

# Survivor-Informed Indicators for the Identification of Victims and Survivors of Trafficking in Human Beings



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*Survivor-Informed Indicators for the Identification of Victims and Survivors of Trafficking in Human Beings*

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## Introduction

Since 2021, the International Survivors of Trafficking Advisory Council (ISTAC) has been assisting the work of the OSCE Office for Democratic Institutions and Human Rights (ODIHR) in combating trafficking in human beings (THB). It provides advice, guidance and recommendations to ODIHR, and through ODIHR to the OSCE participating States (pSs), on matters pertaining to combating THB (CTHB), including but not limited to, (draft) legislation, policies and state practices; the implementation of relevant OSCE commitments; research, drafting and/or reviewing of material related to the international normative framework in the area of CTHB, and educational and capacity-building efforts undertaken by ODIHR in the implementation of its work on CTHB in the OSCE region.

ISTAC recognizes the importance of indicators in assisting the process of identifying victims of THB. A standardized set of indicators can help with the implementation of legislative and policy frameworks and represents a first step in the establishment and strengthening of the National Referral Mechanism<sup>1</sup> (NRM) pathway, or its equivalent, across the OSCE region and beyond. Robust, flexible and continuously updated identification indicators are essential tools for preventing THB and addressing the vulnerability of potential victims.

The International Labour Organization (ILO) estimates that 27.6 million people worldwide were in situations of forced labour or sexual exploitation as of 2021.<sup>2</sup> According to the 2024 Global Report on Trafficking in Persons by the United Nations Office on Drugs and Crime (UNODC), 202,478 victims were identified worldwide between 2020 and 2023.<sup>3</sup> This data suggests that only a fraction of victims of trafficking are being identified. According to the same report, analysis of court cases suggests that many victims have

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1 A National Referral Mechanism (NRM) is a cooperative, national framework through which governments fulfil their obligations to protect and promote the human rights of victims of trafficking, coordinating their efforts in a strategic partnership with civil society organizations, the private sector and other actors working in this field. See *National Referral Mechanisms Joining, Efforts to Protect the Rights of Trafficked Persons: A Practical Handbook – Second Edition*, (NRM Handbook), 24 January 2022, p. 26.

2 *Global Estimates of Modern Slavery Forced Labour and Forced Marriage – Executive Summary*, International Labour Organization, September 2022, pp. 2-3.

3 *Global Report on Trafficking in Persons 2024*, UNODC, December 2024, p. 20.

to make the first move to contact the authorities to be identified.<sup>4</sup> This may indicate a systemic lack of proactive efforts by authorities to identify victims.

Moreover, differences among OSCE pSs in how they define the crime of trafficking in human beings in their national legislation as well as the use of different indicator frameworks may also lead to missed opportunities for identifying victims.

While the crime of human trafficking is constantly evolving, the international reference frameworks commonly used to identify THB victims are outdated and inconsistent.<sup>5</sup> It is extremely important that the tools used to identify victims are updated to reflect both the realities on the ground and survivors' lived experience. Coercion is normally a key element in the recruitment and exploitation of THB victims, and indicator frameworks should reflect this. Likewise, indicator frameworks should consider the increased prevalence of internet- and technology-facilitated THB.

The 2003 OSCE Action Plan to Combat THB<sup>6</sup> recommended, among others, issuing guidance to pSs to support the accurate identification and appropriate treatment of THB victims, formalized in the framework of NRMs. This guidance should be designed in a manner that respects the views and dignity of the people concerned.

OSCE Ministerial Council Decision No. 6/18 on Strengthening Efforts to Prevent and Combat Child Trafficking, including of Unaccompanied Minors<sup>7</sup> recommends that participating States “promote national anti-trafficking mechanisms, including National Referral Mechanisms where they exist (...), incorporate victim-centred, trauma-informed and age-appropriate assistance; apply a multi-disciplinary approach, respecting human rights, that takes into account the respective gender-specific concerns of girls and boys,

4 *Ibid.*, p. 48.

5 See for example, Operational indicators of trafficking in human beings, ILO and the European Commission, September 2009.

6 OSCE Action Plan on Combating Trafficking in Human Beings, OSCE Permanent Council Decision No 557, 24 July 2003.

7 OSCE Ministerial Council Decision No. 6/18 on “Strengthening efforts to prevent and combat child trafficking, including of unaccompanied minors”, OSCE, Milan, 7 December 2018.

**and reflects, as appropriate, input and recommendations from survivors of human trafficking** when providing immediate assistance and looking for durable and sustainable solutions”.

The use of survivor-informed indicators can improve the identification process by giving frontline stakeholders a list of concrete and observable signs of this crime, reflecting the reality of trafficking through the lens of those who have experienced it. By improving the process of identifying victims of THB, the criminal justice system may also work better. Identification and protection are the first steps in bringing perpetrators to justice and ensuring redress for victims.<sup>8</sup>

As survivor leaders and professionals with lived experience, members of the ISTAC have helped to develop this set of survivor-informed indicators for the identification of victims and survivors. Involving experts on the subject gives them a direct impact on the design of the identification processes, which should make identification more accurate and minimize the risk of re-traumatization.

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<sup>8</sup> For discussion of the four pillars, see OSCE/ODIHR NRM Handbook, p. 106.

## The relevance of survivor-informed indicators in preliminary identification processes

Victims of THB are often ‘invisible in plain sight’<sup>9</sup> in both the public and private sectors as well as in cyberspace. The identification of victims and survivors of THB is also hampered by intersectional barriers, stereotypes and biases<sup>10</sup> perpetuated by society and the media. For example, stereotypes about and biases against certain ethnic groups in society might affect the way in which stakeholders responsible for the identification of victims spot and recognize THB signs in individuals belonging to those groups. Similarly, systemic barriers and discrimination might create additional obstacles, making it harder for victims to come forward.

The survivor-informed indicators for the identification of victims and survivors of THB is a practical tool that should be used for the preliminary identification of adult and child victims of THB. Survivor-informed THB indicators can lead to positive preliminary identification and ensure that victims of THB are not only identified, but receive urgent protection and individual assistance and support through the NRM or its equivalent. While survivor-informed THB indicators are a valuable component of the identification of victims of THB, they should not be the sole method used to confirm whether someone is a potential or presumed victim of THB. A trained member of staff, along with a psychologist, should interview the potential victim of THB to assess the situation thoroughly and consider all the possible signs of THB and their consequences. The interview should look at signs of trauma, subjugation, shame, fear and inconsistencies in the information they give, as well as their physical condition and any indication that they may be under the control of others, including those whom they may appear to love or care for.

Adults and children from any cultural, socio-economic, ethnic and religious background can become victims of THB. Victims may have had nurturing families, access to secondary and tertiary education or professional careers before being trafficked, but understanding any pre-existing vulnerabilities<sup>11</sup>

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9 In communities, places of employment, detention centres and prisons, as well as in schools and health-care facilities, transportation hubs, etc.

10 Including gender, ethnic, ‘race’, cultural environment, etc.

11 Invisible victims: The nexus between disabilities and trafficking in human beings, OSCE Special Representative and Co-ordinator for Combating Trafficking in Human Beings, March 2024.



should also give a better understanding of the categories of people most often targeted by traffickers. The list of pre-existing vulnerabilities is extensive and always evolving.<sup>12</sup>

The crime of THB will have a unique impact on each victim, which is not always quantifiable from a checklist. The list of indicators is not exhaustive, and the presence of one or more indicators should serve only as the basis for preliminary identification<sup>13</sup> and not for a final decision. A first, proactive screening that leads to the suspicion that the person might be a victim of trafficking should be followed by immediate onward referral to the NRM or its equivalent, with the informed consent of the potential or presumed victim, and following special procedures for children as necessary.<sup>14</sup>

These survivor-informed indicators for identifying victims of THB aim to help address the gap in identification tools, by reflecting the knowledge, professional expertise and lived experience of survivor leaders from ISTAC. When using these indicators, it is important that pSs ensure their approach to identifying victims and investigating THB is trauma-informed, victim- and survivor-centered, child-sensitive, proactive and adequately resourced, and is coupled with effective NRMs. In addition, THB indicators that are used to identify victims of THB should be reviewed and updated regularly to ensure that they remain relevant: trafficking crime is constantly evolving new patterns, methods of operation and ways of targeting of victims. Furthermore, survivor-informed indicators should be applied on an individual basis, acknowledging that a particular indicator in one context may not imply the same situation in another.

### **How should the indicators be used?**

All stakeholders should be made aware of the survivor-informed indicators and trained in using a trauma-informed approach when identifying victims and survivors of THB.

<sup>12</sup> OSCE/ODIHR NRM Handbook, pp. 39-47.

<sup>13</sup> See, OSCE/ODIHR NRM Handbook, *Identification pillar, stage 1*, p.108.

<sup>14</sup> Guidance on Trauma-Informed National Referral Mechanisms and Responses to Human Trafficking, OSCE/ODIHR, 22 August 2023.

Pillar One of the *NRM Handbook* outlines how to support adults and children who are victims of trafficking. This includes fast actions to take to protect victims and emphasizes that personal and tailored support should be a key component of the response. Early and formal identification of trafficking victims is a key gateway to unconditional protection, support and access to services. It is also crucial for justice systems: without identifying victims, it is harder to detect and convict traffickers.

These indicators are non-exhaustive and should be applied contextually and on an individual basis. They are designed to guide awareness and prompt further screening or investigation.

Please note:

- A single indicator on its own does not necessarily indicate a trafficking situation, but provides grounds for further screening.
- Where several indicators exist, this could point to a potential trafficking situation and could lead to a preliminary identification. Therefore referral to immediate protection and assistance services should follow promptly.
- Victims of THB will not show all of these indicators cumulatively; the absence of certain indicators does not automatically mean that the person is not a presumed victim of trafficking. Indicators should be used to guide professional judgment, not act as a rigid checklist.

## Who are these indicators for?

Stakeholders who may initially detect and refer victims of THB can include:

- NGO workers and practitioners working within civil society organizations
- Health service providers, administrators and staff involved at all levels in hospitals, clinics and medical practices
- Statutory social service providers and child protection actors
- Police and other law enforcement officials (including those not specialized in trafficking), the judiciary, including prosecutors and court employees
- Psychologists and counsellors (other than medical staff)
- Employment/recruitment agency staff and other intermediaries facilitating employment
- Humanitarian specialists and first responders, including in emergency settings
- Employees on airlines, ships, trains, taxis and other means of transport used for trafficking
- Employees in the HORECA (Hotel, Restaurant, and Café/Catering), entertainment and beauty industries
- Teachers, administrators and staff in schools, orphanages, colleges, universities and other educational centres
- Labour, maritime, mining and agricultural inspectors, health and safety inspectors
- Staff at all levels of administrative detention centres, pre-trial detention facilities and prisons

- Lawyers working in all fields of law, including criminal law, asylum and immigration, mental health, housing, employment, social welfare, child and family law, and child protection or safeguarding cases
- Members of trade unions
- Diplomats, embassy and consular officials
- Banking and financial sector personnel
- Information and Communications Technology (ICT) company personnel
- Staff of religious institutions and places of worship
- Members of the general public. Many people have a sufficient level of human trafficking awareness to be able to identify potential victims and refer them to first responders who can initiate onward referral for official identification, including to the police or national anti-trafficking hotlines.

## Methodology

During the development of the *Code of Practice for Ensuring the Rights of Victims and Survivors of Human Trafficking*,<sup>15</sup> the first cohort of ISTAC identified a gap in the existing literature on the topic of survivor-informed THB indicators. ODIHR therefore initiated a process to assess the need for such a tool, enlisting the assistance of a social scientist to help steer the process.

Extensive research was made to analyse internationally recognized indicators<sup>16, 17</sup> in order to identify key themes, trends and gaps. Based on the findings, a structured questionnaire was developed and disseminated among the members of the first ISTAC cohort. Several individual consultations with ISTAC members and online focus groups were hosted to gather qualitative insights and perspectives on the indicators. The discussions were facilitated through a structured guide that encouraged open dialogue and specific feedback to develop an initial draft of indicators.

The drafting and consultation process took place in two phases.

**Phase 1** — In 2022, an in-person focus group was held with members of the ISTAC first cohort to explore the indicators more deeply. In 2023, the revised set of indicators was discussed and reviewed by the ISTAC second cohort.

**Phase 2** — The ISTAC first cohort also answered a refined questionnaire based on insights from previous steps; their answers were used to validate the existing indicators and to gather additional qualitative and quantitative data. Those findings were incorporated and validated by the second cohort of ISTAC members during an online focus group in late 2023. During this time, additional one-on-one consultations were held to address any remaining concerns and gather individual feedback. In June 2024, a working group of the ISTAC second cohort provided feedback on validation and consensus-building on the final format of the indicators.

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15 *Code of Practice for Ensuring the Rights of Victims and Survivors of Human Trafficking*, OSCE/ODIHR, 14 April 2023.

16 ILO and the European Commission, *Operational indicators of trafficking in human beings*.

17 UNODC, *Human Trafficking Indicators*.

The set of indicators was also reviewed by other subject matter experts with lived experience. These were either former members of ISTAC or members of National Survivors of Trafficking Advisory Councils/their equivalents. This enabled a thorough peer review and validation process. The draft was then sent to a broader international community of experts for review and feedback, ensuring inclusive and diverse perspectives. Feedback was collected from practitioners, law enforcement, members of regional and international organizations, judicial professionals, social workers and other private sector and community leaders.

The final step was to incorporate the feedback into a final set of indicators, resulting in a publication that was developed through a survivor-informed and victim-centred approach and that places victims and survivors at the heart of the identification process.

## Survivor-informed indicators

The set of indicators of indicators can be divided into eight main categories:

1. General indicators which are common to most types of exploitation
2. Indicators of trafficking in human beings for the purpose of sexual exploitation
3. Indicators of trafficking in human beings for the purpose of labour exploitation
4. Indicators of trafficking in human beings for the purpose of domestic servitude
5. Indicators of child trafficking
6. Indicators of trafficking in human beings for the purpose of organ removal and surrogacy
7. Indicators of other forms of trafficking in human beings (forced begging, forced criminality, forced marriage)
8. Indicators of cyber-enabled trafficking in human beings

### **Special considerations for child victims of human trafficking**

According to international regulations, anyone under the age of 18 is considered a child<sup>18</sup> and is entitled to specific procedural safeguards and special protection. Age is a fundamental aspect of one's identity and shapes the relationship between the state and the individual. Certain age groups are eligible for additional procedural guarantees in various legal and social contexts, as well as special protection measures, including the right to appropriate and safe accommodation,

<sup>18</sup> Convention on the Rights of the Child, United Nations OHCHR, adopted by General Assembly resolution 44/25 on 20 November 1989.

education, and specific health care, and should always be prioritized for alternatives to detention.

For children, or when there are uncertainties about a person's age, the Best Interests of the Child (BIC) principle must be the primary consideration in any procedure or interaction. Age is also central to claims specific to children, such as forced/early marriage, forced recruitment, female genital mutilation, child trafficking, gender-based violence, forced labour, prostitution and child sexual abuse material. It also has implications for criminal responsibility, such as the minimum age of criminal responsibility.

When age is uncertain, and there are reasonable doubts about whether someone is an adult or a child, the authorities may need to conduct an age assessment. If the person clearly appears to be a child, an age assessment may not be necessary. However, if there is any contradictory evidence, such as documentation suggesting the person is a child despite their appearance, demeanour and psychological maturity indicating otherwise, an age assessment might still be required.

Doubts about age can arise not only when an applicant claims to be a child but also when they claim to be an adult. Children on the move might pretend to be adults to avoid protective measures by authorities. They may have various reasons for this, such as a desire to continue migrating to their intended destination, to avoid supervised accommodation with restricted freedom of movement, or to avoid staying with accompanying adults. Some children may claim adulthood to work or marry, or because they see themselves as responsible for their family's well-being. In other cases, children might follow smugglers' or traffickers' instructions to avoid detection and remain unprotected, making them vulnerable to exploitation. Recognizing this behaviour can help identify victims or potential victims of trafficking and break the cycle of exploitation.

Correctly identifying whether someone is a child or an adult is essential, both to protect children's rights and to prevent adults from taking advantage of the additional rights and safeguards meant for children, such as access to education and the appointment of a guardian or



representative. During an age assessment, the individual should be given the benefit of the doubt and treated as a child until the process is complete and any doubt is resolved. If any method during the assessment indicates childhood, the age determination process should stop and the lowest age in the range should be considered valid. If the results remain inconclusive, the lowest age in the range<sup>19</sup> should be accepted.

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<sup>19</sup> Treatment of unaccompanied and separated children outside their country of origin, Committee on the Rights of the Child, General Comment No. 6 (2005).



# 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). | <input type="checkbox"/> |
|-----|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------------------------|
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|-----|-----------------------------------------------------------------------|--------------------------|
| 43. | The person seems to tell a rehearsed story about their circumstances. | <input type="checkbox"/> |
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| 44. | The person is fearful, anxious and/or avoids eye contact. | <input type="checkbox"/> |
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| 45. | The person fears the disclosure of their current circumstances to family and friends. | <input type="checkbox"/> |
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| 46. | The person displays signs of low self-esteem. | <input type="checkbox"/> |
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|-----|---------------------------------------------------------|--------------------------|
| 47. | The person is showing deregulated/aggressive behaviour. | <input type="checkbox"/> |
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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. | <input type="checkbox"/> |
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| 49. | The person is not in control of their financial transactions. | <input type="checkbox"/> |
|-----|---------------------------------------------------------------|--------------------------|
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| 50. | The person is paid very little, in cash, or is not paid at all. | <input type="checkbox"/> |
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| 51. | The person does not speak directly when asked; someone else speaks for them, asserting control. | <input type="checkbox"/> |
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|-----|-------------------------------------------------|--------------------------|
| 52. | The person has a physical or mental disability. | <input type="checkbox"/> |
|-----|-------------------------------------------------|--------------------------|
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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 trafficking<sup>20</sup>

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"/>	

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

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

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

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18. The child is illegally adopted.

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

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## 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"/>	

