

1. General indicators

Question	Presence	Comments
1. The person is not in possession of/or in control of their identification documents.	<input type="checkbox"/>	
2. The person is suspected of carrying false identification documents.	<input type="checkbox"/>	
3. The person has been recruited through deceptive means, lured with the promise of a job with unrealistic employment conditions (unexpectedly high wages, limited work hours, extensive benefits, etc.) and not based on their work experience or educational background.	<input type="checkbox"/>	
4. The person is in debt to someone for reasons including, but not limited to, home country debt, recruitment fees, fees for accommodation, food and/or travel.	<input type="checkbox"/>	
5. The person appears to pay inflated costs for recruitment, transport to work location, accommodation, meals or other items outside their initial contractual terms, without their prior agreement.	<input type="checkbox"/>	
6. The person is dependent on their employer for arranging accommodation, access to food, health care and medication, etc.	<input type="checkbox"/>	
7. The person belongs to a caste, community or family that is/has been more prone to exploitation or entrapment.	<input type="checkbox"/>	
8. The person has limited or no access to their personal belongings.	<input type="checkbox"/>	
9. The person is not allowed to use their real name and is forced to use a pseudonym(s).	<input type="checkbox"/>	
10. The person does not know their current location due to constant relocation by traffickers.	<input type="checkbox"/>	
11. The person is not aware of, or is misinformed about their rights in their country of origin or in the country they are exploited in.	<input type="checkbox"/>	
12. The person sleeps where they work and has no personal space.	<input type="checkbox"/>	
13. The person lives in improper conditions.	<input type="checkbox"/>	

14.	The person has limited access to food and/or hygiene.	<input type="checkbox"/>
15.	The person has no control over food, clothing and/or make-up/aesthetic choices.	<input type="checkbox"/>
16.	The person has limited freedom of movement or freedom to observe their religious or cultural norms and practices.	<input type="checkbox"/>
17.	The person has an irregular employment or immigration status (migrant worker, asylum seeker, refugee, unaccompanied or separated minor, stateless person, undocumented, internally displaced persons, etc.).	<input type="checkbox"/>
18.	The person is a victim of forced substance use.	<input type="checkbox"/>
19.	The person is targeted because of their aspirations or dreams.	<input type="checkbox"/>
20.	The person is offered employment without the ability to obtain a work visa in a country where it is required or without a contractual relationship.	<input type="checkbox"/>
21.	The person is threatened with legal repercussions because of the crimes they were forced to commit and/or because of their legal status. This includes both administrative and criminal offences.	<input type="checkbox"/>
22.	The person is threatened with disclosure of their sexual orientation or other intimate/personal information.	<input type="checkbox"/>
23.	The person is from a country of origin prone to exploitation (also known as a 'source' country).	<input type="checkbox"/>
24.	The person faces displacement due to external circumstances (e.g., armed conflict, natural disasters, climate change, socio-economic factors) or internal circumstances (e.g., adverse childhood experiences,* Stockholm syndrome, history of addiction and/or abuse).	<input type="checkbox"/>
25.	The person has a history of, or comes from a background of generational exploitation or societal acceptance of exploitation.	<input type="checkbox"/>
26.	The person comes from an economically disadvantaged background.	<input type="checkbox"/>

* Adverse Childhood Experiences International Questionnaire (ACE-IQ), World Health Organization, 28 January 2020.

27.	The person is not allowed to talk to anybody else, whether strangers, family or community members.	<input type="checkbox"/>
28.	The person is isolated from their family, ethnic, religious and/or communal support systems.	<input type="checkbox"/>
29.	The person is not allowed to live with, or take care of their children.	<input type="checkbox"/>
30.	The person's life and/or family is threatened if they choose to leave.	<input type="checkbox"/>
31.	The person is a member of a cult, gang or closed community and is only allowed to interact with the other members.	<input type="checkbox"/>
32.	The person is under surveillance either physically or remotely via electronic devices, such as telephones, devices containing GPS, headsets, air tags, headphones or cameras.	<input type="checkbox"/>
33.	The person is not allowed to own/access, or has limited access to broadcasting or communication devices, such as a telephone, computer or social media accounts, or their use is monitored/controlled by someone else.	<input type="checkbox"/>
34.	The person does not have access to health services and/or is not allowed to see a medical professional, apart from in severe emergencies, and is always accompanied by another person.	<input type="checkbox"/>
35.	The person may always be accompanied when using health or social services.	<input type="checkbox"/>
36.	The person has no agency over medical decisions.	<input type="checkbox"/>
37.	The person is forced to use unlicensed medical services provided in irregular medical facilities, usually controlled by organized crime.	<input type="checkbox"/>
38.	The person has untreated injuries.	<input type="checkbox"/>
39.	The person shows signs of malnutrition.	<input type="checkbox"/>
40.	The person shows signs of physical, psychological, domestic or sexual violence.	<input type="checkbox"/>
41.	The person is psychologically, emotionally, physically, spiritually and/or materially/financially dependent on the person exercising control.	<input type="checkbox"/>

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42. The person may overly explain their situation or give too many details that raise questions as to the activities they are forced to perform (not all victims are hidden).
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43. The person seems to tell a rehearsed story about their circumstances.
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44. The person is fearful, anxious and/or avoids eye contact.
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45. The person fears the disclosure of their current circumstances to family and friends.
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46. The person displays signs of low self-esteem.
-
47. The person is showing deregulated/aggressive behaviour.
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48. The person has no access to their bank account or is forced to provide their earnings in full or in part to someone else.
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49. The person is not in control of their financial transactions.
-
50. The person is paid very little, in cash, or is not paid at all.
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51. The person does not speak directly when asked; someone else speaks for them, asserting control.
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52. The person has a physical or mental disability.
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2. Indicators of trafficking in human beings for the purpose of sexual exploitation

Question	Presence	Comments
1. The person is found in physical locations – including but not limited to the street, airports, railway stations, modes of transport (e.g., trains, aircraft, buses, private cars), public locations (e.g., sauna, spa, hotels, brothels, private apartments) and/or online (e.g., social media platforms, websites, Internet and Computer Technologies (ICT) apps) – where sex acts for financial or material exchange are performed or promoted, such as, but not limited to prostitution, escort services, erotic/illicit massage, videochat/sex webcamming, stripping, sugar dating, pornography, etc.	<input type="checkbox"/>	
2. The person is recruited under the false promise of a legitimate job in another sector.	<input type="checkbox"/>	
3. The person has a facilitator and/or a beneficiary for their exchange of sex acts for any form of compensation (financial or non-financial), be it a ‘bottom’, ‘pimp’, ‘manager’, ‘madame’, ‘romantic partner,’ etc. This person may be in a position of control and/or authority, via a trauma bond or other means.	<input type="checkbox"/>	
4. The person is dismissive and refuses to engage in conversations and/or interactions that do not involve the exchange of sex for money, services or other material gain.	<input type="checkbox"/>	
5. The person is forced or coerced to produce, provide and distribute sexually explicit pictures or videos of themselves or others.	<input type="checkbox"/>	
6. The person is forced to perform in the production of pornographic materials.	<input type="checkbox"/>	
7. The person may have multiple bags, shoes, clothing, accessories that they cannot normally afford.	<input type="checkbox"/>	
8. The person lives in a space that is frequented by large numbers of people at any given time.	<input type="checkbox"/>	
9. The person performs sex acts when ill and/or during their menstruation.	<input type="checkbox"/>	

10.	The pregnant woman is forced to abort and is, usually, accompanied by a person who communicates with the healthcare personnel (gynaecologist/obstetrician).	<input type="checkbox"/>
11.	The person is dealing with sexually transmitted infections (STIs).	<input type="checkbox"/>
12.	The person is used to recruit, train or control other people in the sex trade.	<input type="checkbox"/>
13.	The person does not know the language of the country they are in, except for language related to sexual acts.	<input type="checkbox"/>
14.	The person exhibits sexualized behaviour.	<input type="checkbox"/>
15.	The person is accompanied by a third party and is forced to get tattoos featuring names or symbols.	<input type="checkbox"/>
16.	The person is constantly on the telephone, controlled via calls and texts, and is often wearing headphones.	<input type="checkbox"/>
17.	The person wears clothing that is not weather-appropriate, and is often underdressed for the weather.	<input type="checkbox"/>
18.	The person is exploited in a community belonging to minorities, including national minorities.*	<input type="checkbox"/>
19.	The person is controlled for exploitation through cultural, ethnic or religious practices.	<input type="checkbox"/>

* Out of the shadows: Addressing the Dynamics of Trafficking in Persons Belonging to Minorities, Including National Minorities, OSR CTHB and ODIHR, 13 August 2024.

3. Indicators of trafficking in human beings for the purpose of labour exploitation

Question	Presence	Comments
1. The person is forced to work while under age/as a minor, according to national and international law.	<input type="checkbox"/>	
2. The person is coerced/deceived/forced to sign a work contract in a language they do not understand.	<input type="checkbox"/>	
3. The person signs a new employment contract upon arriving at their new workplace (contract substitution).	<input type="checkbox"/>	
4. The person is forced to agree to pay agency or agent fees from their earnings or before obtaining employment.	<input type="checkbox"/>	
5. The person is employed on a tourist visa, which provides no legal grounds for work in another country and violates national immigration law.	<input type="checkbox"/>	
6. The person's pay is unjustly cut due to employer-imposed deductions that are not specified in the employment contract.	<input type="checkbox"/>	
7. The person did not receive overtime wages or is underpaid.	<input type="checkbox"/>	
8. The person's documents and personal information have been confiscated.	<input type="checkbox"/>	
9. The person's information is used fraudulently to access benefits in the country of origin or destination.	<input type="checkbox"/>	
10. The person is provided with substandard, overcrowded or unhygienic accommodation, including with lack of electricity, water, plumbing, ventilation, heating and access to sanitary facilities, etc.	<input type="checkbox"/>	
11. The person comes from a background of generational unemployment within the country of origin.	<input type="checkbox"/>	
12. The person is forced to work overtime beyond legal limits and/or without it being defined in the employment contract.	<input type="checkbox"/>	

13.	The person is remunerated with shelter, goods and/or other employer's services instead of wages.	<input type="checkbox"/>
14.	The person's pay is unlawfully deducted or withheld; the person works for little to no pay or is not paid in accordance with the employment contract.	<input type="checkbox"/>
15.	The person pays for equipment, protective equipment and other gear, insurance, visa costs, accommodation or other administrative expenses that are the employer's responsibility.	<input type="checkbox"/>
16.	The person does not receive a pay stub/slip.	<input type="checkbox"/>
17.	The person's payment is not sent to the account specified by the employee or to an account to which the employee has sole access.	<input type="checkbox"/>
18.	The person doesn't understand how their pay and/or deductions are calculated or how much they earn.	<input type="checkbox"/>
19.	The person has no license or professional accreditation/training/experience in performing the job they are employed for.	<input type="checkbox"/>
20.	The person does not have a work permit or job authorization.	<input type="checkbox"/>
21.	The person is forced to ignore or overlook legal and workplace violations, including sexual misconduct.	<input type="checkbox"/>
22.	The person is paid via irregular means: money order, cash, money wires, fintech, etc.	<input type="checkbox"/>
23.	The person is made to work in difficult, hazardous and/or arduous conditions, outside the scope of employment and without proper protective gear.	<input type="checkbox"/>
24.	The person is forced to work without breaks during the day.	<input type="checkbox"/>
25.	The person is fined for perceived poor-quality work and for using a 'phone during working hours.	<input type="checkbox"/>
26.	The person has language barriers, limited networks and irregular migrant status.	<input type="checkbox"/>
27.	The person faces mental-health issues, homelessness and/or substance dependence.	<input type="checkbox"/>
28.	The person works in an exploitative condition in exchange for accommodation and food.	<input type="checkbox"/>

4. Indicators of trafficking in human beings for the purpose of domestic servitude

Question	Presence	Comments
1. The person's immigration status is dependent on their work situation or work contract with a specific employer.	<input type="checkbox"/>	
2. The person works longer than the legally accepted hours, and has no days or time off.	<input type="checkbox"/>	
3. The person is not paid directly, but through an intermediary person or entity.	<input type="checkbox"/>	
4. The person is not paid at all.	<input type="checkbox"/>	
5. The person is moved internationally through visa fraud or passport forging.	<input type="checkbox"/>	
6. The person is moved internally, without their consent, to meet job market demand or to follow an exploitative employer.	<input type="checkbox"/>	
7. The person's life is controlled by the employer, including personal aspects.	<input type="checkbox"/>	
8. The person is hired by an intermediary agent (agency or mediator) in order to obtain legal status.	<input type="checkbox"/>	
9. The person owes significant debt to an intermediary agent and is forced to work to repay the debt.	<input type="checkbox"/>	
10. The person belongs to a minority group that is subject to cultural bias or misconceptions.	<input type="checkbox"/>	
11. The person's employment is often changed after the original contract is signed and they do not receive new contracts for new employment or employers.	<input type="checkbox"/>	

5. Indicators of trafficking in human beings for the purpose of organ removal and surrogacy

Question	Presence	Comments
1. The person does not know the details of their medical purpose visa.	<input type="checkbox"/>	
2. The person has signed a consent form for the removal of an organ but is not fully aware of the details and/or medical implications.	<input type="checkbox"/>	
3. The person is promised money in exchange for their organs.	<input type="checkbox"/>	
4. The person is recruited under the false pretense of illness and necessary treatment.	<input type="checkbox"/>	
5. The person is kidnapped and wakes up in a medical facility with no knowledge of the procedures they have been through.	<input type="checkbox"/>	
6. The person is adopted to serve as an organ bank.	<input type="checkbox"/>	
7. The person is forced to pay down family debt with the 'sale' of an organ.	<input type="checkbox"/>	
8. The person's organ is used in witchcraft, religious rituals or unauthorized medical practices.	<input type="checkbox"/>	
9. The person is promised financial gain in return for pregnancy.	<input type="checkbox"/>	
10. The person is forced to give permission, or is compensated for adoption.	<input type="checkbox"/>	
11. The person is forced to undergo egg harvesting.	<input type="checkbox"/>	
12. The person changes the personal details of their baby to match the personal details of an illegal adoptive family.	<input type="checkbox"/>	
13. The person has no freedom of movement, nutrition, physical activity/exercise, medical care, etc.	<input type="checkbox"/>	
14. The person is raped to impregnate them.	<input type="checkbox"/>	
15. The person is forced to undertake IVF treatment.	<input type="checkbox"/>	
16. The person is forced to separate from their baby.	<input type="checkbox"/>	
17. The person is forced to undergo abortion (surgically or with medication).	<input type="checkbox"/>	

6. Indicators of child trafficking²⁰

Question	Presence	Comments
1. Groups of unaccompanied children who travel together, although they may not be related.	<input type="checkbox"/>	
2. Children accompanied by adults they may not be related to.	<input type="checkbox"/>	
3. The child reports being controlled by an adult they are not related to.	<input type="checkbox"/>	
4. The child appears to be under the influence of substances.	<input type="checkbox"/>	
5. The child reports being forced to use different substances.	<input type="checkbox"/>	
6. Children begging.	<input type="checkbox"/>	
7. The child reports they are, or is suspected to be married to, or partnered with an adult.	<input type="checkbox"/>	
8. Children appear to care for other, younger children for whom/with whom they are begging.	<input type="checkbox"/>	
9. Children are present in irregular locations at times when they should be in educational facilities or at home.	<input type="checkbox"/>	
10. Groups of children, including children belonging to national minorities, are accompanied by adults to access social benefits through social/welfare systems.	<input type="checkbox"/>	
11. The child appears to be disabled in order to inspire sympathy and receive money.	<input type="checkbox"/>	
12. The child is trained for and used in armed/military conflicts.	<input type="checkbox"/>	
13. The child is trained for and used to commit illegal activities.	<input type="checkbox"/>	
14. The child has tattoos that could indicate they are in a dependent relationship with a group.	<input type="checkbox"/>	
15. The child has money, expensive clothes, mobile telephones or other possessions and no plausible explanation as to where they came from.	<input type="checkbox"/>	

²⁰ Please see also [Special considerations for child victims of human trafficking](#)

16. The child engages in sexual activity under the legal age of consent.

17. The child is pregnant and refuses to declare who the father is.

18. The child is illegally adopted.

19. The child has vocabulary that is specific to illicit activities.

7. Indicators of other forms trafficking in human beings (forced begging, forced criminality, forced marriage)

Question	Presence	Comments
1. The person is controlled for exploitation through cultural, ethnic or religious practices.	<input type="checkbox"/>	
2. The person is forced to commit criminal, civil or administrative offences such as theft, robbery, extortion, financial fraud, identity fraud, etc.	<input type="checkbox"/>	
3. The person is forced to produce, transport or distribute illegal goods, including narcotics, or to participate in migrant smuggling, including transport.	<input type="checkbox"/>	
4. The person is forced to commit benefit fraud.	<input type="checkbox"/>	
5. The person is forced to marry a third country national to legalize their stay in the country.	<input type="checkbox"/>	
6. The person is forced to sell items in return for financial or material gain.	<input type="checkbox"/>	
7. The person is forced to oversee other workers and people brought in to work in commercial or family situations.	<input type="checkbox"/>	

8. Indicators of cyber-enabled trafficking in human beings

Question	Presence	Comments
1. The person is advertised/promoted across various internet platforms with different names or age.	<input type="checkbox"/>	
2. The person advertised has a foreign telephone number from a country considered a source country.	<input type="checkbox"/>	
3. The same advertising text is used to describe different people on several websites.	<input type="checkbox"/>	
4. The person is advertised for unconventional/high risk sexual acts.	<input type="checkbox"/>	
5. The person is advertised for unprotected sexual acts.	<input type="checkbox"/>	
6. The person is depicted in degrading/dehumanizing poses.	<input type="checkbox"/>	
7. The person has a sexualized profile online (social media platforms, apps or websites)	<input type="checkbox"/>	
8. The photo/depiction of the person removes identifying elements, such as physical location cues or clues that could help identify them.	<input type="checkbox"/>	
9. The person is described with slang, jargon or emoticons used to disguise the true intent of the trafficker.	<input type="checkbox"/>	
10. The person is depicted in fake profiles and with fake pictures.	<input type="checkbox"/>	
11. The person is suspected to have been recruited through intimate imagery abuse and forced into exploitation through blackmail.	<input type="checkbox"/>	
12. The person is used to recruit others into online sexual exploitation via gaming platforms and other apps.	<input type="checkbox"/>	
13. The person is groomed via viral videos/dances/challenges.	<input type="checkbox"/>	
14. The person is pressured into posting or sending intimate images by peers through means of threat or coercion.	<input type="checkbox"/>	
15. The person's identity is used in pornographic material created via deepfake technologies.	<input type="checkbox"/>	