

ASEAN Commission for the Promotion and Protection
of the Rights of Women and Children (ACWC)



GUIDEBOOK

FOR MONITORING GENDER SENSITIVE AND VICTIM CENTRED APPROACHES TO TRAFFICKING IN PERSONS





Australian Aid | **ASEAN-Australia Counter Trafficking**

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Disclaimer: This Guidebook has been developed by the ASEAN Commission for the Promotion and Protection of Women and Children (ACWC), supported by the Australian Government funded ASEAN-Australia Counter Trafficking program (ASEAN-ACT). The views expressed in this Guidebook do not necessarily represent the views of the Australian Government..

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Acronyms & definitions

Acronyms

ACWC	ASEAN Commission on the Promotion and Protection of the Rights of Women and Children
ASEAN	Association of Southeast Asian Nations
ASEAN-ACT	ASEAN–Australia Counter-Trafficking
ASEAN Action Plan	ASEAN Plan of Action against Trafficking in Persons, especially Women and Children
ACTIP	ASEAN Convention Against Trafficking in Persons
AMS	ASEAN Member States
CSO	Civil Society Organisation
CTIP	Counter-Trafficking in Persons
EoE	Ethos of Engagement Consulting
EPO	End-of-Program Outcomes
DFAT	Australian Government’s Department of Foreign Affairs and Trade
FGD	Focus Group Discussion
GEDSI	Gender, Equity, Disability and Social Inclusion
GEMs	Gender, Equity and Marginalised Voices
KII	Key Informant Interview
KPI	Key Performance Indicator
M&E	Monitoring and Evaluation
MEL	Monitoring, Evaluation, and Learning
MOU	Memorandum of Understanding
NGOs	Non-Government Organisations
PWD	Person with Disability
SOP	Standard Operating Procedure
TIP	Trafficking in Persons
TOR	Terms of Reference
TWG	Technical Working Group of the ACWC
UNODC	United Nations Office on Drugs and Crime
WWD	Women with Disability

Definitions

Activity	<p>Actions taken or work performed through which inputs, such as funds, technical assistance and other types of resources are mobilised to produce specific outputs.</p> <p>In ASEAN-ACT, activity refers to an event that takes place during the implementation of ASEAN-ACT (ASEAN-ACT MEL Glossary).</p>
Child	<p>Child means every human being below the age of eighteen years unless under the law applicable to the child, majority is attained earlier. (Convention on the Rights of the Child, Article 1).</p>
Compensation	<p>The reimbursement of material and immaterial damages a trafficked person has suffered.</p> <p>Cusveller J, Kleemans E. Fair compensation for victims of human trafficking? A case study of the Dutch injured party claim. <i>Int Rev Vict.</i> 2018 Sep;24(3):297-311. doi: 10.1177/0269758018758427. Epub 2018 Apr 1. PMID: 30111901; PMCID: PMC6066862.</p>
Culturally appropriate care	<p>The provision of care that is attentive to the various ways people from diverse backgrounds experience and express illness and how they respond to care. It considers and respects their social, cultural, economic, ethnic, or linguistic backgrounds (ASEAN Do No Harm Guide for Frontline Responders).</p>
Data collection tools	<p>Methodologies used to identify information sources and collect information during monitoring or during an evaluation. Examples are informal and formal surveys, direct and participatory observation, community interviews, focus groups, expert opinion, case studies, literature search ASEAN-ACT (ASEAN-ACT MEL Glossary).</p>
Disaster relief and emergency response	<p>Actions taken directly before, during or immediately after a disaster in order to save lives, reduce health impacts, ensure public safety and meet the basic subsistence needs of the people affected (United Nations Office for Disaster Risk Reduction).</p>
Evaluation	<p>The systematic and objective assessment of an on-going or completed project, program or policy, its design, implementation, and results. The aim is to determine the relevance and fulfillment of objectives, development efficiency, effectiveness, impact, and sustainability. An evaluation should provide information that is credible and useful, enabling the incorporation of lessons learned into the decision-making process of both recipients and donors. Evaluation also refers to the process of determining the worth or significance of an activity, policy, or program. An assessment, as systematic and objective as possible, of a planned, on-going, or completed development intervention (ASEAN-ACT MEL Glossary).</p>
Gender	<p>Refers to the socially defined roles, behaviours, activities and attributes considered characteristic of, and the relationships between, women and men. Gender inequalities, including opportunities, access to and control over resources and decision-making are influenced by how society views women and men of all ages. (ASEAN Do No Harm Guide for Frontline Responders)</p>
Gender sensitive	<p>A gender sensitive approach takes into account the gender-specific needs of all persons according to the type of harm and exploitation to which they were subjected. It helps us design and implement responses and interventions that are tailored to these needs. It increases our capacity to address gender biases, identify 'non-ideal' victim profiles, promote the engagement of men and boys in tackling discriminatory stereotypes of masculinity and femininity, and address the root causes of violence against women and girls. (ASEAN Do No Harm Guide for Frontline Responders)</p>
Indicator	<p>Quantitative or qualitative factor or variable that provides a simple and reliable means to measure achievement, to reflect the changes connected to an intervention, or to help assess the performance of a development actor. (ASEAN-ACT MEL Glossary)</p>

Indigeneity	A broad, working definition of Indigeneity is that it is a quality of a person's and a group's identity that links them to specific places with knowledge of and respect for original ways. http://native.emory.edu/about/about.html
Informed assent	Informed assent is a child's affirmative agreement to participate in research. The concept of assent recognizes the emerging developmental capacity of children, even where they may not be fully capable of providing informed consent. Assent is commonly obtained from children beginning at age 7. Santelli, J., Haerizadeh, S., McGovern, T., & Unicef. (2017). Inclusion with Protection: Obtaining informed consent when conducting research with adolescents.
Informed consent	A person's decision, given voluntarily, to agree to an interview, treatment, procedure, assistance or other intervention that is made. Clear and understandable information about the risks and benefits of the proposed intervention, as well as the choices available, must be provided to the victim/ person to allow them to make the right decision. An interpreter should be provided to ensure that the person understands the information that is being communicated. (ASEAN Do No Harm Guide for Frontline Responders).
Inputs	The financial, human, and material resources used for the development intervention. (ASEAN-ACT MEL Glossary)
Institutionalised	Institutionalised means that desired changes become part of an organisation or entities' ongoing activities and replace what existed before. Osman-Gani, A. M., & Jacobs, R. L. (2004). Institutionalization of Organizational Change: A Study of HRD Interventions in Singaporean, US, Japanese, and German Companies. Online Submission.
Intersectionality	The way an individual's characteristics are linked, including gender, age and disability. For example, a person may experience discrimination due to their gender and disability. This may lead to increased exclusion or risk for that individual and requires careful consideration. Intersectionality underscores the importance of not looking at any one characteristic in isolation and of adopting a holistic approach to social inclusion. (ASEAN Do No Harm Guide for Frontline Responders)
Mainstreamed	A practice reflecting or being compatible with the prevailing attitude and values. (Merriam-webster dictionary).
Monitoring	A continuing function that uses systematic collection of data on specified indicators to provide management and the main stakeholders of an ongoing development intervention with indications of the extent of progress and achievement of objectives and progress in the use of allocated funds. (ASEAN-ACT MEL Glossary)
Outcome	The likely or achieved immediate and medium-term effects of an intervention's outputs. (ASEAN-ACT MEL Glossary)
Outputs	The products, capital goods and services which result from a development intervention; may also include changes resulting from the intervention which are relevant to the achievement of outcomes. (ASEAN-ACT MEL Glossary)
Performance monitoring	A continuous process of collecting and analysing data to compare how well a project, program or policy is being implemented against expected results. (ASEAN-ACT MEL Glossary)
Persons with disabilities	Persons with disabilities include those who have long-term physical, mental, intellectual, or sensory impairments which in interaction with various barriers hinders their full and effective participation in society on an equal basis with others (UN Convention on the Rights of Persons with Disabilities, Article 1)
Reintegration	The process of recovery and inclusion following a trafficking experience. (Stages of Recovery and Reintegration of Trafficking Victims, A reintegration guide for practitioners, Nexus Institute)
Restitution	Provides a way to offset some of the harm done to the victim and to provide a socially constructive way for the offender to be held accountable, while offering the greatest possible scope for rehabilitation. It includes the return of property or payment for the harm or loss suffered, reimbursement of expenses incurred as a result of the victimization, the provision of services and the restoration of rights. (ASEAN Do No Harm Guide for Frontline Responders)

Re-traumatisation	An instance where a victim re-experiences the trauma of their trafficking. (Gender Sensitive Guidelines for Handling Women Victims of Trafficking in Persons)
Service provider	Individuals/ institutions/agencies, organisations delivering assistance to victims of trafficking, including but not limited to social, psychological, medical, legal, protection and livelihood, whether from government or non-government organisations. (Gender Sensitive Guidelines for Handling Women Victims of Trafficking in Persons)
Social Inclusion	the process of improving the ability, opportunity, and dignity of people, disadvantaged because of their gender, race, ethnicity, religion, sexual orientation, disability, or migration status, to take part in society. (ASEAN Do No Harm Guide for Frontline Responders)
Standard operating procedures	Established or prescribed methods to be followed routinely for the performance of designated operations or in designated situations. (Merriam-webster dictionary)
Trafficking in children	Trafficking of children, which includes any person under the age of 18, is the recruitment, transportation, transfer, harbouring or receipt of a child for the purpose of exploitation, even if this does not involve any of the means set forth in the definition of trafficking in persons. (United Nations Protocol to Prevent, Suppress and Punish Trafficking in Persons, Article 3c)
Trafficking in persons	Shall mean the recruitment, transportation, transfer, harbouring or receipt of persons, by means of the threat or use of force or other forms of coercion, of abduction, of fraud, of deception, of the abuse of power or of a position of vulnerability or of the giving or receiving of payments or benefits to achieve the consent of a person having control over another person, for the purpose of exploitation. Exploitation shall include, at a minimum, the exploitation of the prostitution of others or other forms of sexual exploitation, forced labour or services, slavery or practices similar to slavery, or practices similar to slavery, servitude or the removal of organs; (ACTIP, Article 2a)
Trauma	Trauma results from exposure to an incident or series of events that are emotionally disturbing or life-threatening with lasting adverse effects on the individual's functioning and mental, physical, social, emotional, and/or spiritual well-being. (Trauma Informed Care Implementation Resource Centre)
Trauma-informed care	Recognises the impact of traumatic experiences (specifically, a range of physical or psychological violence that may include abuse prior to and during the actual trafficking experience) on an individual's life and behaviour, and on their perceptions of themselves and their bodies. It recognises the signs and symptoms of trauma in trafficked victims. Similar to the victim-centred approach, it focuses on the victim's safety and security and safeguards against policies and practices that may traumatize victims. (ASEAN Do No Harm Guide for Frontline Responders)
Victim centred approach	A victim-centred approach is the systematic focus on the needs and concerns of a victim to ensure the compassionate and sensitive delivery of services in a non-judgmental manner (ASEAN Do No Harm Guide for Frontline Responders).
Victim of trafficking	Any natural person who is subject to an act of trafficking in persons as defined in this Convention. (ACTIP Article 2e), Geneva convention for human trafficking, United Nations Convention against Transnational Organised Crime (UNTOC), European Convention on Human Rights.
Vulnerable groups	Different groups of people who are at a higher risk of trafficking due to factors such as their nationality, marital status, gender, ethnicity, race, religion, sexual orientation, age, disability or migration status. (ASEAN Do No Harm Guide for Frontline Responders)
Witness	Any person which may include the victim, who has knowledge of a relevant event in the trafficking case. (Gender Sensitive Guidelines for Handling Women Victims of Trafficking in Persons).

Background

The ASEAN Commission on the Promotion and Protection of the Rights of Women and Children (ACWC) is an organization formed by Southeast Asian countries to safeguard the rights of women and children. ACWC have partnered with the ASEAN-Australia Counter Trafficking program (ASEAN-ACT) to promote the adoption of gender sensitive and victim centred approaches to counter trafficking and response activities.

ACWC and ASEAN-ACT are committed to promoting the use of gender sensitive and victim centred approaches to TIP related matters because they support the ASEAN Convention Against Trafficking in Persons (ACTIP), enhance the effectiveness of TIP related laws, policies, services and interagency collaboration, and minimise the risk of further harm to TIP victims. To achieve this goal the following three ACWC counter-TIP and response guidelines have been developed:

- Regional Guidelines and Procedures to Address the Needs of Victims of Trafficking in Persons
- Gender Sensitive Guideline for Handling Women Victims of Trafficking in Persons, and
- ASEAN Do No Harm Guide.

GEDSI principles are integrated through this Guidebook as part of ACWC and ASEAN-ACT's focus on gender sensitive and victim-centred approaches to CTIP and response activities. This includes non-discriminatory practices against any vulnerable group on the basis of one or more factors such as age, ability, ethnicity, indigeneity, education, health, sex and gender identity (Annex 1).

These guidelines provide ASEAN Member States (AMS), departments, organisations and frontline responders with detailed recommendations about how to adopt a gender sensitive and victim centred approach across a wide range of counter trafficking and response activities, including awareness and prevention, victim identification, victim recovery, reflection and shelter, return and reintegration, medical and mental health care and criminal justice processes.

About this Guidebook

ACWC has developed this Guidebook to provide ACWC, AMS, organisations, entities and other key CTIP stakeholders with tools to support self-assessment and reporting about their progressive adoption of the recommendations of the three guidelines above and delivery of its stated goal.

Engagement with this Guidebook document is encouraged but not mandated.

It has been designed and developed to provide benefit to both end users, ACWC and AMS and its use and application is strongly encouraged.

This Guidebook focusses on 40 TIP related Immediate Outcomes, which are derived from the guidelines above. Each Immediate Outcome is described in detail on a single page (see Figure 1). Each Immediate Outcome includes Guidebook notes that demonstrate evidence of the intended outcome. Intermediate and long-term outcomes are also provided, to help users see the long-term opportunities for continuous improvement.

The timeframes for immediate, intermediate and long-term outcomes are suggested as follows:



These timeframes have been tested through consultation and reflect broad estimates of how long it may take to achieve each outcome. It is recognised that, depending on the context, timeframes for achievement of outcomes may vary, with some Immediate Outcomes having been achieved already and others taking more than two years to deliver.

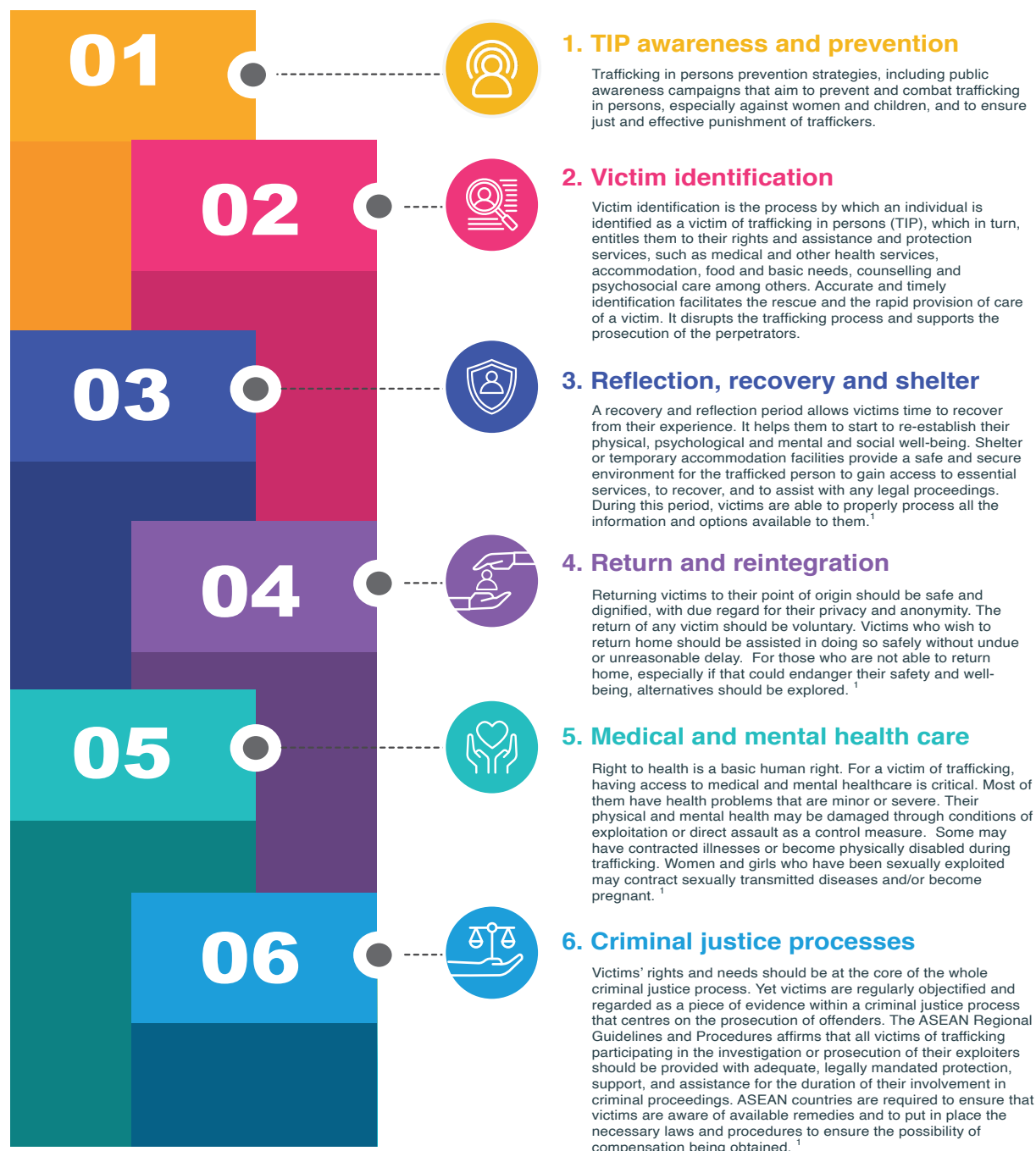
This Guidebook also includes a tool to enable users to self-assess their team or organisation's progress for each Immediate Outcome. This may be done directly through the Immediate Outcome checklists (Figure 1) and associated ranking using the Building Block Maturity Model (Figure 2)

Output indicators are also suggested, identifying the type of data that may be useful to collect and report relating to TIP prevention and response. These indicators are written at a high level and may align with existing data collection and reporting within ACWC, AMS, organisations, entities and other key counter-trafficking in persons (CTIP) stakeholders.

How this Guidebook was developed

The development of this Guidebook included a detailed analysis of the recommendations in the three key Guidebook documents, ACTIP and other relevant resources referenced in Appendix 3.

A framework was developed to logically organise the content and the structure of this Guidebook document, focussing on the following six key areas of counter trafficking and response activities:



Where possible, existing ASEAN-ACT resources and publications have informed the content, language, and structure of this Guidebook to strengthen its relevance and use across ACWC, AMS, organisations, entities and other key CTIP stakeholders.

¹ ASEAN Do No Harm Guide for Frontline Responders

Extensive consultation has been undertaken in the development of this Guidebook document. Using the UN Women's Inclusive Systemic Evaluation for Gender, Environments and Marginalised Voices (ISE4GEMs) approach, four rounds of consultative workshops and key informant interviews (KIIs) were conducted involving over 100 participants, including senior ACWC leaders, ASEAN-ACT regional teams, government, and civil society organisations (CSOs) in ASEAN member states (AMS) representing Indonesia, Thailand, Vietnam, Laos and the Philippines. Feedback from these consultations was used to cyclically refine and improve the Guidebook framework, content and usability for all stakeholders.

Intended audience

This Guidebook is intended for use by ACWC, AMS, organisations, entities and other key CTIP stakeholders to monitor gender sensitive and victim centred approaches to trafficking in persons.

This Guidebook can be used flexibly depending on the stakeholders' area of work and responsibility, allowing them to engage with one or more key areas that are relevant to their work. Depending on the organisation or entities' area of work, this may vary to include frontline responders, reporting or data staff and management.

Types of organisations, entities and CTIP stakeholders who may use this Guidebook include but are not limited to:

- Law enforcement agencies and their staff
- Courts and their staff
- Relevant AMS government departments
- Relevant service providers and their staff (i.e., legal, shelter, medical etc.)
- TIP support organisations and their staff
- Monitoring and evaluation practitioners.

How to use this Guidebook

This Guidebook is organised to maximise ease of use by including all relevant information about each Immediate Outcome on one page (Figure 1). Each page includes:

- The Key Area and identifying symbol
- Immediate Outcome number
- The Immediate Outcome and its footnote number
- A description and explanation of the Immediate Outcome
- The scope of the Immediate Outcome which provides more in-depth information about the application of the Outcome.
- A checklist that summarise the description and scope sections which the user can use to check the items their organisation has achieved.
- The Building Block Maturity Framework for the Immediate Outcome provides a flexible and simple framework for users to self-assess their performance for each Immediate Outcome across the maturity stages of pre-progress, early, intermediate and advanced progress, enabling them to easily identify areas of strength and opportunities for improvement (Figure 2).
- The intermediate (2 - 5 years) and in the longer term (5+ years) outcomes which indicate the long-term achievements this Immediate Outcome is contributing to.

Figure 1 Example of Immediate Outcome page in the Guidebook

The Immediate Outcome (Between 0-2 years of implementation)

Key area and an identifying symbol

Checklist: Dot Points to demonstrate the Outcome.

Unique number

Description and explanation of the outcome

Scope: Further information about what this outcome includes. Contains information about GEDSI & notes from the source ACWC guidelines and source documents

Medium and longterm outcomes


References to the clauses of the source documents

Building Block Maturity Framework: A self assessment tool. The immediate outcome is:

- Not applicable (to your organisations)
- Pre-progress: Your organisations is yet to undertake activities that will produce this outcome
- Intermediate progress: Some items on the checklist about are checked reflecting activities undertaken
- Advanced progress: All items on the checklist are checked

Building Block and Maturity Framework for the Immediate Outcome		
<input type="checkbox"/>	NA	Not applicable
<input type="checkbox"/>	Pre progress	No items checked
<input type="checkbox"/>	Intermediate progress	Some items checked
<input type="checkbox"/>	Advanced progress	All items checked

Figure 2 Building Block Maturity Framework




ADOPT

This intended audiences will use this Guidebook to review and assess their progress in adopting and implementing gender sensitive and victim centred approaches to counter trafficking in persons activities.

To support adoption of this Guidebook, it may be useful to integrate it into existing or new policies and procedures. The frequency of monitoring using this Guidebook is recommended to be aligned to annual or bi-annual reporting cycles and is expected to prove useful for internal and external audiences.


It is recommended that the results of the self-assessment for the Immediate Outcomes in this Guidebook be used to inform continuous improvement, information collection and reporting activities.



ADAPT


Each AMS and the intended audiences within each country may choose to use the English or a translated version of this Guidebook. If a translation is used, careful review will be required to ensure the intended meaning is accurately conveyed.

The detail of the Guidebook has been written to enable each AMS, organisation or entity to interpret it through their own context. For example, some stakeholders may need to substitute relevant terminology for their context, which is acceptable with reference to the original Guidebook documents to ensure the intended meaning is not diluted.



FIND SUPPORT

Support to use the Guidebook and reporting tool is provided by ACWC on request.



REPORTING

Users of the Guidebook can rate their performance against each Immediate Outcome on the Building Block Maturity Framework.

STEP 01

Nominate who will use the Guidebook

Management will nominate responsible officers for completing the Immediate Outcome self-assessment checklists on behalf of the organisation, entity, region or team. This includes determining what is in or out of scope for your organisation or entity and each responsible officer. It is possible that different officers will complete different parts of the Guidebook.

Note: Indicate out of scope items in the Guidebook by checking the N/A checkbox.

STEP 02

Understand the Immediate Outcomes

The responsible officer will:

- review their in scope Immediate Outcomes
- read the description and scope
- where in doubt use the references to check the intention of the source documents.

STEP 03

Gather evidence

The responsible officer will:

- gather evidence or investigate demonstration of the checklist items.

Note: this may include gathering quantitative and qualitative data and also checking with relevant staff and discussing current practices.

STEP 04

Complete the checklist

The responsible officer will:

- use their assessment of each checklist item and check those that have been demonstrated.

Note: the responsible officer will need to exercise their own judgement at this step, based on a reasonable demonstration of each checklist item.

STEP 05

Determine progress for each Immediate Outcome

The responsible officer will:

- determine the most appropriate self-assessment rating using the Building Block Maturity Model for each Immediate Outcome (Pre progress, Intermediate progress or Advanced progress) and select the related checkbox in the Guidebook.

¹ ASEAN Do No Harm Guide for Frontline Responders



TIP Awareness and Prevention

1

Immediate Outcome (0-2 years)

Educational activities and awareness campaigns emphasise the risks, penalties, and consequences of TIP.²

Description & Explanation

Education and public awareness includes research, information, mass media campaigns and social and economic initiatives, to build understanding, awareness and vigilance to prevent, combat, destigmatize and protect TIP victims.

Scope

This outcome includes (and is not limited to):

- Educational activities for children that raise awareness of human trafficking, reduce victim stigmatization and inform children about the dangers of human trafficking in an age-appropriate manner.
- Population-level campaigns: gender-sensitive, victim-centred and accessible to all segments of society including vulnerable populations and persons with disabilities.
- Materials put on display in visible locations, such as government agencies, offices, and public transit areas.

Checklist for demonstrating the Immediate Outcome

- A wide range of TIP awareness-raising activities and campaigns are undertaken.
- Educational activities aim to inform children about the dangers of TIP.
- Campaigns are accessible to all segments of society, particularly those most vulnerable to TIP.
- Materials are on display in visible locations.
- Activities are subject to ongoing review and continuous improvement.

Intermediate Outcome (2-5 years)

Increased awareness of TIP has led to an increase in TIP early detection and reporting.

Long-term Outcome (5+ years)

Increased TIP awareness and reporting has reduced TIP prevalence.

Building Block and Maturity Framework for the Immediate Outcome

<input type="checkbox"/>	NA	Not applicable
<input type="checkbox"/>	Pre progress	No items checked
<input type="checkbox"/>	Intermediate progress	Some items checked
<input type="checkbox"/>	Advanced progress	All items checked

² Gender Sensitive Guideline for Handline Women Victims of Trafficking in Persons Section 4.4
ACTIP Art 11.2
ASEAN Enabling Masterplan 2025: Mainstreaming the Rights of Persons with Disabilities - APSC 23



TIP Awareness and Prevention

Immediate Outcome (0-2 years)

Regular migration pathways are established and promoted.³

Description & Explanation

Countries of origin provide opportunities for legal, gainful and non-exploitative migration pathways where regulatory and supervisory mechanisms are in place, to protect the rights and safety of migrants and vulnerable groups to TIP.

Scope

This outcome includes public awareness campaigns on TIP and safe migration to:

- Enable free movement of people to take place legally, and to ensure that immigration requirements are adhered to, AMS disseminate accurate information on legal, non-exploitative migration options.
- Inform potential migrants, particularly women, about the risks of migration, including exploitation, debt bondage, security and health issues (such as HIV/AIDS).
- Provide opportunities for legal and fair labour migration; promoted if the destination country has the regulatory and supervisory measures that safeguard the rights of migrants.

Checklist for demonstrating the Immediate Outcome

Countries of origin:

- Provide legal pathways for migration.
- Inform potential migrants about the risks of irregular migration.
- Inform potential migrants about the risk of TIP for irregular migrants.
- Conduct public awareness campaigns on TIP and safe migration options.
- Establish regulatory and supervisory measures to safeguard the rights of migrants.

Intermediate Outcome (2-5 years)	Long-term Outcome (5+ years)
Increased awareness of TIP has led to an increase in TIP early detection and reporting.	Increased TIP awareness and reporting has reduced TIP prevalence.

Building Block and Maturity Framework for the Immediate Outcome		
<input type="checkbox"/>	NA	Not applicable
<input type="checkbox"/>	Pre progress	No items checked
<input type="checkbox"/>	Intermediate progress	Some items checked
<input type="checkbox"/>	Advanced progress	All items checked

³ Gender Sensitive Guideline for Handline Women Victims of Trafficking in Persons Sections 4.5, 4.9. ACTIP Art 12.e



TIP Awareness and Prevention

3

Immediate Outcome (0-2 years)

Research is conducted about TIP and related issues.⁴

Description & Explanation

Countries conduct research and studies to examine the factors contributing to the supply and demand of exploitative commercial sexual services and exploitative labour.

Scope

This outcome includes research and studies on TIP and related topics to modify policies, strengthen measures and improve bilateral or multilateral cooperation.

These may include factors that make persons vulnerable to trafficking, such as poverty, under-development and lack of equal opportunity; trends in the demand and supply of TIP such as organ removal, and good practices for prevention and eradication. It may also include enabling factors such as weak laws, policies and procedures and corruption.

Checklist for demonstrating the Immediate Outcome

- Research is conducted about any of the factors contributing to TIP.

Intermediate Outcome (2-5 years)	Long-term Outcome (5+ years)
Evidence based measures combat the influence of TIP supply and demand.	Increased TIP awareness and reporting has reduced TIP prevalence.

Building Block and Maturity Framework for the Immediate Outcome

<input type="checkbox"/>	NA	Not applicable
<input type="checkbox"/>	Pre progress	No items checked
<input type="checkbox"/>	Intermediate progress	Some items checked
<input type="checkbox"/>	Advanced progress	All items checked

⁴ Gender Sensitive Guideline for Handline Women Victims of Trafficking in Persons Sections 4.1, 4.8 ACTIP Art 11.4



TIP Awareness and Prevention

Immediate Outcome (0-2 years)

National governments and institutions have TIP policies, programs and agreements in place, to deter TIP.⁵

Description & Explanation

AMS monitor and strengthen national-level TIP prevention policies, programs and campaigns.

Scope

This outcome includes laws, regulations and policies:

- Countries (re)assess and modify laws, regulations and policies that might force people into irregular and vulnerable labour migration, considering the impact of discriminatory laws on women, children and vulnerable groups.

This outcome includes programs and campaigns:

- Measures that address the factors that make individuals, especially women and children, vulnerable to trafficking. These include intersectional factors including but are not limited to poverty, underdevelopment, and lack of equal opportunity.
- Education, occupational skills training, literacy, and programmes to offer TIP victims a means of securing a livelihood.

This outcome includes coordination and cooperation:

- The provision and accessibility of care and support services for TIP victims are promoted with an emphasis on victims' rights.
- National governments, departments, institutions and agencies are working towards interagency cooperation and collaboration aimed at preventing TIP under bilateral MOUs.

Agreements, collaboration, and regional coordination support the implementation of the plans of action in combating various transnational crimes, including counter TIP.

Checklist for demonstrating the Immediate Outcome

- Countries identify and modify policies and laws that contribute to TIP.
- Programs and campaigns for secure livelihoods are implemented.
- Entities collaborate and coordinate providing care and support for TIP victims.
- Ongoing bilateral agreements are established.

Immediate Outcome (2-5 years)	Long-term Outcome (5+ years)
National governments, departments, institutions, and agencies create a plan of action.	Increased TIP awareness and reporting has reduced TIP prevalence.

Building Block and Maturity Framework for the Immediate Outcome

<input type="checkbox"/>	NA	Not applicable
<input type="checkbox"/>	Pre progress	No items checked
<input type="checkbox"/>	Intermediate progress	Some items checked
<input type="checkbox"/>	Advanced progress	All items checked

⁵Gender Sensitive Guideline for Handline Women Victims of Trafficking in Persons Sections 4.2, 4.8, 4.16.
ACTIP Art 11 (4)
ASEAN Enabling Masterplan 2025: Mainstreaming the Rights of Persons with Disabilities - APSC 9



TIP Awareness and Prevention

5

Immediate Outcome (0-2 years)

Laws, regulations and policies are implemented for the investigation, prosecution and deterrence of human traffickers and other persons involved in trafficking.⁶

Description & Explanation

Traffickers and wrongdoers including government officials involved in TIP are investigated and prosecuted in accordance with the law.

Scope

This outcome includes the investigation, apprehension and prosecution of traffickers and others, in accordance with national legislation and taking a victim-centred approach to ensure that any person who perpetrates or supports TIP is brought to justice.

Checklist for demonstrating the Immediate Outcome

- National legislation is in place enabling the investigation of traffickers and others.
- National legislation is in place enabling the apprehension of traffickers and others.
- National legislation is in place enabling the prosecution of traffickers and others.

Intermediate Outcome (2-5 years)	Long-term Outcome (5+ years)
Human traffickers and other persons involved in TIP are routinely investigated and prosecuted.	Increased TIP investigation and prosecution has meaningfully disrupted TIP criminality.

Building Block and Maturity Framework for the Immediate Outcome		
<input type="checkbox"/>	NA	Not applicable
<input type="checkbox"/>	Pre progress	No items checked
<input type="checkbox"/>	Intermediate progress	Some items checked
<input type="checkbox"/>	Advanced progress	All items checked

⁶ Gender Sensitive Guideline for Handline Women Victims of Trafficking in Persons Sections 3.6.2. ACTIP Art 12h



TIP Awareness and Prevention

Immediate Outcome (0-2 years)

Law enforcement agencies have the knowledge, skills and resources to prevent TIP.⁷

Description & Explanation

Law enforcement agencies and other relevant authorities have the capacity, knowledge, and skills to investigate, apprehend, restrict the movement of, and prosecute traffickers and others to prevent TIP.

Scope

This prevention of TIP outcome includes (but not limited to) the use of:

- Bank, financial or commercial records and asset forfeiture, to disrupt criminal operations.
- Robust border controls, secure issuance of identity and travel documents, and measures against counterfeiting and fraudulent use of documents.

Training is routinely provided to law enforcement agencies and relevant authorities to develop professional competencies and improve performance.

Checklist for demonstrating the Immediate Outcome

- Training is routinely provided to law enforcement agencies and relevant authorities to strengthen their capacity to investigate, apprehend and prosecute traffickers.
- Asset forfeiture using formal and informal channels for assistance between agencies is used to disrupt TIP criminal operations.
- Robust border controls are in place.
- Identity and travel documents are securely issued.
- Counterfeit and fraud in travel documents is routinely identified and prosecuted.

Immediate Outcome (2-5 years)	Long-term Outcome (5+ years)
Law enforcement has the capacity and skills to routinely investigate and prosecute TIP.	Increased TIP investigation and prosecution has disrupted TIP criminality.

Building Block and Maturity Framework for the Immediate Outcome

<input type="checkbox"/>	NA	Not applicable
<input type="checkbox"/>	Pre progress	No items checked
<input type="checkbox"/>	Intermediate progress	Some items checked
<input type="checkbox"/>	Advanced progress	All items checked

⁷ Regional Guidelines and Procedures Section 4.1.1.
 Gender Sensitive Guideline for Handline Women Victims of Trafficking in Persons Sections 4.10, 4.15.
 ACTIP Art 13.2, 16.1, 16.6



TIP Awareness and Prevention

Immediate Outcome (0-2 years)

SOPs for disaster relief and emergency response include TIP prevention.⁸

Description & Explanation

Disasters or emergency response situations include natural disasters, such as drought, floods, tsunamis, earthquake, and volcanic eruptions etc. It also includes humanitarian crises such as famine, forced migration and conflict. Disaster relief and emergency response is not dependent on a state of emergency being declared.

Scope

This outcome suggests that gender-sensitive and victim-centred TIP prevention is embedded into disaster relief and emergency response SOPs. SOPs may be supported by:

- Inclusive disaster resilience plans with budget allocation, assistive devices, medical treatment, healthcare accessibility, emergency preparation, response strategies, relief plans, and monitoring mechanisms.
- A network of disability and human rights professionals within emergency response management, involving organizations of persons with disabilities in planning, implementation, and evaluation of disaster and emergency policies.
- ASEAN disaster management committees and agreements with international and regional disability and human rights frameworks.
- Disability and human rights frameworks are included in plans of action for the cooperation between sectoral bodies regarding transnational TIP crimes. This outcome includes training for frontline responders to adhere to national guidelines or SOPs for victim identification and referral.

This outcome includes training for frontline responders to adhere to national guidelines or SOPs for victim identification and referral.

Checklist for demonstrating the Immediate Outcome

Disaster relief and emergency response SOPs are embedded TIP awareness and prevention.

- SOPs are gender-sensitive and victim-centred TIP prevention and response measures.
- Frontline responders are trained to adhere to national guidelines or SOPs for victim identification and referral.

Intermediate Outcome (2-5 years)	Long-term Outcome (5+ years)
SOPs are implemented and continuously improved.	SOPs are standardised and mainstreamed.

Building Block and Maturity Framework for the Immediate Outcome

<input type="checkbox"/>	NA	Not applicable
<input type="checkbox"/>	Pre progress	No items checked
<input type="checkbox"/>	Intermediate progress	Some items checked
<input type="checkbox"/>	Advanced progress	All items checked

⁸ Gender Sensitive Guideline for Handline Women Victims of Trafficking in Persons Sections 3.8.1.2, 3.8.1.3. ASEAN Enabling Masterplan 2025: Mainstreaming the Rights of Persons with Disabilities - APSC 9, 12, 13, 14



TIP AWARENESS AND PREVENTION EXAMPLES OF GOOD PRACTICE

Educational activities and awareness campaigns emphasise the risks, penalties, and consequences of TIP

The Vietnam Association of Child Right Protection is a social association with the function of protecting children's rights according to Article 92 - Children's Law. The Children's Rights Protection Monitoring and Consulting Committee conducts and monitors child protection activities through seminars, training, and communication campaigns. They mainly support cases of sexual abuse of children, providing volunteer support and advice.

Lawyers for children's rights voluntarily support the association by conducting public demonstrations of mock trials using high profile lawyers. The model is very well received in the localities where it has been conducted and is promoting children's rights for the prevention of human trafficking and domestic violence.

Impact on TIP victims

Association officials and affiliated officials, when detecting signs of human trafficking, will discuss with local children's workers, police, and people's committees to find ways to prevent or rescue.

The model is learner-centered, easy to absorb and people share experiences in child protection, domestic violence and human trafficking prevention.



Victim identification

Immediate Outcome (0-2 years)

AMS adopt and apply the ACTIP 2015 definition of “trafficking in persons”.⁹

Description & Explanation

As set out in the ASEAN Convention Against Trafficking in Persons, Especially Women and Children (ACTIP 2015).

Scope

This outcome includes:

- Laws, policies and procedures adopt and apply the definition of TIP as set out in the ASEAN Trafficking Convention (ACTIP), including the definition as it applies to trafficking in children and the principle of the irrelevance of consent.
- Key terms within the national legal definition of TIP (such as “forced labour” or “abuse of a position of vulnerability”) are defined in accordance with relevant international legal instruments or guidance.
- TIP laws, policies and procedures are routinely reviewed, evaluated, and revised.
- Dissemination of information to practitioners includes training and published materials.

Checklist for demonstrating the Immediate Outcome

- Laws, policies and procedures include the definition of “trafficking in persons” set out in the ASEAN Trafficking Convention (ACTIP).
- Key terms within the national legal definition of TIP (such as “forced labour” or “abuse of a position of vulnerability”) are defined in accordance with relevant international legal instruments or guidance.
- TIP laws, policies and procedures are routinely reviewed, evaluated, and revised.
- Training is provided to practitioners to ensure they understand and apply the definition of “trafficking in persons”.

Immediate Outcome (2-5 years)	Long-term Outcome (5+ years)
TIP laws are revised to align to relevant national and international conventions, emerging issues, and trends.	Victim definition and identification is standardised and mainstreamed under the Act.

Building Block and Maturity Framework for the Immediate Outcome		
<input type="checkbox"/>	NA	Not applicable
<input type="checkbox"/>	Pre progress	No items checked
<input type="checkbox"/>	Intermediate progress	Some items checked
<input type="checkbox"/>	Advanced progress	All items checked

⁹ Regional guidelines and procedures section 1.1.1, 1.1.2, 1.1.3, 4.1.1. ACTIP Art 2a-d



Victim identification

Immediate Outcome (0-2 years)

SOPs for victim identification are aligned to AMS, organisations, entities and other key CTIP stakeholders plans of action and ACTIP 2015.¹⁰

Description & Explanation

Relevant agencies establish gender sensitive and victim centred SOPs for victim identification in alignment with national plans and other international instruments as well as the ASEAN Convention Against Trafficking in Persons, Especially Women and Children (ACTIP 2015).

Scope

Included within the scope of this outcome:

- AMS endorsed national or regional guidance documents for victim identification.
- SOPs for TIP victim identification and decisions are clear, well-documented, and based on good practice models to improve the speed and accuracy of victim identification.
- SOPs are designed to ensure mutual recognition by other AMS.
- Safeguards are in place for children, vulnerable populations and persons with disabilities, ensuring appropriate data collection, decision-making, documentation, and reporting.
- Victims of sexual violence are treated with particular sensitivity and in accordance with the victim's needs.
- TIP victim support personnel, interpreters, and information is in multiple language as well as in signed languages, and available to all segments of society, including children, vulnerable populations and persons with disabilities.
- TIP victims are involved in all aspects of planning and implementing assistance.
- Frontline officers do not coerce TIP victims into cooperation with criminal justice proceedings.

This outcome includes coordination and cooperation between domestic and international authorities.

AMS are working towards routine revision of laws, regulations and policies.

Checklist for demonstrating the Immediate Outcome

- National guidelines and procedures for TIP victim identification are in place.
- National guidelines and procedures for TIP victim identification are implemented.
- TIP victim support personnel are available to TIP victims.
- TIP victims are always provided with a qualified interpreter if required.
- TIP victims always receive information in a language and format they can understand.
- TIP victims are involved in planning and implementing their assistance.
- AMS are working towards routine revision of laws, regulations, and policies to ensure alignment across all member states.

Intermediate Outcome (2-5 years)	Long-term Outcome (5+ years)
SOPs are implemented and continuously improved.	SOPs are standardised and mainstreamed.

Building Block and Maturity Framework for the Immediate Outcome

<input type="checkbox"/>	NA	Not applicable
<input type="checkbox"/>	Pre progress	No items checked
<input type="checkbox"/>	Intermediate progress	Some items checked
<input type="checkbox"/>	Advanced progress	All items checked

¹⁰ Regional Guidelines and Procedures Sections 1.3.8, 2.2.6, 1.2.4, 2.4.10, 4.2.9, 4.3.10. Gender Sensitive Guideline for Handline Women Victims of Trafficking in Persons Sections 2.6.2, 3.2.1, 3.2.4, 3.2.5, 3.2.7, 3.3.3, 3.5.6. Do No Harm Guide for Front Line Responders pgs. 15, 16, 24,25, 29, 32. ACTIP Art 14.1,14.10



Victim identification

Immediate Outcome (0-2 years)

A TIP central focal point is established in each AMS.¹¹

Description & Explanation

Central focal points receive and respond to referrals of TIP victims between agencies, sectors and countries for the prevention, investigation, and prosecution of TIP including protection and support of TIP victims using a gender-sensitive approach.

Scope

This outcome includes SOPs:

- Established for using focal points and creating effective national referral mechanisms.
- Prompt responses are ensured for requests from the country of origin, especially for child TIP victims, regarding nationality verification documentation for repatriation and support that can be provided by the country of origin.
- Victim referral processes are gender-sensitive and victim-centred.
- Service providers (i.e legal services, shelter and accommodation, medical and social services) obtain informed consent to share relevant case information with central focal points and service providers in the destination country. This outcome includes coordination and cooperation:

This outcome includes coordination and cooperation:

- A designated central focal point including representatives from relevant ministries and NGOs, maybe established and recognised by other AMS, to receive referrals of TIP victims.
- Embassies may assign a point of contact to collaborate with government agencies in identifying trafficked victims, regardless of their possession of official documents.
- Communication channels with other AMS are strengthened to exchange information on foreign victim identification, utilizing consular officials when appropriate.

Checklist for demonstrating the Immediate Outcome

- A designated central focal point is in place.
- Embassies assign a point of contact to collaborate with government agencies.
- SOPs are established for using focal points and referral processes.
- Victim referral processes are gender-sensitive and victim-centred and TIP victims provide their informed consent.
- Hotlines are established and resourced such as human resources, budgets, technology.

Immediate Outcome (2-5 years)	Long-term Outcome (5+ years)
The TIP central focal point facilitates collaboration and coordination between agencies.	Victim protection and support is standardised and mainstreamed.

Building Block and Maturity Framework for the Immediate Outcome		
<input type="checkbox"/>	NA	Not applicable
<input type="checkbox"/>	Pre progress	No items checked
<input type="checkbox"/>	Intermediate progress	Some items checked
<input type="checkbox"/>	Advanced progress	All items checked

¹¹ Regional Guidelines and Procedures Sections 1.3.9, 1.4.10, 6.1.3. Gender Sensitive Guideline for Handline Women Victims of Trafficking in Persons sections 3.1.1, 3.2.8, 3.4.1, 3.4.2, 3.4.4 ACTIP Art 12b



Victim identification

Immediate Outcome (0-2 years)

TIP victims are not held liable for any illegal acts committed as a direct result of being trafficked.¹²

Description & Explanation

Laws, regulations and policies are implemented to protect TIP victims from being held liable for any illegal acts committed as a direct result of being trafficked.

Scope

Laws, regulations, and policies are established and routinely reviewed, evaluated, and revised to ensure identified or provisionally identified TIP victims, including children, are not:

- Held criminally or administratively liable for illegal acts they committed as a direct result of being trafficked, such as illegal entry, stay, or work.
- Detained, criminalised, incarcerated or punished for crimes committed as a direct result of their trafficking.

Checklist for demonstrating the Immediate Outcome

- Laws are established to prevent TIP victims from being held liable for illegal acts they committed as a result of being trafficked.
- Laws are implemented to prevent TIP victims from being held liable for illegal acts they committed as a result of being trafficked.
- Laws are established to prevent TIP victims from being detained.
- Policies are established to enforce legal protection for TIP victims in accordance with laws.
- Policies are implemented to enforce legal protection for TIP victims in accordance with laws.
- Laws, policies and procedures are routinely reviewed, evaluated, and revised.

Intermediate Outcome (2-5 years)

TIP laws are revised to align to relevant national and international conventions, emerging issues, and trends.

Long-term Outcome (5+ years)

Victim protection and support is standardised and mainstreamed.

Building Block and Maturity Framework for the Immediate Outcome

<input type="checkbox"/>	NA	Not applicable
<input type="checkbox"/>	Pre progress	No items checked
<input type="checkbox"/>	Intermediate progress	Some items checked
<input type="checkbox"/>	Advanced progress	All items checked

¹² Regional guidelines and procedures Sections 2.6.14, 4.3.10. Gender Sensitive Guideline for Handline Women Victims of Trafficking in Persons Section 3.6.1. Do No Harm Guide for Front Line Responders pg. 21 ACTIP Art 14.7



Victim identification

Immediate Outcome (0-2 years)

TIP victim's rights, privacy and personal data, and that of their family, is protected.¹³

Description & Explanation

Laws, regulations and policies are implemented to protect TIP victim's privacy and personal data and safety throughout their post trafficking journey.

Scope

This outcome includes laws, regulations and policies to:

- Ensure TIP victims' and their family's right to privacy and confidentiality.
- Prohibit publication of any details that could lead to the identification of TIP victims, unless the victim gives informed consent to the disclosure, or the disclosure is considered essential for other reasons such as the right of any accused person to a fair trial.
- Ensure legal proceedings relating to trafficking cases are confidential i.e., provide private rooms.
- Laws, policies and procedures are routinely reviewed, evaluated, and revised.

Checklist for demonstrating the Immediate Outcome

- Laws are established to protect TIP victims' right to privacy and prohibit publication of details that could identify TIP victims.
- Laws are implemented to protect TIP victims' right to privacy and prohibit publication of details that could identify TIP victims.
- Policies are established to protect TIP victims' right to privacy and prohibit publication of details that could identify TIP victims.
- Policies are implemented to protect TIP victims' right to privacy and prohibit publication of details that could identify TIP victims.
- Legal policy and practice protect victim, witnesses and their family's privacy.
- Legal cases are confidential.
- Laws, policies and procedures are routinely reviewed, evaluated, and revised.

Immediate Outcome (2-5 years)	Long-term Outcome (5+ years)
Protection of victims' privacy, identity and confidentiality is standard practice.	Victims' data is protected according to international best practice.

Building Block and Maturity Framework for the Immediate Outcome

<input type="checkbox"/>	NA	Not applicable
<input type="checkbox"/>	Pre progress	No items checked
<input type="checkbox"/>	Intermediate progress	Some items checked
<input type="checkbox"/>	Advanced progress	All items checked

¹³ Regional Guidelines and Procedures Sections 2.3.7, 2.3.8.
 Gender Sensitive Guideline for Handline Women Victims of Trafficking in Persons Section 2.3.1.
 Do No Harm Guide for Front Line Responders pg. 16
 ACTIP Art 14.6
 Victim Sensitive Courts Handbook 7.1b



Victim identification

Immediate Outcome (0-2 years)

Relevant agencies establish SOPs for child victim referral processes consistent with the ASEAN Guidelines for the Protection of the Rights of Trafficked Children in Southeast Asia and the Convention on the Rights of the Child (2006).¹⁴

Description & Explanation

Relevant agencies establish SOPs for child victim referral processes consistent with the ASEAN Guidelines for the Protection of the Rights of Trafficked Children in Southeast Asia and the Convention on the Rights of the Child (2006).

Scope

This outcome includes the following considerations for SOPs for all children including children who do not have parents or legal guardians:

- Child TIP victims, in accordance with their age, maturity and ability, are fully informed and involved in decisions regarding their participation in the criminal justice process by appropriately trained and competent personnel.
- Child TIP victims are respected, and their views considered in accordance with their age, maturity and ability, including the support they wish to receive.
- Child TIP victims are provided relevant information about their situation and entitlements in an appropriate manner and format they can understand.
- They are kept informed of the progress of their case.

This outcome includes coordination and cooperation between domestic and international authorities.

AMS are working towards routine revision, evaluation and review of laws, regulations and policies.

Checklist for demonstrating the Immediate Outcome

- Personnel working with child TIP victims are appropriately trained and competent.
- SOPs for child TIP victim referral processes in place.
- SOPs for child TIP victim referral processes are implemented.
- Child TIP victims' views are respected and considered in planning and implementing their assistance, in accordance with their age, maturity and ability.
- Child TIP victims always receive information in a language and format they can understand.
- AMS are working towards routine revision of laws, regulations and policies.

Intermediate Outcome (2-5 years)	Long-term Outcome (5+ years)
SOPs are revised regularly and implemented and continuously improved.	SOPs are standardised and mainstreamed operationalised in accordance with international best practice.

Building Block and Maturity Framework for the Immediate Outcome		
<input type="checkbox"/>	NA	Not applicable
<input type="checkbox"/>	Pre progress	No items checked
<input type="checkbox"/>	Intermediate progress	Some items checked
<input type="checkbox"/>	Advanced progress	All items checked

¹⁴ Regional guidelines and procedures Sections 4.1.1-3, 4.1.8. Gender Sensitive Guideline for Handline Women Victims of Trafficking in Persons Sections 3.2.3, 3.2.9. Do No Harm Guide for Front Line Responders pg. 32.



Victim identification

Immediate Outcome (0-2 years)

TIP victims are promptly referred to the relevant agency(ies) based on their specific needs.¹⁵

Description & Explanation

Referral processes ensure confidentiality, protection from harm, and provide TIP victims with timely support, care, and assistance. Services include but are not limited to health (medical and psychological), legal, accommodation, repatriation, and reintegration services.

Scope

This outcome will ensure that:

- TIP victims' health needs are promptly assessed, and referral prioritized including shelter, specialized health, and psychological support.
- Legal assistance, networks and information is provided in a language and format that all TIP victims can understand.
- TIP victims who decline services, and later agree to services, are provided with information for future reference.

This outcome includes coordination and cooperation between services.

- Confidential referral pathways to gender-sensitive and victim-centred organizations are established, such as organisations for persons with disability, specialist women and children services, caregivers for children, migrant services and others.
- Data is confidential and non-identifiable.
- Relevant agencies are working towards routine review, evaluation, and revision of referral pathways and procedures. Relevant agencies are working towards routine review of referral pathways and procedures.

Checklist for demonstrating the Immediate Outcome

- TIP victim referral pathways are established to a range of entities including but not limited to shelters, medical and mental health services and legal services.
- TIP victim referral processes ensure confidentiality of victim information.

Immediate Outcome (2-5 years)	Long-term Outcome (5+ years)
SOPs for confidential victim referral are implemented and continuously improved.	Victim protection, and support and referral is standardised and mainstreamed.

Building Block and Maturity Framework for the Immediate Outcome

<input type="checkbox"/>	NA	Not applicable
<input type="checkbox"/>	Pre progress	No items checked
<input type="checkbox"/>	Intermediate progress	Some items checked
<input type="checkbox"/>	Advanced progress	All items checked

¹⁵ Regional Guidelines and Procedures Sections 2.2.4., 2.6.15. Gender Sensitive Guideline for Handline Women Victims of Trafficking in Persons Sections 2.2.1, 2.7.1, 2.7.2, 3.2.2, 3.2.6., 3.3.4. Do No Harm Guide for Front Line Responders pgs. 26, 32, 34. ACTIP Art 14.5, 14.10 ASEAN Enabling Masterplan 2025: Mainstreaming the Rights of Persons with Disabilities - APSC 3, APSC 11



Victim identification

Immediate Outcome (0-2 years)

When parents are not able to protect the rights and interests of a child TIP victim, a guardian is appointed to support children through the victim identification and referral processes.¹⁶

Description & Explanation

A qualified legal guardian is assigned to protect the rights and interests of the child throughout their trafficking experience when parents are unable or unsuitable to do so.

Scope

Included in this outcome are measures to safeguard the wellbeing of a child TIP victim if parents are unable or unsuitable to do so:

- The appointment of a competent and qualified guardian, such as a social worker, when deemed necessary to safeguard the child TIP victim during their post trafficking journey, including legal proceedings and return and reintegration.
- The selection of a suitable person is done with the child’s consent, in accordance with their age, maturity and ability.
- A child guardian considers the child TIP victim's views and ensures their best interests are protected, in accordance with their age, maturity and ability.
- Child TIP victims are informed of their rights in a language and format that they can understand, and communication is made with the child, in accordance with their age, maturity and ability, and not solely with parents, caregivers or guardians.

Checklist for demonstrating the Immediate Outcome

- When a child TIP victim guardian is appointed, the child is consulted and informed in a language and format they can understand, in accordance with their age, maturity and ability.
- Child TIP guardians are competent for this role and prioritise the best interests of the child.

Intermediate Outcome (2-5 years)	Long-term Outcome (5+ years)
Victims' rights are protected and upheld.	Victim protection and support is standardised and mainstreamed.

Building Block and Maturity Framework for the Immediate Outcome		
<input type="checkbox"/>	NA	Not applicable
<input type="checkbox"/>	Pre progress	No items checked
<input type="checkbox"/>	Intermediate progress	Some items checked
<input type="checkbox"/>	Advanced progress	All items checked

¹⁶ Regional Guidelines and Procedures Sections 4.2.5, 4.4.14, 4.4.15. Do No Harm Guide for Front Line Responders pgs. 16, 93. Victim Sensitive Courts Key Indicators 7.1.b



Victim identification

Immediate Outcome (0-2 years)

Relevant officials and frontline agencies receive training and information about TIP identification.¹⁷

Description & Explanation

This outcome includes training delivered to the following people: frontline organizations and officials, including and not limited to legal professionals, social welfare officers, interviewers, law enforcement officials, and healthcare providers.

Scope

Training and training resources include:

- Gender-sensitive, victim-centred approaches for inclusion, social norm change, anti-stigma efforts, and discrimination.
- Handling particularly vulnerable groups, including children and persons with disabilities.
- Specific modules on victim identification and referral, prevention, and awareness of TIP, with an emphasis on identifying exploitation regardless of whether there was coercion or deception, or any other violent or non-violent means used.
- Victim protection from retaliation.
- Trauma-informed approaches to interviewing TIP victims and self-assessment of personal biases.

This outcome includes technical cooperation and regional and national coordination meetings to build ongoing capacity.

Adequate resources for training is provided.

Checklist for demonstrating the Immediate Outcome

- Training is provided to relevant frontline and law enforcement officials.
- Training and capacity building activities for relevant officials incorporate strengthening support for persons with disabilities and other vulnerable groups.
- Training incorporates self-assessment of personal biases and how to overcome these.
- Training includes TIP victim identification.

Immediate Outcome (2-5 years)	Long-term Outcome (5+ years)
Officials and frontline responders have increased capacity to identify TIP victims.	Victim definition and identification is standardised and mainstreamed.

Building Block and Maturity Framework for the Immediate Outcome		
<input type="checkbox"/>	NA	Not applicable
<input type="checkbox"/>	Pre progress	No items checked
<input type="checkbox"/>	Intermediate progress	Some items checked
<input type="checkbox"/>	Advanced progress	All items checked

¹⁷ Regional Guidelines and Procedures Sections 1.2.5, 1.2.6, 4.1.1, 2.1.2, 3.4.5. Gender Sensitive Guideline for Handline Women Victims of Trafficking in Persons Sections 2.1.1, 3.3.1, 3.5.1, 3.5.2, 3.5.3, 3.5.4, 3.5.5 Do No Harm Guide for Front Line Responders pgs. 15, 24, 30, 34. ACTIP Art 12.g, 14.1. 14.5. ASEAN Enabling Masterplan 2025: Mainstreaming the Rights of Persons with Disabilities - APSC 4, ASCC 3



VICTIM IDENTIFICATION EXAMPLES OF GOOD PRACTICE

TIP victims are not held liable for any illegal activities committed as a result of being trafficked

A Vietnamese citizen was deceived, taken abroad and then sold to an online business company. This person was detained, beaten, abused, and forced to work in a fraudulent online application business. Every day, the TIP victim was assigned targets and must deceive 2 to 3 people. If they do not achieve the target, they will be beaten and abused.

The victim took advantage of a guard's lapse in concentration and managed to escape. He tried to cross the border back to Vietnam, going to the border station to report and denounce perpetrators of human trafficking. The border patrol officers investigated and verified the victim's report and identified and issued a certificate to the victim. At the border guard station, he was provided with essential needs, accommodation and protection based on his need.

TIP victim received psychological, health and economic support and was not held criminally responsible for entry or exit of a country, and illegal acts performed as a TIP victim.

Forced labour rescue by Malay Officers

This case highlighted the involvement of INGO and trans-national cooperation (outcome 10 and 14, outcome on criminal justice), ability for victim to return and come back when it is time for trial. The case for prosecution was scheduled to take place in Sa Kaow. The social worker expressed a view that since the victims were strongly traumatized the number of officers should be limited. A local private hotel provided space for a private interview. A request was made for the assessment and professional opinion of a psychologist prior to interviews with the TIP victims. This delayed interview by few days.



Recovery, reflection and shelter

Immediate Outcome (0-2 years)

TIP victims' recovery, reflection period, shelter and other supports are available.¹⁸

Description & Explanation

Laws, regulations and policies are implemented or are strengthened to ensure victims have a flexible period of reflection during which time they receive services according to their needs, and appropriate temporary shelter. Translation support and sign language is provided in a friendly environment especially for persons with disability.

Scope

This outcome includes reflection periods where:

- The period in which services will be provided will be flexible with a non-conditional reflection and recovery, according to their needs including more time for children. The period provided enables TIP victims can make decisions about their options, including identification, assistance, and cooperation with criminal justice agencies.
- TIP victims receive services according to their needs, including but not limited to, medical and psychological assistance, legal assistance, counselling, material assistance, sign language interpretation service for disabilities when staying at shelters, communication with their family and opportunities for employment, education, and training.
- Facilities meet national standards for disability accessibility.
- TIP victims receive gender-sensitive, victim-centred, and accessible information, available to all segments of society including vulnerable populations and persons with disabilities, in accordance with international best practice.
- TIP victims can access networks of legal aid professionals and disability and human rights organizations to ensure legal assistance to all vulnerable groups and persons with disabilities who cannot afford representation.

Checklist for demonstrating the Immediate Outcome

- Policies include provisions for reasonable accommodation for TIP victims.
- A flexible reflection and recovery period is unconditional for TIP victims.
- During the reflection and recovery period TIP victims receive services and according to their needs.
- Information is provided to TIP victims in a language and format that they can understand.
- TIP victims are able to access free legal aid and or disability support services according to their needs.

Intermediate Outcome (2-5 years)	Long-term Outcome (5+ years)
TIP laws are revised to align to relevant national and international conventions, emerging issues, and trends.	Victim protection and support is standardised and mainstreamed.

Building Block and Maturity Framework for the Immediate Outcome

<input type="checkbox"/>	NA	Not applicable
<input type="checkbox"/>	Pre progress	No items checked
<input type="checkbox"/>	Intermediate progress	Some items checked
<input type="checkbox"/>	Advanced progress	All items checked

¹⁸ Regional Guidelines and Procedures Section 2.4.12. Do No Harm Guide for Front Line Responders pgs. 30, 39, 77. ACTIP Art 14.10



Recovery, reflection and shelter

Immediate Outcome (0-2 years)

TIP victims receive information and give their consent to access safe shelter/accommodation and services that are appropriate to their needs.¹⁹

Description & Explanation

Laws, regulations and policies are implemented to provide TIP victims with safe and appropriate shelter or accommodation for the period of their recovery and legal proceedings. Victims are not detained without their informed consent and services are not conditional on their cooperation in criminal proceedings.

Scope

This outcome includes:

- Legislative or other measures are adopted to allow victims of trafficking to remain in their country of destination during recovery and ongoing legal proceedings. This may involve granting temporary residence and or temporary work permits based on social, compassionate, and humanitarian grounds.
- TIP victims' right to refuse to enter or stay in a shelter is respected.
- TIP victims have freedom of movement and are not detained without their informed consent. In some situations, surveillance is in the best interests of the TIP victim's safety.
- TIP victims and witnesses have the right to work while living on temporary residency permits during legal proceedings.
- Information if it is available deemed safe for them to TIP victims in a format they can understand, including access to interpreters and sign language as required do so.

Checklist for demonstrating the Immediate Outcome

- Laws enable TIP victims to remain in the country of destination during their recovery period.
- Laws enable TIP victims to remain in the country of destination during legal proceedings.
- TIP victims and witnesses have the right to work and freedom of movement when it is safe to do so.

Intermediate Outcome (2-5 years)	Long-term Outcome (5+ years)
TIP victims access shelter / accommodation and services, support and recovery.	Victim protection and support is standardised and mainstreamed.

Building Block and Maturity Framework for the Immediate Outcome

<input type="checkbox"/>	NA	Not applicable
<input type="checkbox"/>	Pre progress	No items checked
<input type="checkbox"/>	Intermediate progress	Some items checked
<input type="checkbox"/>	Advanced progress	All items checked

¹⁹ Regional Guidelines and Procedures Sections 2.6.16. Gender Sensitive Guideline for Handline Women Victims of Trafficking in Persons Sections 2.2.1, 2.7.1, 2.7.2, 3.3.4. Do No Harm Guide for Front Line Responders pg. 21, 40, 42. ACTIP Art 14.4,14.5. ASEAN Enabling Masterplan 2025: Mainstreaming the Rights of Persons with Disabilities - APSC 8, ASCC13.



Recovery, reflection and shelter

Immediate Outcome (0-2 years)

Child TIP victims are placed in safe and suitable accommodation, according to their needs.²⁰

Description & Explanation

Safe and suitable accommodation is ideally with families unless their family is deemed unsuitable. Children, especially girls and people with disability, receive proper care and treatment that is tailored to their needs, gender and culture when arranging accommodation at the shelter.

Scope

This outcome includes:

- Suitable accommodation, which allows freedom of movement, is available for children, youth, women, and children with disabilities, and relative policy settings are strengthened.
- Shelters/accommodation are culturally, gender and age appropriate and prevent re-victimization.
- Children have the right to attend school throughout the duration of their stay when it is safe for them to do so.
- Family reintegration is prioritised.
- Children are not placed in detention facilities.
- Care and treatment are provided based on the needs of the child and are not conditional with their cooperation with authorities or criminal proceedings.
- If placement in a shelter has been necessary, it is for the shortest possible duration and subject to independent review.
- The rights and views of child TIP victims are respected, in accordance with their age, maturity and ability.

Checklist for demonstrating the Immediate Outcome

- AMS provide suitable accommodation for child TIP victims.
- Accommodation for child TIP victims is appropriate to their needs and considers their age, maturity, and ability.
- Family reintegration for child TIP victims is prioritised.
- Child TIP victims receive care and treatment according to their needs.

Intermediate Outcome (2-5 years)	Long-term Outcome (5+ years)
TIP victims access shelter / accommodation and services, support and recovery.	Victim protection and support is standardised and mainstreamed.

Building Block and Maturity Framework for the Immediate Outcome

<input type="checkbox"/>	NA	Not applicable
<input type="checkbox"/>	Pre progress	No items checked
<input type="checkbox"/>	Intermediate progress	Some items checked
<input type="checkbox"/>	Advanced progress	All items checked

²⁰ Regional Guidelines and Procedures Sections 4.2.7, 4.2.9, 4.3.11, 4.3.12, 4.3.11-13. Do No Harm Guide for Front Line Responders pg. 21. ASEAN Enabling Masterplan 2025: Mainstreaming the Rights of Persons with Disabilities - APSC 8, ASCC 13.



Recovery, reflection and shelter

Immediate Outcome (0-2 years)

Support and assistance in shelters is trauma informed.²¹

Description & Explanation

Support and assistance is gender and victim-centred and may include (but is not limited to) medical and psychological assistance, legal assistance, counselling, material assistance, communication with their family and opportunities for education, training or working outside of the shelters. Shelter worker personnel undergo gender and victim-centred and trauma-informed training to gain the knowledge and skills required to understand and support TIP victims.

Scope

This outcome ensures that:

- Shelters do not limit TIP victim's freedom of movement without the informed consent of the TIP victim and when it is safe to do so.
- Shelter support and assistance is not conditional with TIP victim's cooperation with authorities or criminal proceedings.
- Support and assistance are trauma-informed and offered based on the victim's needs.
- Counselling or psychological support is offered by specialist services or "in house".
- Peer-support networks for TIP victims are created.
- The rights of persons with disabilities to live with dignity as they choose, is recognised.
- Shelter workers respect the right of TIP victims to refuse to enter or leave a shelter.

This outcome includes training to ensure that:

- Shelter workers receive gender-sensitive, victim-centred, trauma-informed and human rights-based training equipping them with knowledge and skills to understand and support TIP victims in their care and prepare TIP victims for post-shelter support.
- All personnel at shelters, including managers, social workers, security guards, cooks, and cleaners, receive skills and knowledge training, to understand their role in supporting TIP victims in their care.

Checklist for demonstrating the Immediate Outcome

- TIP victim's freedom of movement is not limited.
- Support offered to TIP victims is non-conditional.
- Trauma-informed support and assistance is based on the victim's needs.
- In house services include, at a minimum, counselling or psychological support.
- Peer-support has been made available.
- All shelter workers receive gender-sensitive, victim-centred, and human rights-based training.

Intermediate Outcome (2-5 years)	Long-term Outcome (5+ years)
TIP victims access shelter / accommodation and services, support and recovery.	Victim protection and support is standardised and mainstreamed.

Building Block and Maturity Framework for the Immediate Outcome

<input type="checkbox"/> NA	Not applicable
<input type="checkbox"/> Pre progress	No items checked
<input type="checkbox"/> Intermediate progress	Some items checked
<input type="checkbox"/> Advanced progress	All items checked

²¹ Do No Harm Guide for Front Line Responders pg. 49
ACTIP Art 14.10



REFECTION, RECOVERY AND SHELTER EXAMPLES OF GOOD PRACTICE

TIP victims who are newborns are given a temporary shelter at Peace House Shelter Vietnam

In February 2021, Peace House Shelter received a group of trafficked babies including 4 newborns and 1 pregnant mother. Because they were trafficked newborn, they had no guardian.

In February 2021, due to Covid 19 epidemic, we encountered many difficulties in coordinating and mobilizing resources. All staff, housekeepers, security guards, and social workers were needed to help take care of the newborns. Luckily during that time, some state agencies learned about our situation when adopting newborns and we received support with initial essential items such as milk and clothes from them. Most of staff were quite young, unmarried and taking care of a newborn was extremely difficult. Initial guidance from medical staff was received and everyone was trained to provide infant care. The pregnant mother gave birth safely during her stay at the Peace House Shelter.

When the perpetrators of the human trafficking were arrested, the police found the children's mothers who were referred to Peace House Shelter and the women took their children back.

- Impacts of this example on TIP victims
- Provide a safe place for newborns to live.
- Top priority was given in the process of supporting children.
- An initial support package based on the child's needs was provided, with mother and baby rooms, private rooms and special accompanying caregivers.
- Medical care and treatment for children and mothers was provided.

Support and assistance in shelters is trauma informed.

Vietnamese TIP victims are often trafficked for sexual exploitation in Malaysia. Trauma-informed psychological support officers will meet with TIP victims and provide support for them to make statements and attend court. Psychological support staff have specialized training and create trust and comfort for victims. With support victims are:

- More confident and comfortable.
- Consensually share more information.
- May go to court boldly as a witness.
- Reduce grief, feel more secure about themselves and their family.



Return and reintegration

Immediate Outcome (0-2 years)

Individualised recovery or reintegration plans are developed.²²

Description & Explanation

Plans are developed in consultation with the TIP victim and the receiving party to support TIP victims return and reintegration with their place of origin.

A well-planned and supported recovery and reintegration program helps them to move on with their lives including being back with their family or local community and is also an essential component of safe return, as it is often at the point of return and reintegration back into their community that victims are most vulnerable to further harm.

Scope

This outcome includes cooperation and coordination between AMS:

- Individualized recovery and reintegration plans are developed in consultation with the receiving authority to support a TIP victim's return to their place of origin.
- Individualized recovery and reintegration plans are developed in consultation with the TIP victim.
- This outcome considers individualised needs of trafficked victims:
- The reintegration plan is individualized, responsive to the needs of the TIP victim and conducted in a gender-appropriate, age-appropriate, and culturally sensitive manner.
- Age, gender, and special needs of TIP victims, particularly children and persons with disability, are considered and measures implemented.
- A case manager or social worker is appointed to collaborate with the TIP victim in creating a personalized recovery and reintegration plan that meets their specific needs.
- AMS are working towards standardising procedures to effectively support victims of trafficking.

Checklist for demonstrating the Immediate Outcome

- Individualised recovery and reintegration plans are developed with the TIP victim to support return to their place of origin.
- Special measures are implemented for the needs of TIP victims.
- A social worker or support person is appointed.
- Assign a responsible agency to manage the return, repatriation and recovery of TIP victims.

Intermediate Outcome (2-5 years)	Long-term Outcome (5+ years)
Individualised recovery and reintegration plans are standard practice.	Return, recovery and reintegration for victims of trafficking is standardised and mainstreamed.

Building Block and Maturity Framework for the Immediate Outcome

<input type="checkbox"/>	NA	Not applicable
<input type="checkbox"/>	Pre progress	No items checked
<input type="checkbox"/>	Intermediate progress	Some items checked
<input type="checkbox"/>	Advanced progress	All items checked

²² Do No Harm Guide for Front Line Responders pgs. 54, 59. ACTIP Art 14.11, 14.12



Return and reintegration

Immediate Outcome (0-2 years)

Each TIP victim receives an individualised risk assessment and repatriation plan to ensure their safe return.²³

Description & Explanation

Individualized risk assessments for adult and child TIP victims are conducted to determine the possibility of safe return to their family and community, exploring alternative options if necessary. TIP victims return voluntarily and with their consent.

Scope

This outcome considers individualised needs of trafficked victims:

- The reintegration plan is individualized and conducted in a gender-appropriate, age-appropriate, and culturally sensitive manner.
- Age, gender, and special needs of TIP victims, particularly children and persons with disability, are considered and measures implemented.
- The needs of the child in decisions regarding return and reintegration is prioritised, supporting their desire to return to their country of origin unless safety cannot be assured.
- Family reunification for accommodating children is prioritised and alternative placements provided if reunification is not possible. This outcome includes cooperation and coordination between parties and local community for ongoing care.

This outcome includes cooperation and coordination between parties and local community for ongoing care.

Assign an agency to overseas the return and reintegration of victims.

Checklist for demonstrating the Immediate Outcome

- Individualized risk assessments for TIP adult and child victims are conducted.
- Decisions regarding return and reintegration of child victims prioritises their best interests.
- Parties coordinate with the place of origin and local community for ongoing care.
- Family reunification for child TIP victims is prioritised. TIP victims return voluntarily and with their consent.
- An agency to overseas the return and reintegration of victims is assigned.

Intermediate Outcome (2-5 years)	Long-term Outcome (5+ years)
Individualised risk assessments are standard practice.	Return, recovery and reintegration for victims of trafficking is standardised and mainstreamed.

Building Block and Maturity Framework for the Immediate Outcome		
<input type="checkbox"/>	NA	Not applicable
<input type="checkbox"/>	Pre progress	No items checked
<input type="checkbox"/>	Intermediate progress	Some items checked
<input type="checkbox"/>	Advanced progress	All items checked

²³ Regional Guidelines and Procedures Sections 4.5.17, 6.1.1, 6.1.2, 6.1.4. Do No Harm Guide for Front Line Responders pgs. 54, 56. ACTIP Art 14.11, 15.1-5.



Return and reintegration

Immediate Outcome (0-2 years)

Returning, receiving, and transit parties establish shared SOPs.²⁴

Description & Explanation

Procedures and mechanisms are established among returning, receiving, and transit parties to ensure the safety, well-being, and ongoing care and support of TIP victims upon their return.

Scope

This outcome includes cooperation and coordination between AMS parties:

- Cooperative procedures and mechanisms between AMS parties are established to ensure the continuity of assistance and protection for victims, maximize opportunities for recovery and reintegration and monitor the return process and outcomes.
- Necessary legislative measures are established for repatriation programs.
- Repatriation programs are established with relevant institutions and agencies to facilitate the return and reintegration of trafficking victims.
- Citizenship verification or permanent residency of a TIP victim is provided at the request of the receiving country and authorization to travel, provided for undocumented TIP victims.

This outcome considers individualised needs of trafficked victims:

- TIP victims return voluntarily and with their consent.
- The reintegration process is individualized, responsive to the needs of trafficking victims, and conducted in a gender-appropriate, age-appropriate, and culturally sensitive manner.
- TIP victims, whether they are citizens or have permanent residency rights, receive prompt assistance to return to their country of origin.
- Victims are accompanied by a social worker or support person for safety and support with respect to the victim's wishes and taking into account potential risks in their community.
- Stipends to cover transport and meal costs for TIP victims returning to their country of origin alone, are provided.

Checklist for demonstrating the Immediate Outcome

- Cooperative procedures and mechanisms between AMS are in place.
- Repatriation plans are individualised.
- TIP victims return voluntarily and with their consent.

Intermediate Outcome (2-5 years)	Long-term Outcome (5+ years)
SOPs are implemented and continuously improved.	SOPs are standardised and mainstreamed.

Building Block and Maturity Framework for the Immediate Outcome

<input type="checkbox"/>	NA	Not applicable
<input type="checkbox"/>	Pre progress	No items checked
<input type="checkbox"/>	Intermediate progress	Some items checked
<input type="checkbox"/>	Advanced progress	All items checked

²⁴ Regional guidelines and procedures sections 6.1.5, 6.2.6 Gender Sensitive Guideline for Handline Women Victims of Trafficking in Persons Section 3.4.3. Do No Harm Guide for Front Line Responders pg. 54. ACTIP Art 14.11, 15.5



Return and reintegration

Immediate Outcome (0-2 years)

Places of origin provide returning TIP victims with sustained assistance and support.²⁵

Description & Explanation

Recovery and reintegration is facilitated by places of origin.

Scope

This outcome proposes that a place of origin:

- Assign case managers or social workers to support victims in their reintegration, access to services, employment, and social networks.
- Provide ongoing assistance and support to TIP victims that is not conditional on their cooperation with authorities or criminal proceedings.
- Support may include (but is not limited to) information, suitable shelter/accommodation, medical and psychological assistance, legal assistance, counselling, material assistance, communication with their family and opportunities for employment, education, and training, and evaluate the impact of assistance provided.
- Address the needs of vulnerable populations, women, children and persons with disability.
- Provide support services that are tailored for child TIP victims, adhering to child-rights principles and child-specific protocols.

TIP victims, especially women and girls, are provided opportunities to acquire occupational skills i.e., literacy, IT literacy, financial literacy; first aid, health and safety and family planning, stress management, in accordance with their needs and interests.

Persons with disabilities are provided equitable opportunities for employment, entrepreneurship, and economic integration.

Checklist for demonstrating the Immediate Outcome

- Case managers or social workers are assigned.
- A range of non-conditional support is made available to returning TIP victims.
- Services are tailored to TIP victim's needs.

Intermediate Outcome (2-5 years)	Long-term Outcome (5+ years)
TIP victims' long-term recovery and reintegration is adequately resourced.	Return, recovery and reintegration for victims of trafficking is standardised and mainstreamed across all AMS.

Building Block and Maturity Framework for the Immediate Outcome

<input type="checkbox"/> NA	Not applicable
<input type="checkbox"/> Pre progress	No items checked
<input type="checkbox"/> Intermediate progress	Some items checked
<input type="checkbox"/> Advanced progress	All items checked

²⁵ Regional Guidelines and Procedures Sections 6.2.7, 6.2.8, 6.3.9, 6.3.11. Gender Sensitive Guideline for Handline Women Victims of Trafficking in Persons Sections 3.7.1, 3.7.3. Do No Harm Guide for Front Line Responders pgs. 59, 64. ACTIP Art 14.10, 14.11-12, 15.5, 15.6. ASEAN Enabling Masterplan 2025: Mainstreaming the Rights of Persons with Disabilities - AEC 25.



RETURN AND REINTEGRATION EXAMPLES OF GOOD PRACTICE



Medical and mental health care

Immediate Outcome (0-2 years)

TIP victims are given information they can understand about the health services.²⁶

Description & Explanation

Information about a health service TIP victims may require are in languages, signed languages and formats that all TIP victims can understand. Trained and qualified interpreters of multiple languages and signed languages may be used.

Scope

This outcome concerns the accessibility of information for TIP victims and includes:

- Information is provided in formats forms types all TIP victims can access and understand, with interpreters if required.
- Medical officers and interpreters are equipped with the knowledge and skills to competently work with all TIP victims.
- TIP victims' right to accept or decline assistance.
- Healthcare support is not conditional with their cooperation with authorities or criminal proceedings and regardless of whether the victim makes a legal prosecution or not.
- For child TIP victims, treatment plan decisions can be communicated and decided with the parent, carer or guardian and the child in accordance with their age, maturity and ability.

Tailored treatment plans are made by medical staff in consultation with TIP victims for specialised health services and are adequately resourced.

Checklist for demonstrating the Immediate Outcome

- Non-conditional healthcare support is offered to TIP victims.
- Information materials are provided.
- TIP victims' right to accept or decline assistance, is respected.
- Informed consent is provided by all adult TIP victims.

Intermediate Outcome (2-5 years)	Long-term Outcome (5+ years)
All TIP victims routinely access health information and services according to their needs.	Medical and mental health care is institutionalised and mainstreamed.

Building Block and Maturity Framework for the Immediate Outcome		
<input type="checkbox"/>	NA	Not applicable
<input type="checkbox"/>	Pre progress	No items checked
<input type="checkbox"/>	Intermediate progress	Some items checked
<input type="checkbox"/>	Advanced progress	All items checked

²⁶ Regional guidelines and procedures Section 2.2.4, 2.2.5 Gender Sensitive Guideline for Handline Women Victims of Trafficking in Persons Sections 2.4.1, 3.1.2, 2.6.1, 3.1.1. Do No Harm Guide for Front Line Responders pg. 73 ACTIP Art 14.5, 14.10.



Medical and mental health care

Immediate Outcome (0-2 years)

TIP victims receive access to care, treatment and use of appropriate medical health care services.²⁷

Description & Explanation

Access to medical services is timely, culturally sensitive, and trauma-informed in accordance with TIP victim's needs.

Scope

This outcome ensures medical services:

- Are provided to all TIP victims and is not conditional with on their cooperation with authorities or criminal proceedings.
- Respect the right of TIP victims to accept or decline assistance.
- Obtain informed consent for physical examinations, respecting the victim's right to decline.
- Tailored for TIP victims with treatment plans that consider gender, religious beliefs, cultural practices, age, and ability.
- Provided by trained and experienced practitioners and staff who practice gender sensitive and victim-centred medical care without stigmatisation.
- Consultations and examinations take place in a private and comfortable settings using trained and qualified interpreters if needed to ensure clear communication about the process and expectations.
- Provide HIV, and STI testing services to all TIP victims with their informed consent, including persons with disability.
- Provide appropriate pregnancy and emergency contraception and counselling services to women and girls including those with disability.

When TIP Victims return to their country of origin, medical records are transferred, with the victim's informed consent, to receiving services to ensure continuity of medical care.

Agencies coordinate with NGOs to ensure healthcare is not denied due to budget or resource constraints.

Checklist for demonstrating the Immediate Outcome

- AMS provide medical services and assistance to all TIP victims.
- Tailored treatment plans are made with TIP victims.
- Medical practitioners and staff are trained and experienced to provide gender sensitive and victim-centred medical care without stigmatisation.
- Consultations and examinations take place in a private and comfortable settings.
- Trained and qualified interpreters communicate clearly about the process and expectations.
- Informed consent for physical examinations is obtained.
- HIV, and STI testing, is provided to all TIP victims with consent, including persons with disability.
- Pregnancy, emergency contraception and appropriate counselling is available for women and girls, including women and girls with disability.
- Healthcare is not denied due to stigma, budget, or resource constraints.
- When TIP Victims return to their country of origin, medical records are transferred, with consent, to receiving services to ensure continuity of medical care.

Intermediate Outcome (2-5 years)	Long-term Outcome (5+ years)
All TIP victims routinely access medical health information and services according to their needs.	Victim support is institutionalised and mainstreamed.

Building Block and Maturity Framework for the Immediate Outcome

<input type="checkbox"/>	NA	Not applicable
<input type="checkbox"/>	Pre progress	No items checked
<input type="checkbox"/>	Intermediate progress	Some items checked
<input type="checkbox"/>	Advanced progress	All items checked

²⁷ Do No Harm Guide for Front Line Responders pgs. 68, 72, 73
ACTIP Art 14.10c.

ASEAN Enabling Masterplan 2025: Mainstreaming the Rights of Persons with Disabilities - AEC 17, ASCC 6.



Medical and mental health care

Immediate Outcome (0-2 years)

TIP victims receive access and treatment to mental health services.²⁸

Description & Explanation

Access to a range of mental health services is timely, culturally sensitive and trauma-informed in accordance with their needs.

Scope

This outcome ensures that mental health services:

- Are provided to all TIP victims and not conditional with their cooperation with authorities or criminal proceedings.
- Respect the right of TIP victims' right to accept or decline assistance.
- Obtain informed consent for psychological examination, respecting the victim's right to decline.
- Are tailored for TIP victims with treatment plans that consider gender, religious beliefs, cultural practices, age and ability.
- Provide trained psychiatrists and or psychologists and mental health staff are trained to provide gender sensitive and victim-centred mental health care without stigmatisation.
- Take place in private and comfortable settings or "in-house" if appropriate. Trained and qualified interpreters are used if needed and communicate clearly about the process and expectations

Agencies coordinate with NGOs to ensure mental health care is not denied due to stigma, budget or resource constraints.

Checklist for demonstrating the Immediate Outcome

- Parties provide mental health services and assistance to all TIP victims.
- Tailored treatment plans are made with TIP victims.
- Informed consent for psychological examinations is obtained.
- Mental health practitioners are trained to provide gender sensitive and victim-centred mental health care without stigmatisation.
- Consultations and counselling take place in a private and comfortable or 'in-house' setting.
- Trained and qualified interpreters communicate clearly about the process and expectations.
- Mental health care is not denied due to stigma, budget or resource constraints.

Intermediate Outcome (2-5 years)	Long-term Outcome (5+ years)
All TIP victims routinely access mental health information and services according to their needs.	Victim support is institutionalised and mainstreamed.

Building Block and Maturity Framework for the Immediate Outcome		
<input type="checkbox"/>	NA	Not applicable
<input type="checkbox"/>	Pre progress	No items checked
<input type="checkbox"/>	Intermediate progress	Some items checked
<input type="checkbox"/>	Advanced progress	All items checked

²⁸ Do No Harm Guide for Front Line Responders pgs. 69, 72, 73. ACTIP Art 14.10c. ASEAN Enabling Masterplan 2025: Mainstreaming the Rights of Persons with Disabilities - AEC 17, ASCC 6.



MEDICAL AND MENTAL HEALTHCARE EXAMPLES OF GOOD PRACTICE

TIP victims receive information to make informed decisions about their health

A TIP victim was referred to a safe house having been the victim of organ removal. The victim had had a kidney removed 3 – 5 days before meeting a health worker responsible for the victim's medical health and wellbeing at the house.

The health worker offered information about the next stages of the victim's rescue. The worker advised the victim that an interview and physical examination (superficial) would need to be conducted with a general practitioner, including taking photographs of the wound. The GP would check the wound to see if any further examination or medical intervention is required. The doctor would also likely order a CT scan, to be used as evidence in court, and that for this to happen the victim would need to be taken to a hospital.

The victim initially refused examination and treatment. The health worker respected this decision. However, they felt that the victim needed more information. The worker explained the benefits, their particular needs and choices available. The victim better understood and gave their informed consent. The victim's family was also invited to accompany the victim to the hospital where they underwent examination and received treatment.

Working with people with disability

When dealing with the law, disability advocates are needed. The Indonesian Disabled Women's Association (HWDI) has an information center where people are referred for support.

A companion may be appointed. The companion understands the condition of the disability and the service the TIP victim is accessing. The companion is trained to handle and assist the TIP victim living with a disability navigate the service for the best possible treatment and care.



Criminal justice processes

Immediate Outcome (0-2 years)

Laws, regulations and policies are implemented for the investigation and prosecution of human traffickers and other persons involved in TIP.²⁹

Description & Explanation

Traffickers as well as other persons involved in TIP are investigated and prosecuted in accordance with national legislation, laws, regulations and policies.

Scope

This outcome includes:

- Laws, regulations and policies for the investigation of traffickers as well as other persons.
- Laws, regulations and policies for the prosecution of traffickers as well as other persons.
- Defendants' right to due process is respected.

Checklist for demonstrating the Immediate Outcome

- Laws, regulations and policies for the investigation of traffickers as well as other persons are implemented.
- Laws, regulations and policies for the prosecution of traffickers as well as other persons are implemented.

Intermediate Outcome (2-5 years)	Long-term Outcome (5+ years)
Human traffickers and other persons involved in TIP are routinely investigated and prosecuted.	Increased TIP investigation and prosecution has meaningfully disrupted TIP criminality.

Building Block and Maturity Framework for the Immediate Outcome		
<input type="checkbox"/>	NA	Not applicable
<input type="checkbox"/>	Pre progress	No items checked
<input type="checkbox"/>	Intermediate progress	Some items checked
<input type="checkbox"/>	Advanced progress	All items checked

²⁹ Gender Sensitive Guideline for Handline Women Victims of Trafficking in Persons Section 3.6.2. ACTIP Art 12h.



Criminal justice processes

Immediate Outcome (0-2 years)

TIP victims are able to make an informed decision about whether they choose to participate in the prosecution of their traffickers.³⁰

Description & Explanation

TIP victims are provided with information and support to enable them to make an informed decision about whether they choose to participate in the prosecution of their traffickers.

Scope

This outcome includes provisions that enable TIP victims to make decisions such as:

- The criminal justice system is clearly explained to the TIP victim including the victim's legal position, rights, options, available services, and the trial process. Information includes (but not limited to) punishment of perpetrators, available remedies, compensation, application processes, likelihood of conviction, and duration of the court case.
- Gender-sensitive and victim-centred information is provided to TIP victims and witnesses about entire criminal justice process, including courtroom expectations, proceedings, and likely questions, and is accessible to all segments of society including vulnerable populations and persons with disabilities.
- Free, prior and informed consent from victims for their participation in the legal process is obtained, and their right to refuse assistance and support at any point is respected.
- Safe accommodation and assistance is not conditional on TIP victim or witness cooperation with authorities or criminal justice proceedings.
- Legal counsel or other support persons are assigned to support and update victims throughout the court process and accompany them during questioning. Safe and suitable accommodation and assistance is not conditional on cooperation with authorities, criminal proceedings or informal settlements.

³⁰ Regional Guidelines and Procedures Section 3.1.1. Do No Harm Guide for Front Line Responders pgs. 42, 77, 85, 92. ACTIP Art 16.5.

Checklist for demonstrating the Immediate Outcome

- The crime of trafficking, punishment of perpetrators, and access to justice and remedies, is clearly explained.
- The criminal justice system is clearly explained.
- Victims are informed of their right to be present or not during criminal proceedings.
- Information is provided about courtroom expectations, proceedings, and likely questions.
- Information is gender-sensitive, victim-centred and accessible to all segments of society including vulnerable populations and persons with disabilities.
- Voluntary free, prior and informed consent is obtained.
- Adult victims', or qualified legal guardians' Victim's right to refuse assistance and support is respected.
- Non conditional accommodation and services are provided.
- Legal counsel or other support persons are assigned.

Intermediate Outcome (2-5 years)	Long-term Outcome (5+ years)
Increasing rate of victims voluntarily choose to participate in prosecution of traffickers.	Increased TIP investigation and prosecution has disrupted TIP criminality.

Building Block and Maturity Framework for the Immediate Outcome		
<input type="checkbox"/>	NA	Not applicable
<input type="checkbox"/>	Pre progress	No items checked
<input type="checkbox"/>	Intermediate progress	Some items checked
<input type="checkbox"/>	Advanced progress	All items checked



Criminal justice processes

Immediate Outcome (0-2 years)

TIP victims may remain in the country of destination while they are recovering and during court cases.³¹

Description & Explanation

TIP victims may remain in their destination country, in accordance with local country regulations, temporarily or permanently until resolution of their case or compensation claim.

Scope

This outcome includes:

- Assistance is provided to TIP victims to obtain legal status and documentation for the duration of court cases.
- AMS develop SOPs to enable TIP victims and witnesses to obtain legal status and documentation to remain in the country during legal proceedings, including children and persons with disability.

Checklist for demonstrating the Immediate Outcome

- TIP victims and witnesses are not forced to leave or forced to stay in a destination country for legal proceedings.
- TIP victims and witnesses may obtain legal status and documentation to remain in the country during legal proceedings.

Intermediate Outcome (2-5 years)	Long-term Outcome (5+ years)
TIP laws are revised to align to relevant national and international conventions, emerging issues, and trends.	Victim protection and support is standardised and mainstreamed.

Building Block and Maturity Framework for the Immediate Outcome		
<input type="checkbox"/>	NA	Not applicable
<input type="checkbox"/>	Pre progress	No items checked
<input type="checkbox"/>	Intermediate progress	Some items checked
<input type="checkbox"/>	Advanced progress	All items checked

³¹ Regional Guidelines and Procedures Sections 2.5.13, 3.1.3, 5.3.8. Do No Harm Guide for Front Line Responders pgs. 21, 54, 92. ACTIP Art 14.4.



Criminal justice processes

Immediate Outcome (0-2 years)

TIP victims are provided with relevant services throughout their involvement in the criminal justice process.³²

Description & Explanation

Laws, regulations and policies are implemented to provide services for TIP victims throughout their involvement in the criminal justice process. Services include (but are not limited to) information, safe shelter, medical and psychological assistance, legal assistance, counselling, material assistance, communication with their family and opportunities for employment, education, and training.

Scope

This outcome includes provisions for:

- Free legal aid is available to assist TIP victims.
- A network of legal aid professionals and specialized organisations is established to assist TIP victims and persons with disabilities who cannot afford legal representation. If state-funded legal support is unavailable, alternative options such as pro-bono services or NGO-provided lawyers are arranged.
- Professional legal counsel with expertise in advising trafficking victims and representing them effectively, is provided. Legal advice is communicated clearly and simply and accessible to all segments of society including vulnerable populations and persons with disabilities.
- A qualified legal guardian is appointed for child TIP victims if they are without parental care to safeguard their best interests and represent them in legal proceedings.

Services are not conditional on their cooperation in criminal proceedings.

Checklist for demonstrating the Immediate Outcome

- A range of non-conditional support is made available to returning TIP victims.
- Free legal aid is available.
- Legal counsel has expertise and experience.
- Legal advice is communicated clearly, simply and in accessible formats.
- A legal guardian is appointed for child TIP victims.

Intermediate Outcome (2-5 years)	Long-term Outcome (5+ years)
Increasing rate of victims voluntarily choose to participate in prosecution of traffickers.	Victim protection and support is standardised and mainstreamed.

Building Block and Maturity Framework for the Immediate Outcome		
<input type="checkbox"/>	NA	Not applicable
<input type="checkbox"/>	Pre progress	No items checked
<input type="checkbox"/>	Intermediate progress	Some items checked
<input type="checkbox"/>	Advanced progress	All items checked

³² Regional Guidelines and Procedures Section 3.1.5.
 Gender Sensitive Guideline for Handline Women Victims of Trafficking in Persons Section 3.4.6.
 Do No Harm Guide for Front Line Responders pg. 93
 ACTIP Art 16.5
 ASEAN Enabling Masterplan 2025: Mainstreaming the Rights of Persons with Disabilities - APSC 3



Criminal justice processes

Immediate Outcome (0-2 years)

Repatriated victims of trafficking are supported to participate in the prosecution of their traffickers.³³

Description & Explanation

The travel costs, food and accommodation, safety and convenience of TIP victims is considered to support them to participate in the prosecution of their traffickers.

Scope

This outcome include coordination and cooperation between AMS to provide:

- Cooperative arrangements with countries of origin established for the safe travel of TIP victims and a companion, to provide testimony minimising inconvenience and without cost.
- Existing cooperative mechanisms between AMS's and agencies enable TIP victims to participate in the investigation and prosecution of their traffickers.
- Electronic hearing and video conferencing provided from their country of origin, in accordance with national laws.

Authorities and legal officers acknowledge that TIP cases may not rely on TIP victims' testimony for the investigation and prosecution of traffickers.

Checklist for demonstrating the Immediate Outcome

- Repatriated victims participate in the prosecution of their traffickers where it is safe to do so.
- TIP victims may provide electronic hearing and video testimony from their country of origin.
- Cooperative arrangements with countries of origin are established for the safe travel, food and accommodation of TIP victims including with a companion if required.

Intermediate Outcome (2-5 years)	Long-term Outcome (5+ years)
Increasing rate of victims and witnesses voluntarily choose to participate in prosecution of traffickers.	Increased TIP investigation and prosecution has disrupted TIP criminality.

Building Block and Maturity Framework for the Immediate Outcome		
<input type="checkbox"/>	NA	Not applicable
<input type="checkbox"/>	Pre progress	No items checked
<input type="checkbox"/>	Intermediate progress	Some items checked
<input type="checkbox"/>	Advanced progress	All items checked

³³ Regional Guidelines and Procedures Sections 3.1.4 ACTIP Art 16.5.



Criminal justice processes

Immediate Outcome (0-2 years)

TIP victims who choose to participate in the prosecution of their traffickers are informed about the progress of the case.³⁴

Description & Explanation

TIP victims are informed in languages, signed languages and formats that all victims can understand.

Scope

This outcome ensures that TIP victims and witnesses are informed about case progress by whatever means they deem appropriate.

Checklist for demonstrating the Immediate Outcome

- The progress of the case is clearly explained in formats all victims can understand.

Intermediate Outcome (2-5 years)

Increasing rate of victims and witnesses voluntarily choose to participate in prosecution of exploiters and traffickers.

Long-term Outcome (5+ years)

Increased TIP investigation and prosecution has disrupted TIP criminality.

Building Block and Maturity Framework for the Immediate Outcome

<input type="checkbox"/>	NA	Not applicable
<input type="checkbox"/>	Pre progress	No items checked
<input type="checkbox"/>	Intermediate progress	Some items checked
<input type="checkbox"/>	Advanced progress	All items checked

³⁴ Regional Guidelines and Procedures Section 3.1.1. Do No Harm Guide for Front Line Responders pgs. 42, 77, 85, 92. ACTIP Art 16.5.



Criminal justice processes

Immediate Outcome (0-2 years)

Individualised risk assessments and safety plans are developed for all TIP victims throughout the criminal justice process.³⁵

Description & Explanation

A comprehensive individualised risk assessment and plan for all TIP adult and child victims and witnesses are developed in consultation with TIP victims, law enforcement and victim support services, to evaluate potential harm when participating in the criminal justice system.

Scope

This outcome includes provisions for:

- Individualised risk assessments of all TIP victims and witnesses are conducted to evaluate potential harm from participating in the criminal justice system.
- Safety plans are put in place as required to protect TIP victims during the legal process.
- TIP victims' and witnesses' privacy and identity protections through confidential legal proceedings and prohibiting publication of identifying details without informed consent.
- Alternative options to victim statements and testimony are provided, if a statement or testimony will cause harm.

Checklist for demonstrating the Immediate Outcome

- Individualised risk assessments are developed and implemented.
- Safety plans are in place.
- Privacy and identity is protected.
- Alternative options to victim statements and testimony are provided.

Intermediate Outcome (2-5 years)	Long-term Outcome (5+ years)
Increasing rate of victim and witnesses voluntarily choose to participate in prosecution of exploiters and traffickers.	Increased TIP investigation and prosecution has disrupted TIP criminality.

Building Block and Maturity Framework for the Immediate Outcome		
<input type="checkbox"/>	NA	Not applicable
<input type="checkbox"/>	Pre progress	No items checked
<input type="checkbox"/>	Intermediate progress	Some items checked
<input type="checkbox"/>	Advanced progress	All items checked

³⁵ Regional Guidelines and Procedures Section 3.2.7 Do No Harm Guide for Front Line Responders pgs. 77, 81, 85 Victim Sensitive Courts Key Indicators 1.2, 1.3



Criminal justice processes

Immediate Outcome (0-2 years)

TIP victims and their families are protected from intimidation and/or reprisals or witness tampering.³⁶

Description & Explanation

Laws, regulations and policies and effective measures to protect victims and witnesses from intimidation and reprisals, including individualized risk assessments and sufficient resourcing, are implemented. This may include (but is not limited to) the provision of trained criminal justice officers or personnel for physical protection, and maybe police escorts and courtroom security for victims and witnesses.

Scope

This outcome includes provisions for:

- Individualised risk assessments of TIP victims and witnesses are conducted to evaluate potential harm from participating in the criminal justice system.
- Criminal justice officers or personnel for physical protection, police escorts and courtroom security for victims and witnesses.
- Anonymity is assured to protect the privacy and confidentiality of information of the for witnesses, victims and their, or families.
- Safe and suitable accommodation for TIP victims, witnesses and at-risk family members is provided, coordinating with witness protection and relocation programs.
- Agreements between Courts and NGOs encourage and facilitate cooperation for the provision of services and support to TIP victims, witnesses and at-risk family members.
- TIP victims to exercise their right to refuse protection and assistance (for adults) and express their views (for children).

Safe and suitable accommodation and assistance is not conditional on cooperation with authorities, criminal proceedings or informal settlements.

Evidence may not be solely reliant on TIP victims' testimony for investigation and prosecution of traffickers.

Checklist for demonstrating the Immediate Outcome

- Laws, regulations, policies, and effective executive and judicial measures are implemented to protect victims and witnesses from intimidation and reprisals.
- Individualised risk assessments of TIP victims and witnesses are conducted.
- Safe and suitable accommodation for TIP victims and at-risk family members is provided.
- MOU agreements between Courts and entities encourage and facilitate cooperation for the provision of services and support to TIP victims, witnesses, and at-risk family members.
- Non-conditional accommodation and assistance is provided.
- The right to refuse protection and assistance is respected.

Intermediate Outcome (2-5 years)	Long-term Outcome (5+ years)
The protection of TIP victims and their families is adequately resourced.	Victim protection and support is standardised and mainstreamed.

Building Block and Maturity Framework for the Immediate Outcome

<input type="checkbox"/> NA	Not applicable
<input type="checkbox"/> Pre progress	No items checked
<input type="checkbox"/> Intermediate progress	Some items checked
<input type="checkbox"/> Advanced progress	All items checked

³⁶ Regional Guidelines and Procedures Section 3.2.7, 2.1.1. Gender Sensitive Guideline for Handline Women Victims of Trafficking in Persons Sections 3.6.5, 4.16. Do No Harm Guide for Front Line Responders pgs. 77, 81. ACTIP Art 16.5.



Criminal justice processes

Immediate Outcome (0-2 years)

TIP victims and their families' privacy and personal data are protected during legal proceedings.³⁷

Description & Explanation

Laws, regulations and policies are implemented to protect TIP victims and their families' privacy and personal data before, during and after legal proceedings the judicial process.

Scope

This outcome ensures that:

- All necessary steps are taken to protect the privacy of victim-witnesses and their families including prohibiting the publication of their names or identifying details from investigation to court trial, in accordance with the applicable laws and regulations of the local country.
- Responsibility for protecting victims' privacy rests with all involved parties, including criminal justice officials and support providers.
- The privacy of child TIP victims is protected and unauthorized disclosure of their identity or details is prohibited.
- Confidentiality is maintained and permission obtained before sharing any victim information that may reveal their identity or address.
- Protective measures are implemented in courts to ensure the anonymity of victims, such as closed court proceedings, separate waiting rooms and recorded testimony.
- Breaches of privacy by media personnel are reported to and action is taken by the authorities and maybe prosecuted.
- In collaboration with gender-sensitive and victim-centred organizations and the academe, training on human rights law and gender stereotypes is provided to justice professionals..

Checklist for demonstrating the Immediate Outcome

- All necessary steps are taken to protect privacy victim-witnesses and potential witnesses.
- The privacy of child TIP victims is protected.
- Closed court proceedings are used.
- Confidentiality is maintained and permission obtained before sharing any victim information.
- Protective measures are implemented in courts.
- Breaches are reported.
- Court justice professionals receive gender-sensitive and victim-centred training.

Intermediate Outcome (2-5 years)	Long-term Outcome (5+ years)
Protection of victims' privacy, identity and confidentiality is standard practice.	Victim protection and support is standardised and mainstreamed.

Building Block and Maturity Framework for the Immediate Outcome

<input type="checkbox"/>	NA	Not applicable
<input type="checkbox"/>	Pre progress	No items checked
<input type="checkbox"/>	Intermediate progress	Some items checked
<input type="checkbox"/>	Advanced progress	All items checked

³⁷ Regional Guidelines and Procedures Section 3.2.6, 4.2.4. Gender Sensitive Guideline for Handline Women Victims of Trafficking in Persons Section 3.6.6. Do No Harm Guide for Front Line Responders pgs. 79, 89. ACTIP Art 14.6



Immediate Outcome (0-2 years)

Specific measures are implemented to enable TIP victims and witnesses to safely participate in court proceedings.³⁸

Description & Explanation

Specific and tailored protection is provided to at-risk TIP victims and/or witnesses to minimise the risk of re-traumatisation. Special measures may include (but are not limited to) live Links, electronic hearing and video conferencing, screens, separate waiting rooms, private entrances, pseudonyms, and video/audio distortion to protect victims during proceedings.

Scope

This outcome may include provisions to enable:

- TIP victims to provide electronic hearing in prior to and or during court hearings, through live links, separate rooms, electronic hearings or video conferencing.
- Pre-trial depositions to reduce the waiting period for victim witnesses to testify.
- Trials and proceedings to start and conclude without undue delay, especially in cases involving children.
- The implementation of protocols to prohibit coercion of TIP victims by officials or service providers into accepting assistance or protection conditional on TIP victims' cooperation with criminal justice officials.
- TIP victims to be informed about their unconditional right to immediate protection and assistance.
- Legal counsel or other support persons to be assigned to support and update victims throughout the court process and accompany them during questioning.

TIP victim and witness coordinators receive training to provide support to TIP victims such as liaising with prosecutorial agencies, providing information and updates, accompanying the victim to court, and ensuring access to appropriate services.

Checklist for demonstrating the Immediate Outcome

- Specific and tailored protection is provided to at-risk victim and/or witnesses.
- Court procedures are in place allowing TIP victims to testify through video conferencing and electronic hearing, advanced video recording, live links or separate rooms or through depositions.
- Pre-trial depositions reduce the waiting period for victim witnesses to testify.
- Trials and proceedings start and conclude without undue delay.
- Victim's right to refuse assistance and support is respected.
- Legal counsel or other support persons are assigned to support and update victims throughout the court process and accompany them during questioning.
- TIP victim and witness coordinators are trained and provide support to TIP victims.

Intermediate Outcome (2-5 years)	Long-term Outcome (5+ years)
Increasing rate of victims voluntarily choose to participate in prosecution of traffickers.	Increased TIP investigation and prosecution has disrupted TIP criminality.

Building Block and Maturity Framework for the Immediate Outcome

<input type="checkbox"/>	NA	Not applicable
<input type="checkbox"/>	Pre progress	No items checked
<input type="checkbox"/>	Intermediate progress	Some items checked
<input type="checkbox"/>	Advanced progress	All items checked

³⁸ Regional Guidelines and Procedures Sections 2.2.6, 3.3.8, 3.3.9, 2.4.10, 2.4.11. Gender Sensitive Guideline for Handline Women Victims of Trafficking in Persons Sections 3.3.3, 3.6.6, 3.6.7. Do No Harm Guide for Front Line Responders pgs. 42, 81, 85, 92. ACTIP Art 14.6, 16.7.



Criminal justice processes

Immediate Outcome (0-2 years)

Legal procedures require prosecutors or relevant authorities to actively seek restitution from individuals convicted of trafficking, including compensation from the State, in consultation with TIP victims.³⁹

Description & Explanation

Prosecutors and relevant authorities pursue restitution and compensation for the victims.

Scope

This outcome includes:

- Legislation criminalizing TIP is strengthened and enforced.
- Prosecutors and relevant authorities pursue restitution and compensation.
- Criminal codes, executive and judicial guidelines allow courts to award damages and impose orders for compensation or restitution against convicted TIP offenders.
- Civil and criminal compensation claims are filed in consultation with TIP victims and or relevant stakeholders.

Checklist for demonstrating the Immediate Outcome

- AMS provide for restitution and compensation for TIP victims through legislation and funds.
- Relevant agencies and authorities pursue restitution and compensation.
- Laws, regulations, policies, executive and judicial guidelines allow courts to award damages and impose orders for compensation or restitution against convicted TIP offenders.
- Civil and criminal compensation claims are filed in consultation with TIP victims or relevant authorities.

Intermediate Outcome (2-5 years)	Long-term Outcome (5+ years)
Victims' rights to access justice are upheld.	Remedies for TIP victims are institutionalised and mainstreamed.

Building Block and Maturity Framework for the Immediate Outcome		
<input type="checkbox"/>	NA	Not applicable
<input type="checkbox"/>	Pre progress	No items checked
<input type="checkbox"/>	Intermediate progress	Some items checked
<input type="checkbox"/>	Advanced progress	All items checked

³⁹ Regional Guidelines and Procedures Section 5.2.3, 5.2.6.
 Gender Sensitive Guideline for Handline Women Victims of Trafficking in Persons Sections 2.5.1, 3.6.9.
 Do No Harm Guide for Front Line Responders pg. 92
 ACTIP Art 14.13
 ASEAN Enabling Masterplan 2025: Mainstreaming the Rights of Persons with Disabilities - APSC 3.



Criminal justice processes

Immediate Outcome (0-2 years)

TIP victims receive information about their right to seek compensation and or restitution procedures.⁴⁰

Description & Explanation

TIP victims receive clear and easily understandable information about their right to seek restitution or compensation (if available) and the application process. Legal advice is communicated clearly, simply and in accessible formats.

Scope

This outcome concerns information for TIP victims such as:

- National guidelines and procedures on victim identification, referral, assistance, legal protection, and support explicitly mention the need to inform TIP victims about their legal right to claim restitution through judicial, administrative, and other avenues.
- Information materials on compensation rules and procedures are distributed to organisations for TIP victims in a language and simplified format accessible to all segments of society including vulnerable populations and persons with disabilities.
- Information about compensation and or restitution procedures includes eligibility criteria, application process, required documentation, responsible government office, and the timeline for decision-making.
- TIP victims who have returned to their country of origin or are in a third country can pursue compensation claims in the country where the trafficking case is prosecuted. They are provided necessary advice and support throughout the process.

Checklist for demonstrating the Immediate Outcome

- National guidelines and procedures are available to inform TIP victims about their legal rights.
- Information materials on compensation rules and procedures are widely accessible.
- TIP victims making claims who have returned to their country of origin or are in a third country, are provided necessary advice and support throughout the process.

Intermediate Outcome (2-5 years)	Long-term Outcome (5+ years)
Victims' rights to access justice are upheld.	Remedies for TIP victims are institutionalised and mainstreamed.

Building Block and Maturity Framework for the Immediate Outcome

<input type="checkbox"/>	NA	Not applicable
<input type="checkbox"/>	Pre progress	No items checked
<input type="checkbox"/>	Intermediate progress	Some items checked
<input type="checkbox"/>	Advanced progress	All items checked

⁴⁰ Regional Guidelines and Procedures Section 5.1.1, 5.1.2, 5.3.9 Do No Harm Guide for Front Line Responders pgs. 77, 92 ACTIP Art 14.9



Criminal justice processes

Immediate Outcome (0-2 years)

Officials receive training and resources to prevent secondary victimization of TIP victims during legal proceedings.⁴¹

Description & Explanation

Training is human rights based, provided on gender sensitive, victim-centred and trauma informed approaches, including secondary victimisation training.

Scope

This outcome includes provision for training and resources to ensure:

- Judges, prosecutors, police, enforcement, and justice officials are trained to sensitively handle TIP cases and consideration is given to the type of exploitation and trauma TIP victims have endured including secondary victimisation training.
- Training on the strengths and limitations of forensic evidence in cases of sexual, physical violence and organ removal is conducted.
- Capacity-building activities on disability perspectives, gender and human rights, and trauma-informed approaches to TIP cases, are provided.
- Expected standards of behaviour and consequences in dealing with trafficking cases.
- Check references for law enforcement officials

Training is intended to ensure that:

- Judges, prosecutors, police, enforcement, and justice officials interact with TIP victims sensitively and supportively.
- Judges, prosecutors, police, enforcement, and justice officials protect victims from secondary victimization, such as unnecessary repeated interviews or hostile cross-examination.

Checklist for demonstrating the Immediate Outcome

- Specific training on forensic evidence is conducted.
- Training and capacity-building activities on disability perspectives, gender and human rights, and trauma-informed approaches to TIP cases, are provided for legal professionals.
- Judges and prosecutors are trained and assigned to special courts or special proceedings to sensitively handle TIP cases.

Intermediate Outcome (2-5 years)	Long-term Outcome (5+ years)
Relevant officials and personnel understand and communicate sensitively with TIP victims and ensure they receive appropriate support.	Treatment of TIP victims in the prosecution of traffickers is standardised and mainstreamed.

Building Block and Maturity Framework for the Immediate Outcome		
<input type="checkbox"/>	NA	Not applicable
<input type="checkbox"/>	Pre progress	No items checked
<input type="checkbox"/>	Intermediate progress	Some items checked
<input type="checkbox"/>	Advanced progress	All items checked

⁴¹ Regional Guidelines and Procedures Sections 3.3.12, 3.3.15. Gender Sensitive Guideline for Handline Women Victims of Trafficking in Persons Sections 3.5.7, 3.6.3, 3.6.8. Do No Harm Guide for Front Line Responders pgs. 85, 89. ACTIP Art 16.1, 16.6. ASEAN Enabling Masterplan 2025: Mainstreaming the Rights of Persons with Disabilities - APSC 4



CRIMINAL JUSTICE PROCESSES GOOD PRACTICE EXAMPLES

Protection from intimidation and reprisal

A mother borrowed money from her boss but left her daughter as payment for the loan. Her boss was married to a police officer.

The girl was made to work for the family in their salon by day. She did not go to school. The girl was made to sleep with the husband and in addition to all this, was raped by the family's son.

The girl managed to report her situation to someone she trusted, who then reported the situation to a CSO. She was rescued and her case represented throughout the criminal justice process. The girl was supported to pursue justice and received witness protection.

The family was prosecuted and received jail time. The girl was able to return to school and receive compensation.

Training for Justice Officials

In Indonesia, the International Organisation for Migration prepares and conducts training with CSOs, government and related law enforcement agencies. Modules include victim identification, referral mechanisms including how to distinguish TIP from other criminal offenses. The training has also developed a module with the Supreme Court related to TIP justice.

Output Indicators

ID	Outputs (indicators)	Key area
1	Number of counter trafficking in persons public awareness raising campaigns, categorised by campaign type and target audiences, such as age, gender, persons with disabilities and level of literacy or other vulnerable groups	1
2	Number of official CTIP information sharing and cooperation requests between AMS	2
3	Number of TIP cases disaggregated by GEDSI	2
4	Average number of days taken to confirm identification of TIP victims, disaggregated by GEDSI	2
5	Number and percentage of TIP victims who are persons with disabilities who have a guardian appointed	2
6	Number and percentage of who have a guardian appointed by type i.e., family, institution etc	2
7	Percentage of victims of trafficking provided with temporary residency permits on social or humanitarian grounds.	3
8	Number and percentage of placed in accommodation that is appropriate to their needs disaggregated by accommodation type (extended family care or kin-based placement, foster care, small group homes, shelters or welfare facilities).	3
9	Number and percentage of TIP victims who received an individualised risk assessment(s) for their safe return categorised by GEDSI.	4
10	Number and percentage of TIP victims referred to medical healthcare services	5
11	Number and percentage of TIP victims referred to mental healthcare services	5
12	Number of TIP cases filed in the reporting year	6
13	Number and percentage of TIP court decisions that are anonymised and placed online and provided to UNODC Sherlock case law database.	6
14	Average duration of a TIP case involving children	6
15	Average number of times TIP victims self-report being interviewed by relevant agencies	6
16	Number and percentage of TIP cases finalised in which victim compensation / restitution / damages was ordered.	6
17	Number and percentage of TIP cases finalised in which victim received compensation.	6
18	Number of TIP witnesses with individualised risk assessment(s) categorised by GEDSI.	6
19	Number of TIP witnesses with safety plans, disaggregated by GEDSI.	6
20	Number of cases that used the services of a victim witness coordinator	6

Annex

The Gender, Disability and Inclusion of vulnerable adults and TIP data collections

ASEAN Member States are encouraged to consider the inclusion of the following information, principles and practices in their TIP identification tools, processes and data collection.

Sex and Gender sensitivity

When collecting data on sex and gender, distinguish between sex and gender. They are not the same. Some questions may not be appropriate for children and adolescents. Depending on an adolescent's maturity, they may wish to identify their gender as non-binary.

- When asking about sex, do you use the words: male, female or intersex?
- When asking about gender, do you use the words including (but not limited to): woman, man, trans-woman, and trans-man?
- When asking about sex and gender, do you provide individuals the options to identify their own gender category?
- When asking about sex and gender, do you respect the right of individuals to prefer not to say or disclose their sex or gender?
- Are you disaggregating your data collections by sex?
- Are you disaggregating your data by gender?

Disability

The Washington Group state that:

*The definition of disability has changed over time and is currently conceptualized as the outcome of the interaction between a person with a functional limitation (difficulties doing basic functional activities) and an unaccommodating environment resulting in the inability to fully participate in society.*⁴²

The Washington Group provide sets of questions for adults, children and adolescents. The question sets can be incorporated into national data collection systems, topic-specific surveys, programmatic, and research and evaluation data collections. The question sets should be used within the Washington Groups recommended guidelines.

- Does your monitoring system and data collection recognise all forms of disability including 'hidden' conditions such as neurological disability?
- Are you disaggregating data collections by disability?

⁴² Washington Group on Disability Statistics. 2020. The Data Collection Tools Developed by the Washington Group on Disability Statistics and their Recommended Use. Available from: www.washingtongroup-disability.com

Cultural responsiveness and sensitivity

Vulnerability is determined by historical, political, cultural, institutional and environmental processes. These shape the social and environmental conditions in which people live. Cultural, linguistic, economic and social factors may heighten people's vulnerability to TIP.

- What is understood about the cultural history of the place and people where TIP data is being gathered?
- What languages are spoken where TIP data is being gathered?
- What are the ethnic populations where TIP data is being gathered?
- What are the various religious practices and observations where TIP data is being gathered?
- What influence does geography have in both the culture(s) where TIP data is being gathered?
- Whose voices are amplified and whose are silenced, and how are you ameliorating power imbalances between individuals, communities or organisations when TIP data is collected?
- When asking about age, how do you give individuals the option to disclose their age in a manner that respects their privacy?
- When asking about education, how are you providing individuals the option to disclose their level of education in a manner that does not bring shame or reinforce shame?
- What influence does class and income (social and economic status) have on the TIP data being gathered?

