded what they thought was a "regular" migration journey but ended up being "irregular". When asked how they felt the debt was impacting them and their families, these respondents often reported feeling anxious as they struggled to reimburse the debt. When confronted with debts that they are unable to pay back, trafficking survivors may feel compelled to attempt to migrate again and could be vulnerable to retrafficking.

> *"I don't have a rest of mind whenever I think about the debt. My father borrowed the money to bail me from prison in Libya and we have tried to pay the money, but it is still there. My father even sold a piece of land to pay part of the money – to tell you how much effect it has on my household."*[23]

This highlights the possible prevalence of cases – at least in Nigeria – where the household is involved in the decision to migrate. When household members contributed to funding the migration, VoTs can be faced with heavy debts that are challenging, if not impossible, to repay upon return.[24] In this study, one of the few reported cases of migration-related indebtedness included a male VoT in the Republic of Moldova[25] who borrowed MDL 5,700 (USD 320) from a bank to fund his migration; while he has yet to reimburse this amount, he says the bank has been understanding and has waived the interest fee. While not a case of migration-related indebtedness per se, a male VoT from Bangladesh paid BDT 200,000 (USD 2,312) – all of his savings – prior to migration to a smuggler who left him on a boat drifting at sea with hundreds of migrants; since his return, this VoT has been struggling to find stable work that would help him meet his family's needs and save money.

Beyond VoTs who sustained debts to fund their migration trip, the bulk of respondents who reported having debts said that they took on loans following their return, to pay for basic household items and commodities, to cover health expenses or to invest in a business. For instance, a female respondent in Nigeria[26] borrowed money to purchase a sewing machine, prior to receiving support from IOM; she was still repaying debt at the time of the study. A few respondents from the Republic of Moldova reported sustaining debts from grocery stores or to pay for rent. Studies carried out in Afghanistan and the Republic of Moldova shed light on the fact that financial tensions arise between returning migrants and their families over the expectations of communities of return and families that returnees will contribute, particularly when the former financially contributed to the migration attempt.[27] In the Republic of Moldova, family members of female VoTs often expect their trafficked relatives to return with savings or remit money while abroad, and may have lent money to fund the migration, which they expect to see reimbursed. This complicated situation and financial burdens can be further challenged when VoTs cannot secure stable work following their return, particularly as they face community resentment and stigmatization for the type of work they undertook while abroad and what the community sees as a "failed" migration attempt.

Without elaborating on the nature of the debt, key informants and CAG discussion participants alike emphasized that indebtedness is a predominant issue among returning VoTs. Outstanding debts, sustained prior to returnees' entry into trafficking, may trap VoTs into retrafficking situations as they or their families may be threatened by traffickers if the debt is not repaid.[28] On that aspect, an IOM study noted that returnees who decide to

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[23] This is a statement of a respondent during a cognitive interview conducted in Nigeria in January 2022.

[24] May-Len Skilbrei and Marianne Tveit, Mission impossible? Voluntary and dignified repatriation of Nigerian victims of trafficking, in: *Transnational Migration and Human Security* (Thanh-Dam Truong and Des Gasper, eds.), Hexagon Series on Human and Environmental Security and Peace, vol. 6 (Berlin and Heidelberg, Springer, 2011), p. 138.

[25] This was a case study conducted in the Republic of Moldova in January 2022.

[26] The case study was conducted in Nigeria in January 2022.

[27] Anette Brunovskis and Rebecca Surtees, Coming home: Challenges in family reintegration for trafficked women, *Qualitative Social Work*, 12(4):454–472 (1 July 2013); Nassim Majidi, Assuming reintegration, experiencing dislocation – returns from Europe to Afghanistan, *International Migration*, 59(2):186–201 (2021), available at https://returnandreintegration.iom.int/en/resources/article-journal-blog-etc/assuming-reintegration-experiencing-dislocation-returns-europe.

[28] Independent Anti-Slavery Commissioner and University of Nottingham Rights Lab, *Re-trafficking: The Current State of Play* (Nottingham, United Kingdom, University of Nottingham, 2021). Available at www.nottingham.ac.uk/research/beacons-of-excellence/rights-lab/resources/reports-and-briefings/2021/november/re-traffickingthe-current-state-of-play.pdf.

migrate again are well aware of the risks, which they are willing to take, because they feel that they have little to no choice in the matter, due to difficult financial circumstances at home. Some of these returnees, for instance, got in touch with their original traffickers.[29] Throughout the present study, respondents in the Republic of Moldova, unlike those in other countries, openly discussed their intention to leave again.

> *"It does [affect me] because when I first arrived from Libya, one of the reasons I felt bad was how I was going to repay back the money my parents borrowed and gave to me, and this almost made me not want to go back home."*[30]

> *"For male returnee VoTs, a lot of them take on financial loans from neighbours and relatives, or sell some of their family or household assets, such as gold or land, to arrange the required money for migration. When they return empty handed, they become a burden for their family. To repay the loan, male VoTs are under constant mental pressure. Interestingly, some male VoTs try to migrate again to repay their previous loans."*[31]

A study undertaken by the United Nations Office on Drugs and Crime highlighted **that cases of debt bondage may force returnees back into trafficking**; this particularly occurs in Nigeria, where women are coerced into signing "contracts" with a trafficker who sponsors their trip, in a *juju* ritual organized by a local figure who blesses the agreement. The perceived power of the juju ritual, along with threats against family members, may force returnees back into trafficking to settle their debts, which can reach tens of thousands of euros.[32] While no cases of debt bondage emerged from the findings of the present study, a Nigerian respondent spoke about paying her debts to her "madam" before being able to leave Libya, where she was forced into sex trafficking.

3.3. Facing Stigmatization and Shunning at a Time of Heightened Vulnerability

Beyond social issues encountered by returnees in general, the specific fear of stigmatization that VoTs are confronted with within their ecosystem, by family and community members, puts their reintegration at risk. VoTs' social capital is depleted, and they may find themselves alienated[33] over attitudes and biases in their communities of origin which reveal a societal disapproval of their failed migration experience and/or the type of work they undertook while trafficked.[34] **VoTs are concerned not only over their own reintegration process but also over the risks that their families could be exposed to discrimination by association.**

This social disapproval negatively impacts VoTs' ability to reintegrate.[35] Feelings of shame and humiliation are common among VoTs of all genders who have been intercepted and

[29] Jobe, *The Causes and Consequences of Re-trafficking*.
[30] This is a statement of a respondent in a cognitive interview conducted in Nigeria in January 2022.
[31] This was narrated by a respondent in a key informant interview conducted in Bangladesh in January 2022.
[32] United Nations Office on Drugs and Crime (UNODC), ed., *Global Report on Trafficking in Persons, 2014* (Vienna, 2014). Available at www.unodc.org/unodc/en/data-and-analysis/glotip_2014.html.
[33] Erlend Paasche, May-Len Skilbrei and Sine Plambech, Vulnerable here or there? Examining the vulnerability of victims of human trafficking before and after return, *Anti-Trafficking Review*, 10 (29 April 2018). Available at https://doi.org/10.14197/atr.201218103.
[34] UNODC, An introduction to human trafficking: Vulnerability, impact and action, background paper (New York, United Nations, 2008), p. 140.
[35] Elizabeth Peffer Talbot, An assault on the soul: An international plaque in the 21st century, paper presented at the North American Association of Christians in Social Work (NACSW) Convention, Philadelphia, October 2006, p. 9.

forced to return empty-handed, while their families expect them to financially provide for them. However, **women are at a heightened risk of facing discrimination** due to both real and presumed experiences with sexual exploitation.[36] VoTs' perceptions of how their cultures will view their experiences also plays a role in their reintegration experience.[37] Women trafficked for sexual exploitation, for instance, may fear that their entire family will be ostracized if the community knows their story. Sex trafficking survivors may also be particularly vulnerable to the burden of the financial roles they are expected to fulfil – income-earner, household financial manager and/or financial providers for the extended family – as they typically struggle to find work due to the stigma associated with the type of work they performed while trafficked.[38] The stigmatization and discrimination faced by these women stems largely from harmful gender norms and expectations placed on them by society.

> *"Stigmatization is high; they even go as far as making jest of the returnees when they are walking along the road. This leads most returnees to not want to return to their host communities or to lock themselves indoors to evade discussion on their predicament. In situations where the girls come back with babies looking a different colour of eyes or skin, types of hair, people tend to quickly pass judgement on the girls. I have seen a case where the family members were even asking her [the VoT] to go back to Libya and bring the man who impregnated her so that he can marry her, forgetting that she was raped. This is needless pressure that these victims shouldn't have to deal with."*[39]

> *"Returnees who are accepted by their families gain a lot of balance knowing that their family still wants them. On the other hand, some do not want to even go back because they are ashamed even though the family did not reject them. Some actually try to go back and are rejected by the family."*[40]

The stigmatization of female VoTs is salient in countries such as Bangladesh and Nigeria, where key informants reported that women are de facto assumed to have engaged in sex work while abroad. In both countries, female VoTs are frequently rejected by their families and communities. Key informants in Bangladesh reported that female VoTs are more prone to shunning and discrimination than male VoTs, which transpires through the presence of orphanages where trafficked women can leave the child(ren) they had while abroad before returning to their communities of origin. A CAG discussion participant in Bangladesh further noted that stigmatization and discrimination further impact female VoTs' perceived ability to request reintegration support, since these survivors are reluctant to disclose what they went through, for fear that their communities and/or families will find out. This stigmatization of women who were trafficked for sexual exploitation has been found to exacerbate risks of retrafficking or remigration.[41] On that note, a VoT from Bangladesh mentioned that in a group of 19 girls who came back together from India, where they were kept in a brothel, 18 eventually remigrated. Elaborating on the issues of stigmatization and the practical challenges they pose, another VoT's family refused to let her move back in after

[36] UNODC, ed., *Global Report on Trafficking in Persons, 2014*.
[37] Talbot, An assault on the soul.
[38] Laura Cordisco Tsai, Family financial roles assumed by sex trafficking survivors upon community re-entry: findings from a financial diaries study in the Philippines, *Journal of Human Behavior in the Social Environment*, 27(4):334–345 (19 May 2017).
[39] This was narrated by a respondent during a community advisory group (CAG) discussion conducted in Nigeria in January 2022.
[40] A respondent explained this during a CAG discussion held in Nigeria in January 2022.
[41] Diane Richardson, Meena Poudel and Nina Laurie, Sexual trafficking in Nepal: Constructing citizenship and livelihoods, *Gender, Place and Culture*, 16(3):259–278 (2009).

the trafficking because it affected her mother's social life. The chairman in her community of origin further believed that she had become a trafficker herself, which forced her to move elsewhere and left her unable to apply for a voter's card or request a birth certificate – two documents that can only be issued by the authority in the area where she was born.

Beyond stigmatization initiated by family and community members, reintegration organizations can be biased in the way they engage with VoTs. A 2018 study of a Bangladeshi reintegration shelter (run by a national women's association) highlighted employees' negative perceptions of women trafficked for sexual exploitation, who are believed to engage in sexual practices that "respectable women" do not. Similarly, to economically empower Bangladeshi female VoTs, the Association provides them with vocational training consisting of sewing lessons, which is deemed culturally appropriate but will only allow these women to secure entry-level work at garment factories. Such work is associated with low income and risky labour conditions that may drive former VoTs to sex work or retrafficking.[42]

Box 6. Case study: Family and community roles in fostering acceptance and reintegration

Salma[43] returned to her family's home in Bangladesh in 2016, four months pregnant, after she was trafficked for sexual exploitation in India for over two years. She was forcefully married to a man who kidnapped her and sold her to other men for sexual favours.

Salma's parents played a key role in her rescue from the sex work ring – they repeatedly went to the police and reached out to the NGO Rights Jessore and Justice and Care, with whom they shared Salma's picture and birth certificate. However, in the aftermath of her return home, Salma's parents initially struggled with accepting what their daughter had gone through. Salma's father blamed her in front of her mother, which made her feel depressed. Salma's mother also encouraged her to abandon the baby in one of Bangladesh's dedicated shelters for female VoTs, as she told her that having a baby in these circumstances would prevent her from getting married again.

As time went by, Salma's parents eventually supported her, defending her against relatives and community members who spoke ill of her, and she credited them for enabling her to feel like she could "stand up again". Salma spoke of other girls who do not have a support system back home and often end up in shelters because they cannot go back to their areas of origin. Salma also received mental health support from Rights Jessore and spoke about how she moved forward by acknowledging that she was not responsible for what happened to her: "We should not take that experience forward, rather we should focus on what we are going to do next. We can, we were trafficked, we are not the perpetrator, we are not the culprit, we are not bad. Those who took us, they are bad, they are the culprit and the perpetrators. We did not go willingly; they took us by telling lies … they are the criminals. We must move on believing this. We should not pay attention to people's words. We should move on in our life by doing good things, so that people get to know that we can also do good things."

With the support of Rights Jessore and her family, Salma has now become a tutor in the morning and is taking driving classes in the afternoon to become a professional driver.

[42] Diya Bose, 'There are no victims here': Ethnography of a reintegration shelter for survivors of trafficking in Bangladesh, *Anti-Trafficking Review*, 10: 139–154 (29 April 2018). Available at https://antitraffickingreview.org/index.php/atrjournal/article/view/326.

[43] The respondent's name has been modified to protect her anonymity.

3.4. When Going Home Bears the Mark of Psychosocial Trauma and Perpetuates the Cycle of Abuse

Psychological trauma, including symptoms of PTSD, affect a majority of respondents. This is echoed in previous research, with a high prevalence of depression, anxiety and PTSD among all individuals who are in contact with post-trafficking support organizations.[44] Many respondents experienced feelings of shame and hopelessness, contributing to self-harm and attempted suicide.[45] Some respondents had suicidal ideas since returning home. A study from Kiss et al.[46] further identified over 60 per cent of men and women trafficked in the Greater Mekong Subregion with symptoms indicative of depression. A key informant working with IOM in Nigeria noted that psychosocial issues affect VoTs' readiness for reintegration support, particularly for those who faced sexual exploitation, who often need to be hosted in shelters for a significant period of time before they can move on with their lives. Kelly and Zimmerman both emphasized that trauma sustained during the trafficking process further complicates VoTs' reintegration into home communities.[47]

> *"The victim of sexual exploitation is comparable to the soldier coming back from war. The trauma is so intense, it is practically impossible to treat it for the rest of someone's life. Or you learn to live with it, and talk about what happened, and because you can't talk about it with everyone, it's clear you need a specialist. I know a lot of sexually exploited victims who have had psychosis and schizophrenia. This is the cruelest, the most painful, both for them and for their children, for their family. The victim of labour exploitation is also affected by the state of health, by the abuse to which he or she was subjected during the period of service provision, but the victim of labour exploitation gets off much easier."*[48]

> *"They were threatening me, they were looking for me. They have been looking for me for many years. I had nightmares of them raping me. The other day, we were sleeping. The concubine*[49] *was asleep and I scratched his face and started suffocating him. I was screaming like I was not normal. I went to the psychiatrist, I told him. He told me that this is the pain that has been done to me. You've been through a lot and the nightmares will torment you. He told me to go to church and confess."*[50]

> *"The psychologist worked with me. It was like a dream, I didn't know if I would succeed, I thought that if I didn't succeed. I would call him [ex-husband and trafficker] to send me tickets and we would come back, because I was afraid."*[51]

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44 Eleanor Turner-Moss, Cathy Zimmerman, Louise M. Howard and Siân Oram, Labour exploitation and health: A case series of men and women seeking post-trafficking services (7 May 2013); Ligia Kiss, Katherine Yun, Nicola Pocock and Cathy Zimmerman, Exploitation, violence, and suicide risk among child and adolescent survivors of human trafficking in the Greater Mekong Subregion, *JAMA Pediatrics*, 169(9):e152278 (8 September 2015).

45 Livia Ottisova, Stacey Hemmings, Louise M. Howard, Cathy Zimmerman and Siân Oram, Prevalence and risk of violence and the mental, physical and sexual health problems associated with human trafficking: an updated systematic review, *Epidemiology and Psychiatric Sciences*, 25(4):317–341 (August 2016). DOI: 10.1017/S2045796016000135.

46 Kiss, Yun, Pocock and Zimmerman, Exploitation, violence, and suicide risk among child and adolescent survivors of human trafficking in the Greater Mekong Subregion.

47 Liz Kelly, "You can find anything you want": A critical reflection on research on trafficking in persons within and into Europe, *International Migration*, 43(1–2):235–265 (January 2005); Cathy Zimmerman, Trafficking in women: A qualitative study to conceptualise and map health risks [PhD thesis draft], Health Policy Unit, London School of Hygiene and Tropical Medicine (London, 2003).

48 This was narrated by a respondent in a key informant interview conducted in the Republic of Moldova in February 2022.

49 A concubine is a woman who, in some societies, lives and has sex with a man but has lower status than his wife or wives.

50 This was narrated by a respondent in a key informant interview conducted in the Republic of Moldova, February 2022.

51 This was the experience of a respondent in a case study conducted in the Republic of Moldova, February 2022.

VoTs' mental health issues are compounded by the fact that very few of them appear to be in housing that shelters them from domestic violence and abuse. The majority of respondents share an accommodation with family members who can resent them for returning empty-handed or are ashamed of what they went through, which may contribute to fuel outbursts of violence. Previous research highlighted that many VoTs suffered physical and sexual abuse from family members, partners or others prior to trafficking and that they are vulnerable to this abuse once back "home".[52] Additionally, for women who have been sexually exploited, the difficulties they may face in finding work once back home are likely to make them heavily reliant on their partner and unable to leave a situation of domestic violence.[53]

Patterns of domestic violence are apparent in multiple examples from the present study and create definite obstacles to sustainable reintegration. One of those is the story of Asma,[54] who was trafficked for sexual exploitation in Mumbai (India). Asma was a victim of repeated domestic violence at home, at the hands of her stepfather, and was forced to work as a maid when she was a child. About her childhood, Asma said "it was so unbearable that it felt as if it was better to die than to listen to them talk about me like that; I was a child so I could not say that, even though I wanted to". At the age of 13, Asma was drugged and trafficked by her uncle's sister-in-law. Asma's trafficking experience was extremely violent; she tried to escape several times but was caught and tortured before one of her traffickers eventually lit her on fire. After spending a year in a hospital, Asma said that her mother sold the calf she purchased with the money she received from Rights Jessore and that she tricked her into coming back home by faking an illness, so that her stepfather could marry her off to a 50-year-old man who had managed to forge documents to get married five times, to secure dowries. Asma's husband kept her locked in a house for several months. Asma eventually managed to leave and married someone she loves, but she is financially dependent on him and knows that his mother, who disapproves of their union, will not support her should something happen to him. Asma has multiple physical and mental health issues, including suicidal thoughts.

Box 7. Case study: Escaping forced sex work to be trapped in domestic abuse

Elena[55] was trafficked twice by her former husband, who sold her to sex traffickers in the Russian Federation. The first time, in 2009, she managed to leave within a couple of days and took a train back to the Russian Federation. Her husband pretended he had no idea that she would end up in a brothel there.

The second time occurred, in 2012, shortly after she separated from her husband. Upon her ex-husband's advice, Elena had signed a work contract with what she thought was a hotel. Upon arrival in the Russian Federation, the traffickers confiscated her passport, locked her in a house and repeatedly beat her. They told her they sent USD 20,000 to her family back home and that she needed to pay her debt. Once she had repaid her debt, the traffickers did not allow her to leave.

[52] Ottisova, Hemmings, Howard, Zimmerman and Oram, Prevalence and risk of violence.
[53] Tsai, Family financial roles assumed by sex trafficking survivors upon community re-entry.
[54] The respondent's name has been modified to protect her anonymity.
[55] The respondent's name has been modified to protect her anonymity.

Elena eventually met a man in a bar, someone she described as having "problems with the law" but rescued her from the brothel, secured work for her in the Russian Federation and financially supported her children. Elena said everything went fine up until the moment he put a ring on her finger and she had her first child with him. They lived together in Dubai, where he is from, for three years, where her husband used drugs and drank heavily, brought women home and raped her in front of her children. Elena also mentioned that her husband's brother tried to rape one of her sons. Elena received help from a Russian-speaking woman at the park where she used to take her children, who advertised her situation on a closed Facebook group to raise money to help her out and put her in touch with a church that contacted IOM and secured her and her children's return.

She had divorced her husband by then and received his authorization to temporarily leave the country with their children to spend a couple of months in the Republic of Moldova. When her ex-husband realized that she had no intention of coming back, he sued her and a court in the United Arab Emirates deprived her of her parental rights. She is afraid that he will come and find her.

3.5. The Challenging Path and Hidden Costs to Seeking Justice and Obtaining Reparation

Several VoTs reported close or distant family members as culprits of trafficking, primarily in Bangladesh and Nigeria, but not only. **Cases from the Republic of Moldova and Tunisia suggest that family members of any gender can act as a link with traffickers.** A respondent from Nigeria mentioned that she was trafficked by her aunt, her father's sister, and sought to open a legal case against her, but her aunt had disappeared when she came back to Nigeria.

Beyond VoTs' recollection of the role played by family or close community members in being the first chain link of their trafficking, in some countries it is deeply entrenched within various levels of society. This is the case, for instance, in Nigeria, with juju ceremonies, and also, and perhaps to a greater extent, in Bangladesh. **Traffickers are operating within government and community structures, which challenges law enforcement efforts to discourage and punish human trafficking and provides grim compensation outlooks for VoTs.** One of the VoTs, for instance, reported that, in both Bangladesh and India, the police take bribes from traffickers before they raid places that serve as brothels or transiting points for trafficked women and girls. Furthermore, while most VoTs from this study did not report facing safety and security issues upon return, those who did identified family members and traffickers as the culprit.

> *"There is a strong underground trafficking network [of people] who are connected to local power structures and even with high government officials. From the border district they can easily go to Calcutta and then from there they go to a very flourished sex industry in Mumbai. Interestingly, their close relatives, such as parents, brothers, husbands, are sending them to earn more money for their families in Bangladesh."*[56]

[56] A key informant revealed this in an interview conducted in Bangladesh in February 2022.

Besides Nigeria, where all but one VoT respondent did so, several VoTs in Bangladesh, the Republic of Moldova and Tunisia sought justice against their trafficker(s) or those who enabled their trafficking. When VoTs did launch legal action against their trafficker(s), this was often at the expense of their own safety. A key informant working with the National Women Lawyers Association said that the VoTs they deal with, and especially women, are "not protected, they get threatened not to file cases against their traffickers". Echoing this statement, a Bangladeshi woman whose mother pressed charges against the traffickers said that she was threatened while in court – they told her that if they saw her outside her home, they would kill her by throwing acid at her face. While some organizations support VoTs by providing them with legal representation free of charge, this is not always the case. In the Republic of Moldova, for instance, several respondents said they owed debt to the lawyer who prosecuted the person(s) who trafficked them. A female VoT, for instance, recalled that she owed her lawyer up to EUR 700 after the case was closed with no further action. This example also highlights **VoTs' difficulty to obtain justice** for what they went through. In Bangladesh, a female VoT who was forcefully married to cross the border into India filed a case against her husband, with the support of Justice and Care; while he was sentenced to pay a fine (BDT 50,000, equivalent to USD 580), he has yet to be arrested.

4. REFLECTING ON EXISTING PROGRAMMING AND OPPORTUNITIES TO STRENGTHEN MONITORING

This chapter reflects on existing programming and suggested standards and activities to foster VoTs' sustainable reintegration. This approach provides a pathway to identify gaps and loopholes before exploring ways to strengthen reintegration monitoring in order to inform and improve related programming. The findings focus on the countries of research and are drawn from interviews with survivors and reintegration stakeholders, as well as from the literature review.

Box 8. Overview of good reintegration practices in the countries of research

Research findings highlight several activities and approaches that may be conducive to sustainable reintegration outcomes. Certain programmes, for instance, in Nigeria, capitalize on family and community members to raise awareness of survivors' possible difficulties and trauma, to mitigate risks of stigmatization and to foster acceptance. Similarly, VoT-centred programmes may yield more successful outcomes by taking into account VoTs' unique paths, experiences, and struggles and going beyond blanket approaches and strict timelines.

Some programmes were found to empower VoTs as decision makers and actors of their own reintegration. Those programmes provide them with multilevel assistance, including housing for as long as needed, psychosocial support and help with finding stable work, or by identifying factors that triggered their trafficking journey, to mitigate the risks of VoTs going back to settings where they would be at risk of being retrafficked.

4.1. Challenges of Responses Available to Human Trafficking Survivors in Low-resources Settings

Across countries, reintegration stakeholders find that reintegration programming is limited to a blanket approach due to constraints ranging from funding to mandates, to providing tailored support to each VoT's needs, to mitigating risks of retrafficking. A report from the ILO pointed out that VoTs face a variety of issues upon returning home, reliving the same pressures that had initially prompted their departure.[57] On that note, a respondent working with the University of Lagos felt that when organizations design reintegration support they rarely ask VoTs about what pushed them to migrate in the first place.

Other studies have highlighted that VoTs' vulnerability upon return can be compounded by the administrative delays associated with the reception of assistance at a time where they do not have any financial resources and a lack of information on what they are entitled to.[58] A respondent in the Republic of Moldova who previously worked on a programme to rehabilitate VoTs suffering from addiction in the CAP emphasized the shortcomings of the

[57] Anders Lisborg and Sine Plambech, *Going Back, Moving on: A Synthesis Report of the Trends and Experiences of Returned Trafficking Victims in Thailand and the Philippines* (Bangkok, ILO Regional Office for Asia and the Pacific, 2009).

[58] Paasche, Skilbrei and Plambech, Vulnerable here or there?

programme, which provides rehabilitation support for a month before VoTs are sent off to the place where they want to or can resettle. This respondent pointed out that **it can take up to several years to treat an addiction and that VoTs with a history of addiction who seem to reintegrate rapidly upon return often relapse**. In Bangladesh, several respondents also said that local organizations feel rushed to respond to VoTs' needs. There are too few organizations to deal with the number of VoTs in comparison with available funding, and organizations tend to compete with one another to care for a newly returned VoT.

> *"Since 2009…there have been various projects, but of a short duration. We regret that we cannot afford continuous projects, because donor requirements are very strict. A project is carried out for a year, two maximum."*[59]

> *"Recently, Bangladesh's consulate in Libya sent a girl back to us. Her mother died in Libya and her father was missing. Our embassy in Libya sent the girl to Bangladesh with her aunty. Upon her return, different NGOs started to compete with each other to take the girl. They did so, because the custodian NGO generally receives the reintegration support provided by the countries that send and receive the VoTs."*[60]

Although economic welfare and psychological well-being are interlinked, with VoTs who get back on their feet economically being better equipped to cope with psychological trauma,[61] and VoTs who remain unemployed upon return being more prone to exacerbated mental health issues, several respondents said that **reintegration programming tends to prioritize economic welfare rather than psychological well-being**. A respondent from the Republic of Moldova who works with the National Centre for Training, Assistance, Counselling and Education, however, noted that it is important to provide VoTs with an income-generating opportunity that – regardless of how modest it might be – is "theirs", that is, empowering them to earn money is a critical step in reintegration.

> *"Not every organization offers psychosocial support. Just as not every organization deals with prosecution and protection. We do psychosocial support. It is critical for us because to advance with any of the provided economic support, a clear mind is needed; otherwise, it is just like pouring water in a basket."*[62]

In Bangladesh, key informants and CAG discussion participants praised the work of Winrock International, which provides multiple layers of support to returnee VoTs, through reintegration support services, case management and psychosocial assistance, and empowers them to be actors of change. Winrock has been working in Bangladesh since 2014 to implement the BC/TIP programme, funded by the United States Agency for International Development. Beyond reintegration assistance, BC/TIP resorts to multidisciplinary training as well as network- and capacity-building to raise awareness of and increase expertise in laws and judicial actors' role and responsibilities with regard to TiP and traffickers' prosecution. A staff member of INCIDIN in Bangladesh noted that BC/TIP capitalizes on VoTs who have

[59] This was relayed by a respondent in a key informant interview conducted in the Republic of Moldova in February 2022.
[60] A respondent narrated this in a key informant interview conducted in Bangladesh in February 2022.
[61] Lemma Derseh Gezie, Alemayehu Worku Yalew, Yigzaw Kebede Gete, Telake Azale, Tilman Brand and Hajo Zeeb, Socio-economic, trafficking exposures and mental health symptoms of human trafficking returnees in Ethiopia: using a generalized structural equation modelling, International Journal of Mental Health Systems, 12(62) (2018). Available at https://doi.org/10.1186/s13033-018-0241-z.
[62] In Nigeria, a participant working with the Society for the Empowerment of Young Persons explained this during a CAG discussion.

had successful reintegration outcomes as agents of change for newly returned VoTs by sharing their experiences with these VoTs.[63]

4.2. Leveraging Partnerships for Holistic Reintegration Support and Community Acceptance

Cooperation and referrals are critical to foster reintegration and to prevent instances of retrafficking. In the Republic of Moldova, an official of the National Centre for Training, Assistance, Counselling and Education[64] emphasized the importance of linkages between entities working with VoTs, notably when VoTs leave the national CAP. If the CAP does not refer VoTs to NGOs that can act as relays to provide health care, food or legal support, they may be at risk of being retrafficked. In Bangladesh, a national referral mechanism for VoTs is jointly implemented by government ministries, foreign embassies, NGOs and CSOs, while in Tunisia the Instance nationale de Lutte contre la traite des personnes (the national anti-trafficking body) regularly holds coordination meetings with local shelters, IOM and other reintegration entities to address gaps in responses.[65] A staff member of IOM in Nigeria[66] further highlighted the importance of coordination by noting that "the partnership between IOM and other organizations is important – where one person's strength stops is when another's starts". Meanwhile, in Bangladesh, INCIDIN is working towards the establishment of a virtual referral centre in Keraniganj to create linkages between online service providers and VoTs.[67]

> *"We had a case where a lady exploited through labour on the territory of the [Republic of Moldova] required a gynaecological surgery and was charged 5,000 lei. The lady was from a very vulnerable category, this amount exceeded her income. After we identified this case, we contacted the local district council and they paid for the operation from the reserve fund."*[68]

> *"In December 2021, [the Libyan Embassy's first secretary] communicated with me … regarding a female VoT with child. The VoT sustained a mental disorder, and her situation would worsen if we separated the child from her. We have a separate shelter home for mentally disordered people and children. But we don't have any shelter homes where mentally disordered mothers can stay with their children. As a result, we cannot take on that VoT. But I linked the Libyan embassy with a safe home run by BRAC (Bangladesh Rural Advancement Committee) where such types of support are available."*[69]

Several respondents found that coordination could be strengthened, including in places where there are coordination protocols in place. Certain respondents emphasized the need for stronger community-owned processes and entities following VoTs' resettlement, both to take over from larger organizations' programmes and to facilitate their acceptance. A respondent working with the Agenția Națională pentru

[63] The respondent was a key informant in an interview conducted in Bangladesh in February 2022.
[64] The respondent was a key informant in an interview conducted in the Republic of Moldova in February 2022.
[65] This information was relayed by a staff member of IOM Tunisia in an interview in Tunis in February 2022.
[66] The staff member was a key informant for an interview conducted in Nigeria in February 2022.
[67] A representative of INCIDIN Bangladesh served as a key informant in an interview in February 2022.
[68] A representative of the Moldovan Ministry of Labour and Social Protection shared this case during a key informant interview held in the Republic of Moldova in February 2022.
[69] A representative of the Ministry of Social Welfare of Bangladesh during a key informant interview in Bangladesh in February 2022.

Ocuparea Forței de Muncă (ANOFM),[70] the Moldovan national employment agency, mentioned that in 2021 the ANOFM only supported two VoTs, which she believes reveals **a lack of referral mechanisms** – "[there is] a very big problem in working with institutions that identify [VoTs], rehabilitate them, consult with them; the linkage is probably not so good to direct them to employment services". This occurs despite a system that theoretically facilitates VoTs' access to the labour market – under Law 36, an employer who provides a job to someone who was trafficked (or is part of another vulnerable category) for at least 18 months receives a compensation equivalent to 30 per cent of the average wage in the previous year, for up to six months. Another respondent working with the University of Lagos in Nigeria[71] felt that there is a **lack of synergy between reintegration organizations**, which are constrained by agendas, priorities and budgets that ultimately impact their ability to provide adequate support to VoTs.

Another critical component of reintegration is tied to community acceptance. VoTs' accounts of their experiences upon return shed light on the discrimination and stigmatization they face, whether it is because they are perceived to have failed to succeed economically or because they have engaged in activities that their communities deem reprehensible, such as sex work. Several KII and CAG discussion participants in Nigeria mentioned the existence of activities carried out at the community level to raise awareness both around the fate of VoTs when they are being trafficked and the damage caused by stigmatization. The ETAHT, for instance, holds family reunions and town hall meetings to involve communities of return in the reintegration process.

Box 9. Focus on assistance to returning victims of trafficking in the Republic of Moldova

Moldovan authorities offer four types of assistance to returning VoTs who transit through the national CAP, in the form of psychological, medical, legal and economic/social support. A psychologist working with the CAP assesses VoTs' mental health to identify whether they should be referred to doctors, in cases where they may benefit from medical treatment. The CAP also verifies whether VoTs have any form of ID to help them obtain basic documentation if needed. For VoTs who express the wish to prosecute their traffickers, the CAP relies on entities that are competent in this field. As for economic and social assistance, the CAP refers VoTs to entities that can provide this. VoTs typically stay at the CAP for a maximum of three months, but the CAP extends their stay when VoTs do not have the financial means to go elsewhere. Once VoTs leave the CAP, multidisciplinary committees[72] take over assistance provision at the district level; the CAP remains in close contact with VoTs, provided that they have consented to it, through dedicated social workers. A respondent working for the CAP further reported that VoTs who have been trafficked for sexual exploitation often refuse to interact with social workers from the multidisciplinary committee of their districts; they prefer to have one point of contact only – the person they were in touch with from the beginning. This is a demand that the CAP respects to mitigate the risk of isolation for these particularly vulnerable VoTs.

[70] The respondent participated in a key informant interview conducted in the Republic of Moldova in February 2022.
[71] The respondent participated in a key informant interview conducted in Nigeria in February 2022.
[72] Yakin Ertürk, Promotion and protection of all human rights, civil, political, economic, social and cultural rights, including the right to development – Report of the Special Rapporteur on violence against women, its causes and consequences (A/HRC/11/6/Add.4 of 8 May 2009), point 64, p. 19. Available at https://digitallibrary.un.org/record/654598?ln=en.

4.3. Legal Loopholes and Protection Concerns

In each of the countries selected for this research, gaps in their national legal frameworks and protection mechanisms undermine both the prosecution of traffickers and the protection of VoTs upon return, notably against retaliation in cases where traffickers are local community or family members. In cases where VoTs were told by their traffickers that they owed them money, either tied to the initial costs of migration or due to expenses that traffickers told them they incurred on their behalf, they are typically reluctant to take legal action over fear of reprisal from traffickers.[73]

The United States TiP report has cited Bangladesh's slow police responses and corruption to have resulted in low levels of prosecution, notably in cases where public officials were alleged to have taken part in human trafficking and maintained ties with traffickers.[74] Similarly, lengthy trials and corruption in TiP cases in the Republic of Moldova were reported to have resulted in judges acquitting traffickers or requalifying TiP cases to lesser crimes, such as pimping,[75] while Tunisian law enforcement agencies' and officers' lack awareness of anti-trafficking legislation and slow-paced investigations were reported to have negatively impacted conviction rates.[76]

In Nigeria, low prosecution rates[77] tied to reportedly weak and corrupt legal systems,[78] compounded by gaps in TiP legislation as well as the criminalization of some VoTs who were trafficked for sexual exploitation,[79] have fostered an environment where VoTs are reluctant to seek justice. A VoT in Nigeria said that, instead, some of those who have been trafficked may ask traditional leaders to weigh in and issue a sentence.

> *"Many people do not go to court to resolve this problem of migration; some prefer traditional leaders because they do not ask for much money and the time is short to get judgement."*[80]

Children who were trafficked into armed groups in other countries can be prosecuted once back in Nigeria on the grounds that they committed crimes. A respondent working with IOM noted that there is a lack of protection efforts to prevent former child soldiers' prosecution, which IOM is working on with the NAPTIP to address by changing the narrative and legal perception surrounding child soldiers so that they can be considered and treated as VoTs.

While specific entities deal with prosecuting traffickers in all countries, either in the form of CSOs/NGOs or governmental entities, such as the NAPTIP and the ETAHT in Nigeria, or the National Women Lawyers Association in Bangladesh, a staff member of IOM[81] in Nigeria mentioned that these **organizations lack funding and officials often have to use their own funds to keep reintegration activities afloat**. VoTs who come back with a child(ren) born abroad may also encounter legal and administrative challenges upon return, notably in

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73 This was relayed by a staff member of IOM in Nigeria in a key informant interview conducted in October 2021.
74 United States, Department of State, *2021 Trafficking in Persons Report*.
75 Ibid.
76 Rim Dhaouadi, Tunisia must put its human trafficking laws to work, ISS Today (16 January 2020), available at https://issafrica.org/iss-today/tunisia-must-put-its-human-trafficking-laws-to-work; United States, Department of State, *2021 Trafficking in Persons Report*.
77 Responsible and Ethical Private Sector Coalition against Trafficking (RESPECT), Labour Exploitation Accountability Hub, Human Trafficking, Forced Labour and Slavery Corporate Accountability Database (accessed 21 October 2021).
78 Myriam Cherti, Jenny Pennington and Peter Grant, *Beyond Borders: Human Trafficking from Nigeria to the UK* (London, Institute for Public Policy Research, 2013).
79 United States, Department of State, *2021 Trafficking in Persons Report*.
80 A respondent relayed this information during a cognitive interview conducted in Nigeria in February 2022.
81 The respondent was a staff member of IOM Nigeria with whom a key informant interview was conducted in February 2022.

countries where identity documents are required to obtain access to basic services such as health care. In the Republic of Moldova, The Women's Initiative supports returning female VoTs who are in need of such support.

> *"The Women's Initiative [in Tiraspol] took this initiative [for this woman who needed to file for divorce from her trafficker and to obtain citizenship for her child born abroad], they started paying for doctors, investigations, medicines, tests, everything. Thanks to them, we came out of this crisis."*[82]

Furthermore, identifying and accessing VoTs may be a strenuous and challenging process for organizations providing reintegration assistance, especially with the lack of transnational cooperation and the challenges of addressing TiP crimes that occur across different jurisdictions. First, despite the attractiveness of return and reintegration assistance, the status is prone to trigger stigmatization and discrimination, regardless of the type of trafficking that survivors endured. In addition, VoTs may lack information on the type of support that is available to them and are told to directly check in with IOM, which they may be reluctant to do if they are trying to get asylum in the country where they were trafficked but can no longer access if they get deported.[83] A respondent working with a Nigerian CSO recalled the case of a trafficked boy who was brought back from Libya by Nigerian authorities, which he said did not perform family reunification and left him in a health facility. A previous study further found that institutionalized responses are typically more geared towards uncovering cases of sex trafficking that typically involve women, as opposed to types of trafficking that more extensively affect men.[84] This, in turn, impacts male VoTs' access to return and reintegration support, including their ability to request such support; an IOM staff member in Nigeria reported that while the NAPTIP provides temporary shelter to VoTs upon return, there is a lack of shelter options for men.

> *"I had a case where a boy said he came from Libya; the Nigerian government brought him back. Back in Libya, they are rounded up and set ablaze by security forces, he managed to survive by rolling on the ground. His family was searching for him because he did not inform anyone [that he was back], but his brother found out that he was in Lagos in a hospital. The brother found out that the Nigerian government helped him back to Nigeria but then abandoned him in the hospital."*[85]

In addition, in countries such as Bangladesh, organizations working on reintegration often struggle to get access to VoTs. The Ministry of Social Welfare runs long-term shelters for women and children who have been trafficked, from which these women and children can only leave with consent from a family member. Some of these VoTs subsequently stay in those shelters for as long as 10 years.[86] Beyond this arbitrary detention, the Government of Bangladesh prevents NGOs and international organizations from accessing these VoTs by requiring them to obtain a court order to contact them in order to provide assistance. Similarly, in the Republic of Moldova, VoTs' access to government support and services upon return is conditioned on them obtaining a document stating that they have been trafficked. To get this document, VoTs need to open a legal case that can take up to several years to process. Reintegration stakeholders in the Republic of Moldova reported that VoTs are not considered vulnerable by the Government as long as they do not possess this paper.

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82 This statement was from a respondent in a case study conducted in the Republic of Moldova in February 2022.
83 Rebecca Surtees, Trafficked men as unwilling victims, *St Antony's International Review*, 4(1):16–36 (1 April 2008).
84 Paasche, Skilbrei and Plambech, Vulnerable here or there?
85 A respondent shared this case in a CAG discussion conducted in Nigeria in February 2022.
86 United States, Department of State, *2021 Trafficking in Persons Report.*

Lastly, pressure to maintain funding flow may lead to the implementation of activities with adverse effects. Local organizations that heavily rely on international funding have been found to force VoTs to perform activities that demonstrate resilience and recovery, for instance through traditional dances or embroidery work.[87]

4.4. Weaknesses and Challenges of Reintegration Monitoring

Box 10. Strengths and weaknesses of VoT reintegration monitoring approaches

Monitoring approaches are usually tied to activities, and monitoring exercises are implemented to understand the outcomes of these activities for VoTs. Both the literature review and the primary research highlight a vacuum of monitoring set-ups meant to **capture and contextualize reintegration outcomes**. There are, however, lessons to be learned from activity-related monitoring exercises in order to devise a solid, VoT-centred reintegration monitoring scheme. A strong monitoring approach will be longitudinal, requiring qualified staff, trained and tested on their aptitude to implement safeguarding measures and referral pathways and respect VoTs' confidentiality and anonymity. Reintegration stakeholders should also assess the added value of data-sharing with other reintegration stakeholders for VoTs in need of additional support and ensure that proper data-sharing protocols are in place, so that data sharing and referral mechanisms do not jeopardize VoT confidentiality and safety.

In the case of VoTs, reintegration stakeholders interviewed were, for the most part, unable to reflect on existing programming based on data, due to a lack of monitoring systems in place. This is tied to factors ranging from a lack of resources or workforce to perform monitoring exercises to a lack of databases shared between reintegration stakeholders that provide different types of services and assistance to VoTs. In the Republic of Moldova, a staff member of the CAP highlighted a lack of social workers, further compounded by an absence of standardized skill set among social workers. In practice, this means that some social workers are not trained to perform assessments of VoTs' living conditions upon return. In addition, the CAP's limited capacity to carry out audits and evaluations of social workers' performance prevent the centre from reflecting on current practices and approaches to reintegration.

Respondents across countries called for more consistent information-sharing and coordination between government agencies and NGOs supporting VoTs. An IOM staff member in Tunisia mentioned **the need for better information systems management and inter-organizational coordination for reintegration beyond the immediate moment after return**.[88] Several respondents said that coordination processes were slow-paced and that communication protocols would benefit from being streamlined. This would most critically enable agencies and organizations to assess whether VoTs have received all the assistance they are entitled to, where it exists, to identify barriers to receiving it, such as a lack of documentation or awareness.

Another critical component of reintegration monitoring is tied to **addressing VoTs' perceptions surrounding the role and purpose of monitoring exercises that may**

[87] Bose, 'There are no victims here'.
[88] The key informant interview with a staff member of IOM Tunisia was held in Tunis in February 2022.

be seen as invasive, especially if they involve taking pictures or filling a number of forms over the months.[89] An IOM staff member in Nigeria recalled instances where VoTs rejected the monitoring process, which they perceived as controlling. According to this respondent, this can stem from the fact that the monitoring officer is not the same individual as the case officer who has handled the VoT's file from the moment they returned. This makes the monitoring officer's work more difficult since they have to build trust with VoTs, which can be a lengthy process. The CAP staff member in the Republic of Moldova further said VoTs who have been trafficked for sexual exploitation prefer to engage with the same social worker throughout the reception of reintegration support, which is not always feasible and challenges monitoring.

> *"In our country, people do not really want to know that they have been victims of trafficking, and it is complicated to identify them."*[90]

Beyond the negative connotation of monitoring, VoTs can be wary of the increased scrutiny that these exercises can bring, especially when they are being conducted in public settings. In Bangladesh and Nigeria, for instance, some respondents said that they had encountered cases of VoTs who did not want their communities or families to know what they had gone through; hence, deploying a monitoring officer to enquire about their reintegration experience may involuntarily contribute to these VoTs' stigmatization.

Reintegration implementers should reflect on whether their approaches to monitoring may cause harm. This includes the types of programmes and activities that an implementer chooses to highlight by showcasing "successful" reintegration outcomes to VoTs, in line with donor expectations, and the types of monitoring exercises undertaken. For instance, taking pictures of VoTs to document and assess their reintegration and promoting individual VoTs' paths or activities deemed adequate for VoTs may not take into account VoTs' data protection, specifically the right to anonymity and protection. Such approaches may also challenge VoTs' well-being and expose their experiences within their communities of return, which they may have wanted to keep a secret.

Lastly, to identify at-risk cases, that is, VoTs who are particularly vulnerable upon return and would need close support and guidance to mitigate the likelihood of retrafficking, monitoring should go beyond the first few months after a VoT's return. In countries such as the Republic of Moldova and Bangladesh, VoTs often transit through shelters for a few weeks to a few months after their arrival. A Moldovan respondent working with La Strada, a non-profit organization combating trafficking, mentioned that many female VoTs were subjected to domestic violence prior to being trafficked, which often played a role in their trafficking. Since the Republic of Moldova lacks social housing for VoTs, they may be forced to go back to that violent environment, or to a very precarious one, once they leave the temporary shelter provided by the CAP. Reintegration monitoring should ideally be able to identify and flag those most-at-risk cases.

[89] Paasche, Skilbrei and Plambech, Vulnerable here or there?

[90] This was explained by a respondent in a key informant interview conducted in the Republic of Moldova in February 2022.

5. INTRODUCING AND LAUNCHING THE MONITORING TOOLKIT TO ASSESS THE REINTEGRATION OF TRAFFICKING SURVIVORS

5.1. Rationale and Approach

The reintegration of VoTs demands a tailored and psychosocially informed approach that recognizes the underlying causes of vulnerability to trafficking and addresses its harmful effects, accounting for various individual economic, social and psychosocial service needs. Identifying and responding to these needs is critical to ensuring that assistance not only combats risk factors, including cycles of retrafficking, but also fosters greater resilience, economic self-sufficiency, social stability and psychosocial well-being. To date, there has been limited systemized data collection and monitoring of VoT reintegration outcomes. Statistical research on VoT reintegration outcomes is often stand-alone or oriented towards programme monitoring and evaluation. There are also no widely agreed-upon core indicators for measuring VoT reintegration outcomes.

To address these gaps, this study presents a reintegration monitoring toolkit tailored to the experiences, vulnerabilities and sensitivities pertaining to VoTs. The monitoring toolkit aims to provide instruments to monitor the sustainability of reintegration of internationally trafficked adult VoTs and is intended to be used with VoTs according to the Palermo Protocol, among individuals with diverse profiles and experiences and who have been exposed to different forms of abuse and exploitation. While it is anticipated that VoTs interviewed using this monitoring toolkit will have received or be receiving assistance from IOM, the monitoring toolkit may equally be used with VoTs who have not received any support from IOM and may or may not have received assistance from other actors. Its intended users include IOM staff and reintegration actors, government stakeholders, CSOs, INGOs, NGOs and other actors involved in VoT reintegration monitoring, support and programming.

This monitoring toolkit builds on initiatives by IOM and Samuel Hall to develop reintegration frameworks to support standard-setting for integrated approaches to reintegration including the RSS,[91] which gathers information on the reintegration outcomes for adult returnees, using a set of core indicators on economic, social and psychosocial well-being to calculate a reintegration score. Recognizing the importance of developing differentiated approaches to meet the reintegration needs of specific demographic groups and profiles, IOM further commissioned Samuel Hall in 2020 to develop a child reintegration monitoring toolkit, providing tailored reintegration monitoring approaches for child returnees.[92] The monitoring toolkit presented in this report is thus not intended to be used with child VoTs, for which the IOM child reintegration monitoring toolkit is recommended.

[91] Samuel Hall and IOM, *Setting Standards for an Integrated Approach to Reintegration* (Nairobi and Geneva, 2017). Available at https://returnandreintegration.iom.int/en/resources/report/setting-standards-integrated-approach-reintegration-summary-report.

[92] Samuel Hall and IOM, *Development of a Monitoring Toolkit and Review of Good Practices for the Sustainable Reintegration of Child Returnees: Final Report* (Nairobi and Geneva, 2021). Available at https://returnandreintegration.iom.int/en/resources/kmh-research-study-study/research-study-1-development-monitoring-toolkit-and-review-good.

The purpose of the present monitoring toolkit is to strengthen the evidence base on the determinants of successful reintegration by gathering longitudinal data on VoT reintegration outcomes using field-tested tools and tracked through a set of indicators, which are then used to develop a reintegration score. This instrument was not designed to evaluate reintegration programming. Tracking post-return outcomes will support improvements in post-return care programming for survivors.

5.2. Overview of the Tools

The monitoring toolkit is comprised of the following tools:

1. **A mixed-methods survey tool**, to be used in discussions with VoT respondents to collect both quantitative and qualitative data on their reintegration outcomes. The tool centres around the three dimensions of reintegration (economic, social and psychosocial) and is further subdivided into indicators to calculate the respondent's reintegration score. The qualitative questions delve further into the root causes of these outcomes to better understand the contextual factors that shape VoTs' reintegration experiences and identify support needs. The survey tool includes a set of "red flag" questions to be monitored by interviewers to highlight signs of distress or vulnerability, which indicate a need for follow-up and referral processes.

2. **A case study tool for VoTs** that offers a more experiential approach. The case study gathers information on VoTs' lives prior to trafficking to better understand how trafficking occurred and on VoTs' reintegration process along the three dimensions of reintegration. The case study tool includes interactive elements such as the W model, which invites participants to retrace their journey, key events and decision-making processes, as well as critical highs and lows throughout their lives and in particular upon return.

3. **A KII tool for key reintegration actors and experts**, to gather information on current VoT-specific reintegration trends, to explore reintegration risks, including risks of retrafficking, and identify best practices at multiple levels of society (local, national, legal and structural). KII respondents may include reintegration actors in government, INGOs/United Nations agencies, NGO representatives, protection and human rights actors and IOM staff, as well as returnees involved in working with other returnees/representing their communities.

4. **A CAG discussion tool**, also to be used with key reintegration actors and experts, which is tailored for discussions around specific national and/or local contexts for monitoring, with the aim to support the identification of potential opportunities and challenges pertaining to VoT reintegration specific to the location of reintegration programming. Focus group discussion respondents may include but are not limited to reintegration actors in government, INGOs/United Nations agencies, NGO representatives, protection and human rights actors and IOM staff, as well as returnees involved in working with other returnees/representing their communities.

5.3. Empowering Victims of Trafficking through the Monitoring Toolkit Design Process to Strengthen Data Collection Approaches

Piloting the draft toolkit refined the methodology and wording of the monitoring toolkit to ensure cross-contextual comparability and appropriateness and unpack key concepts. Feedback was encouraged from both the researchers and VoT participants. Through cognitive interviewing, VoT participants were prompted to reflect upon the questions using four associated themes (comprehension, concepts and retrieval, relevance and individual translation). They provided input on the level of difficulty of the questions, their relevance and appropriateness, and wording adaptations. Participants in case studies were also invited to reflect upon the relevance and appropriateness of the questions and offer recommendations. The results of this approach and subsequent amendments to the monitoring toolkit are detailed in the succeeding paragraphs.

Instrument Structure

The survey tool includes a revised structure with quantitative and qualitative components based on the cognitive interviewing results. Ultimately, the revised instrument includes at least one open-ended or probing question per indicator to enable respondents to give meaningful responses and to foster context-specific analysis.

The structure follows a three-tier approach – (1) question, (2) probing questions and (3) rationale – which offers data collectors an explanation of the general purpose/aim of the question so that they can adjust probes as required based on country/local specificities and respondents' understanding of the question. The rationale reminds data collectors to follow up on "red flag" questions (indicated in red font), for answers that depict severe levels of vulnerability, and thus activate the referral mechanisms of IOM or other stakeholders using the toolkit.

Indicators

Cognitive interview (survey) and case study findings highlight the complexity, redundancy and sometimes irrelevance of certain indicators to capture VoTs' reintegration experiences and outcomes. Building on the RSS indicators, the tool proposes a revised set of 13 indicators, split across the three dimensions of reintegration (economic, social and psychosocial). For a better understanding of how these are conceptualized and related questions are formulated, refer to the survey (Tool 1) in Annex 1.

It is recommended that data collectors focus on a VoT respondent's overall financial situation before delving into issues tied to income and debt. On the latter, to better understand the type of debt and their impact on VoTs, it is recommended to distinguish between debts sustained before, during and after the migration experience. Questions asking respondents to evaluate their economic situations or life projects were found to be often misunderstood, redundant with other aspects and, in the case of the latter, Western-centric – those indicators were discarded. On the other hand, access to public services and social protection is now included as a series of questions under several indicators, and as part of a stand-alone section on assistance reception, to evaluate VoTs' support system upon returning home.

Table 5. Proposed indicators for inclusion

Economic	Social	Psychosocial
1. Financial situation	5. Housing situation	11. Social and community involvement
2. Income security and stability	6. Social interactions	12. Discrimination
3. Indebtedness (pre, during and post migration)	7. Overall health and access to health services	13. Emotions and psychological well-being
4. Food security	8. Access to effective remedies and justice	
	9. Access to education and skills training	
	10. Safety and security issues	

Considering the Return Time Frame in Selecting Respondents

Throughout this study, several VoT respondents had recently returned to their countries of origin, sometimes as recently as a week. At this time, they are still in the early phase of the "crisis stage",[93] where they experience a range of physical, emotional and psychological issues. Administering the monitoring toolkit this early in the reintegration process may be traumatizing, as the survey and case study touch upon issues tied to employment, relationship with family members and psychosocial struggles. The monitoring toolkit may leave newly returned VoTs with a feeling that they need to rebuild their lives from scratch, at a time where they have not yet been able to get back on their feet and are perhaps still transiting through a shelter and not in contact with their families. As such, **the monitoring toolkit should be administered to returnees who have been back for at least three months and who show at least early signs of reintegration and have resettled in an independent or shared housing.**

Choice of Wording

The pilot, and more specifically the cognitive interviewing process, tested different wording and concepts. This approach enabled to reach the conclusion that many of the words that are typically used in data collection instruments from the humanitarian and development sector are too complex, vague and/or misunderstood. Some of these concepts include "access", "health care", "life projects", "income", "household needs", "quality", "formal" and "basic services". This resulted in a refined monitoring toolkit with simplified questions and language. For instance, based on the interviews with survivors, modifications were made to questions meant to assess a respondent's ability to cover their household's daily needs, as shown in the example on the next page.

[93] Rebecca Surtees, Mariana Meshi, Stela Tanellari, Ana Lila and Ornela Hinaj, *Stages of Recovery and Reintegration of Trafficking Victims. A Reintegration Guide for Practitioners* (Different and Equal (D&E), Tiranë, Albania; NEXUS Institute, Washington, D.C., 2022).

Original question: Are your current sources of income or support sufficient to cover your household needs?	☐ Extremely ☐ Very ☐ Somewhat ☐ Not very ☐ Not at all
Revised question: In general, do you have enough money to pay for your daily living expenses?	☐ Yes ☐ No ☐ Do not know/Do not wish to answer

In this example, respondents expressed difficulty understanding the term "sufficient", which was therefore replaced with the term "enough". Similarly, the word "income" was confusing for some respondents. Some respondents only spoke about whether they have an income-generating activity without considering other sources of financial support such as family or government assistance. This generated misleading responses from certain respondents who reported having no income-generating activity but did not reflect on financial support from other sources. The survey addresses this through additional questions focused on the type of assistance respondents sought to get and whether they obtained it.

> *"I think this question wants to know about my income sources and if I can run my family well with the money I earn."*[94]

> *"What I understand by this is that if I have enough money to cover the things that I need mostly or things that are most important to me, and for sufficient source of income, I think it means if I am currently doing anything that gives me money to provide for my needs."*[95]

Participants further noted that their situations are not stable, with income varying from month to month: "There are situations where I have enough, there are situations where I don't have enough. There are situations where we have debts and then we have loans and we pay them."[96] As such, revised questions focus on understanding fluctuations in income, as well as related-coping strategies.

Translation

The research highlights the variety of understandings around the same concept between countries and contexts. While the survey and case study account for this, it is critical to be mindful of the ways in which concepts can be interpreted – or misinterpreted – and it may be useful to back-translate the tools into English following their translation or use consensus translation with multiple bilingual interpreters, supplemented with pre-pilot testing encouraging feedback from the research team. In addition, certain concepts may be better explained through adjusted wording or imagery; this was the case in Nigeria, where cognitive interview respondents described stress as "feeling tense" or having "high blood pressure", and also in Bangladesh, where data collectors adjusted questions about feelings of depression by asking respondents whether they ever felt that they had their "back against the wall". When adjusting the language, data collectors should capture it in writing so that language can be adjusted in the translated monitoring toolkit for future use.

[94] A respondent explained this during a cognitive interview conducted in Bangladesh in February 2022.
[95] A respondent explained this in a cognitive interview conducted in Nigeria in February 2022.
[96] A respondent narrated this in a cognitive interview conducted in the Republic of Moldova in February 2022.

Clarifying and Contextualizing Concepts

The pilot test also brought to light the differing levels of understanding of the term "reintegration" and associated concepts: the vast majority of respondents stated that they did not understand what the word "reintegration" meant, while a few misidentified the term. There was similar misunderstanding around concepts such as "economic", "social" or "psychosocial" support. To help clarify these concepts and promote more complete, informed responses, definitions for these and other programmatic or technical terms have been added in the case study and the concepts have been unpacked in the survey.

Similarly, where questions were too complex or technical, probing and proxy questions were introduced to help break down the different facets of the question and gather findings tied to the indicator. This approach was notably used to revise questions on access to health care:

Original question: How would you rate your access to good-quality, formal health care (clinic, hospital, medicines) when you need it?	☐ Excellent ☐ Good ☐ Fair ☐ Poor ☐ Very poor
Revised questions: In the past month, have you had any health problems for which you needed to see a doctor?	☐ Yes ☐ No ☐ Do not know/Do not wish to answer
[f "yes"] Did you get any medical care for this health problem?	☐ Yes ☐ No ☐ Do not know/Do not wish to answer
[If "yes"] From whom did you get treatment for this problem(s)?	☐ Doctor ☐ Nurse ☐ Pharmacist ☐ Other (please specify) _____
[If "yes"] Did you have to pay for this treatment?	☐ Yes ☐ No ☐ Do not know/Do not wish to answer
[If "no" to the second question] What did you do about this health problem?	

When asked how they would rate their individual access to good-quality, formal health care, most respondents understood they were being asked to depict their overall health status, with some saying that "overall health" is tied to both their physical and psychological well-being: "I am being asked if I have any sickness in any part of my body, no matter how small. I chose 'fair' because I sustained an injury on my shoulder, down to my hand, as a result of the serious beating I went through in Libya. Now I feel serious pain. (Interviewer: When I say "overall health", what does it mean to you?) My emotional and physical health."[97] Several respondents struggled to define concepts such as "health-care services", "access", "quality" and "formal". The initial question was simplified, expanded upon through the addition of several follow-up questions to help elaborate on access to health care.

> *"'Formal' is the one who really, officially works, you can trust him much more than you trust others; 'access' is when you have a medical card, a birth certificate, a medical insurance policy, and you can go to them."*[98]

Likert Scales

Likert scales proved challenging to answer and created confusion surrounding nuances between "very" and "extremely" and options such as "fair" and "somewhat". These scale items were simplified where appropriate, for example, from 5-point scales to 3-point scales. Probing questions were introduced to the survey tool to break down loaded concepts. For instance, segments on access to health care include probing questions on the ability to visit a family doctor, purchase medication or seek medical treatment when needed.

Sensitivity

Initial drafts of the survey and case study included longer introductory sections that aimed to ease the participants into talking about their lives and their situations while also offering them the opportunity to share the experiences that they went through. The questions do not directly ask respondents to discuss their trafficking experiences, but many respondents were forthcoming about describing events or related traumas and challenges, and expressed relief and comfort in being able to discuss what they went through.

Several respondents had not previously had the opportunity to discuss their experiences or preferred not to discuss such events with family members or friends. While some respondents found the interview to have a positive psychological impact, many also displayed signs of psychological distress; these two reactions were not mutually exclusive. Questions relating to the respondents' personal financial situation and their personal or family relationships were found to be particularly sensitive.

While it is important that adequate space be afforded to participants to discuss traumatic or harmful events, this must also be weighed against the risks of triggering distress or of (re)traumatization. Therefore, this section was shortened and revised to eliminate potential overlap with subsequent questions in the survey.

[97] A respondent shared this during a cognitive interview conducted in Nigeria in February 2022.
[98] This was an explanation of a respondent in a cognitive interview conducted in the Republic of Moldova in February 2022.

5.4. Reintegration Vulnerability Score

Since field testing did not include the quantitative testing of a draft survey, the ultimate weights of selected questions should depend on correlations between indicators and variance. This can be calculated after real-world testing of the survey that was developed for the toolkit. In the short term, the team proposes to allocate equal weights to selected questions, resulting in a maximum score of 18 (low vulnerability) and minimum of 0 (high vulnerability), detailed in Table 6.

- Economic self-sufficiency (seven questions)
- Social stability (six questions)
- Psychosocial well-being (five questions)

Once data has been collected, relative weights and scoring approach should be updated.

Table 6. Preliminary list of indicators and corresponding scoring for quantitative survey

Aspect	Indicator	Option	Points
Economic self-sufficiency			
Source of income from work	Over the past month, have you had a way of earning money?	Yes	1
Other sources of income	Besides the money you earn yourself, have you received any money from somewhere else since coming back here?	Yes	1
Ability to support themselves	In general, do you have enough money to pay for your daily living expenses?	Yes	1
Not worried about being able to pay to eat	Do you worry each week whether you will have enough money to pay for what you need?	No	1
Ability and inclination to save for productive reasons	Are you saving money for anything?	Yes	1
	What for?	b. Loan repayment	
No outstanding debt	Do you owe anyone money related to the work you did abroad that you must pay back?	No	1[99]
	Did you owe anyone money before you went abroad?	No	
	Have you borrowed money from someone since you came back here?	No	
Does not have to borrow money to pay for basic necessities	In the past month, have you ever had to borrow money to buy food or other things that are necessary, such as rent or electricity, or items for your family/children?	No	1

[99] A score of 1 will be attributed only if the respondent selects "no" to each question related to outstanding debt.

Aspect	Indicator	Option	Points
Social stability			
Has not had to go hungry in the past month	Thinking about the past month, have you or your family ever gone hungry because you could not pay for enough food?	No	1
No threatening people in the area	Are there any people in your village/ community/neighbourhood who have scared you or hurt you?	No	1
No threatening people at home	Are there any people in your home or your family who have scared or hurt you?	No	1
Decent living conditions	Which of the following does your house/accommodation have?	Minimum standards met based on context	1
In good health	In general, how would you describe your overall health?	Good or satisfactory	1
Has not needed health care or has needed it and was able to obtain it	In the past month, have you had any health problems for which you needed to see a doctor?	Yes	1[100]
	Did you get any medical care for this health problem?	Yes if "Yes" above	
Psychosocial well-being			
Is not isolated	Over the past month, has most of your contact with other people been:	c. Not much contact with other people	1
Has a support network	Do you have people whom you can count on to help you with a personal problem that is not financial?	Yes	1
Does not feel discriminated	Do you ever feel that you are looked down on by people in your community because you have come back from abroad?	No	1
Enjoys emotional stability	Do you feel nervous, anxious or on the edge?	a. Often	1[101]
	Do you feel unable to stop worrying?	a. Often	
	Do you feel little interest or pleasure in doing things?	a. Often	
	Do you feel down, depressed or hopeless?	a. Often	
Socializes	Thinking back over the past month, have you spent time with family or friends to relax or have fun?	Yes	1
OPTIMUM REINTEGRATION SCORE			18

[100] A score of 1 will be attributed only if the answer to the second question is "yes".
[101] A score of 1 will be attributed if the respondent selects any other option than "often" for all four questions.

5.5. Guidance on Toolkit Application

The tools geared towards survivors mean to capture and track trends over time and/or to provide an isolated snapshot in time of a survivor's reintegration successes and challenges. As such, the toolkit will be best used for longitudinal studies as well as the establishment of tailored and dynamic case management for survivors. The toolkit is, however, not designed to showcase, monitor or evaluate programmatic results; as such, it does not intend to specifically reference existing programming nor is it designed for the establishment of causal linkages between specific programming and a survivor's degree of reintegration.

These points are key; using the toolkit to conduct programme monitoring and/or evaluation will provide incomplete results and incorrect causality between the programme and survivors' reintegration experience. The toolkit's survey seeks to provide a rapid assessment of survivors' status vis-à-vis key reintegration indicators, as opposed to capture a programme's achievements and shortcomings. These findings, however, will serve to inform programme design, proceed to referrals and conduct advocacy with relevant stakeholders.

5.6. Recommendations for Use: Adopting Psychosocially Informed Techniques and Approaches to Interviewing Victims of Trafficking

Building on findings from the cognitive interview and case study, this section provides additional guidance on the use of the monitoring stud and toolkit, notably on psychosocially or trauma-informed interviewing approaches. The tools employed for the survey and case studies asked VoTs to reflect on subjects that were potentially triggering or upsetting.

Discussions on sensitive topics require a delicate approach to avoid risks of retraumatizing survivors. A critical step of the interview preparation involves adopting a psychosocially informed approach that takes into account participants' diverse profiles (age, gender, level of education), as well as their individually expressed interviewing preferences (interview location, duration and set-up, language preferences, logistical arrangements and transport). These interview preparations help maximize participants' comfort level while also strengthening their sense of agency, ownership and control over the parameters of the interview, which are key to reducing the risks of retraumatization.

Develop a Clear Rationale on Who Will Use the Toolkit, to What End and How

Users of this monitoring toolkit will need to be trained in its purpose and goal, including specific guidance on how to perform data collection with survivors of trafficking who have experienced extensive trauma. Beyond ensuring that users understand the concepts covered in the monitoring toolkit, the training should include guidance around safeguarding and protection protocols detailed in the monitoring toolkit and on local referral mechanisms in place for VoTs.

Given the sensitivities surrounding VoTs and the risks that some of the themes may retrigger trauma, entities mandating reintegration research and monitoring with VoTs should **develop a clear rationale on who will use the monitoring toolkit, to what end and how**. This research highlights that many VoTs often lack a safe space to talk about what they went through and are left alone to process their trauma. Conducting surveys and case studies with them will likely represent an emotional investment on their part, and those

commissioning the use of the monitoring toolkit should be mindful not to expose VoTs to unnecessary and unjustified recollection of difficult experiences.

Create Space for a Comfortable Introduction and Room for Observation

An approach that proved particularly successful during interviews with VoTs was the high-level introductory conversation that allowed VoTs to share specific elements of their experiences and migration journeys and the current challenges they face in order to get a sense of their overall situation. The revised monitoring toolkit uses this approach, allowing respondents to introduce themselves and talk about what they went through at the start of the discussion.

It is strongly recommended that the tools be administered at the respondent's current accommodation or in a neutral place that the respondent proposes and is comfortable with. This has the double advantage of promoting VoT comfort and providing an opportunity for data collectors to observe their living conditions. This information can be detailed through an observation report by data collectors. However, interviewers should be mindful to ensure the meeting is private and not overheard by others in the household and to provide an alternative venue should the respondent express reluctance to hold the interview in their current accommodation (e.g. due to a need for privacy).

Provide Flexibility in Terms of Interview Set-up and Length

During the pilot phase, the length of the case studies and cognitive interviews was a noted concern as both types of interviews averaged around 1.5 hours. The lengths of the case study and survey tools have been shortened by adopting more targeted and simplified questions. Reintegration practitioners must weigh the trade-offs of the time allotted to interviewing. The survey questionnaire can be completed in little time if the qualitative probing questions are not asked. However, skipping these questions may result in poorly understood responses to the questions asked and little understanding of the situation and reasoning behind the participants' responses. It is not uncommon for survivors to want to talk about their circumstances and the interviewer is expected to actively listen and permit them to discuss their experiences without cutting them off. At the same time, for some individuals, extensive interviews can be psychologically taxing, so practitioners should be trained to observe signs that the interview should come to an end or be paused.

Offering short breaks during the interview was one of the methods used during the piloting phase to avoid psychological fatigue and limit the potential of retraumatization. Building on this approach, it is recommended that participants be given the choice to break up the interview over multiple sittings. These options should be stressed if the participant shows signs of psychological distress or restlessness. Interviewers should not insist if the interviewee declines to answer questions and should avoid repetition of questions or probes for which the survivor has already responded or has declined to respond.

Ensure Adequate Referrals and Psychological Support

Developing this monitoring toolkit included special attention to ensuring adequate referral procedures were available and communicated to participants. For interviews with VoTs, it is critical to ensure that emergency psychological support and referral mechanisms be identified and readily available as an optional follow-up to interviews. This process was introduced with success during piloting in Tunisia. While not all participants accepted, it was helpful to communicate the availability of services before the start of each interview.

Align Monitoring with Case Management and Follow-up

The purpose of the reintegration survey is to monitor reintegration outcomes (versus programme evaluation) as well as to provide an opportunity for case managers to check in with their beneficiaries. Results can provide programme-level follow-up and support, including referrals, where needed and available within the mandate of the reintegration programme or organization. Challenges, concerns or issues raised during the interview discussion should be shared with IOM case managers or other relevant, pre-identified focal points following the interview, with the consent of the participant, in order to facilitate follow-up. Further guidance should be developed to allow for a "check-in" with case managers and enable procedures for referral and follow-up.

Ensure Data Protection and Safeguarding within Organizations to Protect Victims of Trafficking

Beyond assuring VoTs that their personal data and information will not be circulated, data gathered through the monitoring toolkit should abide by the applicable data protection legislation(s) or any data protection rules, regulations and procedures applied to international organizations, including IN/138: IOM Data Protection Principles[102] and respect the rules surrounding data protection, including the principle of confidentiality and informed consent, notably with regard to the key data protection principles such as purpose limitation, data minimization, data retention and confidentiality. For instance, personal data should be used solely for the purposes specified prior to the data collection.

Confidentiality of VoTs should be ensured through various data protection safeguards, such as encryption and/or restricting access rights to personal data on a need-to-know basis. Heightened vulnerabilities and particular challenges surrounding VoTs, such as stigmatization, psychological trauma and abuse, mean that their anonymity should be preserved and that collecting their audiovisual personal data, which can lead to their identification, should, in general, be discouraged. It is also essential to ensure that the researchers collect VoTs' free, voluntary and informed consent for participation in research. Finally, when reintegration stakeholders need to coordinate with third parties (i.e. through referral mechanisms) and share the personal data of VoTs, this should be done for specified and legitimate purposes and with prior consent of participants. In addition, specific data-sharing agreements with third parties should be concluded and complied with in order to protect VoTs' privacy and confidentiality.

[102] For more guidance on IOM principles on data protection, please consult the dedicated web page at www.iom.int/data-protection.

6. RECOMMENDATIONS

This chapter provides a set of recommendations stemming from the key findings of this report and toolkit and aiming to improve both programme design and monitoring and research practices. Previous reports[103] have recommended to link the safe return and sustainable reintegration of persons who wish to go home with efforts to:

- Bridge the work of immigration services with those of local NGOs and support a stronger collaboration between government and NGOs, and strengthen information-sharing and collaboration transnationally between governments;
- Provide added referrals and contact information for returnees to contact law enforcement or police services upon return should they receive threats;
- Empower returnees by developing and co-creating programmes based on their own ideas, needs, skills and expectations, moving from stigmatization and the idea of a passive beneficiary to the active involvement of returnees in their own reintegration process;
- Show respect for diversity by providing tailored support;
- Focus on interventions for returnees in key sectors, namely health, housing, education, social security, vocational training and employment;
- Focus on interventions to raise awareness among those who may show weak social support, repressive attitudes and so forth;
- Enhance information and sharing of experiences, which this report directly contributes to.

The following set of recommendations further operationalize the recommendations above, as well as other recommendations stemming directly from the findings of this report. As a result, they provide a link to IOM and other organizations' programming and monitoring efforts.

Recommendations for Improving Reintegration Programming

Survivors' testimonies point to reintegration programming implicitly assuming that they belong to a community, and a family, to return to, which will play a major role in their reintegration. While community and/or family members are undeniable stakeholders of survivors' return and reintegration experience, reintegration programming should seek to better assess conditions in the return environment and whether the return environment poses harm to the reintegration experience or instead empowers survivors of trafficking.

The set of recommendations is geared towards survivors of cross-borders trafficking who have returned to a country of origin that lacks the capacity to provide them with the support they need to sustainably reintegrate and to mitigate possible risks of remigration or retrafficking.

All recommendations have in common the need to: conduct **mapping exercises** across a range of sectors, such as housing and shelter; provide **referral services and strengthening**

[103] United Nations Office on Drugs and Crime, Anti-Slavery International recommendations regarding the return and reintegration of victims of trafficking, in: *Toolkit to Combat Trafficking in Persons* (New York, United Nations, 2008), available at www.unodc.org/documents/human-trafficking/Toolkit-files/08-58296_tool_7-7.pdf; Cristina Talens and Cecile Landman, *Good Practices on (Re)Integration of Victims of Trafficking in Human Beings in Six European Countries* (The Hague, Oxfam Netherlands; Amsterdam, Humanitas; London, Change; Oxford, Oxfam GB, 2003), available at https://documentation.lastradainternational.org/doc-center/1143/good-practices-on-reintegration-of-victims-of-trafficking-in-human-beings-in-six-european-countries.

of existing services in particular in the sectors of health, social security, vocational training and education and employment (this is aligned with the standards for the rehabilitation and/or reintegration of survivors);[104] and ensure adequate **information and counselling**, including in relation to their legal rights and existing procedures, to prepare for a long-term process of achieving reintegration. These efforts need to happen at the **community and family levels** "to avoid survivors being stigmatized on their path to reintegration, thereby avoiding revictimization".[105]

ASSESS CONDITIONS IN COMMUNITIES OF RETURN	**EMPOWER SURVIVORS AND COMMUNITIES AS CHANGE AGENTS**
Assess adequacy of living conditions in the community of return to determine whether the features of their housing meet the basic living standards and evaluate hosting family members' financial capacity of care.	Empower family and community members to be key actors of reintegration to battle the risks of stigmatization and alienation, and to recognize and respond to the risks of retrafficking and signs of psychological trauma and depression.
IDENTIFY OPTIONS FOR LONG-TERM CARE	**IMPROVE ACCESS TO INFORMATION, COUNSELLING AND LEGAL ASSISTANCE**
Identify and propose adapted, affordable options for long-term psychological support and counselling, to address both pre- and post-trafficking trauma and psychological issues, that can provide care once project life cycles end.	Improve access to justice and remedies through the provision of subsidized financial support and protection for trafficking survivors who are threatened by their trafficker(s).

ASSESS CONDITIONS IN COMMUNITIES OF RETURN

- Assess the adequacy of living conditions in the community of return.

Reintegration programmes require an assessment of survivors' return environment once they leave temporary shelters to verify whether those are conducive to reintegration. Such assessments would aim to identify potential cases of domestic abuse or violence, to evaluate hosting family members' financial capacity to care for survivors and to determine whether the features of their housing meet basic living standards, that is, availability of potable water, electricity or toilets, for instance, within the facility or nearby. These will often be aspects that contribute to survivors' falling prey to trafficking and that may drive them to attempt to remigrate.

- Identify service providers for health, education, vocational training and employment support.

Many trafficking survivors lack information on and access to service providers that can help them address their most pressing and less immediate needs upon return. This research

[104] United States Agency for International Development (USAID), Office of Women in Development, *The Rehabilitation of Victims of Trafficking in Group Residential Facilities in Foreign Countries* (Washington, D.C., USAID, 2005). Available at https://pdf.usaid.gov/pdf_docs/PNADK471.pdf.

[105] ILO, *Global Guidelines on the Economic Reintegration of Victims of Forced Labour through Lifelong Learning and Skills Development Approaches* (Geneva, 2020). Available at www.ilo.org/wcmsp5/groups/public/---ed_emp/---ifp_skills/documents/publication/wcms_762709.pdf.

focused on trafficking survivors who received support from IOM and, in some contexts, from IOM's local partners. In Bangladesh, Nigeria and Tunisia, most respondents received limited support, in the form of a cash or business grant, and took part in vocational training. They seemed unaware of other forms of support that might be available to them. Mapping service providers – such as public entities and institutions, CSOs and NGOs, and private sector actors – would provide reintegration stakeholders with an understanding of both gaps and opportunities to improve the range of solutions available to trafficking survivors and to strengthen linkages and coordination between those service providers.

This exercise should be formalized through **the development of an online platform** that service providers can use to refer survivors prior to and upon return. This will contribute to help survivors have a better idea of what they are going back to – that they will have a form of safety net to rely on. This is particularly relevant for survivors whose education was disrupted by the trafficking experience and/or who lack the technical skills to secure stable work, as well as for survivors who come back with health issues that require immediate care.

- Identify and map referral services and provide a reporting system for survivors.

Beyond knowing which service providers are available to them, survivors may not know how to reach out to these service providers nor which ones are best equipped to provide them with the services that they need, and sometimes struggle to obtain timely responses.[106] Reintegration stakeholders should thus play a key role in linking trafficking survivors with the service providers that they have agreed to be referred to. In practice, this would mean that the reintegration stakeholder proceeding to a referral should follow up with both the service provider and the trafficking survivor to ensure that the referral was conducive to the provision of assistance. Referral mechanisms should also contain strict safeguarding protocols to protect survivors' right to anonymity and confidentiality. In addition, trafficking survivors should be empowered to flag issues that they may face with service providers, such as delays in assistance reception and abusive behaviours, through a dedicated feedback channel managed by a third-party stakeholder.

EMPOWER SURVIVORS AND COMMUNITIES AS CHANGE AGENTS

- Co-create programmes and solutions with survivors.

Sustainable reintegration requires trafficking survivors to be empowered to make decisions about their own lives.

The trafficking experience stripped them of the right to self-determination, and reintegration stakeholders should be mindful of not repeating similar patterns. Providing survivors with a narrow range of solutions that does not take into account the uniqueness of their needs is unlikely to contribute to positive reintegration outcomes. Trafficking survivors should be at the core of programme and services design. This could be done in particular by case managers by establishing dialogue with trafficking survivors throughout their reintegration experience, to enable them to identify the support they need, to assess the adequacy and feasibility of that support within their environment, and to better understand and account for how their needs evolve. Such approach would also provide reintegration stakeholders with key data to inform broader programme and activity design and serve to advocate for tailored, as opposed to generic, solutions.

[106] Paasche, Skilbrei and Plambech, Vulnerable here or there?

- Empower family and community members' ability to be key actors of reintegration.

Reintegration programmes should capitalize on the persons that compose trafficking survivors' return ecosystem, namely family and community members, who bear the ability to play a positive role in the reintegration of survivors.

Reintegration stakeholders should raise awareness within survivors' ecosystems about the difficulties they face and how those challenges impact them to increase family and community members' ability to adequately deal with survivors. This is especially relevant for not only settings where sex trafficking survivors are typically discriminated against, such as in Bangladesh or Nigeria, but also more broadly for every type of trafficking survivor whose families resent them for not sending remittances or economically contributing upon return. Beyond raising awareness of the specific conditions of trafficking survivors upon return, reintegration stakeholders should assess the ecosystem's capacity and preparedness to care for survivors. When survivors are sent to live with family members, reintegration stakeholders should verify that these family members can financially bear with someone who is not yet financially independent and may have sustained significant trauma. Such programmes would help battle the risks of stigmatization and alienation and empower family/community members to recognize and address the signs and manifestations of psychological trauma and depression.

- Link with and sensitize potential employers and labour unions, where available.

Many cases studied in this research have highlighted that vocational training is insufficient to provide survivors with a durable and stable source of income and that grants typically fail to meet the costs associated with the opening of a new business.

Female survivors often receive training that is deemed culturally appropriate – for instance, sewing and tailoring – but that do not take into account the realities of the job market and yield limited financial benefits. These livelihood programmes are usually implemented by humanitarian and development stakeholders who could instead prioritize linkages with private sector actors and labour unions. Such approaches would seek to facilitate survivors' access to the job market through training and the provision of an employment contract or of coaching, mentoring, and financial or material support to set up a business. These approaches would imply that reintegration stakeholders work closely with private sector companies and labour unions to ensure that they are equipped to deal with trafficking survivors and the unique set of challenges that they tend to face. Some survivors may find solace by immediately engaging in an income-generating activity upon return, but they may have setbacks throughout the process; to best help survivors overcome these challenges, employers should be aware of the possibility that they will arise and should be trained in how to respond.

IDENTIFY OPTIONS FOR LONG-TERM CARE

- Strengthen existing services and build the capacities of local actors.

While local service providers are critical vectors of reintegration, they may not be equipped to deal with survivors.

To ensure that they provide a safe and adequate environment to survivors, service providers' capacity, constraints, gaps and challenges should be assessed. Following this assessment, service providers can be trained to deliver better, tailored assistance to survivors. Such training would focus on strengthening a service provider's understanding of trafficking survivors' difficulties and needs, conveying safeguarding protocols to protect survivors

during their interactions with the service provider, improving the service provider's capacity to deliver tailored and comprehensive assistance applying case management approach[107] and increasing cooperation between various service providers.

- Mainstream reintegration and protection services into existing public services.

To go beyond the provision of immediate assistance and address the long-term reintegration needs of survivors, existing reintegration stakeholders should mainstream reintegration and protection schemes within existing public services.

To implement this approach, reintegration stakeholders should map available services, assess whether these are tailored to the needs of survivors, and identify barriers and enablers for survivors to access these services. In countries such as the Republic of Moldova, lengthy and complex bureaucratic processes can challenge survivors' reception of assistance, notably when they need to be legally identified as survivors prior to receiving public assistance. Entities such as IOM and law enforcement agencies, which deal with trafficking survivors prior to their return, should thus act as intermediaries and referral points between survivors and public services and work more on building solid partnerships, including with the private sector, where applicable.

- Propose long-term psychological support and case management.

With various respondents spontaneously saying that they felt unable to discuss what they went through, and how it still bears an impact on their life, the need for sustained psychological support appears to be evident. Beyond trauma or psychological issues induced by the trafficking experience itself, survivors may also have sustained pre-trafficking trauma that needs to be addressed. Reintegration programmes may seek to tackle psychological issues through activities such as group therapy, art or sophrology, which could be particularly adequate for survivors who are unable or unwilling to discuss what they went through but still requested mental health support.

IMPROVE ACCESS TO INFORMATION, COUNSELLING AND LEGAL ASSISTANCE

- Improve access to subsidized judicial support and protection for survivors.

Research findings highlight that trafficking survivors appear to lack access to subsidized judicial support and protection, either because it is not widely available to them or they are not aware of it. In some cases, in the Republic of Moldova, trafficking survivors mentioned that they had yet to be able to reimburse the legal fees sustained throughout the case and subsequent trial. Reintegration programming should consequently strengthen the provision of subsidized judicial support as well as protection for trafficking survivors who are threatened by their trafficker(s).

In addition, trafficking survivors may need the State or a reintegration organization to acknowledge their status as someone who underwent trafficking before they can benefit from assistance. Such processes, which are often delayed, may make them further vulnerable to economic insecurity; while these delays cannot always be overcome, reintegration programming should focus on mitigating associated challenges and resulting vulnerabilities. Trafficking survivors may thus benefit from CSOs and NGOs providing them with assistance between their return and the reception of State-sponsored assistance, as well as helping them navigate institutional and administrative processes required to receive this assistance.

[107] See www.iom.int/iom-handbook-migrant-protection-and-assistance.

Recommendations for Strengthening Reintegration Monitoring

All in all, reintegration programming should better assess the environment that trafficking survivors will be returning to and address pre-trafficking vulnerabilities that they will most likely face again. In addition, reintegration activities should go beyond set time frames and adjust to trafficking survivors' individual needs, which may exceed the expected timeline for reintegration. The points below provide three preliminary steps to address the absence of standardized monitoring approaches.

1. Strengthen coordination through better, anonymized data-sharing mechanisms.

   An overall lack of consistent and longitudinal monitoring data emphasizes the need for stronger coordination between reintegration stakeholders to establish comprehensive monitoring approaches and share relevant findings. This would serve to implement a system whereby reintegration stakeholders could have an overview of the type of support received by VoTs and identify existing barriers to help these stakeholders better understand VoTs' pressing and longer-term needs following their return.

2. Deliver standardized VoT-sensitive training to monitoring personnel.

   Individuals performing monitoring exercises appear to be poorly trained to do so and, in certain contexts, to be too few to carry out interviews with VoTs to understand the challenges they may face upon return. While the toolkit presented in this report aims to partially address this gap, through simplified instructions and questions as well as a set of recommendations on how to undertake data collection with VoTs, reintegration stakeholders should dedicate resources to train data collectors.

   This would better enable data collectors to establish trust with VoTs by better informing VoTs of the purposes of monitoring exercises as well as respecting their desire for anonymity and confidentiality particularly in settings where they can be stigmatized because of their trafficking experience. In addition, such training would ultimately mitigate the risks of data collectors reawakening trauma or PTSD in individuals who have gone through traumatic events.

3. Establish longitudinal monitoring as standard practice.

   This research also highlights the irregularity of monitoring exercises, which often do not go beyond the three-months post return mark. This prevents reintegration stakeholders from understanding VoTs' needs, both immediately upon return and after those first three months – these needs may also vary as VoTs go through various psychosocial stages upon their return and their ecosystem may significantly evolve.[108] In fact, reintegration is deemed to occur at the earliest around a year after their return;[109] as such, monitoring exercises that do not go beyond three months post return fail to capture the shifts in a VoT's return environment and, with that, variations in their needs.

   Designing and implementing monitoring setups that follow VoTs' reintegration struggles and successes for at least a year, and are adjusted to VoTs' unique return experience, is thus key to better inform programming that seeks to address their changing needs.

[108] Surtees, Meshi, Tanellari, Lila and Hinaj, *Stages of Recovery and Reintegration of Trafficking Victims*.
[109] Ibid.

Recommendations for Future Research

Both the literature review undertaken throughout this study as well as pilot findings highlight the need for further research to shed light on aspects of VoT reintegration that remain understudied.

Debt bondage. The literature and interviews with reintegration stakeholders emphasized the existence of debt bondage as a critical threat to reintegration, which traps VoTs into an unsustainable economic situation and may constitute an incentive to remigrate to be able to reimburse this debt. However, the majority of VoTs who took part in this research did not report being indebted to their trafficker(s) but instead said they sustained debt upon return to meet their or their families' basic needs or pay for legal fees resulting from a case against their trafficker(s). This suggests that further research is needed to better understand to what extent debt, and debt bondage particularly, is a threat to reintegration. Such research should, for instance, look at whether VoTs' understanding and acknowledgement of their experience, and the fact that what their trafficker(s) did is punishable by law, may impact their perception of whether they still owe this debt. Similarly, research should look at the impact of debt bondage in countries where trafficking is highly prevalent.

Access to justice. Across countries, VoTs appear to be ill equipped to seek justice, either because they cannot afford it without going into debt or due to the fact that their trafficker(s) will likely threaten them and/or their families with retaliation. Future research should look at whether factors other than corruption and limited law enforcement capacity prevent VoTs' ability to bring their trafficker(s) to justice and receive compensation and remedy for moral and material damages, as well as what could be done from a programmatic point of view to improve these aspects.

Referrals. The monitoring toolkit emphasizes the need for adequate and reliable referral pathways for VoTs who are deemed at risk. This research, however, highlights that linkages between organizations and programmes can be weak, which ultimately impacts VoTs' ability to access comprehensive services that would help foster their reintegration. Further research is thus needed to understand how referrals are set up and carried out and to assess whether reintegration entities actually have the capacity to address the needs of VoTs referred to them.

Mental health and psychosocial support services. Similarly, both the literature review and pilot findings identified gaps in the provision of mental health and psychosocial support services despite several VoT respondents reporting symptoms evocative of depression and saying that they wish they could talk more about what they went through. While women who were trafficked for sexual exploitation are most likely to suffer from this, which is further compounded by stigmatization surrounding their association with sex work, there also appears to be little room for male VoTs in the reintegration landscape. Future research should look at male VoTs' mental health issues upon return, notably with regard to not only the weight of economic expectations they may be exposed to by family and community members but also in terms of stigma faced by men who were trafficked for sexual exploitation.

ANNEX 1: REINTEGRATION MONITORING TOOLKIT

Tool 1. Survey

Rationale

This hybrid survey will be conducted with survivors of trafficking who have returned from abroad to understand their reintegration process, including their challenges. The aim of the survey is to help practitioners measure individuals' reintegration progress, identify possible risks and protective factors associated with reintegration, and consider appropriate ways to support survivors. The survey is designed around 15 indicators and covers three reintegration dimensions (economic, social and psychosocial). It includes both quantitative questions, which will be used to calculate a reintegration score that shows how well individuals are reintegrating, and qualitative, probing questions to help explain the reintegration score, including the reasons individuals may be doing well or less well. Questions are phrased based on the cognitive interviewing to ensure they are easy to understand.

Approach

The interviewer(s) should apply ethical approaches:

- Conduct the interview in settings that are safe and neutral (when the interview is conducted in person). Interview sites should be agreed to by the respondent and approved by the organization commissioning this discussion.
- Provide adequate and clear information about the purpose of the survey, safety measures and confidentiality during the informed consent procedure.
- Request and receive voluntary and informed consent from the respondent at the start of the interview.
- Adopt an accessible tone and reframe questions if needed, to ensure that the respondent understands them, and document when there is a need to reframe or explain the questions or terminology.
- Be emotionally sensitive and intelligent. If the respondent seems to be feeling distress or discomfort, you will need to refocus the interview towards more neutral issues, as if they would like to pause or stop. In some cases, you may have to make the decision to terminate or postpone the interview.
- Allow the respondent to speak freely without interrupting.
- Listen actively and respectfully. Do not rush the interview.
- Answer any question and periodically ask if the respondent has any questions.
- Acknowledge when the respondent feels uncomfortable around a particular topic, and if needed, move on, making note of it and come back to it in the end, asking the respondent if they are comfortable talking about it at that point.
- Do not give the respondent promises that you cannot fulfil.
- Stop the interview at any moment if requested by the respondent.

Target Population

Respondents need to be trafficking survivors of at least 18 years of age at the time of the interview; they may, however, have been underage when they were trafficked. The target population only includes trafficking survivors who are presently in their countries of origin, have returned over three months ago and were exploited in other countries. Survivors are not eligible if they are in transit or have resettled in one of the research countries or if they are country nationals who have been subjected to domestic trafficking.

Safeguarding

To ensure individuals are fully aware of the nature of the research and their right to withdraw at any time, interviewers will explain clearly the purpose of the survey and its limitations. Survivors should also be informed they will not receive any direct or indirect material benefit in exchange for their participation, except in contexts where this is deemed necessary, such as for reimbursement of transportation costs. Interviewers will emphasize that the respondents' contributions are voluntary and that declining to participate will not cause any problems or affect any services they are receiving or would receive.

Respondents may be a particularly sensitive population because of their experiences and post-trafficking consequences and further potential risks of harm. As such, their contributions will be anonymized through a coding system, and interviewers will interview them in safe settings, without the presence of someone who might overhear their responses – unless this is requested by respondents. Interviewers should be trained to detect and respond to signs of distress and the appropriate responses, including procedures for supported referrals to appropriately vetted services. Before beginning the survey, interviewers will detail what referral processes entail and inform respondents of potentially triggering questions, giving them the opportunity to stop at any time and/or terminate the interview if they wish.

Guidelines and Consent

See annexed consent forms.

TO THE INTERVIEWER: Can you confirm that you have obtained consent from the respondent through the consent form and have documented it?

- ☐ YES
- ☐ NO (STOP THE INTERVIEW; do NOT continue if consent is not given)

TO THE RESPONDENT: Do you have any questions before beginning the interview?

Part 1: Introduction

[If this is the first time this survey is administered to this respondent] As I mentioned (while discussing the consent form), I am going to ask you questions about how you have been doing since you had that bad experience in [location where trafficked]. I would like to start by getting to know you better. Please tell me your full name and little bit about yourself.

	Sociodemographic Information	Answer
A	Interviewer name	
B	Interview date	
C	Country	
D	Village/Town/City	
E	Location	
F	Type of location	☐ Urban ☐ Semi-urban ☐ Rural
G	Respondent code	
H	Phone number	
I	Age	
J	Gender	☐ Man ☐ Woman ☐ My gender is _____ ☐ Prefer not to disclose
K	Marital status	☐ Single, never married ☐ Married ☐ Domestic partnership ☐ Widowed ☐ Divorced (legally) ☐ Separated ☐ Do not wish to answer
L	Highest level of education completed	☐ None ☐ Primary school ☐ Middle school ☐ High school ☐ University
M	[If "None" or "Primary school" is selected in question L] Can you read and write?	☐ Yes, both ☐ Yes, I can read ☐ Yes, I can write ☐ No, neither
N	Country of birth	
O	Country(ies) where you had the bad experience or the bad job (*Note:* If the respondent does not self-identify as a trafficking survivor, refer instead to their preferred way to frame their experience throughout the interview. These may vary from person to person.)	
P	Approximate date of departure from the country of origin/entry into trafficking (*Note:* Write both if these are different.)	
Q	Date of return to the country of origin	

	Sociodemographic Information	Answer
R	How old were you when you left your country of origin?	
S	How old were you when you returned?	
T	Do you have any children?	☐ Yes ☐ No
U	[If "yes" to question T] How many and how old are they?	
V	Are you now living in the community that you left before you had the bad experience? (*Note*: Use alternative terminology if preferred.)	☐ Yes ☐ No ☐ Do not wish to answer
W	Start time of interview	
X	End time of interview	
Y	Language(s) (*Note*: List all languages – primary, other languages.)	
Z	Use of an interpreter	☐ Yes Specify language: _____ ☐ No

INTRODUCTION TO THE FULL INTERVIEW: Thanks for introducing yourself. Before we start the full interview, I want to let you know again how much we appreciate your time. In the questions that follow, I will be asking you about how you have been doing since you had the bad experience in [the country where the victim was trafficked]. As I explained, your answers will help us understand the types of services people need after they have had a bad experience like you had. If there are any questions or terms you do not understand, please be sure to ask me and I will explain. First, I am going to ask you about some things about your situation since you returned.

Part 2: Reintegration Factors and Assistance Reception

(*Note*: On several occasions, this survey asks the respondent a question that ends with "since you came here" – this wording was chosen because respondents may not consider themselves to have returned "home" or even back to their communities of origin. Reference to "here" simply refers to the participant's country or community of return. The interviewer should clarify it.)

Question		Answer
PERCEPTIONS OF ECONOMIC SITUATION I will first be asking you questions related to your financial situation to understand how you have been doing since you returned from [location] OR over the past month OR [time since last interview].		
1. Financial situation *Rationale*: Income and support can include employment, family, government or other sources of financial aid. Household expenses may relate to the respondent's own needs or to the needs of their family members.		
1.1	Over the past month, have you had a way of earning money?	☐ Yes ☐ No
1.2	[If "yes" to 1.1] How do you earn money?	☐ Business owner ☐ Works on own farm ☐ Paid by someone/others (specify: _____) ☐ Other (please specify) _____
1.3	Have you received any money from somewhere else since coming back here? For example, have you received any financial aid from any organizations or the government or have you borrowed money?	☐ Yes ☐ No ☐ Do not know/Do not wish to answer
1.4	[If "yes" to 1.3] What sort of support did you get?	☐ Loan from the bank ☐ Borrowed from a friend or family ☐ Borrowed from a community member ☐ Received money from the government ☐ Received money from an NGO/a non-profit ☐ Purchased something from a shop on credit ☐ Other (please specify) _____
1.5	In general, do you have enough money to pay for your daily living expenses?	☐ Yes ☐ No ☐ Do not know/Do not wish to answer
2. Income security and stability *Rationale*: The aim of the following set of questions is to better understand the respondent's perception(s) of their own income and job security – when they work. When asking about stability and reliability of money sources/financial support, the respondent can be probed around the frequency and stability of wages, conditions of employment/self-employment as well as whether they have any other sources of income/financial support.		
2.1	When thinking about your income, do you generally have about the same amount every week?	☐ Yes ☐ No ☐ Do not know/Do not wish to answer
2.2	Do you worry each week whether you will have enough money to pay for what you need?	☐ Yes ☐ No ☐ Sometimes ☐ Do not know/Do not wish to answer

	Question	Answer
2.3	If there are weeks you do not have enough money, what things do you have to cut out or stop buying?	☐ Food ☐ Clothing ☐ House supplies ☐ Phone or Internet ☐ Entertainment ☐ Medications or treatment ☐ Other (please specify) _____
2.4	[If "yes" to 1.1] Did you get any help in finding work?	☐ Yes ☐ No ☐ Do not know/Do not wish to answer
2.5	[If "yes" to 2.4] What sort of help did you get?	☐ A friend/family or community member helped me find work or offered me work ☐ Took part in training to develop new skills ☐ Received a grant to start a business ☐ Received help from the government to find work ☐ Other (please specify) _____
2.6	Are you saving money for anything?	☐ Yes ☐ No ☐ Do not know/Do not wish to answer
2.7	[If "yes" to 2.6] What for? (*Note*: Multiple answers are possible.)	☐ Financial security ☐ Loan repayment ☐ Investment ☐ Property purchase ☐ Business equipment purchase ☐ Getting an education degree/ certificate ☐ Other (please specify) _____
2.8	[If "yes" to 2.7] Could you explain more about this/these goal(s)?	
3. Indebtedness (pre, during and post migration) *Rationale*: These questions seek to clarify whether the respondent sustained debt(s) in connection with the trafficking experience and, if so, to better understand what the risks are if they do not pay it/them.		
3.1	Do you owe anyone money related to the work you did abroad that you must pay back? Specify relevant countries as needed.	☐ Yes ☐ No ☐ Do not know/Do not wish to answer
3.2	[If "yes" to 3.1] Could you tell us about how you took on this loan? 3.2.1. To whom do you owe this money? 3.2.2. How much do you owe? 3.2.3. By when are you expected to pay it back? 3.2.4. What (if any) is the interest rate on the loan?	

	Question	Answer
3.3	[If "yes" to 3.1] What would happen if you cannot pay this debt?	
3.4	Did you owe anyone money before you went abroad?	☐ Yes ☐ No ☐ Do not know/Do not wish to answer
3.5	[If "yes" to 3.4] Could you tell us about how you took on this loan? 3.5.1. To whom do you owe this money? 3.5.2. How much do you owe? 3.5.3. By when are you expected to pay it back? 3.5.4. What (if any) is the interest rate on the loan?	
3.6	Have you borrowed money from someone since you came back here?	☐ Yes ☐ No ☐ Do not know/Do not wish to answer
3.7	[If "yes" to 3.6] Could you tell us about how you took on this loan? 3.7.1. What was the purpose of the loan? 3.7.2. To whom do you owe this money? 3.7.3. How much do you owe? 3.7.4. By when are you expected to pay it back? 3.7.5. What (if any) is the interest rate on the loan?	
3.8	In the past month, have you ever had to borrow money to buy food or other things that are necessary, such as rent or electricity, or items for your family/children?	☐ Yes (please specify) _____ ☐ No ☐ Do not know/Do not wish to answer
4. Food security *Note*: These questions intend to find out whether the respondent has any food needs that they cannot cover with their money.		
4.1	Can you currently get enough food for your household? Please tell us what "enough food" means from your point of view.	☐ Yes ☐ No ☐ Do not know/Do not wish to answer
4.2	Thinking about the past month, have you or your family ever gone hungry because you could not get enough food?	☐ Yes ☐ No ☐ Do not know/Do not wish to answer
4.3	[If "no" to 4.1 and 4.2] Are you able to get food that is of good quality and the types of food you want?	☐ Yes ☐ No ☐ Do not know/Do not wish to answer
4.4	[If "no" to 4.3] What food would you buy if you had more money?	

Question		Answer
4.5	[If "no" to 4.1 and/or "yes" to 4.2] In the past month, have you ever had to do one of the following because you did not have enough food? (*Note*: Read aloud the options and select all that apply.)	☐ Some members eat less than other family members ☐ Borrow food from friends/family/ neighbours ☐ Rely on food assistance from the government or organizations ☐ Purchase food on credit from convenience/grocery stores ☐ Everyone at home eats less but equal portions ☐ Other (please specify) _____
PERCEPTIONS OF SOCIAL SPHERE I would now like to discuss aspects related to your life here, your living arrangements, your relationship with family and community members, your health, education, and whether you filed a legal case against the people who treated you badly or hurt or abused you on your migration journey.		
5. Housing situation		
5.1	Comparing your living situation to others in your community, would you describe it as: better than most people, same as most people or worse than most people?	☐ Better than most people ☐ Same as most people ☐ Worse than most people ☐ Do not know/Do not wish to answer
5.2	[If the answer to 5.1 is better or worse] In what ways is it worse/better?	
5.3	Are there any people in your village/ community/neighbourhood who have scared you or hurt you?	☐ Yes ☐ No ☐ Do not know/Do not wish to answer
5.4	Are there any people in your home or your family who have scared or hurt you?	☐ Yes ☐ No ☐ Do not know/Do not wish to answer
5.5	[If the answer to 5.3 and/or 5.4 is "yes"] What happened? (*Note*: Please be sensitive and respect the respondent's wishes if they do not want to elaborate.)	
5.6	Which of the following does your house/ accommodation have? (Read aloud and select each mentioned.) (*Note*: This provides generic options but should be adjusted based on each context and what homes typically look like.)	☐ Clean running water ☐ Regular electricity ☐ Sturdy, roof, walls and insulation ☐ Cooking stove ☐ Private toilet

	Question	Answer
6. Social interactions *Note*: The questions in this section focus on the things that the respondent might have done to relax or for fun with family, friends or neighbours in the past month.		
6.1	Since you returned here, have you had any important changes in your family life, such as: (*Note*: Read aloud and select all that apply.)	☐ Separation from spouse/partner ☐ Started a romantic relationship ☐ Had one or more child(ren) ☐ Got married ☐ Worse relationship with family members or friends ☐ Better relationship with family members or friends ☐ Loss of a close family member or friend
6.2	Thinking back over the past month, have you spent time with family or friends to relax or have fun?	☐ Yes ☐ No ☐ Do not know/Do not wish to answer
6.3	Over the past month, have you had friendly conversations with people in your village or your neighbours?	☐ Yes ☐ No ☐ Do not know/Do not wish to answer
6.4	Over the past month, has most of your contact with other people been:	☐ In person ☐ Electronic/social media/text ☐ About the same in person as electronically ☐ Not much contact with other people
7. Access to effective remedies and justice *Note*: These questions are about any legal actions that the respondent might have taken against any of the people who cheated or hurt them.		
7.1	Did you ever want to file a legal claim against anyone who cheated or hurt you?	☐ Yes ☐ No ☐ Do not know/Do not wish to answer
7.2	[If "yes" to 7.1] Did you ever try?	☐ Yes ☐ No ☐ Do not know/Do not wish to answer
7.3	[If "yes" to 7.2] In which country?	
7.4	[If "yes" to 7.2] What happened?	
7.5	[If "yes" to 7.2] Did you have to pay for any legal services?	☐ Yes ☐ No ☐ Do not know/Do not wish to answer
7.6	[If "yes" to 7.5] How did you pay?	☐ I have not paid yet ☐ I borrowed money from a friend or family member ☐ I took a loan from the bank ☐ Other (please specify) _____
7.7	[If "no" to 7.1] Why did you not want to file a legal claim?	

Question		Answer
7.8	[If "yes" to 7.2] Did your case go to trial?	☐ Yes ☐ No ☐ Do not know/Do not wish to answer
7.9	[If "yes" to 7.8] Was there a verdict?	☐ Yes, I lost ☐ Yes, I won ☐ No, there has not been a verdict yet ☐ Do not know/Do not wish to answer
7.10	[If "Yes, I won" to 7.9] Did you receive any compensation?	☐ Yes ☐ No ☐ Do not know/Do not wish to answer
7.11	[If "Yes" to 7.10] How much?	
8. Overall health and access to health services *Note*: The questions in this section examine health and any health care that the respondent might have received.		
8.1	In general, how would you describe your overall health?	☐ Very Good ☐ Average ☐ Poor ☐ Do not know/Do not wish to answer
8.2	In the past month, have you had any health problems for which you needed to see a doctor?	☐ Yes ☐ No ☐ Do not know/Do not wish to answer
8.3	[If "yes" to 8.2] Did you get any medical care for this health problem?	☐ Yes ☐ No ☐ Do not know/Do not wish to answer
8.4	[If "yes" to 8.3] From whom did you get treatment for this problem(s)?	☐ Doctor ☐ Nurse ☐ Pharmacist ☐ Other (please specify) _____
8.5	[If "yes" to 8.3] Did you have to pay for this treatment?	☐ Yes ☐ No ☐ Do not know/Do not wish to answer
8.6	[If "no" to 8.3] What did you do about this health problem?	
8.7	[If "yes" to 8.2] Can you tell me briefly about the problem for which you wanted/want medical care? (*Note*: Skip this question if the respondent seems reluctant to talk about health.)	
8.8	Do you know about any health insurance policies? If yes, have you ever tried to get health insurance?	☐ Yes ☐ No ☐ Do not know/Do not wish to answer

	Question	Answer
8.9	[If "yes" to 8.8] Did you manage to get health insurance?	☐ Yes ☐ No ☐ Do not know/Do not wish to answer
8.10	[If "no" to 8.9] What happened?	
9. Access to education and skill training		
9.1	Following your return, have you had any training or been in any education programmes?	☐ Yes ☐ No ☐ Do not know/Do not wish to answer
9.2	[If "yes" to 9.1] What did you learn?	
9.3	[If "yes" to 9.1] Did it help you get a job?	☐ Yes ☐ No ☐ Do not know/Do not wish to answer
9.4	[If the respondent said earlier (in question T) that they have a child/children of school age – 5 to 18 years old] Does/Do your child(ren) go to school?	☐ Yes ☐ [If the respondent has several children of school age] Yes, all of them ☐ [If the respondent has several children of school age] Yes, some of them ☐ No ☐ Do not wish to answer
9.5	[If the respondent has a school-age child(ren) who is not going to school] What is your child(ren) doing? (*Note*: This serves to identify cases of child labour.)	
10. Safety and security issues *Note*: Interviewer should assess whether there are any urgent safeguarding issues that might be described by the respondent and follow related/adequate referral protocols.		
10.1	Since you arrived here, have you felt threatened or scared, or were you harmed by anyone?	☐ Yes ☐ No ☐ Do not know/Do not wish to answer
10.2	[If "yes" to 10.1] Can you describe what happened? (*Note*: Please be sensitive and respect the respondent's wishes if they do not want to elaborate.)	

Question		Answer
PERCEPTIONS OF PSYCHOSOCIAL DIMENSION		
11. Social and community involvement *Note*: "Help" here can mean anything, big or small, that the respondent needs, such as help with house repairs, getting food when they cannot afford it, watching their child(ren) if they need to work, etc.		
11.1	Do you have people whom you can count on to help you with a personal problem that is not financial? (*Note*: Probe tensions at home, with landlord, other family members, or neighbours; about feeling sad, lonely, or stressed; or if in need of help to care for child(ren), etc.)	☐ Yes ☐ No ☐ Do not know/Do not wish to answer
11.2	[If "yes" to 11.1] Could you tell us who can help, or has helped you, with such problems?	
11.3	[If "no" to 11.1] What do you do when you have problems that no one can help with?	
11.4	Do you have any examples of seeking help from people in this community? If yes, could you tell me what happened?	
12. Discrimination *Note*: Interviewer may reformulate or probe about feelings of being "excluded", "stigmatized" or "shunned" to clarify the question. Interviewers should assess whether there are any urgent safeguarding issues that might be described by the participant and follow referral protocols accordingly.		
12.1	Do you ever feel that you are looked down on by people in your community because you have come back from another country?	☐ Yes ☐ No ☐ Do not know/Do not wish to answer
12.2	[If "yes" to 12.1] Could you describe what people do that makes you feel that way?	
13. Emotions and psychological well-being *Note*: The feelings and emotions described in the questions in this section may vary per country. For instance, in Nigeria, respondents may better understand if they are asked whether they have a high blood pressure as a sign of anxiety and stress, while, in Bangladesh, asking a respondent whether they feel hopeless could be rephrased as "Do you feel that you have your back against the wall?" The interviewer should adjust as needed to account for the way these emotions are locally described and make a note of it in the feedback section of the survey.		
13.1	Do you feel nervous, anxious or on the edge?	☐ Often ☐ Sometimes ☐ Never ☐ Do not know/Do not wish to answer
13.2	Do you feel unable to stop worrying?	☐ Often ☐ Sometimes ☐ Never ☐ Do not know/Do not wish to answer

	Question	Answer
13.3	Do you feel little interest or pleasure in doing things?	☐ Often ☐ Sometimes ☐ Never ☐ Do not know/Do not wish to answer
13.4	Do you feel down, depressed or hopeless?	☐ Often ☐ Sometimes ☐ Never ☐ Do not know/Do not wish to answer
13.5	[If "often" or "sometimes" is selected for any of the questions between 13.1 and 13.4] Could you describe a little what makes you feel this way?	
13.6	[If "often" or "sometimes" is selected for any of the questions between 13.1 and 13.4] These emotions can be hard to deal with; have you received any support to help you with them?	☐ Yes ☐ No ☐ Do not know/Do not wish to answer
13.7	[If "yes" to 13.6] What sort of support have you obtained? How helpful did you feel it was?	
13.8	[If "often" or "sometimes" is selected for any of the questions between 13.1 and 13.4] Have you sought support to help you cope with these emotions but could not get it?	☐ Yes ☐ No ☐ Do not know/Do not wish to answer
13.9	[If "yes" to 13.8] What happened?	

ASSISTANCE

Now I am going to ask you some questions about any help you might have received from any organization that provides services or any government services in the past three months.

14. Assistance from organizations or government agencies

14.1	In the past three months, have you been in contact with any local organizations that assist you?	☐ Yes ☐ No ☐ Do not know/Do not wish to answer
14.2	[If "yes" to 14.1] Which organization(s)? List each. For each: 14.2.1. Can you tell me what kind of services they provide? 14.2.2. What help did you want from them? 14.2.3. What help did you get from them?	
14.3	In the past three months, have you been in contact with any government offices that provide any services?	☐ Yes ☐ No ☐ Do not know/Do not wish to answer
14.4	[If "yes" to 14.3] Which government office(s)? List each. For each: 14.4.1. Can you tell me what kind of services they provide? 14.4.2. What help did you want from them? 14.4.3. What help did you get from them?	

	Question	Answer
14.5	Now I am going to ask you about any specific kinds of help you might have needed, which you might not have listed. In the past three months, have you wanted help for any of the following: • Safety or security problem • Health problem • Money problem • Looking for a job • Legal problem or legal case • Police problem • Immigration problem • Family problem • Skill training or education • Feeling sad or scared or anxious • Stigma or discrimination • Other *[For each, if yes, ask the following]* 14.5.1. What kind of help did you want? 14.5.2. Where did you go for help? 14.5.3. What type of help did you get? 14.5.4. Did it help solve your problem? 14.5.6. How many times/for how long did you get help? 14.5.7. Did you have to pay for any of the help?	
FEEDBACK LOOP Thank you for taking the time to answer these questions. We want to ensure that we understand how any assistance you received helped you or what was missing.		
15.	Thinking about the next year, what are your biggest worries? What are your biggest hopes?	
16.	Thinking back on what we have discussed today, did you think our discussion was: (*Note*: If the answer selected is "Difficult", ask what parts or why.)	☐ Easy ☐ Difficult ☐ Do not know/Do not wish to answer
17.	Is there any other information you would like to share with us to ensure that organizations can better help people like you? Are there any questions you have for us? (*Note*: Please provide contact details in case they want to follow up, provide additional information or have any questions later on.)	
18.	Would you be willing to be contacted again in the future by IOM?	☐ Yes ☐ No ☐ Do not know/Do not wish to answer

Tool 2. Case Study

Rationale

The case studies will be conducted with survivors of trafficking who have returned from abroad to understand their lives before migration, their experiences of trafficking in another country and their reintegration processes. The conversation will then revolve around survivors' experiences following return, focusing on the three dimensions (economic, social and psychosocial) of reintegration. The aim of the case study is to help practitioners measure individuals' reintegration progress, identify possible risks and protective factors associated with reintegration, and consider appropriate ways to support survivors.

Approach

The interviewer(s) should apply ethical approaches:

- Conduct the interview in settings that are safe and neutral (when the interview is conducted in person). Interview sites should be agreed to by the respondent and approved by the organization commissioning this discussion.
- Provide adequate and clear information about the purpose of the case study, safety measures and confidentiality during the informed consent procedure.
- Request and receive voluntary and informed consent from the respondent at the start of the interview.
- Adopt an accessible tone and reframe questions if needed, to ensure that the respondent understands them, and document when there is a need to reframe or explain the questions or terminology.
- Be emotionally sensitive and intelligent. If the respondent seems to be feeling distress or discomfort, you will need to refocus the interview towards more neutral issues, as if they would like to pause or stop. In some cases, you may have to make the decision to terminate or postpone the interview.
- Allow the respondent to speak freely without interrupting.
- Listen respectfully. Do not rush the interview.
- Answer any question and periodically ask if the respondent has any questions.
- Acknowledge when the respondent feels uncomfortable around a particular topic, and if needed, move on, making note of it and come back to it in the end, asking the respondent if they are comfortable talking about it at that point.
- Do not give promises that you cannot fulfil.
- Stop the interview at any moment if requested by the respondent.

Target Population

Respondents need to be trafficking survivors of at least 18 years of age at the time of the interview; they may, however, have been underage when they were trafficked. The target population only includes trafficking survivors who are presently in their countries of origin, have returned over three months ago and were exploited in other countries. Survivors are not eligible if they are in transit or have resettled in one of the research countries or if they are country nationals who have been subjected to domestic trafficking.

Safeguarding

To ensure that respondents are fully aware of the nature of the research and their right to withdraw at any time, interviewers will explain the purpose of the case study and its limitations. Respondents should also be informed they will not receive any direct or indirect material benefit in exchange for their participation, except in contexts where this is deemed necessary, such as for reimbursement of transportation costs. Interviewers will emphasize that the respondents' contributions are voluntary and that declining to participate will not cause any problems or affect any services they are receiving or would receive.

Respondents may be a particularly sensitive population because of their experiences and post-trafficking consequences and further potential risks of harm. As such, their contributions will be anonymized through a coding system, and interviewers will interview them in safe settings, without the presence of someone who might overhear their responses – unless this is requested by respondents. Interviewers should be trained to detect and respond to signs of distress and the appropriate responses, including procedures for supported referrals to appropriately vetted services. Before beginning the survey, interviewers will detail what referral processes entail and inform respondents of potentially triggering questions, giving them the opportunity to stop at any time and/or terminate the interview if they wish.

Guidelines and Consent

See annexed consent forms.

TO THE INTERVIEWER: Can you confirm that you have obtained consent from the respondent through the consent form and have documented it?

- ☐ YES
- ☐ NO (STOP THE INTERVIEW; do NOT continue if consent is not given)

Case Study Details

	Question	Answer
A	Interviewer name	
B	Interview date	
C	Country	
D	Village/Town/City	
E	Location	
F	Type of location	☐ Urban ☐ Semi-urban ☐ Rural
G	Respondent code	
H	Phone number	
I	Age	
J	Gender	☐ Man ☐ Woman ☐ My gender is _____ ☐ Prefer not to say

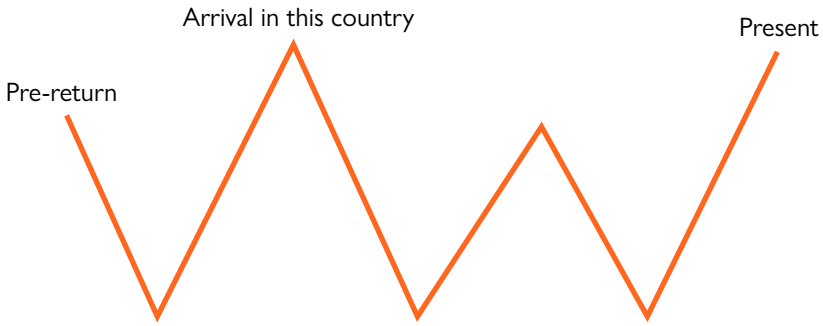
	Question	Answer
K	Marital status	☐ Single, never married ☐ Married ☐ Domestic partnership ☐ Widowed ☐ Divorced (legally) ☐ Separated ☐ Do not wish to answer
L	Highest level of education completed	☐ None ☐ Primary school ☐ Middle school ☐ High school ☐ University
M	Country of birth	
N	Country(ies) where you had the bad experience or the bad job: (*Note*: If the respondent does not self-identify as a trafficking survivor, refer instead to the preferred terms throughout the interview.)	
O	Approximate date of departure from the country of origin/entry into trafficking (*Note*: Write both if these are different.)	
P	Date of return to the country of origin	
Q	How old were you when you left your country of origin?	
R	How old were you when you returned?	
S	Are you now living in the community that you left before you had the bad experience? (*Note*: Use alternative terminology.)	
T	Start time of interview	
U	End time of interview	
V	Language	
W	Use of an interpreter	☐ Yes Specify language: _____ ☐ No

1. Process of return and reintegration

1.1 The W model of return and reintegration

(Set out several sheets of paper and four to five colour pens. On one of the sheets, draw a line that will serve as a timeline in the middle of one of the sheets. Ask the respondent for their birth year or a key world event around the time of their birth, if they do not remember the exact year, and mark it down. Towards the end of the line, write down the current year.)

INTERVIEWER: Let us mark down the most important events in your life. These can be related to your experience going to another country, but not only – anything that you felt was a major life event. Please try to recall the high points ("up times"), which represent the best moments you have experienced, and the low points ("down times"), which represent the worst times you have had, or challenges that you struggled to overcome.



INTERVIEWER: I would now like to discuss in further detail the positive and negative events during the process of your return and since you've arrived in this country. Are any of these events tied to your experience going to another country? *(If yes, ask the respondent to share a few (two to three) stories of their experience of returning, arriving and being in this location – do not interrupt the respondent. Once the respondent has finished, you can try to obtain further details, surrounding how they felt at the time, how they feel now, what particular issues arose from each of these events, whether they put them at risk and, if so, how, and other important matters. Please remember to be cautious and sensitive when enquiring about negative experiences.)*

INTERVIEWER: If this is okay with you, I would like to focus on specific aspects of your life during the process of return up to your arrival here – the circumstances around your return, the support you received, the challenges you faced and how prepared you felt to return here. Is it okay to proceed? *(If yes, proceed to section 1.2.)*

1.2. Circumstances of return

1.2.1. What made you return to your country of origin?
1.2.2. How was your return initiated? Do you feel that it was your own decision to come back?
1.2.3. Which persons/institutions/organizations were involved in your return?
1.2.4. What support, if any, did you receive to help you prepare for your return?
1.2.5. What challenges did you face during the preparations for your return and during your return journey?
1.2.6. What did you do to prepare for your return?

INTERVIEWER: If this is okay with you, I would now like to focus on specific aspects of your life since your return, such as your financial situation, housing, health issues, emotional well-being, personal relationships and friendships. Is it okay to proceed? *(If yes, proceed to section 2.)*

(*Throughout the following sections, when the respondent gives you an anecdote that corresponds to an event that is not already on the lifeline, add them to the lifeline – if you are unclear on where they fit, in terms of how they affected the respondent (positively versus negatively), gently ask them to clarify it for you.*)

2. Economic dimension

2.1. Have you received any money, other than from earning it through work, since coming back here? For example, have you received any financial aid from an organization or the government, or have you borrowed money?

If the respondent reports having received money, ask them who provided it, if it was useful, what they were able to do with it and how they felt about it.

2.2. Have you had financial problems since you came back?

- 2.2.1. [If yes] Can you tell me what those problems were?
- 2.2.2. [For each problem] Is the problem solved? If yes, how did you solve it?

2.3. Over the past month, have you had a way of earning money?

- 2.3.1. [If yes]
  - 2.3.1.1. How did/do you earn money?
  - 2.3.1.2. Do you receive the same amount every week?
  - 2.3.1.3. Is it enough to pay for your daily expenses?
- 2.3.2. [If no] What are the things that you are unable to pay for with the money you earn?

2.4. Did you get any help in finding work?

- 2.4.1. [If yes] What type of help? From whom? How did/do you feel about it?
- 2.4.2. [If not] Do you know if there is any type of support that exists for people who have a similar experience than yours? If yes, what are these types of support and who provides them?

2.5. What financial responsibilities do you have?

- 2.5.1. How many people depend on you financially?
- 2.5.2. Are you able to purchase enough food for you and for them?
- 2.5.3. Are you able to get food that is of good quality and the types of food you want?
  - 2.5.3.1. [If no] What sorts of food do you get, and what sorts of food would you like to get, if you could afford it?
- 2.5.4. Do you worry about whether you will have enough money to pay for what you and they need?
- 2.5.5. Do you sometimes have to stop buying certain things because you do not have enough money? [If yes] What are those things?

2.6. Do you/Does your household owe anyone money related to the work you did abroad *[name the country of trafficking]* that you must pay back?

- 2.6.1. [If yes] Could you tell me how much you owe? To whom do you owe this money? By when does *[the person(s) they owe money to]* want you to pay it back?
- 2.6.2. What would happen if you did not pay that money back?

2.7 Do you owe anyone money from before you went abroad that is not related to the work you did abroad?

- 2.7.1. [If yes] Could you tell me how much you owe? To whom do you owe this money? By when does *[the person(s) they owe money to]* want you to pay it back?
- 2.7.2. What would happen if you did not pay that money back?

3. Social dimension

3.1. Did you have a home/place to go back to upon your return? Why/Why not?

3.2. Did you go back to the area you left before your bad experience abroad? Why/Why not?

3.3. Where do you currently live? In which type of home and with whom?

3.4. Would you say that the home you live in is better, worse or about the same as other people in your area? Why?

3.5. Are there things that you think are essential to you but your home is lacking?

- 3.5.1. [If yes] Please tell me what those things are.

3.6. Do you feel safe where you live?

- 3.6.1. Are there any people in your village/community/neighbourhood who have scared you or hurt you?
  - 3.6.1.1. [If yes] What happened? What did you do?
- 3.6.2. Are there any people in your home or family who have scared and hurt you?
  - 3.6.2.1. [If yes] What happened? What did you do?

(Note: This can be both before they left and since they came back.)

3.7. In the past month, have you had any health problems for which you needed to see a doctor?

- 3.7.1. [If yes] Can you tell me briefly what it was? *(Note: Do not insist if the respondent does not want to discuss it.)*
- 3.7.2. Did you get any medical care for this problem?
  - 3.7.2.1. [If yes] From whom? Did you have to pay for it?
  - 3.7.2.2. [If no] What did you do instead?
- 3.7.3. Is health insurance available in [country of return]?
  - 3.7.3.1. [If yes] Do you have health insurance?
  - 3.7.3.2. [If no] Why not?

3.8. Did you encounter any barriers to access medical care? [If yes] Why and what happened?

3.9. Since you returned here, have you had any important changes in your family life? [If yes] Which one(s)?

3.10. In the past month, have you:

- 3.10.1. Spent time with family and/or friends to relax or have fun? Why/Why not?
- 3.10.2. Had friendly conversations with neighbours or people in your village? Why/Why not?

3.11. Have you sought help from people in the area where you live? [If yes] Why and what happened?

3.12. Do people in your community of return know about your bad experience abroad?

- 3.12.1. [If yes] What has been their reaction?
- 3.12.2. How did your family react upon your return?

3.13. In general, do you feel connected to people where you live or do you feel like a stranger in this place? Explain.

3.14. Did you ever want to file a legal claim against anyone who hurt you?

3.14.1. [If no] Why not?
3.14.2. [If yes] Did you try to file a claim?
3.14.2.1. In which country?
3.14.2.2. Did your case go to trial?
3.14.2.3. Was there a verdict?
3.14.2.4. Did you receive any financial compensation?
3.14.2.5. Did you have to pay for legal services? [If yes] Were you able to pay or do you still owe money?

4. Psychosocial dimension

(*Note: This section includes a set of sensitive questions. Be cautious around how you phrase or reformulate them and do not push the respondent, especially if they show signs of discomfort or distress.*)

4.1. Are there people whom you can count on to help you with a personal problem that is not financial (examples: tensions at home, with landlord, other family members or neighbours; feeling sad, lonely or stressed; in need of help to care for child(ren))?

4.1.1. [If yes] Who are these people? Can you give an example of a problem you had where they helped you?
4.1.2. Did you have, since your return, a problem that no one could help you with? [If yes] What did you do?

4.2. Have you experienced the following in the past week:

a. Feeling nervous, anxious or on edge?
b. Unable to stop worrying?
c. Little interest or pleasure in doing things?
d. Feeling down, depressed, hopeless or like you have your back against the wall?
e. Nightmares or difficulties sleeping or focusing?

(*Note: Signs of distress described herein may be described differently depending on the context. You may adjust to use the appropriate language.*)

4.2.1. [If the respondent said "yes" to any of the options in 4.2]
4.2.1.1. Could you describe a little what made/makes you feel this way?
4.2.1.2. These emotions can be hard to deal with. Have you received any help to deal with them? *(Probe if there has been help from family, friends, neighbours or medical personnel.)*

4.3. How do you feel now that you are back in this country?

4.3.1. Do you feel safe and secure where you are?
4.3.2. [If yes/no] Can you explain why?

4.4. What are the sources of joy in your life today?

5. Sources of support

5.1. In the past three months, have you been in contact with any local organizations that could help or assist you?

5.1.1. [If yes] Which organization(s)?
5.1.2. [For each organization] What kind of services does it provide? What help did you want from them? What help did you get? Where you happy with the help you received? Why/Why not?

5.2. In the past three months, have you been in contact with any government offices that could help or assist you?

5.2.1. [If yes] Which government office(s)?
5.2.2. [For each office] What kind of services does it provide? What help did you want from them? What help did you get? Where you happy with the help you received? Why/Why not?

5.3. In the past three months, have you wanted help for a problem you were having?

5.3.1. [If yes] What kind of help did you want? Did you seek help?
5.3.2. Where did you go? Did you get help?
5.3.3. Did it solve your problem?
5.3.4. Did you have to pay for help?
5.3.5. For how long did you get this help?

6. Concluding remarks

6.1. What are your dreams and aspirations?

6.2. When you imagine your future, do you see it here or abroad? Can you explain why?

6.3. Do you have any problems for which you need help at the moment? [If yes] What are they?

6.4. Do you have any questions for me?

(*Once the interview is completed, ask the respondent for their consent to take photos of the lifeline and the W model that they have produced then inform they can keep the original copies if they prefer.*)

Tool 3. Key Informant Interview

Rationale

These guidelines are designed to be conducted with reintegration, protection and human rights actors, with the aim to develop a better understanding of current reintegration trends specific to victims of trafficking (VoTs), as well as to identify best practices at multiple levels of society (local, national, legal and structural).

Approach

The interviewer(s) should apply ethical approaches:

- Conduct the interview in settings that are safe and neutral (when the interview is conducted in person). Interview sites should be agreed to by the respondent and approved by the organization commissioning this discussion.
- Provide adequate and clear information about the purpose of the case study, safety measures and confidentiality during the informed consent procedure.
- Request and receive voluntary and informed consent from the respondent at the start of the interview.
- Adopt an accessible tone and reframe questions if needed, to ensure that the respondent understands them, and document when there is a need to reframe or explain the questions or terminology.
- Be emotionally sensitive and intelligent. If the respondent seems to be feeling distress or discomfort, you will need to refocus the interview towards more neutral issues, as if they would like to pause or stop. In some cases, you may have to make the decision to terminate or postpone the interview.
- Allow the respondent to speak freely without interrupting.
- Listen respectfully. Do not rush the interview.
- Answer any question and periodically ask if the respondent has any questions.
- Acknowledge when the respondent feels uncomfortable around a particular topic, and if needed, move on, making note of it and come back to it in the end, asking the respondent if they are comfortable talking about it at that point.
- Stop the interview at any moment if requested by the respondent.

Target Population

Key informant interview (KII) respondents will be selected from the following:

- Reintegration actors – government, international non-governmental organization (NGO)/United Nations, NGO representatives
- Protection and human rights actors, in particular civil service organizations
- IOM staff
- Returnees who are involved in working with other returnees/representing their communities

Guidelines and Consent

See annexed consent forms.

TO THE INTERVIEWER: Can you confirm that you have obtained consent from the respondent through the consent form and have documented it?

- ☐ YES
- ☐ NO (STOP THE INTERVIEW; do NOT continue if consent is not given)

Interview Details

Facilitator

Name(s) of the facilitator(s)	
Location (city, province, country)	
Date	
Language	
Use of an interpreter	☐ Yes Specify language: _____ ☐ No
Start time	
End time	

Participant

Name of the participant	
Organization	
Position	
Gender	
Email	
Telephone	

Role/Background (5 minutes)

1. Can you please tell me about your role within this department/organization/community? Specifically, which aspects of your work/activities relate to VoTs who have returned?
2. For government actors: What is your department's mandate with regard to the return and reintegration of VoTs?

Trends in victim of trafficking reintegration (15 minutes)

3. What trends can you identify when it comes to VoT reintegration, regarding the typical challenges or opportunities they face? What key factors appear to contribute to a VoT's reintegration or, on the contrary, that challenge it?

(*Probe: Ask about the following factors: age, sex/gender, disability, type of trafficking, return process, presence of a support network in community of return or any other information deemed relevant to share*.)

4. Are there specific aspects that VoTs have challenges with in terms of the economic environment and the social settings they go back to? What about their psychological well-being and struggles? Alternatively, are there specific aspects that VoTs do not have challenges with or areas they succeed in?

5. For actors working on the research and/or legal aspects tied to VoTs: Which types of trafficking most frequently occur? How does it affect VoTs' ability to reintegrate into their communities of return? What are their most frequent needs?

6. Does your organization monitor VoT reintegration? If so, what type of system does it have in place? If not, do you know why they do not monitor VoT reintegration? For instance, are there challenges to monitoring reintegration? If yes, could you talk us through those?

7. Do you know of any organization/institution working on monitoring of VoT reintegration? Can you identify them and speak about the type of work they do?

8. What specific indicators or aspects do you think are essential in setting up a monitoring system for this type of returnee? What specific measures, such as protection measures, do you think organizations should focus on implementing when monitoring VoT reintegration? Could you detail them and explain their relevance?

9. Follow up for IOM actors only: Has the Reintegration Sustainability Survey been used to monitor VoT reintegration here? If not, do you know why? If yes, what were the outcomes? What specific takeaways from the data do you think are important to design a VoT-specific tool?

Existing programming around victim of trafficking reintegration (15 minutes)

10. What good practices and/or lessons learned surrounding reintegration programmes, whether they are focused on VoTs and/or other population groups, are you aware of?

(*Probe: What are these programmes and how are they implemented? What is your opinion of them and why? Which organizations are the most important to speak to?*)

11. What protection services and social schemes can VoTs access to help foster their reintegration? Are there specific services for this type of returnee or are they not distinguished from other returnees?

12. Where do you see opportunities to better support VoT reintegration?

Tool 4. Community Advisory Group Discussion

Approach

This tool seeks to bring together community members with knowledge on reintegration issues for victims of trafficking (VoTs) such as forced labour, trafficking dynamics and existing protection schemes, both at local and country levels.

Target Population

Respondents should be adults (18 years old and above) who can shed further light on issues affecting VoTs in their reintegration process. These stakeholders must have knowledge of these issues and how they challenge reintegration, and should be able to think critically about how reintegration actors can improve reintegration programming for VoTs. These stakeholders can include relatives of VoTs; community members/leaders who support VoTs; government, civil society or non-governmental organizations working with VoTs; or social workers. It is recommended that focus group discussions have a variety of respondents from different organizations and backgrounds.

Guidelines and Consent

See annexed consent forms.

TO THE INTERVIEWER: Can you confirm that you have obtained consent from the respondent??

- ☐ YES
- ☐ NO (STOP THE INTERVIEW; do NOT continue if consent is not given through the form)

Interview Details

Facilitator

Name(s) of the facilitator(s)	
Location (city, province, country)	
Date	
Language	
Start time	
End time	

Confirm that the consent form in Annex 2 has been utilized and that consent has been gathered from the community advisory group discussion participants and documented prior to this interview.

Participants

Code	Name	Gender	Age	Link to trafficking survivors	Profession/ Occupation	Phone number

Code	Consent (yes or no)

Link to trafficking survivors (10 minutes)

INTERVIEWER: Thank you again for joining this discussion today. Since you are familiar with issues faced by VoTs during reintegration, either in your personal life or through your work or daily activities, could you tell us about your ties or role with VoTs and for how long it has lasted?

Identifying reintegration stakeholders and the support they provide (45 minutes)

INTERVIEWER: Could you identify stakeholders who play a role in the reintegration of VoTs here? These can be organizations or institutions for instance, and also individuals, such as family members, friends or neighbours. For each stakeholder or entity that you cite, could you detail what your knowledge of their work with/support to VoTs is?

If the group struggles to come up with ideas, you can provide them with ideas from the list that follows:

- Family and relatives
- Friends and neighbours
- Refugee/Host community

- Traders, merchants, small business owners and co-workers
- Basic services providers (e.g. doctors, teachers)
- Media
- Community-based organizations, civil society organizations and non-governmental organizations
- Community leaders
- Administration/Government
- Policy environment/Legal rights associations

INTERVIEWER: Now, let us move on to the three key dimensions of reintegration – economic self-sufficiency, social stability within the community of return and psychosocial well-being. The goal of this discussion is to further delve into what reintegration stakeholders do, and also to identify the specific challenges faced by VoTs within this country or their communities of return.

1. Economic sphere

1.1. What insights do you have on the economic situation of VoTs – both the challenges and opportunities they face upon returning here?

1.2. What are the differences between VoTs and returnees who have not experienced trafficking?

1.2.1. Why do these differences exist?

1.3. Is there any type of economic support, from the actors you mentioned earlier, to assist VoTs? What do you think about these forms of support – how are they helpful? How could they be improved?

2. Social dimension

2.1. What insights do you have on the social situation of VoTs – challenges and opportunities they face upon returning here?

(*Note: Social reintegration support may include housing, education, access to health care, birth registration and legal documentation, skills development, legal services, social protection schemes, childcare, special security measures, interim and alternative care options, family tracing and reunification, parenting classes and access to justice*.)

2.2. Do VoTs have access to services (health, justice, education, documentation) upon returning? Describe these different services.

2.2.1. Is there any existing social support to help VoTs in accessing and navigating these services?

2.3. Is this support available to other returnees in general? Why or why not?

2.4. What do you think about these forms of support – how are they helpful? How could they be improved?

3. Psychosocial issues

3.1. How are VoTs perceived upon their return? For instance, are they prioritized, integrated, discriminated against or marginalized? How does the community treat them?

3.2. What are the differences between VoTs and returnees who have not experienced trafficking?

  3.2.1. Why do these differences exist?
  3.2.2. Do they have access to assistance or services that help them overcome these issues? If yes, to what extent and what types of support are available to them? Who provides it?

4. Recommendations (15 minutes)

INTERVIEWER:

4.1. Based on the conversation that we've had, which sort of reintegration assistance works best, in your opinion, within the range of existing services/programmes you identified?

4.2. Similarly, what would be your recommendations for programmes that do not yet exist but that VoTs would benefit from to facilitate their reintegration?

ANNEX 2: CONSENT FORMS AND OTHER GUIDANCE

Consent Forms

Victims of Trafficking

This consent form should be used to introduce the purpose of the discussion and document participant consent. Please note that the interview cannot proceed without explicit consent and, even when consent is given, the respondent can request to stop the interview at any time.

In case of remote fieldwork, the preferred ways to obtain consent are as follows (in order of preference):

- Audio recording of consent on the phone: the respondent needs to be informed and agree that audio recording is acceptable, and the recording should safely be stored in a data storage system;
- Written documentation by the interviewer that this consent form has been read to the respondent and that they have agreed to be interviewed.

This consent form is for trafficking victim respondents to be interviewed using tools from the reintegration monitoring toolkit for trafficking survivors.

Introduction: Thank you for setting aside time for me today. My name is _____ _____. I am working with _____. We are here to discuss your experience as someone who has undergone a trafficking experience during their migration journey. This will contribute to our research project, which aims to _____. It will help [organization name] improve its activities and the assistance it provides to people who have undergone an experience similar to yours. Please note that your participation is completely voluntary and will **not** affect your access to assistance in any way.

Do you confirm that you:

- Agree to voluntarily participate in this interview and understand that your answers, including personal data, will be collected, used and otherwise processed for the aforementioned purposes.
- Authorize [organization name] (as specified above) and any authorized person or entity acting on behalf of [organization name] to collect, use, disclose and otherwise process the personal data obtained through this interview in accordance with [data protection regulation(s), rule(s) and/or legislation(s) applicable to the relevant organization].
- Understand that the survey is anonymous, and your answers will be kept strictly confidential. The generated report will contain aggregated data, without identifying you with any personal data. Your personal data will only be disclosed to [organization name] and its authorized staff members.
- Understand that you can change your mind and withdraw your consent at any time during the interview. However, once the report is prepared, we will no longer be able to withdraw your answers.

The interview takes about _____ minutes to complete. It will involve [brief description of the type of discussion as applicable to the given participant, such as a survey or a case study]. In general, you do not need to answer any question you are not comfortable with, and you do not have to explain why if you do not wish to.

Do you want to ask me anything else before you decide whether or not to participate?

☐ YES ☐ NO

[If the participant has consented and has no further questions or have had their questions answered to their satisfaction:]

Printed name of participant: _____

Signature of participant: _____

Date (day/month/year): _____

Statement by the Witness if the Participant Is Illiterate

I have witnessed the accurate reading of the consent form to the participant, who has had the opportunity to ask questions that were answered to their satisfaction. I confirm that the individual has given consent freely.

Printed name of witness: _____

Printed name of participant: _____

Signature of witness: _____

Date (day/month/year): _____

Statement by the Researcher/Person Collecting Consent

I have accurately read out the information sheet to the potential participant and, to the best of my ability, made sure that the participant understands it. I confirm that the participant was given an opportunity to ask questions about the study, and all the questions asked by the participant have been answered correctly and to the best of my ability. I confirm that the individual has not been coerced into giving consent, and the consent has been given freely and voluntarily.

Printed name of researcher/
person taking the consent: _____

Signature of researcher/
person taking the consent: _____

Date (day/month/year): _____

Key Informant Interviewees and Community Advisory Groups

This consent form should be used to introduce the purpose of the discussion and document participant consent. Please note that the interview cannot proceed without explicit consent and, even when consent is given, the respondent can request to stop the interview at any time.

In case of remote fieldwork, the preferred ways to obtain consent are as follows (in order of preference):

- Audio recording of consent on the phone: the respondent needs to be informed and agree that audio recording is acceptable, and the recording should safely be stored in a data storage system;
- Written documentation by the interviewer that this consent form has been read to the respondent and that they have agreed to be interviewed.

This informed consent form is for respondents to be interviewed using tools from the reintegration monitoring toolkit for trafficking survivors.

Introduction: Thank you for setting aside time for me today. My name is _____ _____. I am working with _____. We have reached out to you in your capacity as reintegration stakeholders, or people who have intricate knowledge of the issues and challenges victims of trafficking (VoTs) face in their reintegration process here. The purpose of this discussion is to develop a better understanding of current VoT-specific reintegration trends and factors affecting reintegration, as well as to identify best practices at multiple levels of society (local, national, legal and structural). This will help [organization name] improve its activities and the assistance it provides to people who have undergone experiences similar to VoTs. Please note that your participation is completely voluntary.

Do you confirm that you:

- Agree to voluntarily participate in this interview and understand that your answers, including personal data, will be collected, used and otherwise processed for the aforementioned purposes;
- Authorize [insert organization name] (as specified above) and any authorized person or entity acting on behalf of [organization name] to collect, use, disclose and otherwise process the personal data obtained through this interview in accordance with [data protection regulation(s), rule(s) and/or legislation(s) applicable to the relevant organization];
- Understand that the survey is anonymous, and your answers will be kept strictly confidential. I will ask ONLY for your name to ease the conversation, but I will not be writing it down. Instead, I will be using a code to refer to you. The generated report will contain aggregated data, without identifying you with any personal data. The personal data will only be disclosed to [organization name] and its authorized staff members. No personal data will be shared with other third parties.
- Understand that you can change your mind and withdraw your consent at any time during the completion of the survey. However, once the report is prepared, we will no longer be able to withdraw your answers.

The interview takes about _____ minutes to complete. It will involve [brief description of the type of discussion as applicable to the interviewee].

[Please select and explain the respective tool to the respondent.]

☐ A community advisory group discussion with key stakeholders in this community, which will take about two to three hours.
☐ A key informant interview with only you, which will take about one to one and a half hours.

Do you want to ask me anything else before you decide whether or not to participate?
☐ YES ☐ NO

Certificate of Consent

I have been invited to participate in this discussion for [organization name]. I have read the foregoing information, or it has been read to me. I have had the opportunity to ask questions about it and any question I have been asked has been answered to my satisfaction. I consent voluntarily to be a participant in this study.

Printed name of participant: _____

Signature of participant: _____

Date (day/month/year): _____

Statement by the Witness if the Participant Is Illiterate

I have witnessed the accurate reading of the consent form to the participant, who has had the opportunity to ask questions that were answered to their satisfaction. I confirm that the individual has given consent freely.

Printed name of witness: _____

Printed name of participant: _____

Signature of witness: _____

Date (day/month/year): _____

Statement if an Interpreter Was Used

I have provided an accurate translation of the consent form to the participant, who has had the opportunity to ask questions that were answered to their satisfaction. I confirm that the individual has given consent freely.

Printed name of witness: _____

Signature of witness: _____

Date (day/month/year): _____

Statement by the Researcher/Person Collecting Consent

I have accurately read out the information sheet to the potential participant and, to the best of my ability, made sure that the participant understands it. I confirm that the participant was given an opportunity to ask questions about the study, and all the questions asked by the participant have been answered correctly and to the best of my ability. I confirm that the individual has not been coerced into giving consent and the consent has been given freely and voluntarily.

Printed name of researcher/ person taking the consent: _____

Signature of researcher/ person taking the consent: _____

Date (day/month/year): _____

Safeguarding Data Collection

Ethical Research

- Interviewers should consistently evaluate the best ways to conduct research with victims of trafficking (VoTs), and critically assess the strengths, opportunities, weaknesses and threats of the tools.
- The number one priority is the safety and comfort of the respondent. Considerations for the psychosocial well-being of VoTs are central to the administration of tools.
- All IOM rules on prevention of sexual exploitation and abuse should be followed.
- Only conduct the interview in a place that ensures safety and as much anonymity as possible; however, do not conduct the interview in a secluded location.

Rules to Follow

- Comply with all relevant country-level legislation or any rules, regulations and procedures applicable to international organizations.
- Provide a welcoming, inclusive and safe environment.
- Respect all respondents and treat them equally regardless of gender, race, religious or political beliefs, age, ability/disability, physical or mental health, sexual orientation, family and social background and culture, economic status or criminal background.
- Encourage open communication between all respondents for community advisory groups, and between interviewers and respondents.
- Assess respondents', particularly VoTs', behaviours, actions and language.
- Take responsibility for ensuring that respondents are accountable for their actions and do not place them or yourself in positions where there is a risk of allegations being made.
- Immediately report all charges, convictions and other outcomes of an offence that relates to child exploitation and abuse including those under national law, which occurred before, or during their association with your organization.
- In the event of unexpected risks for VoTs arising during the research process, suspend the research until the issue has been addressed and resolved as thoroughly as possible by following set internal procedures to escalate with specialized staff and set referral actions.

- Ensure all information communicated is adapted to participants' understanding, so they can provide informed and voluntary consent with regard to what the research involves, how it will unfold and for how long, as well as what is expected of them, the consequences and possible risks of taking part, what will happen to the data and how the results will be used.
- Ensure at the beginning and throughout the research process that respondents, particularly VoTs, are fully aware that their participation is voluntary and that they can withdraw/stop at any time and without any consequences for themselves or others.
- Document the consent of illiterate respondents through the methods detailed in the consent form.
- Conduct research in a space and atmosphere in which VoTs can feel free to speak.
- While the case studies and cognitive interviews should be conducted with VoTs only, respect and follow any VoTs' wish for the presence of (particular) persons.
- Ensure researchers, including in the field, are sensitive to non-verbal cues given by VoTs that might imply signs of distress and/or the wish to end the research.
- Ensure that the identities of participating VoTs are completely protected.
- Attention must be given to the acknowledgement of power relationships. Researchers must be mindful of how power balances/imbalances may negatively impact participants and the data.

Consent

Confirming consent following thorough explanations of research goals and tools is the first step of one's work when engaging in data collection. Section 5 details expected consent approaches along with a form for documenting it. Consent must be obtained prior to each conversation, either in advance of conducting the tools or directly at the beginning. In cases where written consent is not possible, verbal consent should be obtained in the presence of a third party, through audio record, but only if the tentative respondent agrees.

Whistleblowing/Incident Reporting

Whistleblowing allows concerns to be raised and resolved at the appropriate level. Specifically, whistleblowing refers to the reporting by staff members, consultants, contractors and enumerators of suspected misconduct, illegal acts or failure to act within known standards and procedures. This requires a clear process that is widely understood and accessible to all staff for dealing with concerns and a handling framework with identified owners of each step. The aim of a whistleblowing policy is to encourage staff members and associates who have serious concerns about any aspect of the work to come forward and voice those concerns. Such a policy will allow staff to feel confident in raising concerns, provide staff with a safe avenue to raise concerns, ensure that concerns are being responded to and guarantee protection from reprisals.

Any serious concerns on the safety of participants, any improper behaviour or elements that make a researcher uncomfortable in relation to known standards of practice should be reported. An appropriate whistleblowing procedure includes protection measures for the whistle-blower throughout the reporting and investigation process.

If any specific immediate risks, dangers or life-saving concerns are detected during the interview, country-specific procedures should be followed, including immediate reporting internally to specific IOM focal points, followed by referrals if safe and appropriate. This includes a clear procedure linked to the red flag questions for those at risk of retrafficking.

These procedures will be further articulated for each country in close collaboration with IOM country offices.

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