MONITORING THE INTEGRATION OF WOMEN WHO HAVE SURVIVED HUMAN TRAFFICKING

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Fondazione ISMU

TOOLKIT

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The Monitoring the integration of women who have survived human trafficking Toolkit, developed as part of the NEW WO.R.L.D.S project and edited by Fondazione ISMU is the result of a joint effort by the Steering Group of the project; we wish to thank the operators and researchers who have dedicated their time for the survey, the qualified stakeholders who have allowed us to understand the challenges of the process of integration and the need for a made-to-measure planning and, above all, all the women who have survived trafficking, who have shared their stories and have allowed us to carry out the test for the finalization of this tool.

THE NEW W.O.R.L.D.S PROJECT.

NEW WO.R.L.D.S. - NEW paths for trafficked-WOmen Reintegration through Labour and personal Development Services is a project co-financed by the European Commission (Asylum, Migration and Integration Fund) and carried out by **Fondazione Soleterre ETS** in collaboration with **Fondazione ISMU ETS** (Italy), **COOPLOTTA ONLUS** (Italy), **France Terre d'Asile** (France), **Fundaciò SURT** (Spain), **European Institute for Local Development EILD** (Greece) and **IASIS NGO** (Greece).
The objective of the project is to provide adequate assistance and support for women who have been victims of trafficking in the four countries involved and to contribute to their socio-economic integration in the host country, preventing the risk of re-trafficking.
The project is based on the direct involvement of the women who have experienced paths of integration, on the exchange of knowledge and competences between the partners and the networks of local and national stakeholders.
The multidimensional approach to the phenomenon combines support activities for integration, with the production of methods and tools useful for improving the Anti-trafficking programmes. The action also aims to contribute to a better knowledge of the phenomenon of trafficking and raise public awareness through events dealing with the subject in greater detail and specific communicative materials.

For a detailed description of the project and the products of NEW W.O.R.L.D.S, please visit the project's website: https://workisprogress.org/portfolio/new-worlds/

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KEY CONCEPTS

Categories and Language

There is no common terminology among the stakeholders interviewed to indicate women who benefit from anti-trafficking programmes, with alternative expressions such as "women who have survived trafficking", "women victims of trafficking" of "particularly vulnerable women" being used. Some operators highlight how the more frequent labels attributed to women, specifically the categories of "vulnerable" and "victim of trafficking" do not always correspond to their sense of agency or self-identification and can produce "biographical boundaries" which inhibit their paths to autonomy and real access to the system of rights. I.S.1.IT

Coherently with art. 2 of Directive 2011/36/EU, there is, on the other hand, a certain agreement in underlining that vulnerability does not indicate an intrinsic characteristic of an individual, independently of the context, but an induced condition in which the person concerned has no real or acceptable alternatives except that of submitting to the abuse in question. In this sense, according to some stakeholders, the term "vulnerabilization" reflects the complexity of the processes that define the condition of women who are victims of trafficking.

The use of the expressions "paths of inclusion/social integration" does not find unanimous consensus as. For some it would refer to a highly normative picture which imposes predefined and standardized criteria on how individuals (women) ought to behave according to the social expectations of the different countries where the anti-trafficking systems operate. From this point of view, taking on a normative/vertical perspective which designs for the women who are victims of trafficking paths traced out according to a linear process made up of compulsory steps, does not take into sufficient account the specific needs of these same women who, for our interlocutors, must be at the centre of their processes of emancipation.

The normative approach imposes a heavy burden on women without guaranteeing the efficacy of the paths which are never linear [...] "what do we expect from a woman who is a victim of trafficking?" IST. SP1.

The objective is not that the women meet external demands but that they are capable of identifying their needs and, together with a team of professionals, find the way of facing up to them. I.ST.SP 3

The ability to focus the support actions on the real needs of the women and make them responsible with respect to reaching the objectives represents a model which adapts to the care of the individuality and the unique journeys of each woman. It allows working in a relational perspective and grants the time necessary for each journey. This contributes to recognizing the individuals beyond their story of trafficking, to understand their strengths and their dreams. I.ST.SP 3

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TERMINOLOGY

Assistance and support for victims of human trafficking	The measures of assistance for victims of trafficking are laid down at European level by art. 11 of Directive 2011/36/EU. The following assistance measures are planned to implement the directive: • in Italy, by art. 18 of Legislative Decree 286/98, by articles 12 and 13 of Law 228/03 and by Legislative Decree 24/14 . • in France the law of 13 April 2016, established a programme of assistance for persons in prostitution and/or victims of trafficking for the purpose of sexual exploitation who wish to leave prostitution and participate in a socio-professional integration process. • in **Greece law 3386/2005, Articles 46-52**: Grants a 12-month renewable residence permit to trafficking victims cooperating with authorities, providing access to work and healthcare. Trafficked persons involved in the temporary permit application procedure are entitled to various forms of assistance (legal aid, accommodation, health and psychological care, interpretation and translation services, social support). • **In Spain**, article 59 bis of the Organic Law 4/2000 on the rights and freedoms of foreigners, establishes that foreigners who are victims of human trafficking shall be entitled to specific protection and a temporary residence and work permit in Spain, provided only if they collaborate in the investigation of the crime and if their own safety and/ or of their family safety is in risk in the country of origin or in the country where they habitually reside. • A Framework Protocol for the Protection of Victims of Human Trafficking establishes their protection, including accommodation, medical and psychological care, and legal advice. In 2013, a specific protocol for protecting victims of human trafficking was created in Catalonia. These are the services of assistance identified, in Italy, during a preliminary assessment of the needs in order to meet immediate necessities and in the medium-term of the beneficiaries and support their social inclusion in the long term, guaranteeing that the assisted people, fully taking part in, the decision-making process, have access to their fundamental rights and can make use of the opportunities and resources necessary to take part in social and economic life, with standards of living that are acceptable in the countries where they live.[1]
Assisted person	The expression is used in reference to a person who has been trafficked who has accepted short- or long-term care and support by a non-governmental organization, a government organization, an international organization or similar.
Empowerment	The support process for a victim/survivor of trafficking so that she can reclaim her self-esteem, develop self-confidence, re-establish the sense of self-efficacy and control over her life, acquire instruments of protection for herself which allow her to become the centre of her decisions.

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Follow-up	Recording the condition of the beneficiary at the end of the individualized project and monitoring of the degree of autonomy, both formal and informal, of the result reached after the conclusion of the programme of emersion, assistance and social integration. This action requires the person to be willing to be interviewed at the end of the assistance and is willing to be contacted again for the same interview after a period of between 6 and 12 months from the conclusion of the project.[2]
Integration	Integration of the women who are victims of trafficking means reaching the levels of economic self-sufficiency, social stability and psycho-social well-being which allow them to make decisions on a basis of awareness and free choice.
Legal support	Assistance offered to women with the purpose of fostering access to rights such as residence permits, compensation, residence, collaboration with the authorities etc.
Monitoring	A continuous function which uses the systematic collection of data on specific indicators to provide the management and stakeholders of a project in progress, information on the measurement of progress made towards the objectives of the programme. "Monitoring is understood as an essential way for an efficient control of the progress made and checks the impact of the anti-trafficking policies. The monitoring and assessment process determines the effective functioning of a system, reaching or not the expected results through specified procedures and obtaining, through these results, specific objectives and strategic ends. This process allows an improvement of the procedures at operative level or a reformulation of the objectives at strategic level, based on the results of the assessment. Monitoring and assessment should also determine the impact of the anti-trafficking measures on human rights of the people trafficked, whose opinion on the assistance received should be taken into consideration."[3] The definition of monitoring is globally shared, however not all organizations have the resources (financially, human resources, and capacity) to implement systematic monitoring.
National mechanism of Referral	• A set of recommendations and practical measures that will guide all the stakeholders during all the phases necessary in the fight against trafficking and in line with the existing standards of protection of human rights.[4] • Mechanism of coordination, cooperation and reporting, possibly standardized, of the person and relative specific needs to the competent authorities or services, or to the subject that can best meet the needs identified, in the respect of the confidentiality of the information and the consent of the persons concerned.[5]
Programme of emersion, care and social integration	A set of measures and services for women who have been trafficked, provided by the state, by non-governmental organizations and by international organizations in the countries of destination and transit. The support can be specific for trafficking or concern more general forms of care offered as part of general services, such as the systems of protection of childhood or services for people who are "socially vulnerable." Support can include, but is not limited to: accommodation, medical treatment, psychological assistance, education, linguistic and vocational education, legal assistance, accommodation.[6]

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Retrafficking	According to the IOM (International Organization for Migration). Retrafficking means a situation in which a person has been a victim of trafficking on one occasion (as established in the definition provided in the protocol of Palermo of the United Nations); then having left that situation of trafficking, has subsequently entered another situation of trafficking, again according to the definition of the United Nations. The second experience of trafficking can entail circumstances that are similar or completely different from those of the previous experience. The trafficking can have the same purpose or a different purpose, with the same trafficker or with a different trafficker and in the same or in a different geographical region.[7]
Re-victimization	This refers to all behaviour, attitudes and processes that can lead the victim to experience further damage/exploitation/violence.
Sexual exploitation	Effective or attempted abuse on a person in a condition of vulnerability and in a subordinate position with the purpose of drawing monetary, social or political profit from the sexual exploitation of another human being (W.H.O - World Health Organization).
Smuggling of migrants	The procurement, in order to obtain, directly or indirectly, a financial or other material benefit, of the illegal entry of a person into a State Party of which the person is not a national or a permanent resident.[8]
Social inclusion	This is the process that guarantees for the assisted person the opportunities and the resources necessary to adapt to their new conditions of life and taking part in the economic and social life, ensuring a standard of living that is acceptable in the society in which they live.[9] In Greece, social inclusion refers to the process of supporting immigrants in becoming part of the social, economic, and cultural life of the country. This includes policies and programs aimed at helping migrants access education, employment, and healthcare, while promoting mutual understanding and active participation in society. The goal is to empower immigrants and their families to thrive and contribute to Greek society on an equal basis.[10] In Barcellona Fundació SURT adopts a nuanced approach to "social inclusion," prioritizing the autonomy of women over mere inclusion. While social inclusion typically focuses on integrating marginalized groups into society, true empowerment lies in enabling women to exercise their rights and make independent choices.
Strengthening Life Skills	A support activity which has the objective of developing and strengthening significant skills such as self-awareness, decision-making, problem-solving, effective communication and the development of interpersonal relations.
Survivor/victim	The terms "victim" and "survivor" are often used interchangeably. The term "victim" refers to a person formally identified by the competent authorities or by specific NGOs; it is often used in the legal and medical fields, while the term "survivor" is generally preferred in the psychological and social sectors as it refers to the concept of resilience.

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Support for individual paths	A structured method aimed at providing care to survivors of trafficking. It is a process which seeks to guarantee that all the issues are identified and dealt with in a coordinated way, providing the beneficiary women with the emotional support necessary during the whole path of integration.
Support for work	A service offered to women who have survived trafficking to help them access the world of work and improve their employability.
Trafficking in persons	Trafficking in persons, which is a serious violation of human rights, was defined for the first time in its modern meaning, by the United Nations' Convention against Transnational Organized crime, signed during the Palermo Conference in December 2000. Trafficking in persons shall mean the recruitment, transportation, transfer, harbouring or receipt of persons, by means of the threat or the 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, servitude or the removal of organs.[11] The European Directive "concerning the prevention and repression of the trafficking of human beings and the protection of victims" has adopted a new and wider definition of trafficking of human beings, defining it (art. 2) "the recruitment, transportation, transfer, harbouring or reception of persons, including the exchange or transfer of control over those 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."
Victim of trafficking/ trafficked person	Any physical person subject to trafficking of human beings, independently of the fact that the person who committed the crime is identified, arrested, prosecuted or convicted.[12] The consent of the victim of trafficking of human beings to exploitation, whether planned or effective, is irrelevant in the presence of one of the means shown in Paragraph 1 of the Directive.[13]
Vulnerability	Position of vulnerability means: a situation in which the person in question has no other effective and acceptable choice except to give in to the abuse of which they are a victim.[14]

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SECTION I

1. THE REASONS FOR A TOOLKIT

The responses to the trafficking of women for sexual exploitation have grown in the past decades and see the institutions and organizations of the third sector increasingly engaged in fighting the phenomenon and implementing programmes of inclusion of the women who have survived.
The programme requires a made-to-measure and informed approach that recognizes the multiple impacts of trafficking on the women's lives and tackles their harmful effects, taking into account the individual needs of each woman.
Identifying and meeting these needs is fundamental to guarantee that the programmes not only combat the risk factors of re-trafficking but foster a greater resilience and support the women in pursuing effective integration.[15]
To date, the collection and monitoring of the systematic data on the processes of inclusion of women who have survived and have benefited from the programmes of assistance are limited. Statistical research is often fragmented or oriented to monitoring the achievement of the planned actions; in addition, there are no widely agreed key indicators to measure the results of these programmes and those available have not been tested in terms of efficacy and importance in the long term.
The lack of data on the efficacy of the efforts made to support the women to pursue effective integration, limits the possibility of the institutional and social players to identify systematically the possible risk factors of re-trafficking and work out strategies to implement complete and effective programmes.
The stakeholders interviewed during the survey were not, for the majority, able to refer an analytical picture based on data of the processes of integration at the end of the programmes, the exposure was of an anecdotal type, with mentions of individual cases due to the effective lack of monitoring systems.
In this framework, while aware of the specificities of the challenges and the objectives that the individual trajectories of each woman draw, as well as the difficulties to monitor the outcomes of the integration processes, we hope that a toolkit for the use of more standardized approaches for monitoring the results of these processes offers a support for the professionals in the anti-trafficking organizations for the follow-ups of the experience of integration of the women, provides the input to foster the identification of the factors that influence these experiences and acts as a stimulus to reflect on the efficacy of the national and local systems in promoting the effective emancipation of

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the women and a substantial and sustainable integration in the long term.

2. THE OBJECTIVES OF THE TOOLKIT

The objectives of this toolkit of monitoring are:

- To strengthen the processes of collecting, analysis and systematic monitoring of the experiences of integration of women who have survived trafficking.
- To develop integrated practices of collection of longitudinal data on the effective conditions of the women, monitored through a series of indicators which allow calculating a score of integration through the use of tools tested in the field.
- To increase the base of knowledge on the substantial integration of women who have benefited from the programmes of emersion, assistance and inclusion.
- To strengthen the analysis on the factors that influence the effective integration of women who have been victims of trafficking and the best practices to plan and develop increasingly effective support systems.

3. WHO THE TOOLKIT IS FOR

The toolkit is for the players in the programmes of assistance and integration, those in charge of managing and monitoring cases, the public authorities, the organizations of civil society, non-governmental organizations and other players involved in monitoring, supporting and planning the integration of women who have survived trafficking.
The instruments proposed can be adapted to the local situations of the organizations implementing the programmes of support and are to be used, according to the Palermo Protocol, with women with women with different profiles ad experiences who have been exposed to forms of abuse and exploitation for sexual purposes.

4. CONTENTS OF THE TOOLKIT

The toolkit proposes a methodology for the systematic and potentially longitudinal monitoring of the levels of substantial integration of women who have benefited from programmes of assistance and integration.
The toolkit includes:

1. A checklist for anti-trafficking organizations to allow them to identify strengths or any gaps in the standards of the services offered. It can be used as an instrument of monitoring the quality to guarantee that the services are implemented according to the standards of the good practices

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identified during the survey (APPENDIX A).
2. A set of measurable indicators that contribute to designing the conditions of the women leave the programmes on the basis of a score of sustainable inclusion (APPENDIX B).
3. A socio-personal form (APPENDIX C).
4. An interview format for the beneficiaries of the programmes in line with the dimensions of the processes of inclusion and with the development of the set of indicators (APPENDIX D).
5. A guide for the operators of the programmes, for example, case managers and those in charge of monitoring to conduct the interview with the women who have benefited from the programmes. (APPENDIX E).
6. A format for the follow-up report for the interviewers (APPENDIX F).

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SECTION II

2.1 THE PRESENT SYSTEMS OF MONITORING AND FOLLOW-UP

In the perspective of developing the toolkit from making use of the experiences of the stakeholders questioned during the survey, the research team askes the interviewees the following questions:

- Which methodologies and tools are used to monitor the inclusion of the programmes' beneficiaries?
- Which are the most important indicators used?
- How many follow-ups have you done?
- What are the results of the follow-ups done?
- Does doing follow-ups allow you to identify weak points and/or strong points in the paths of inclusion of the women survivors?
- How is the information that comes out of the follow-ups used?
- Which are the main obstacles for doing the follow-ups?

The analysis done has allowed us to find that in general:

- The collection of data is fragmented or oriented to monitoring during the course of the programme
- The follow-ups om exit are limited or incomplete (for example, in Italy, the follow-up form of the Anti-Trafficking freephone number is not systematically applied)[16]
- There are no widely agreed key indicators to measure the results of the programmes and those that exist have not been tested in terms of efficacy and significance in the long term

Follow-ups after 6 months, one/two years are very rare

2.1.1 Monitoring during the programmes

In progress monitoring of the quality of the services of assistance and case management, as well as appearing as an ethical obligation, is often a requisite for financing. This type of monitoring, once an individualized programme has been designed allows:

- Evaluating the progress made with respect to the actions/objectives agreed
- Understanding what happens step by step
- Analysing the strengths and weaknesses of the individual project
- Identifying the personal factors and the factors of the context that inhibit/facilitate achieving the objectives

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- Being reactive in the re-evaluation of the needs and reorienting the implementation of an action/ programme.

Among the organizations examined, in progress monitoring and the evaluation of the individual actions tend to be regular and continuous. Carried out at different times along the path of the women, they are usually linked to the activities and have the purpose of understanding their outcomes.

The tools most frequently used are:

1. Audits of the files and examination of the data on entrance[17]
2. Feedback surveys /interviews of the women beneficiaries
3. Continuous supervision
4. Evaluation of the professionals who offer assistance and protection programmes.

Generally internal software is used into which the operators of reference insert information of the situation of each single woman (personal details, nationality, family status, level of education, type of assistance provided, regularization of residence, level of knowledge of languages, "professional insertion", "partner", children etc.) which allow operators to follow the evolution of the path and allow them to be reactive in the re-evaluation of needs and projects etc.

2.1.2 Follow-up after leaving the programmes

In general, leaving the programmes takes place as part of a process planned and agreed with each single woman, after an examination of the general situation and the level of achievement of each objective. In this perspective there is no specific endpoint to be reached; rather, the process is considered complete once the individual pre-fixed objectives have been reached.[18]

Leaving the programme, almost always, contemplates the possibility, for the women, to continue to report, where necessary, to operators of the anti-trafficking organization; more rarely, systems of local support (pre-existing or new ones) are implemented at the end of the programmes.

The follow-up activity on leaving the programme is particularly important as:

- It allows monitoring the conditions of the women in terms of psychological well-being, social integration, economic independence etc.
- It allows understanding the **potential of the individual trajectories**, organizing the connection with the local services and, where necessary, the continuity of some types of support.

The analyses carried out on the follow-up activities on leaving, in general, have brought out

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some critical points:

- The follow-up are sometimes caught up in what one of our operators defined "**the trap of subsidized projects**," in which, as a "success" rate has to be achieved at all costs, the evaluation of the services risks concentrating on the adherence to the programmes and on the number of people involved rather than on the quality of the processes and on the effective improvement of the people's conditions of living.
- The horizontal and vertical complexity of the programmes (multi-agency and multilevel which is also their strength) implies inter-sectoriality, transversality, the synergy between different organizations/service providers and operators, each of which has their interpretation of the needs/objectives and if and how these have been respectively satisfied and achieved.
- The objectives identified and agreed with the women are frequently not realistically reachable within the resources and the time limits defined by the national programmes.

2.1.3 Follow-up at six months, one/two years

The answers of the interviewees on the follow-up at six months, one/two years, were summary. Most of the stakeholders are not in the condition to report an analytical picture on the effective condition of the beneficiaries after leaving the programme; the presentation is of the anecdotic type with mentioned of individual cases of women with whom the organization have "stayed in contact."
According to what has been presented by the stakeholders questioned, doing follow-ups at six months or one/two years is complex and full of obstacles due to numerous critical points including:

- **Reluctance of the women**
  Many want privacy and often, when they have the feeling of making their life normal, they feel the need to free themselves of the organizations and do not want to be constantly monitored.
- **Difficulty in keeping contacts**
  At time people move, the attempt to remain in contact, even by telephone, is in vain, rarely people call back, at times their traces are lost and there may even be the suspicion that they have fallen back into the network.
- **Limited resources, insufficient personnel and with little competence** can reduce the frequency of follow-ups and the answers to the evolving needs of the women who have concluded the programme.
- **Secure management of sensitive data**

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2.2 ON THE OPPORTUNITY TO STRENGTHEN THE FOLLOW-UP ACTIVITY

The stakeholders questioned highlight that the possibility of follow-ups for the women who have left the programmes and their effectiveness depend on the relationship that has been established with the operator of reference and indicate that, in any case the follow-up must not be frequent and invasive.

If, on the one hand, a trusting relationship is fundamental, on the other the relationship variable risks transforming the follow-up into an episodic practice and, above all, after the conclusion of the individual projects, makes the follow-up of a longitudinal type, i.e. the observation of the dynamics of inclusion of women over time, or along a period of time of a variable length, of six months, one/two years, impracticable. The lack of this activity is a significant shortcoming if we consider that the victims of trafficking go through various psycho-social phases and their conditions and needs can evolve significantly.

The impact of an experience of trafficking is not exhausted when the women are moved away from a situation of exploitation, nor when they leave the support programmes. Many survivors have to deal with the effects of their experiences in future years and the emancipation, far from being a linear process, with the women who advance constantly on the path of emancipation and inclusion, is a complex process influenced by personal, structural and contextual situations. At various times in their lives crises and setbacks may occur which interfere, for example, with the capacity to work and could block their progress or even expose them once again to the risk of re-trafficking. Those who work with survivors are well aware of this risk; those who are in the front line report that re-trafficking is endemic, however and cannot document the effectiveness of the risk due to the systematic lack of data collection which effectively compromises the effort to prevent the phenomenon.

Designing and implementing monitoring systems that follow the difficulties and successes of the women who survive trafficking for at least one/two years and that are adapted to the unique experience of emancipation, is therefore fundamental to effectively meet the changing needs of the women and better inform the planning. The follow-up at one/two years should therefore become a crucial component of the anti-trafficking organizations as:

- It allows understanding the **development of the individual trajectories** and personalize the services of external support more efficiently
- It allows making an assessment of the long-term impact helping to:
    1. identify the strengths and weaknesses of the programmes
    2. check which actions are effective and sustainable and which are not
    3. recognize the areas of improvement of the services offered
- It allows monitoring the risk of withdrawal, or secondary re-victimization.

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SECTION III

3.1 THE STEPS FOR THE FOLLOW-UP: SOME GENERAL PRINCIPLES

For the follow-up activities, however they are carried out, to be effective, some general principles have to be considered.

- Acquire a **common culture** in the organization on the opportunity of monitoring and follow-up.
- In addition to in-progress monitoring, consider, for the protection of the women, the follow-up on leaving, at six months and one/two years as an **integral part of the programmes relating to national and local anti-trafficking programmes**.
- Use the results of the follow-ups to **"inform" the system of programming** actions. If the ultimate aim of the follow-up is to obtain feedback to improve, reorient or change the programmes underway, in a logic of continuous learning, then it is necessary to have from the very beginning instruments that can accompany and support this process of reflection and understanding.
- In doing the follow-up, it is necessary to take into account the **quality of the services provided according to the needs, the potential and the personal resources of the beneficiaries** in order to avoid a recurrent criticality, i.e. lack of accountability of the organizations therefore the monitoring and assessment tend to be concentrated on the women's answers to the programmes proposed, rather than on the quality of the proposals themselves.
- Consider that the feedback f**rom the women is always decisive**; doing a follow-up therefore requires that the opinions of the women themselves on the assistance received have to be taken into consideration

In this logic, an essential component of the follow-up is the quality of the engagement of the women themselves regarding the role and the purpose of the follow-up which otherwise could be perceived as invasive and a form of control, to take on a negative connotation and even cause harm when it interferes with the wishes of the woman to free herself from the stigma of ex-victim of trafficking.

- Allow for **ad hoc resources and use qualified personnel**, who have been trained and tested in their attitude to asking questions, implement measures of protection of the women's paths and respect their privacy and anonymity. (training activities).[19]
- Adopt a **shared and adequate methodology and instruments** for the collection of data/ information.[20]
- Adopt a system of shared practices for archiving and using the data in agreement with the law

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on the protection of sensitive personal information.[21]

- Analyse and share the data collected with other stakeholders involved in the processes of inclusion of the women, and start a constructive discussion to consolidate the multi-agency system and reinforce the possibility of a more effective planning.

3.2 THE DIMENSIONS OF THE FOLLOW-UP

Acquiring the data through the follow-up should not concern only numbers, but the objective conditions of the women in relation to some dimensions that are considered essential; in addition, it is not a question of collecting data/information in a perspective of simply rendering account, but in a reflective logic aimed at strengthening the ability to respond in an increasingly appropriate way to the women's evolving needs. Even in the absence of unanimous consent on the indicators of integration, the stakeholders involved in the survey indicated two macroareas which after the conclusion of the programmes would require monitoring:

- empowerment and the conditions of subjective well-being
- the objective conditions in relation to some essential dimensions, such as: legal status, physical and emotional well-being, economic condition and social condition.

1 Empowerment – all the subjects interviewed underline working with an approach oriented towards specific objectives and concentrated on the development of empowerment of each woman.

Aware of the uniqueness and the personal story of each woman, this model allows for, as already highlighted, the creation of programmes and individual objectives on the basis of the preliminary identification of needs, competences and resources of each woman to provide personalized and made-to-measure support that can appreciate and boost the personal resources, the strong points and the capacity of resilience.

The follow-up methodology is aligned with this approach, and aims to monitor the developments towards the autonomy of each women, with respect to the time she entered.

In this sense, more than objectives and success in their achievement, the indicators ought to focus on **recording the improvement of the individual conditions of the people**," given the basic conditions, successful results cannot be expected [...] it is not about reaching a particular destination, but making progress with respect to the starting point."

In this perspective, the concept of empowerment is considered by some stakeholders more important than finding work, as it would highlight the idea of the awareness of each woman of her life project and the instruments she has at her disposal to achieve it. The follow-up on leaving should

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therefore be **based on indicators of development** with respect to the state on entrance and in particular should take into consideration the dimensions illustrated below (fig. 1).

Figure 1
Empowerment and self-perception of one's own auto-perception of psychological conditions (changes since entering the programme)

2 Social and economic inclusion – The processes of individual empowerment can be insufficient to achieve autonomy if all those systemic and contextual processes of an economic, social and cultural character that generate vulnerability are overlooked. For operators who work "in the front line", the evidence is clear if a woman:

- has a legal juridical status
- is socially included
- has access to "a good job"
- has financial security
- has economically sustainable housing

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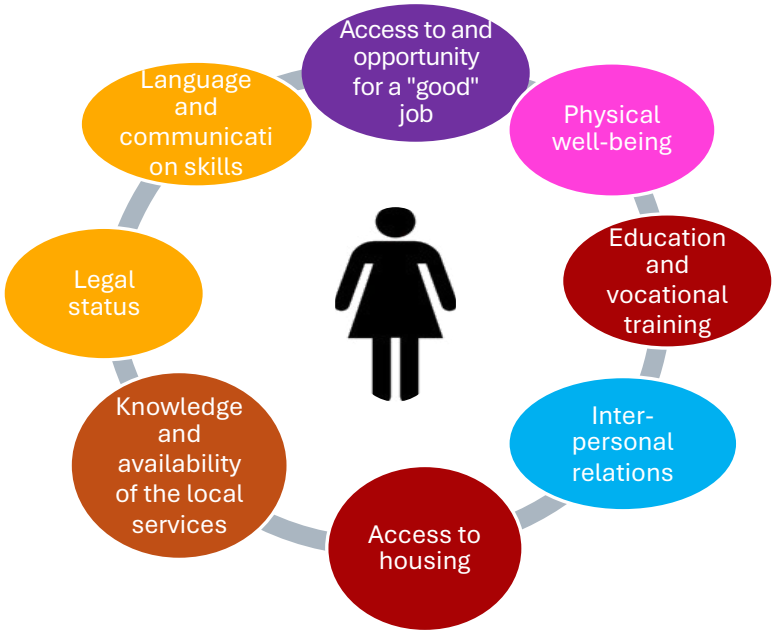
- knows her rights
- enjoys the social support she needs

the risk of re-trafficking and secondary is reduced.

The follow-up on leaving and after six months, one/two years, should therefore be based both on trend indicators with respect to the state of entrance in the programme and indicators of state/situational indicators or a series of indicators which contribute to defining those objective conditions which effectively make it possible to measure the autonomy of the women throughout the dimensions of the integration (fig.2).
Going back to the question of one of our interviewees, the topic is: when the person leaves the anti-trafficking path but remains a woman to whom a legal and stable job is precluded, and therefore access to housing, how does she end up? Which services can look after her to avoid new forms of victimization and exploitation? Taking her into the care of the ordinary social services remains an aspect of weakness. (I.S.5.IT).

Figure 1

Empowerment and self-perception of one's own auto-perception of psychological conditions (changes since entering the programme)



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SECTION IV

4.1 REPOSITORY OF THE GOOD PRACTICES

Intervation Area	Country	Project	Organisation	Description
Governance and relationship with public institutions	Italy	Derive e Approdi	Milan Local City Council	Compared to the national anti-trafficking system, the Municipality of Milan is the only one (together with only one other case in Italy) to be the leader of a project that is not only municipal but regional. The project called Derive and Approdi has developed a multi-level governance and territorial network system to combat the phenomenon of human trafficking. The target of the project are women, men, transgender victims of trafficking: • for sexual exploitation • severe labour exploitation • begging • illegal economies • forced marriages and domestic violence The levels of governance include: 1. monthly technical coordination table, chaired by the Municipality of Milan and attended by the 9 implementing organisations; 2. thematic subgroups coordinated by the municipality of Milan. Example: emersion, reception, access to work; 3. internal team of the 9 implementing organisations. The strength of the project is the establishment of a territorial network involving: **a) institutional partners with whom formal agreements** (memoranda of understanding) have been signed: • Territorial Commission for the Recognition of International Protection in Milan • Prefecture of Milan • Milan Police Headquarters • District Anti-Mafia Directorate **b) partners that fight labour exploitation with whom a round table has been set up to analyse the phenomenon and implement synergies in the area, including**: • Local Police of the Municipality of Milan • Workers' trade union representatives • International Organisation for Migration (IOM) • Association for Legal Studies on Immigration (ASGI) c) **Partners for awareness-raising actions on trafficking** involving the Metropolitan City of Milan

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Intervation Area	Country	Project	Organisation	Description
Advocacy and awareness	Greece	A21 Organisation Against Trafficking	A 21	A21 is a worldwide organisation active in the fight against human trafficking. The Greek headquarters are specifically engaged in advocacy actions to influence policies and strengthen anti-trafficking laws. This activity includes: • **Governance policy engagement**: The association actively engages in policy formulation, advocacy and governance related to anti-trafficking efforts. Its activities include advising on legislative changes and working with government agencies to strengthen anti-trafficking laws and protection measures for victims. • **Active participation in various local national and international networks and coalitions**: Networks including governmental agencies, law enforcement NGOs, aim to coordinate anti-trafficking system efforts, share information and resources, best practices, and promote awareness-raising campaigns. • **Feedback cycle for policy improvement**: participation in these networks enables a feedback cycle between field experiences and policy-making. Insights from field experience with VoTs are brought into policy discussions, helping to define and improve anti-trafficking strategies and develop more effective protection, support and social inclusion programmes. • **Combined services provision**: A21 cooperates with other organisations within the network to provide comprehensive support to trafficked persons, ensuring that a wide range of their needs are met. • **Sharing information and resources** including data on trafficking trends, best practices in victim support and updates on legal and policy developments. • **Raising** public awareness in order to promote access to VoT rights and the responsibilities of the public and authorities by helping to create an informed community able to support the enforcement of anti-trafficking laws. • **Continuous monitoring and evaluation** of the effectiveness of its strategies in order to identify areas where laws and protocols might need better implementation or where gaps in the system exist.

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Intervation Area	Country	Project	Organisation	Description
Identification recognition	Italy	Referral mechanism	National Anti-Trafficking Plan Approved anti-trafficking bodies	Since 2016 Italy has established (with an update in 2021) an official mechanism for the early identification and referral of victims to support services, based on specific guidelines including: 1) a system of standard operational procedures for identification, interviews, data collection, referral mechanism and prevention; 2) a set of indicators differentiated by type of exploitation as useful tools for those who first come into contact with a presumed victim. The identification process consists of two stages: 1. preliminary identification (pre-identification of presumed victims), functional to the referral procedure to specialised institutions that provide, on a temporary basis, adequate accommodation, food and health care. 2. Formal identification: this is the formal procedure aimed at officially determining whether the presumed trafficked person is a victim of trafficking. This formalisation is necessary to activate the protection, security and specific assistance procedures for social integration. Pre-identification can take place: • at disembarkation sites and in some hotspots where there is a good practice of cooperation between specialised agencies (IOM, UNHCR, Save the Children), police and prosecutors to ensure the identification of victims and their protection; • on the roads by NGOs (or other accredited bodies) when carrying out their activities on the territory; • at immigration desks by competent personnel; • in low-threshold services; • at Social Services offices by health workers or social workers; • within a hospital or an emergency room by health workers or social workers; • in reception centres for migrants and refugees by competent personnel; • through national or local hotlines for victims of trafficking or domestic violence operated by NGOs and/or governmental institutions; • at NGO information desks; • at the offices of trade union associations; • as part of the hearings for international protection applications at the competent Territorial Commissions. The main actors involved in the formal and informal identification of trafficked persons receive adequate, integrated and multi-professional training, enabling each practitioner to be familiar with the prerogatives and specificities of the other professions in order to act consciously and in Synergy, and also create stable networking, so that related procedures are activated in case of contact with presumed trafficked persons.

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Intervation Area	Country	Project	Organisation	Description
Empowerment and Activation	Greece		Red Umbrella	Red Umbrella is an Empowerment Centre for Sex Workers located in Athens. RedUmbrella's strategies are centred on empowering VoT women. It is done both through the provision of primary care services and meticulous information about their rights and how to claim them. Initiatives include: • Interactive and empowering workshops on rights awareness and resilience building conducted in collaboration with experts in these fields • Training in Public Speaking and Advocacy: VoT women are trained in public speaking, storytelling and advocacy. • Involvement in awareness-raising campaigns: VoT women are involved in designing and conducting awareness-raising campaigns that include digital campaigns, community workshops or working with the media to share their stories. Implementing such campaigns requires a solid understanding of media, marketing and public
	France		CIDFF Centres d'information sur les droits des femmes et des familles	Red Umbrella is an Empowerment Centre for Sex Workers located in Athens. RedUmbrella's strategies are centred on empowering VoT women. It is done both through the provision of primary care services and meticulous information about their rights and how to claim them. Initiatives include: • Interactive and empowering workshops on rights awareness and resilience building conducted in collaboration with experts in these fields • Training in Public Speaking and Advocacy: VoT women are trained in public speaking, storytelling and advocacy. • Involvement in awareness-raising campaigns: VoT women are involved in designing and conducting awareness-raising campaigns that include digital campaigns, community workshops or working with the media to share their stories. Implementing such campaigns requires a solid understanding of media, marketing and public

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Intervation Area	Country	Project	Organisation	Description
Legal support	Italy	Derive e Approdi	Milan Local City Council	In Italy, the procedure for issuing a residency permit provides for two distinct, alternative paths (the so-called 'double track'). 1. the judicial process: the victim denounces to the authorities those responsible for the facts of violence and serious exploitation suffered. The residence permit is issued by the Police Headquarters on the proposal or subject to the favourable opinion of the Public Prosecutor's Office to which the criminal proceedings relating to the reported facts have been assigned. 2. the social path: by virtue of Art. 18 of Legislative Decree 286/98, the victim does not file a complaint against his or her exploiters, but entrusts himself or herself to a body specifically responsible for assisting trafficking victims (this may be a local body or an association or private body, if registered in the second section of the register referred to in Art. 52 of Presidential Decree 394/99) and joins the assistance and social integration programme. In this case, the residence permit is issued by the Police Headquarters on the proposal of the body that took charge of the victim, without the prior acquisition of the opinion of the Public Prosecutor's Office. Thanks to the consolidated relations with the Milan Police Headquarters with respect to VoT women, the social path is practical and does not conflict with the legal path at all. These residence permits allow access to welfare and study services, registration on the lists at the Employment Centre and the performance of work activities. When they expire, they can be converted into residence permits for subordinate or autonomous work.

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Intervation Area	Country	Project	Organisation	Description
Health	Greece	HYPATIA - Beside Every Woman	IASIS	Trafficking in women is a serious human rights violation that often leaves survivors with deep emotional and psychological wounds; the use of creative activities in the emancipation process of women survivors allows them to deepen and express their emotions and process the trauma. IASIS with the HYPATIA project offers art therapy services through the use of a range of artistic techniques that experienced therapists use in their practice. The broad field of therapeutic interventions through art includes: • bibliotherapy • cinematherapy • creative writing and autobiographical writing • phototherapy • expressive arts and multimodal techniques (visual arts, music, movement and theatre) • workshop on understanding trauma through art Among the therapeutic benefits of the art-therapy experience, the experts noted: 1. Emotional release and liberation 2. Increased body awareness and acceptance 3. Enhancing self-expression 4. Deeper understanding of trauma and better control of emotions 5. Deeper understanding of themselves and their resilience in the face of adversity 6. Development of empathy and bonding with others 7. A stronger sense of community

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Intervation Area	Country	Project	Organisation	Description
Health	Italy		Dedalus Cooperative	One measure of successful integration is access to and effective use of the health care system. To facilitate access to necessary care and meet the specific needs of VoTs, the Dedalus cooperative has promoted: • a network with local health facilities and signing formal agreements • the presence of desks in public hospitals for victims of violence • information meetings with health personnel to explain the phenomenon of trafficking • raining paths for health professionals on the treatment of VoTs with both physical and psychological trauma • training paths for cooperative workers to deal with distress and trauma from an ethno-psychological point of view VOT women often suffer from trauma-related disorders; psychological and emotional support is therefore essential. To make up for the lack of facilities, the shortage of ethno-psychiatric expertise and, finally, the difficulty of access to mental health, the Dedalus Cooperative has undertaken a training course on the subject with the support of the Frantz Fanon Centre in Turin, which brings together professionals with different training (psychologists, psychiatrists, cultural mediators, educators, cultural anthropologists); thanks to this course, the Cooperative currently offers the services of its local Fanon centre to deal with distress and trauma from an ethno-psychological point of view. Reception and psychotherapeutic treatment are carried out by medical-psychiatric and psychological personnel who speaks, in addition to Italian, the major vehicular languages (English, French, Spanish), along with mother-tongue mediators. The linguistic-cultural mediators identified have built up specific expertise in the area of psychological and psychiatric assistance, developed communication techniques sensitive to the specificities of people in need and learned to discreetly gather data and information.

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Intervation Area	Country	Project	Organisation	Description
Work	Italy	FuoriTratta	Dedalus Cooperative	In order to avoid the risk of secondary re-victimisation and to facilitate VoT women's access to 'good work', the Dedalus Cooperative collaborated in the creation of the MEI - Made In Ethical Italy, a label awarded by a network of third sector organisations, active throughout Italy, to healthy, ethical and fair companies. The objectives of the creation of the MEI are to: • recognition of ethical business behaviour; • recognition of social responsibility as an antidote to labour exploitation for certain categories of vulnerable people; • respect for equal opportunities; • awareness-raising and dissemination of the practice of internship as a tool for active inclusion that allows the possibility of experimenting in the world of work. The MEI values 'virtuous' companies at local and national level and publicises their activities if the internship or contract experience of VoT women is positively evaluated by both parties and in the presence of further simple requirements specified by the individual institutions.
	Spain	Reparadoras	SURT	Reparadoras is a project offered by Fondaciò SURT to expand and differentiate the job offer to women, especially VoTs. Reparadoras promotes a training itinerary for women interested in opening up job options in the technical household repairs sector. The main objective of this training is to provide job opportunities in a traditionally male-dominated sector such as repairs and maintenance, thus expanding options for quality employment in an unequal labor market where precariousness particularly affects highly feminized sectors such as caregiving and cleaning. Specifically, the training programme in painting and household repairs is aimed at women in vulnerable situations interested in entering the field of home technical repairs and interior painting. In addition to the theoretical and practical training, the itinerary includes sessions on personal empowerment and job orientation (30 hours), aimed at enhancing women's employability. Among the possibilities to explore is self-employment within the social economy and cooperativism. At the end women get Professional Training Certification providing access to the job market, and awareness of self-employment opportunities Starting up this project required a change in SURT work team's own imagery on the kind of work usually offered to women. At the same time, an attempt was made to deconstruct the representation that VoTs have of certain jobs, which often comes from personal contacts and not from direct knowledge of the jobs themselves.

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Intervation Area	Country	Project	Organisation	Description
Work	France		UCRM Union Cépière Robert Monnier	UCRM is an association which developed a programme to known and expand the field of work possibility for people in vulnerable situation. The practice entails a form of employment-business platform, which:1. mobilises two social workers dedicated to support those far from employment, 2. offers workshops over several weeks (on discovery of companies, understanding a pay slip, carrying out CV, preparing for interviews, how to behave at work). At the end of the workshops, the staff organises visits to integration companies, helps people finding a position that interest them, and support employees during the first 6 months of employment. What is interesting is that people are drawn into professions based on their wishes and expectations. The aim of the practice is to develop direct relationships between migrant women whishing to work long-term and recruiting companies. Active mediation between people who have difficulties integrating in the job market and companies with hiring needs is implemented: the organisation acts as a mediator in order to facilitate the meeting between offer (people who are looking for a job and having difficulties finding one) and demand (companies who have hiring needs). Companies are put in direct contact with job-seekers through, for example, short internships which allows the job-seekers to directly showcase their skills within the company, and companies are provided with a support to better define their recruiting needs and also to maintain people on the job once a job offer has been made.
Building up of community connections	Spain	RAI Recursos d'Animació Intercultural	SURT/SICAR	Intercultural Animation Resources (RAI) was founded in 1993 and defines itself as "an assembly and independent association, which work as a project platform for social, cultural and educational transformation and offers a wide range of resources and initiatives through interculturality, anti-racism, active participation, individual and collective autonomy and empowerment. RAI's strategic lines can be identified in 3 branches: pedagogical action, social and political action, artistic and cultural action. The RAI project establishes different institutional links with local resources in order to promote the inclusion of the participants in their own environments. It also explores what are the concerns within the scope of social participation, seeking the linkage to new social networks, safe and horizontal. The practice which also involves VoT women carries out exploration of competencies and interests in different spheres of personal life: services, volunteering opportunities, recreational activities and social and cultural participation. The main activities promoted are: • Exploring personal interests (definition) • Participation in workshops/external activities (execution) • Participation in workshops/activities • Cultural immersion • Volunteering • Family-children activities • Attending shows/events.

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4.2 TABLE OF INDICATORS

The concepts of integration and empowerment are not universal, at least in part they are the result of a conceptualization of problems and intersubjective negotiations susceptible of being redefined continuously; they are also abstract concepts which have to be declined.
Which are the key elements that define a good level of integration and empowerment? A good job? Economic self-sufficiency? Freedom of choice? Self-awareness.
How to measure them?
To answer these questions, we have identified five constitutive dimensions, easily testable, of the concepts most frequently used by stakeholders

1. Legal condition
2. Physical and emotional well-being
3. Economic condition
4. Social condition
5. Safety condition

These dimensions represent a sort of filter, between the concepts of integration, inclusion, autonomy and the following indicators which can be observed, operationalized and measured.[22]

For each of the five dimensions, a set of indicators has been identified, 16 overall of which:

- one for the legal status
- three for physical and emotional well-being
- three for the economic condition
- eight for the social condition
- one for the safety condition

The team proposes assigning equal importance to the main questions corresponding to each indicator, obtaining a maximum score of 16 (low vulnerability) and a minimum of 0 (high vulnerability).

4.2.1 What the indicators observe

Legal condition

1. Regularization of legal status

Essential inclusion as citizens in society implies the guarantee that women who have survived trafficking have a legal status which allows them to access the rights of citizenship in continuous evolution of the immigration policies and overall associated with their management which can entail

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difficulties in obtaining a long-period permit of residence and/or convert to a short-time permit.

Physical and emotional well-being

2. Conditions of health

Considered the impact on the health of the experience of trafficking and the interconnection between physical health, mental well-being and social factors, conditions of health and the development of responsibilities of the women for monitoring their health (examinations, tests), aimed at maintaining their long-term physical-emotional well-being.

3. Accessibility to care systems

One measurement of the success of integration is access to care and the efficient use of the health system which requires a certain level of language skills, independence and understanding of the system in the host country.

4. Emotional well-being and empowerment

The effectiveness of the path of integration depends on the level of functional autonomy that the women have when they enter the programme and the actions implemented to improve their individual well-being and foster their empowerment with special care, above all in the initial phase, when working out the trauma, the strengthening of the self-esteem, the development of confidence in others and the progressive improvement of the skills that allow facing up to the problem, meeting one's needs and achieving one's independence and self-sufficiency.

Economic condition

5. Access to and opportunity of a "good job"

Access to work is identified as a significant step towards independence and a necessary condition for the women to be able to take part in economic and social life. The lack of opportunities for woek or the loss of a job can hinder/block the processes of "integration"; the follow-up in this area should therefore examine in the first place the levels of activities of the women in looking for a job and/or the capacity to keep it.

For the employment to make a positive contribution to the women's well-being, it is necessary to ensure that the jobs provide an adequate salary, a safe working environment and are in line with the skill and interests of the women. In this regard, the stakeholders interviewed agree on the fact that professional integration can entail in itself some risks of secondary re-victimization; the women, on leaving the programmes, risk being trapped in unofficial working conditions, with very low wages and well below the legal standards which in some cases do not allow the conversion of the residence permit. The follow-up should therefore examine the contractual and working conditions as well as the capacity of the women to recognise their rights and contact the agencies

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of protection.

6. Possibility of meeting one's needs

AS shown by the abundant literature on the topic of the working poor, having a job in itself does not guarantee access to a reasonable standard of living. One fundamental indicator is represented precisely by stability and economic certainty that allows meetings one's needs.

7. Presence/absence of debts

Another important indicator correlated with financial security is the availability of savings which can act as a social shock absorber in the case of emergencies and avoid contracting debts that can inhibit the paths of independence and expose in the cases of insolvency to the risk of retaliation.

Social condition

8. Development of linguage and communication skills

For many survivors of trafficking, the lack of knowledge of the language of the country where they stay is an important obstacle to their long-term integration into society. The women in the WGs perceive the linguistic barrier as one of the main obstacles, not only to socio-economic integration but also to feeling part of the community. The follow-up ought to monitor the improvement in linguistic and communicative skills of the women, especially in relation to access to the system of services and understand their rights and social duties.

9. Education/training

Education and vocational training form a crucial node in the path towards integration; in this regard, an important indicator is represented by the paths followed by the women to increase their opportunities for development and personal self-realization.

10. Housing situation

Settling down in a safe place is another fundamental aspect of the follow-up process. One of the main indicators for the success of integration is, effectively, access to long-term housing that is adequate, respectful of the rights of lease, economically sustainable and in which to experience a sense of normality and personal space. In reality, effective access to autonomous independence concerns a very small number of people and, as the stakeholders questioned report, in general on leaving the programmes for the women who have not fully entered the work market, access to housing is particularly difficult, especially in areas where there the housing situation is very tense.

11. Social interactions

Developing and maintaining social relations are crucial in the processes of integration and represent a further challenge for the women who have survived trafficking and who have often experienced extreme isolations, have been separated from their support networks and met difficulties in building

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up new relationships. The follow-up in this area concentrates on the levels of social interaction (e.g. capacity of forming new friendships), participation in social/cultural activities, civil commitment, adaptation by the woman to her living environment and the area where she is living.

12. Presence of an informal support network

The presence of informal support networks allows managing and satisfying some individual/family needs through flexible exchanges capable to meeting differentiated needs with the language of solidarity, reciprocity and friendship. This informal dimension has an impact on the quality of the life of a person and represents a central acquisition in the processes of social integration.

13. Knowledge and availability of the welfare services and local opportunities

This indicators is focused on the availability of the local services (population services, welfare, education of minors etc.), The follow-up in this area allows reflecting on any difficulties in accessing local resources and opportunities and identifying possible new needs that would have to be faced.

14. Maternity support

Maternity is an important aspect of the identity of the women, however, having children can hinder the long path towards integration both due to the difficulty of reconciling work commitments wot parental responsibilities, and due to the insufficiency of mother and infant services, especially in some areas.

15. Stigma and discrimination

Another dimension of the follow-up aims to reveal potential obstacles to the processes of inclusion of the women due to social stigma and discrimination. Social prejudices can be deeply rooted and entail systemic, multiple and intersectional discrimination, making it difficult for the women to access rights in essential sectors such as access to care, employment and housing. It is very important to concentrate on the fact that discrimination, while representing tangible obstacles which prevent or could prevent the women from achieving their objectives, are often not identified and reported.

16. Safety condition

Beyond the economic and social issues encountered by women, the specific fear that trafficked persons have to face within their ecosystem is the renewal of experiences of violence and threats. Therefore, when carrying out follow-ups, it becomes relevant to intercept objective conditions of insecurity, without underestimating the subjective perception of insecurity for oneself and for the members of one's family, which can jeopardise the processes of empowerment and emancipation.

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4.3 THE FOLLOW-UP INTERVIEW

4.3.1 Objectives of the interview

In general, the interview aims to collect both quantitative and qualitative data on the process of inclusion, the levels of independence/autonomy and the challenges open to the women who have benefited from the anti-trafficking programmes, Specifically, the interview:

- Allows operators to measure the levels of integration of the women,
- Aims to be an instrument to record their conditions of safety identifying possible risks of secondary re-victimization and re-trafficking
- Allows assessing, where necessary, the opportunity of working out an updated protection plan and/or further actions to support the women at local level.

4.3.2 Structure of the interview

In the semi-structured interview, the subjects to be covered are outlined, the main questions related to the indicator of reference are specified and other questions are suggested in part open, to allow the interviewers/interviewees to go into further detail.

The interview is divided into five sections, one for each dimension of the follow-up.

1. Legal condition
2. Physical and emotional well-being
3. Economic condition
4. Social condition
5. Safety or security conditions

A variable number of indicators (from only one indicator for the legal dimension, up to eight for the social dimension) corresponds to each section.

Both quantitative questions which allow calculating a score of "integration" and qualitative in-depth questions correspond to each indicator; specifically, the interview is an instrument of investigation with mixed methods the structure of which follows an approach at four levels which can include:

i. An open exploratory question for each indicator, to allow participants to speak about the subject and share the experience offering them, at the same time, the opportunity to avoid the subject;
ii. A quantitative question, this is the main question, around which the whole process of the interview revolves in relation to each indicator (in bold characters)
iii. One or more "qualitative in-depth" questions (i.e. specific questions asked following the answer to the main question) to understand the contextual and/or subjective factors that model/determine the women's experiences and allow the interviewer and the interviewee to evaluate realistically the

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situation at the time of the interview; where the questions appear too complex, probing questions have been introduced to help break down the various facets of the main question and collect the results related to the indicator; these are not real questions, but "stimuli" which encourage the interviewee to continue, but without influencing the path of reflection which is taken.

iv. One or more questions which allow: a. exploring the efforts made by the women, the difficulties encountered and the way they try to overcome them or have overcome them; b. bringing out any needs of the women and the opportunity for further support. In this regard, the instrument of enquiry includes a series of red flag answers (shown in red), which have to be monitored by the interviewers to intercept signs of malaise or vulnerability such as to require the need to carry out further follow-up processes and/or the activation of further processes of local referral.

4.3.3 Target population

The interviewees must be at least 18 years of age at the time of the interview; the target population are women who have left the programmes at least three months earlier.

5 METHODOLOGY FOR PREPARING THE TOOLKIT

Desk analysis

To guarantee that the toolkit can be applied in different contexts, particular attention was paid preliminarily to understanding and analysing the contextual factors of risk and protection, through a comparative analysis of the legislative and institutional picture of the four countries which are the partners in the project (Greece, France, Italy and Spain).

Survey

The survey was to identify the factors and the criticalities which influence the different phases of the phases of the paths of integration of the women who have survived trafficking, the best practices for effective support and the monitoring and follow-up systems used by the anti-trafficking organizations.
The survey is based overall on 56 semi-structured interviews, 31 of which were with experts who work with the beneficiaries of the programmes and 7 Working Groups (WG) in which the operators of anti-trafficking organizations with experience in planning the paths of insertion, training bodies or employment organizations in contact with women who have been victims of trafficking.[23]
The study asked for the direct contribution and feedback of the women who have experienced the paths of integration at the centre of the analysis from the awareness that, as the direct beneficiaries, they would have contributed important knowledge on the effective correspondence between the support

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offered and their effective needs. The experiences of the women were collected using two types of techniques: 25 in-depth interviews and 3 WGs with the support of a cultural mediator (with specific experience with women who have been victims of trafficking) in which they focused on the way each woman experiences the post-trafficking path, perceives and formulates her needs and verbalizes her experience.
During the survey, the research team also capitalized on the experiences and the consolidated practices between the partners of the project and the main stakeholders of the local networks through the examination of the operative contribution of 30 organizations active in the four countries, on questions such as legalizing the juridical status, health, education, language, vocational training, employment and accommodation, social networks, support for maternity, prejudices and discrimination.
The interviews, the WGs and the analysis of the programmes implemented have highlighted, in general, their heterogeneous nature and contributed to providing information on the processes of insertion, on the structural shortcomings and on the specific challenges that the survivors face in the countries and local contexts considered. The interviews of the stakeholders also provided information of the operating practices and on the best practices at local and national level, meeting criteria of efficacy, efficiency, sustainability and replicability.[24]

Discussion between the partners of the project

The main outcomes of the survey were shared during the study visit in Paris in November 2023 which was attended by 12 representatives of the project's partners. This sharing was the occasion to reflect on the programmes and the main challenges which the anti-trafficking organizations have to deal with, to compare good practice and to explore ways to strengthen the monitoring of the paths followed by the women who have survived in order to increase their efficacy.
Subsequently, during the meeting held in Athens in April 2024, a group discussion was conducted which allowed collecting the perspectives of the partners of the project on a draft instrument devised by the research group, including a set of indicators to monitor the insertion of the women; lastly, the discussion was focused on the structure of the follow up interview and how it is conducted.

Testing the Toolkit

The follow-up interview developed in line with the proposed set of indicators was tested through the administration of two questionnaires in which feedback was encouraged from both the operators/ experts who conducted the interview and the women who experienced the integration paths. The information obtained turned out to be valuable to verify the relevance of the proposed indicators, the difficulty and clarity of the questions, and possible criticalities in the administration (BOX 1)

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Finalization of the toolkit

Subsequently, the developed tools were revised and supplemented on the basis of the collected feedback. This resulted in an improved follow-up toolkit with simplified questions and language. Finally, the toolkit together with the results of the experimentation was presented to the project partners for validation.

BOX 1

Results of the test of the follow-up interview and subsequent changes

Two questionnaires were prepared for the experiment:

1. One questionnaire for the women who tested the interview, in which they were asked to give their feedback on any difficulties and understanding of the questions, adequacy in the wording, possible adaptations and new wordings, pertinent of the indicators (Annex III)
2. One questionnaire for the operators who conducted the interview, in which they were asked to give their feedback on the follow-up activities of the organization they belong to, on the proposed system of indicators, on the structure of the interview (quantity of questions, adequacy in pronouncing them, possible adaptations and new wordings), on the interview, its usefulness and adoption of the tool in their organization (Annex IV).

A total of 15 interviews were carried out:

Country	No. Interviews
Greece	8
Italy	6
France	1

1. Feedback from the women involved in the test
   The majority of the women who tested the interview (11 out of 15) considered it easy to answer the questions; four women found it "difficult" to answer some questions, specifying how it is not possible to answer with a yes or a no. In general, the women said they were not uncomfortable answering, except in one case in which it was highlighted how the questions on the financial situation and those concerning personal or family relationships can be particularly delicate: D 11.1, D11.2, D11.3.

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As far as understanding the questionnaire is concerned, the perspective of the women on the clarity of the questions and/or on their possible interpretations made us rethink the use of some terms. For example, changes were made to questions 7.1 and 7.2, in which the term 'debt' appeared which, as has been pointed out, can be interpreted as a feeling of obligation of a service for a favour received, and as the obligation to return money that has been lent.

Original wording	New wording
D. 7.1 In the last three months, have you contracted debts to pay bills, buy food or other necessities, such as the rent or articles for your children?	D. 7.1 In the last three months, have you had to borrow money to pay bills, buy food or other necessities, such as the rent or articles for your children?
D. 7.2 At the moment do you have a debt with someone that you have to pay back?	D. 7.2 At the moment do you have to return any money you have borrowed?

All the women who tested the interview gave amply positive feedback on the importance of the system of indicators which summarize the level of integration along four dimensions (legal condition, physical and emotional well-being, economic condition and social condition) considered very important both for themselves, and in general, for the women who have followed the programme.
Specifically, all the women indicate as very important the housing situation identified as access to adequate, safe and economically sustainable housing. 14 out of 15 consider it equally important being independent in their decisions and not having economic debts. Thirteen women consider it important to be in good health or to be able to have treatment if necessary, not to have economic worries to support their expenditure, bot to have to suffer injustices and be treated differently from others. Holding a convertible/renewable residence permit is very important for 12 women and quite important for 3; the same distribution in order of importance concerns having a job with a legal contract and an adequate salary. Better knowledge of the language of the country of residence is not very important for 2 women, quite important for 4 and very important for 9. Having an education or taking training courses is very important for 11 women, quite important for two and not very important for the last two. Better knowledge and the possibility of using all the opportunities offered by local services are very important (10 women) or quite important (5 women). Having a social support system is very important (11 women) or quite important (4 women), as is the construction of new social relationships considered not very important by only one woman.
Eleven women answered the question about the importance of maternity support, with 8 considering greater support to take care of their children very important; 2 believe it is quite important and only one woman thinks it is not very important.

Eleven women answered the question about the importance of maternity support, with 8 considering greater support to take care of their children very important; 2 believe it is quite important and only one woman thinks it is not very important.

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2. Feedback from the operators who conducted the interview

2.1 Feedback of the organizations' follow-up activities

The vast majority of the operators say that in their organization the follow-up on the women's process of integration takes place mainly on leaving and after six months and only in one case is a follow-up one/two years after the end of the programme reported.

No specific follow-up tools were indicated with the exception of Italy, where the anti-trafficking organizations use a form prepared by the Anti-trafficking Freephone number which manages the SIRIT System and uses the data collected to prepare and analyse the evolution of the phenomenon, on the actions of response and on the policies to fight it.

The follow-ups are usually carried out through formal and informal interviews by the educators of reference of the women or by psychologists as in the case of some Greek organizations.

4 operators say that the current system is inadequate, 2 think that it is not very adequate, 5 that it is quite adequate and 4 operators deem it very adequate.

The difficulties in carrying out the follow-up include both the fact that on leaving the programme many women are no longer traceable because they leave the country and, in general, their reluctance to have interviews and/or answer the telephone.

2.2 Feedback on the set of indicators

The comments by the operators are amply positive on the importance of all the indicators presented. No indicators currently used by the organizations involved in the test are reported that are not included in the proposed set.

2.3 Feedback on the structure of the interview

All the operators involved in the test deem that the questions in the questionnaire related to the individual indicators are useful to provide a snapshot of the women's conditions and intercept possible difficulties and risks of revictimization and/or retrafficking.

While no indications are pointed out on the quantity and the repetitiveness of the questions, the suggestions on the general architecture if the interview can be summarized in the request for "simpler questions", even if this request has often been made generally without specific indications. Some precious indications also came from a few operators who provided concrete suggestions aimed on the one hand at rewording some questions, simplifying them, and on the other, adding some and eliminating

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Original wording	New wording
D.2.1 In general how would you define your health? ☐ Good/Satisfactory ☐ Poor/Unsatisfactory If unsatisfactory, do you feel up to talking about it?	D.2.1 **Do you have any health issues?** ☐ Yes ☐ No
D.3.1 In the last month, have you had health problems for which you had to consult a doctor? ☐ Yes ☐ No	D.3.1 In the last month, have you had to go to hospital, the family planning clinic, the emergency service or your general practitioner for examinations ☐ Yes ☐ No
D.3.2 If Yes, [3.1] were you able to be examined and receive the necessary treatment?	D.3.2 If Yes, were you examined, did you receive clear information about your health and receive the treatment necessary? ☐ Yes ☐ No
D.4.1 Do you feel independent about your decisions?	D.4.1 When you have to make an important decision, are you able to do so on your own?

The following new questions have been inserted:

D. 5.8	Is the money you earn with your job enough to live on?
D.14.1	Do your children live with you? If they do not live with you, do you want to talk about it?

Lastly, the following question was eliminated because it was considered too complex.

Would you say that the house you live in is better, worse or more or less the same as that of the other inhabitants in your area?

☐ Better ☐ Worse ☐ More or less the same

If **better/worse**, in what way?

2.4 Feedback on the test

In two cases the need to better explain the contents of some questions was reported, and in one case the tiredness of the interviewee

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2.5 Feedback on the applicability of the toolkit

The vast majority of the operators (14 out of 15) think that the interview proposed in the toolkit is useful to support the professionals in the follow-up and identifying potential victims of Retrafficking or secondary victimization. In the Italian case, the operators emphasize the opportunity that it is integrated with the SIRIT data collection system. 14 out of 15 again think that the interview proposed can be used systematically for follow-ups, even though some sections should be reduced and/or further simplified if the interview had to be done over the phone.
Lastly, as far as the layout of the interview is concerned, all the operators think that it is intuitive and some propose preparing a file that can be compiled digitally.

Conclusions
In general, the results that emerged from the evaluation of the toolkit are very positive; considering both the perspective of the women and that of the operators, this is true, in particular for the system of indicators and for the follow-up interview. In this favourable picture, we can indicate here as a possible area of further development the circulation of the toolkit among anti-trafficking organizations in the four countries involved, in order to promote a culture of follow-up and self-evaluation on the efficacy of the programmes implemented. For the Italian case, boosting the synergy with the Freephone number/Anti-trafficking Observatory is anticipated to stimulate reflection on how this contribution can join the existing follow-up system.

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NOTES

[1] Meccanismo Nazionale di Referral per le Persone Trafficate in Italia, pg.44.
[2] In Italy a centralized and computerized data bank has been implemented to allow an efficient analysis of trafficking, the acquisition of a culture of information and monitoring of the phenomenon which is indispensable for an effective policy to contrast it. The data collection system SIRIT (Computerized system for the collection of information on trafficking), is supplied by the organizations that have /implement projects of care and social protection of the victims of trafficking and exploitation. For further information, Osservatoriointerventitratta.it. In France, there is no widely shared definition of follow-up, because it is not provided by the third national plan, or the MNIOP. However, the common understanding of it corresponds to the definition delivered in this toolkit. In Greece, the Ministry of Migration and Asylum has established guidelines that include conducting exit interviews and following up with beneficiaries after 6 to 12 months to assess their progress and independence, with the aim of ensuring that they receive the necessary support for successful social integration.In Spain the follow-up of the trafficking line of the SURT Foundation is a monitoring and evaluation process that analyzes the long-term effects of the intervention on the lives of participating women, focusing on their personal recovery, empowerment, and socio-labor reintegration.
[3] Piano Nazionale d'azione contro la tratta e il grave sfruttamento 2022-2025, pp. 90/91.
[4] Includes a detailed series of standard operating procedures made up of distinct measures aimed at guaranteeing adequate care for the victims of trafficking through five phases: 1. Identification; 2. First care and protection; 3.Long-term care and social inclusion; 4. Return and social inclusion; 5. Criminal and civil proceedings. Meccanismo Nazionale di Referral per le Persone Trafficate in Italia pg.5.
[5] UNHCR, Refugee Protection and Mixed Migration: 10 Point Action Plan, can be found at http://www.unhcr.it/wpcontent/uploads/2015/12/10-Point_Plan_in_Action.pdf.
[6] Guidelines for the Territorial Commissions p. 33.
[7] The Causes and consequences of Re-trafficking, A. Jobe, IOM 2010.
[8] The smuggling of migrants has been defined by the additional Protocol of the United Nations' Convention against organized crime to combat the trafficking of migrants by land, sea and air. The text can be found at https://www.admin.ch/opc/it/classified-compilation/20040857/index.html.
[9] Meccanismo Nazionale di Referral per le Persone Trafficate in Italia, pg.48.
[10] https://migration.gov.gr/wp-content/uploads/2021/01/Σύμβούλιο-Ένταξης-Μεταναστών-Νόμος.pdf
[11] Article 3, Protocol to prevent, repress and punish the trafficking of persons, in particular of women and children, additional to the United Nations' Convention against transnational organized crime (Palermo Protocol).
[12] OIM, Glossary on migration. International migration law no. 34 (Geneva, 2019). Available at https://publications.iom.int/ books/international-migration-law-ndeg34-glossary-migration.
[13] Article 2, paragraph 4,, Directive 2011/36/EU.
[14] Article 2, paragraph 2, Directive 2011/36/EU.
[15]The term integration is understood here as reaching levels of psycho-social wellbeing, economic self-sufficiency, and social stability, as shown in the glossary.
[16] The freephone Anti-Trafficking number, established in 2000, provides detailed information 24 hours a day on the services guaranteed to people who are victims of trafficking and, on request, on directing them to the social care services available as part of the assistance programmes. The freephone number also carries out monitoring activities at national level, structuring practices and procedures of the collection and management of data, through the system of collection called SIRIT (Computerized System for the collection of information on trafficking). The description of the service and of the activities carried out by the freephone number which can be found on the website of the Observatory of Actions against Trafficking - https://www.osservatoriointerventitratta.it/tag/numero-verde-antitratta/
[17] The files include:

- Personal details, nationality, level of education
- Description of the events/personal story
- Desription and assessment of the woman's needs (Assessment Form)
- System of initial referral (report, direct contact, engagement in other activities/services)
- Individualized project (Case Action Planning Form)
- Notes on the case and results of follow-up to document the progress and assess new needs

[18] In Italy, the issue of a renewable and convertible residence permit is one of the first objectives of the programme, in particular article 18 of Legislative Decree 286/1998, in association with article 27 of Presidential Decree 394/99, allows for the issue of a residence permit for

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foreigners who have been victims of situations of violence or severe exploitation and who are exposed to a concrete danger for their safety due to the statements made in the criminal proceedings or due to leave the situation of exploitation. The residence permit according to article 18 of Legislative Decree 286/98 can be issued not only following the report of the victim but also in those cases in which the latter cannot or does not want to contact the Judicial Authorities.

[19] The people who carry out monitoring activities sometimes do not have specific training and, in some contexts, are too few to conduct interviews with the trafficking victims. Although the kit of instruments presented aims to partially make up for this shortcoming, for the potential users of the toolkit ad hoc training is planned in which they will be given specific indications on how to collect the data with the women who have suffered extensive trauma.

[20] For this aspect, see the feedback interview shown in Appendix D.

[21] The law is applied to the process of collection, archiving and sharing sensitive information in relation to cases of trafficking and must apply to all the services of assistance provided. The organizations and institutions which provide the programmes of assistance and protection must inform the victim of the methods of collection, archiving and sharing of the sensitive and confidential information, on the purpose they serve and also giving explanations on their use. The women who are victims of trafficking have the right to access the sensitive information concerning them. The personal information of the survivors can be shared only after consent and only to organizations or institutions involved in their paths.

[22] The table of indicators is shown in Appendix B.

[23] For a detailed picture of the players involved, please see Tables 1 and 2 in the annexes.

[24] Although over the years there has been considerable systematic learning between practices implemented in different contexts, it is always opportune to compare on which forms a good practice and how to assess the circumstances in which particular techniques can be successfully replicated in different places. For the criteria of identification of the Good Practices,, please see Table 3 in the annexes.

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APPENDIX A

GOOD PRACTICES FORM		
Name of the organization that implemented the practice/Name of the project		
Area of action		
Name of the Practice		
What are the general principles fostered by the practice (e.g. access to rights, empowerment, gender equality, fighting discrimination) etc.		
Period of implementationce/Name of the project	Date of start of implementation: Date of end of implementation:	
Geographical area of implementation of the practice		
Description of the practice	Objectives	
	Process of implementation (strategy)	
	Methods and tools adopted	
	Partnerships	
	Main activities	
	No. of women beneficiaries and/or other beneficiaries	
	Origin of the women beneficiaries	
Efficacy		
Specific results reached with respect to the needs of the beneficiaries		
Main difficulties found in implementing the practice and strategies for overcoming them		

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Impact		
To which changes of policies or operating routines has the practice in question contributed (is contributing)?		
Efficiency		
Main source of funding		
Budget to implement, monitor and assess the practice		
Number and professional profile of the personnel employed	Women Men Total	
Sustainability		
Will the benefits produced by the practice continue in the medium-long term? If yes, on what conditions?		
Has the practice improved/is it proving the coordination and collaboration between the different payers, organizations and local institutions? If yes, how?		
Replicability		
Can the good practice proposed be replicated? What conditions are prerequisites are necessary for its transferability?		
Describe what worked more and less in implementing the practice and which lessons were learned during the implementation of the practice.		
Report any web references, electronic documents, videos and other accessible information on the practice proposed and/or attach them.		

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APPENDIX B

TABLE OF INDICATORS

Dimensions	Indicators	No. of questions
Legal	1 Residence permit	5
Physical and emotional well-being	2 General health	1
	3 Access to health services	5
	4 Empowerment	4
Economic	5 Access to and opportunities for a good job	10
	6 Possibility of meeting your needs	6
	7 Presence of debts	3
Social	8 Language and communication skills	2
	9 Education and vocational training	1
	10 Housing situation	6
	11 Social interactions	3
	12 Social networks	2
	13 Knowledge and availability of welfare services and local opportunities	2
	14 Maternity support	7
	15 Stigma and discrimination	3
Safety	16 Safety condition	2

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APPENDIX C

PERSONAL DATA FORM ATTACHED TO THE FOLLOW-UP INTERVIEW

	Socio-demographic information	Answers
A	Name of the interviewee (Only for internal use)	
B	Code of the interviewee	
C	Duration of the programme followed	From to
D	Date of the interview	
E	City where the interviewee lives	
F	Follow-up no.	☐ 3/6 months ☐ 1 year ☐ 2 years
G	Age	
H	Country of birth	
I	Marital status	☐ Single – never married ☐ Married ☐ Lives together ☐ Legally divorced ☐ Separated ☐ I don't want to answer
L	Presence of children	
M	If yes, how many and how old are they	
N	Highest level of education achieved	☐ None ☐ Primary school ☐ Middle school ☐ High school ☐ University

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APPENDIX D

FOLLOW-UP INTERVIEW FORM

1 LEGAL STATUS		
Motivation: the substantial inclusion as citizens in society implies the guarantee that the women who are victims of trafficking have a legal status that allows them to access the rights of citizenship. The most significant challenges in acquiring a residence permit lie in the continuously evolving panorama of the immigration policies and the complexity associated with their management which can entail difficulties in obtaining/converting a short-term residence permit.		
First of all I will ask you if since you left the programme or in the time that has passed since the last interview there have been any changes with respect to the residence permit		
Indicator	**Questions**	**Answers**
1 Residence permit	1.1 **What type of residence permit do you have?**	☐ Convertible ☐ Renewable ☐ I no longer have the permit
	1.2 If you no longer have a permit, can you tell me how this problem came about and how you are coping with it?	
	1.3 If you have a permit, have you already converted/ renewed it?	☐ Yes ☐ No
	1.4 If **Yes** [1.3] did you have difficulties for converting/ renewing your residence permit?	☐ Yes ☐ No If **Yes**, how did you overcome them?
	1.5 Do you think you can manage on your own in the case of problems linked to the renewal/conversion of your permit?	☐ Yes ☐ No If **No**, who would you go to?

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2 MENTAL AND PHYSICAL HEALTH AND WELL-BEING		
Motivation: having considered the impact of the experience of trafficking and the interconnection between physical health, mental well-being and social factors, the follow-up on the conditions of health and the development of the women's responsibility for their health checks is fundamental.		
We will now deal with some aspects linked to your health to understand whether you have/have had any problems and above all if you have succeeded in solving them		
Indicator	**Questions**	**Answers**
2 Condition of health	2.1 **Do you have any health issues?**	☐ Yes ☐ No If you have any issues, do you want to talk about them?
3 Accessibility to health care	3.1. In the last month have you had to go to hospital, to the family-planning clinic, to the emergency service or to your GP for medical examinations?	☐ Yes ☐ No
	3.2 If **Yes** [3.1] were you able to be seen, have clear information about your health and receive the treatment necessary?	☐ Yes ☐ No
	3.3 If **Yes** [3.1] were you satisfied by the care you received?	☐ Yes ☐ No If you **were not satisfied**, can you tell why?
	3.4 If you were not examined and did not receive care, can you tell us why and how you coped with the situation?	
	3.5 Do you need help to deal with this problem?	☐ Yes ☐ No If **Yes**, who would you go to?

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Motivation: all agree in saying that the efficacy of the paths of integration depends on the level of functional autonomy that the women have when they enter the programme and in actions implemented to improve their individual well-being and foster empowerment with a particular attention, especially in the initial phase, to working through the trauma, to strengthening self-esteem, to developing trust in others and in the progressive improvement of the skills that allow dealing with problems, meeting needs and achieving independence. This section focuses on self-perception: pride, confidence, satisfaction and the pleasure of exploring. The interviewer must adapt, if necessary, to the way in which these emotions are described by the women depending on their origin and note in the section "Feedback from the interview" any difficulties of answering and the opportunity of rewording the questions.		
Compared to when you took part in the programme, how do you feel?		
4 Psycho-logical well-being and empowerment	4.1 **Are you satisfied with how you are able to meet your needs?**	☐ Yes ☐ No ☐ I don't know Do you want to speak about this and give me some examples?
	4.2 Do you feel proud for having overcome so many difficulties?	☐ Yes ☐ No ☐ I don't know Do you want to speak about this and give me some examples?
	4.3 When you have to make an important decision are you able to do so on your own?	☐ Yes ☐ No ☐ I don't know If **Yes**, can you give me an example? If **No**, can you give me an example?
	4.4 If **No** to one or more questions [4.1, 4.2, 4.3), do you think you still need help and time to feel better?	☐ Yes ☐ No ☐ I don't know If **Yes**, what type of help? Who would you go to?

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5 ECONOMIC SITUATION		
Motivation: access to work is identified as a significant step towards independence and a necessary condition so that the women can take part in economic and social life. Vice versa, the lack of opportunities of work or the loss of a job can hinder/block the processes of integration; the follow-up in this area therefore ought to probe in the first place access and/or levels of activation of the women in looking for work. For employment to positively contribute to the well-being of the women, it has to be ensured that the jobs provide an adequate salary, a safe working environment and are in line with the skills and the interests of the women. Professional integration may in fact entail for itself some risks of secondary revictimization; the follow-up should therefore probe the contractual conditions and the working conditions as well as the ability of the women to recognize her rights and contact protection agencies.		
Now let's talk about your work		
Indicator	**Questions**	**Answers**
5 Access to and opportunities for a good job	5.1 Since you concluded the programme or the last interview, have you had economic problems?	☐ Yes ☐ No If **Yes**, how did you deal with them and/or solve them?
	5.2 D**o you have a job at the moment?**	☐ Yes ☐ No If **Yes**, how did you find it? If **No**, do you need help to look for work? what type of help?
	5.3 If you have a job, what kind of work do you do?	
	5.4 Do you think that your working condition is?	☐ Good/satisfactory ☐ Poor /Unsatisfactory
	5.5 Do you think that your working condition is worse or better compared to that of your colleague/s?	☐ Better ☐ Worse If **worse**, can you tell us why?
	5.6 Do you have a proper contract?	☐ Yes ☐ No ☐ I don't know If **No or I don't know**, can you explain to us better what type of agreements you have with the employer?

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5 Access to and opportunities for a good job	5.7 Do you think that what you earn is fair for the work you do?	☐ Yes ☐ No ☐ I don't know If **No/Don't know**, who would you go to for explanations?
	5.8 Is the money you earn sufficient to live on?	☐ Yes ☐ No
	5.9 Do you think that the work you are doing is adequate to your skills?	☐ Yes ☐ No ☐ I don't know If **No**, can you tell us why?
	5.10 When you are working do you feel worried about your health and safety?	☐ Yes ☐ No ☐ Sometimes If **Yes/Sometimes**, can you tell us why?
	5.11 In your job do you feel understood and respected by your colleagues, superiors, customers etc.?	☐ Yes ☐ No ☐ Not always If **No/Not always**, can you tell us why?
6 Financial security and possibility of meeting needs	**Motivation**: As shown by the ample literature on the topic of the working poor, having a job in itself does not guarantee access to a reasonable standard of living. A fundamental indicator is represented by economic stability and security which allows meeting one's needs. Many cases studied in the research have highlighted that vocational training undertaken during participation in the programme often produces limited economic benefits and is not sufficient to provide the women with a stable and lasting source of income. The objective of the following section therefore consists of better understanding the financial situation of the interviewee, the degree of economic self-sufficiency, the ability to meet her needs and (where present) those of her children.	
	6.1 **In general, are you satisfied with your economic situation?**	☐ Yes ☐ No If **No**, can you tell us why?
	6.2 In addition to the money you earn with your job, do you receive any economic support (e.g. contributions to support your income)?	☐ Yes ☐ No If **No**, can you tell us why?

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6 Financial security and possibility of meeting needs	6.3 In general, do you have enough money for daily expenditure?	☐ Yes ☐ No
	6.4 If **Yes** [6.3] are you able to save to deal with any emergencies?	☐ Yes ☐ No ☐ Sometimes
	6.5 If **No** [6.3] do you worry about not having enough money to pay for what you need (food, house, utilities, clothes)?	☐ Yes ☐ No ☐ Sometimes
	6.6 When you cannot cover all the expenditure on your own, do you have anyone on whom you can count for help?	☐ Yes ☐ No
7 Presence of economic debts	**Motivation**: An important aspect related to financial security is the availability of savings which act as a social shock absorber in the case of emergencies and avoid contracting debts which can inhibit the paths of independence and expose to the risk of retaliation in cases of insolvency. The objective of the following series of questions is to have information on situations of indebtedness which may compromise the safety of the interviewee.	
	7.1 In the last three months, have you had to borrow money to pay bills, buy food or other necessary things, such as the rent or articles for your children?	☐ Yes ☐ No
	7.2At present do you have to pay back money borrowed to anyone?	☐ Yes ☐ No
	7.3 If **yes** [7.2], **are you worried about what can happen to you if you cannot pay back the debt?**	☐ Yes ☐ No If **Yes**, can you explain better to us?

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8 SOCIAL STABILITY		
Motivation: most of the women involved in the WG perceive the language barrier as one of the main obstacles not only to socio-economic inclusion in the country where they are but also to feeling an integral part of society. The follow-up ought to monitor the improvement or their language and communication skills of the women, in particular in relation to access to the systems of services and understanding their rights and social duties.		
First of all I will ask you if since you left the programme or in the time that has passed since the last interview there have been any changes with respect to the residence permit		
Indicator	**Questions**	**Answers**
8 Language and communication skills	8.1 After the conclusion of the programme have you improved your knowledge of the language?	☐ Yes ☐ No
	8.2 **At present is it difficult for you to be informed (e.g. to read documents on health, work, your children's school) or to communicate important things?**	☐ Yes ☐ No If **Yes**, how do you deal with these difficulties?
9 Education and Vocational training	**Motivation**: most of the women involved in the WG perceive the language barrier as one of the main obstacles not only to socio-economic inclusion in the country where they are but also to feeling an integral part of society. The follow-up ought to monitor the improvement or their language and communication skills of the women, in particular in relation to access to the systems of services and understanding their rights and social duties.	
	9.1 **After leaving the programme, did you enrol in any school or have you followed any training courses?**	☐ Yes ☐ No If **Yes** what type of courses did you do? Have they been useful? How?
10 Housing situation	**Motivation**: Living in a safe place is another fundamental aspect of the follow-up process. One of the important indicators for the success of integration is access to long-term housing which is adequate, respectful of the rights of lease, economically sustainable and in which to have a sense of normality and personal space. In reality, effective access to autonomous housing concerns a small number of people and, as the stakeholders questioned report, in general, on leaving the programmes for the women who have not entered the market of work in full, access to housing is particularly difficult, especially in areas where the tension around housing is high.	

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10 Housing situation	10.1 Can you tell us what your housing situation is today?	☐ On my own ☐ Alone with my children ☐ With my husband (my children) ☐ Sharing with friends ☐ Other: specify
	10.2 **How would you define your housing situation?**	☐ Good satisfactory ☐ Poor Dissatisfactory
	10.3 Do you have a proper lease contract?	☐ Yes ☐ No If **Yes**, specify the duration
	10.4 Does your house have the minimum standards of occupancy? (space, bathroom, windows etc.)	☐ Yes ☐ No If **No** Specify what is missing
	10.5 Are there things that you believe are important but which are missing in your house?	
	10.6 Do you feel safe at home?	☐ Yes ☐ No ☐ Not Always If **No/Not always**, can you tell us why?
11 Social Interactions	**Motivation**: developing and maintaining social relationships are crucial in the processes of integration and represent a further challenge for the women who have survived trafficking who have often experienced extreme isolation, have been separated from their support networks and encounter difficulties in building up new relationship. The follow-up in this area concentrates on levels of social interaction (e.g. ability to form new friendships), participation in social/cultural activities, civil commitment, adaptation of the woman to her living environment and the area where she lives.	
	11.1 **In the last month have you had friendly contacts and conversations with other people?**	☐ Yes ☐ No ☐ I don't like having contact with others

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11 Social Interactions	11.2 Since the programme was concluded or since the last interview, have there been any important changes in your life?	☐ I have started a sentimental relationship/I got married ☐ I have divorced/ I have separated ☐ I have built up new friendships ☐ I have lost the friends I had ☐ Other: specify
	11.3 In the last month have you spent time with relatives or friends to relax or have fun?	☐ Yes ☐ No If **Yes**, specify
12 Presence of a social support network	**Motivation**: developing and maintaining social relationships are crucial in the processes of integration and represent a further challenge for the women who have survived trafficking who have often experienced extreme isolation, have been separated from their support networks and encounter difficulties in building up new relationship. The follow-up in this area concentrates on levels of social interaction (e.g. ability to form new friendships), participation in social/cultural activities, civil commitment, adaptation of the woman to her living environment and the area where she lives.	
	12.1 **Do you have people on whom you can count for a personal problem that is not financial?** Note: "help" can means anything, large or small, the interviewee needs, such as for example help for repairs in the home, to look after the children, to be accompanied to a medical examination, to read a document etc...	☐ Yes ☐ No If **No**, can you tell us what you do when you have problems that nobody can help you solve?
	12.2 Do you go to associations, communities, do you do voluntary work?	☐ Yes ☐ No If **Yes**, can you tell us something about it?
13 Knowledge and availability of welfare services and local opportunities	**Motivation**: this indicator is focused on the availability of the local services (population services, welfare, education of minors, cultural services etc.). The follow-up in this area allows reflecting on any difficulties to access some local resources and opportunities and to identify possible new needs.	
	13.1 Since the programme concluded (or the last interview) have you contacted any services, office, whether private and/or public association?	☐ Yes ☐ No If **Yes**, can you tell us which service, office you contacted and for what type of request/need?
	13.2 Were you able to obtain what you wanted?	☐ Yes ☐ No If **No**, can you tell me the reason?

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14 MATERNITY SUPPORT		
Motivation: maternity is an important aspect of the identity of the women; however, having children can hinder the long path towards integration due to the difficulties of reconciling work with parental responsibility and the insufficiency of support services.		
Note: this section is optional and is to be compiled only for those who answered Yes to question L on the personal details form.		
Indicator	**Questions**	**Answers**
14 Maternity support	14.1 Do your children live with you?	☐ Yes ☐ No If they do not live with you, do you want to talk about it?
	14.2 **Do you think that the situation of your children is in general better or worse then or more or less the same as that of children the same age who live in your area ?**	☐ Better ☐ Worse ☐ The same If **better/worse**, can you tell us why?
	14.3 Do your children attend nursery school/primary school?	☐ Yes ☐ No If **No**, can you tell us why?
	14.4 If necessary do your children receive paediatric care?	☐ Yes ☐ No If **No**, can you tell us why?
	14.5 If necessary, can you easily obtain leave to take time off work and look after your children?	☐ Yes ☐ No If **No**, can you tell us why?
	14.6 Do your commitments allow you to spend the time you wish with your children?	☐ Yes ☐ No
	14.7 Do you think you need support to bring up your children?	If Yes, what kind of support would you need?

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15 DISCRIMINATION AND STIGMA		
Motivation: another dimension of the follow-up aims to reveal the potential limits to the processes of integration of the women due to social stigma and discrimination. Social prejudice can be deeply rooted and entail systemic, multiple and intersectional discrimination, making it difficult for the women to access rights in essential services such as access to care, employment and housing. It is very important to concentrate on the fact that discrimination represents tangible obstacle which prevent or could prevent the women from pursuing their objectives. Note: interviewers can reword, if they so deem, the following questions and probe any feelings of "exclusion", "stigmatization", "avoidance," "victimhood."		
Indicator	**Questions**	**Answers**
15 Stigma and discrimination	15.1 Have you ever had the feeling that you were treated differently from others in certain situations? (for example, in public offices, at work, on public transport, in hospital etc.)	☐ Yes ☐ No If **Yes**, can you describe the situation?
	15.2 At your work, do you feel understood and respected by your colleagues/ superiors, customers etc.?	☐ Yes ☐ No ☐ Not always If **No/Not always**, can you tell us why?
	15.3 **Have you ever had to give up something or leave a place because you were treated badly or differently from others?**	☐ Yes ☐ No If **Yes**, can you describe the situation?
16 SAFETY OR SECURITY CONDITIONS		
Motivation: the perception of feeling safe is particularly relevant for survivors of trafficking. Exposure to forms of violence and threats for women who already carry the burden of trauma can exacerbate symptoms associated with depression, anxiety, and post-traumatic stress disorder by inhibiting emancipation processes.		
16 Security conditions	16.1 **Since you left the programme (or sine the last interview) have you ever felt threatened or frightened, or ha anyone hurt you?**	☐ Yes ☐ No If **Yes**, can you describe what happened? (Note: please be cautious and respect the wishes of the interviewee if she does not want to go into detail)
	16.2 Were you helped to face this situation? Who helped you? How was the problem solved?	

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APPENDIX E

GUIDE FOR CONDUCTING THE INTERVIEW

The guide provides specific indications on how to collect the data with the women who have benefited from the programmes of assistance and integration.

The interviewees are a particularly sensitive population due to their experiences, the post-trafficking consequences and further potential risks to which they are exposed on leaving the programmes. Willingness to do the interview will probably represent, on their side, an emotional investment, hence the need to adopt some precautions of an ethical nature and to protect the interviewed women.
The data collection process should ensure maximum comfort for the women; in addition, considering the highly sensitive nature of the information, it is essential to guarantee a safe approach to its collection, respecting the highest level of protection of privacy.

The phases of the interview

The phases of the interview can be summarized as four

1. Preparation
2. Presentation
3. Conduction
4. Conclusion

1. Phase of Preparation

- Identify a comfortable and safe place where the interviewee feels at ease. The place and the method of the interview (in presence or online) should be agreed with the interviewee. The interviewers must ensure that the meeting is private and not listened to by other people unless requested by the interviewees themselves.
- Adopt an informed approach that takes into account the profile of the woman interviewed (age,

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level of education), as well as any needs expressed individually (e.g. linguistic preferences, logistic arrangements and transport, duration). These preparations for the interview contribute to maximizing the level of comfort of the participants, at the same time strengthening their sense of agency, entitlement and control over the parameters of the interview.

- Examine the data and the information already available (e.g. follow-up on leaving or at time t° with respect to when the interview is done)
- Precompile the personal information file where the data is already available. Some details are probably already known by the interviewer who is kindly asked to precompile the form shown in Appendix A. We emphasize the importance that the contributions are made anonymous through a system of coding.

2. Phase di Presentation

The start of the interview is the most delicate phase and can condition the greater or lesser willingness of the interviewee to answer. In general, the interviewer must behave from the very beginning in order to put the women at easer and inspire trust. The interviewer must not be hesitant and/or undecided, nor on the other hand appear invasive: cordiality and at the same time discretion must be the fundamental aspects of their behaviour.

- Explain clearly the purposes of the interview and the way the information will be used. To guarantee that the women are fully aware of the nature of the interview, the interviewers will explain clearly that the purpose of the interview is to receive feedback on their situation to share experiences and problems and allow the organizations to reflect on the strategies to improve the services offered at local level.
- Emphasize how precious the individual contribution of each woman is.
- Inform them that their personal information is confidential.
- Emphasize that the contributions of the interviewees are voluntary and that refusal to answer any questions will not cause any problems.
- Inform the interviewees that they will not receive any direct or indirect material benefit in exchange for their participation, except in the contexts in which this is deemed necessary, such as reimbursement of transport costs.
- Where required, it would be opportune to keep the times of the interview flexible, as its duration can be a problem; in this case, the interviewer should weigh up the time to dedicate, considering that the questionnaire can be completed on a short time if the in-depth qualitative questions are not asked. However, omitting these questions may lead to answers that are not easy to understand

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and to a poor understanding of the situation and the motivations underlying the interviewees' answers.

3. Phase of conduction

An approach that can turn out to be effective in the phase of conduction consists of starting an introductory conversation which can allow the interviewees to freely share elements of their experience, of their path of emancipation and the challenges they have to face, and the interviewer to have an idea of the general situation of the women. For example, you could ask the interviewee to tell you something about her experience after leaving the programme (or from the last follow-up); once the interviewee has finished, you could try to obtain further details, on how she felt when she took part in the programme, on how she feels at the time of the interview, on which particular problems have emerged in the recent past, if sometimes she has felt in danger etc. Before concentrating on the more structured part of the interview, you could also ask the interviewee if it is all right for her to tackles in greater detail some aspects such as her legal situation, her health, her working and financial situation, housing and friendships.

- For each subject, ask an open question in order to create a preliminary conversation that allows focusing on the main question (in bold characters) and the following in-depth questions.
- Adopt a clear tone and ask the question again using different words if necessary. Prefer phrases with a simplified language that avoid words and concepts that are typically used in the instruments of data collection in the sector (e.g. "access", "health care", "life projects", "income", "family needs", "quality", "formal services" and "basic services."
- Ask the questions focusing on the specific topic. To obtain more complete answers to the main questions related to the indicator, the interviewer can use non-directive probing techniques, asking some additional questions not in the questionnaire and aimed at 'putting into focus' the objectives of the main questions. The important thing is that these questions do not direct the answers in any way and keep the characteristic of neutrality. The non-directive probing techniques that can be used include using neutral expressions such as: "tell me more about...", "explain this point to me", "why do you think it is like that?" and "is there anything else?"
- Allow the interviewee to speak freely. It is not uncommon that the women want to speak about their situation; in this case the interviewer ought to listen actively and allow them to speak about their experiences without interrupting.
- Use the technique of summarizing the facts expressed by the answerer. This technique is valid when we want the interviewee to explore fully and in depth her attitudes. This way, the

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interviewee listens again from the interviewer what she herself is trying to say, perceiving to some extent a sort of comprehension of her answers. (The risk in using this technique lies in the fact that the opinions of the interviewer are inadvertently included in the attempt to summarize the interviewee's attitudes.

- Keep in mind the hierarchy of the questions and decide, where deemed opportune, to overlook asking questions again that the interviewee has already answered freely.
- Recognize when the interviewee feels uncomfortable concerning a particular subject. For some women, prolonged interviews can be psychologically stressful, therefor the interviewer/s ought to observe the signs that the interview should come to an end or put on hold. The women must not be exposed to unnecessary evocations of difficult experiences. If the interviewee seems to be uncomfortable, it is opportune to focus the interview on more neutral questions or to stop. Ask the interviewee whether she feels comfortable speaking about this topic (take note of it); avoid insisting if the interviewee refuses to answer the questions and avoid repeating questions the woman has refused to answer.
- Stop the interview at any time if the interviewee so requests.

4. Phase of conclusion

The conclusion of the interview is certainly the easiest to deal with for the interviewer. However, it would be good to conclude the interview in a relaxed atmosphere, asking the interviewee how she feels and thanking her for her contribution.

The follow-up report

The toolkit has not been explicitly conceived to assess the programmes of emersion, assistance and inclusion nor has it been conceived to establish causal connections between one specific programme and the women's level of integration, in this sense it does not intend to refer specifically to the existing programme. However, the results of the follow-up can be used to:

- Foster the understanding of the dynamics of integration and emancipation of the women leaving the programmes
- Inform the planning as part of the aim of the programmes
- Stimulate carrying out actions of advocacy for an improvement of the programmes
- Guarantee, where necessary, adequate references to the women who, having let the programmes, are experiencing difficulties.

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APPENDIX F

FOLLOW-UP REPORT FORM

FOLLOW-UP REPORT		
1 Feedback on the interviewee's situation	1.1 With respect to leaving the programme or the last interview, are there any specific aspects on which the interviewee does not encounter difficulties or areas where she is successful? If **Yes**, specify:	
	1.2 Are there any specific difficulties that the interviewee has to face? If **Yes**, specify:	
	1.2.1 Which are the services/supports that it would be opportune to activate to allow them to overcome these difficulties?	
	1.3 Have you identified any risks of secondary revictimization? If **Yes**, specify:	
	1.3.1 Which devices can be activated to deal with this risk?	
	1.4 Have you identified any risks of re-trafficking? If **Yes**, specify:	
	1.4.1 Which devices can be activated to deal with this risk?	

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2 Feedback on the programmes	2.1 Which are the key elements of the services offered by the programmes that seem to have contributed to the effective inclusion of the beneficiary?	
	2.2 Which recommendations would you make for services that are not sufficiently offered but from which the women could benefit?	
	2.3 In the light of the interview carried out, do you see any opportunities for change in the programmes aimed at better supporting the inclusion of the beneficiaries?	

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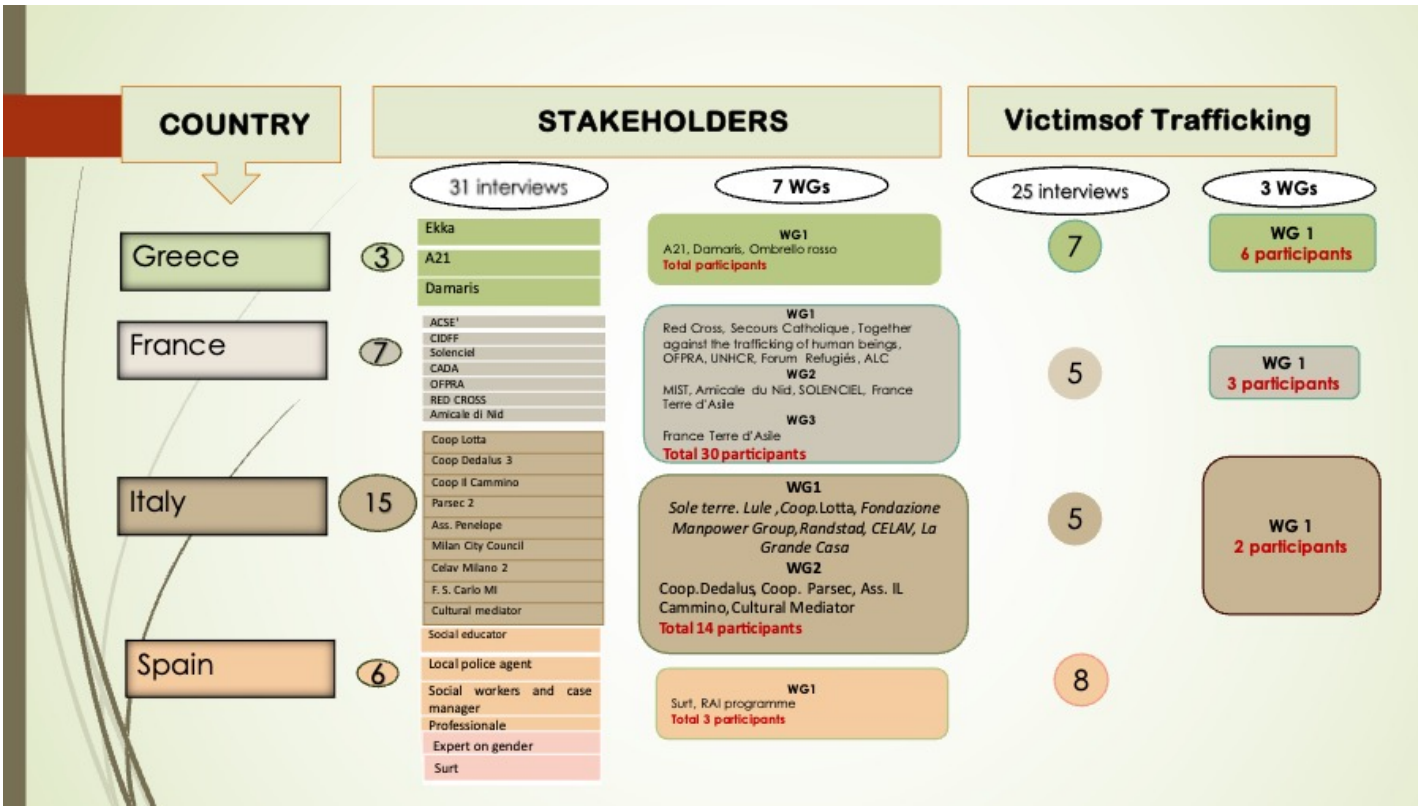
Annex I Table Stakeholders involved



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Annex II Table Women who are victims of trafficking involved

Table 2	Women victims of trafficking interviewed				
Country	**Origin**	**Average age**	**Year of arrival**	**Mothers**	**Level of education**
France	5 Nigeria	25	2016/2017	1 out of 5	Primary school certificate
Greece	1 Bulgaria	31	• 2 born in Greece • 3 arrived in 2019/2020 • arrived in 2014 • arrived in 2014		• 1 university student • 2 high school leaving certificates • 2 middle school certificates • 2 primary school certificates
	2 in Greece, one of whom of Rom origin				
	1 Romania				
	1 Russia				
	1 Syria				
	1 Somalia				
Italy	4 Nigeria	28	• 2017/2018		Primary and middle school certificates
Spagna	3 Venezuela	30		4 out of 6	Average /high Diploma from high school in business and economics and university studies
	1 Honduras				
	1 Serbia				
	1 Ivory Coast				

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Annex III Feedback questionnaire of the women involved in the test

For each section, monitor: difficulties, comprehension, pertinence, adequacy of the phrasing		
1 Difficulties	1.1 Was it difficult to answer the questions?	☐ Yes ☐ No
	1.2 If difficult, can you indicate the parts where you found the most difficulty and why?	
	1.3 Are there subjects or questions that made you uncomfortable or that could make some women uncomfortable?	☐ Yes ☐ No
	1.4 If yes, which ones? (indicate the number of the questions)	
2 Comprehension	2.1 Do you fully understand the meaning of the questions?	☐ Yes ☐ No
	2.2 **If they are not comprehensible**, what type of questions would you ask?	

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3 Pertinence of indicators	3.1 Given your present conditions, how important is it for your life, at this time:	Not important	Not very important	Quite important	Very important
	1 to have a convertible/renewable residence permit				
	2 to be in good health				
	3 to be able to have treatment				
	4 to be independent in your decisions and able to meet your needs				
	5 to have a job with a contract and an adequate salary				
	6 not to have economic concerns to pay your expenses				
	7 not to have debts				
	8 to know the language better				
	9 to be educated or attend training courses				
	10 to have adequate and safe housing that is economically sustainable				
	11 to build up new social relationships				
	12 to have a social support network				
	13 to get to know better and succeed in benefitting from all the opportunities offered by the local services				
	14 to have greater support to look after your children				
	15 not to have to undergo injustice and be treated differently from others				
	3.2 **Do you think that these aspects which are important for you are also important for other women?]**	☐ Yes ☐ No			

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Annex IV Feedback questionnaire for the interviewrs who tested the interview

For each section, monitor: difficulties, comprehension, pertinence, adequacy of the phrasing			
1 Feedback on the follow-up activities of the organization	1.1 Does your organization monitor the processes of inclusion of the women who have left the programmes?	☐ Only on leaving ☐ At 3/ 6 months ☐ At one/two years	
	1.2 What type of system does it use?	Tools: (Specify)	
		Dedicated operators: (Specify)	
		Data management system: (Specify)	
		Use of data: (Specify)	
	1.3 Do you think that the current approach of your organization to follow-up is adequate to intercept the subjective and objective conditions that can expose the women to phenomena of secondary victimization and even to Retrafficking, once they have left the programmes?	☐ Not adequate at all ☐ Hardly adequate ☐ Fairly adequate ☐ Very adequate	
	1.4 If your organization meets difficulties in monitoring, could you describe these?		
2 Feedback on the Set of indicators	2.1 Does your organization consider indicators which are not included in the list of the toolkit that you deem important?	☐ Yes ☐ No If **Yes**, could you indicate them?	
	2.2 Do you consider that the indicators proposed in this toolkit are adequate to identify conditions of "vulnerability" in the women?		
	2.3 Do you consider that some indicators are more important than others? If **Yes**, which indicators do you think are essential and which are superfluous, Specify:	Most important indicators	Least important indicators

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<table>
<tr><td rowspan="5">3
Feedback on the structure of the interview</td><td>3.1 Do you consider that the sequence of questions is coherent with the indicators proposed?</td><td>☐ Yes ☐ No

If No, specify</td></tr>
<tr><td>3.2 Do you consider that the questions proposed related to the indicators are useful for intercepting potential difficulties and risks of revictimization?</td><td>☐ Yes ☐ No</td></tr>
<tr><td>3.3 Do you think there are too many questions?</td><td>☐ Yes ☐ No

If Yes, which ones would you eliminate and why?</td></tr>
<tr><td>3.4 Do you think that some questions are repetitive?</td><td>☐ Yes ☐ No

If Yes, which ones?</td></tr>
<tr><td>3.5 Do you think that some questions should be rephrased? If Yes, indicate the questions and suggest the rewording</td><td>☐ Yes ☐ No
<table><tr><td>Question no.</td><td>Rewording</td></tr><tr><td></td><td></td></tr><tr><td></td><td></td></tr><tr><td></td><td></td></tr><tr><td></td><td></td></tr><tr><td></td><td></td></tr></table></td></tr>
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4 Feedback on doing the test	4.1 Did you have difficulties in involving the interviewees?	☐ Yes ☐ No If **Yes**, which ones?
	4.2 Were there any critical phases during the interview?	☐ Yes ☐ No If **Yes**, specify
	4.3 Do you think the interviewee was uncomfortable in answering any questions?	☐ Yes ☐ No If **Yes**, specify which questions
		How did you cope with this discomfort?
5 Feedback on the applicability of the tool	5.1 Do you believe that the interview proposed is useful to support the operators in the follow-up?	☐ Yes ☐ No If **No**, why?
	5.2 Do you believe that your organization can apply the proposed interview (Appendix D) systematically to do the follow-up?	☐ Yes ☐ No If **No**, why?
	5.3 Do you have any suggestions to make it applicable?	
	5.4 Is the layout of the interview intuitive?	☐ Yes ☐ No If **No**, why?

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- the following women who were interviewed : LO, DE, FO, AS, BI, MO, JN
-

Greece
Service/ Stakeholder

1. Ministry of Migration and Asylum
2. National Referral Mechanism for the Protection of Human Trafficking Victims (NRM)
3. Afghan Migrants & Refugees Community in Greece
4. AMURTEL
5. Anassa
6. Arogi AMKE

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7. ARSIS
8. Better Days Greece
9. Caritas Athens
10. CHORA
11. Cities Network for Integration
12. Congolese Community of Greece (DRC)
13. Coordination Center for Migration and Refugee Issues
14. Coordinating Committee for Refugee Support (Solidarity for All)
15. Danish Refugee Council (DRC) Greece
16. Day Center "Babel"
17. DIOTIMA
18. Doctors of the World
19. Doctors Without Borders Greece
20. Diversity United
21. Echo Mobile Library
22. E.K.Po.S.P.O "Nostos"
23. Ethiopia Greek Culture Promoters
24. Eurorelief
25. Fenix – Humanitarian Legal Aid
26. FMS
27. Generation 2.0 for Rights, Equality & Diversity
28. Global Brigades Greece
29. Greek Council for Refugees (GCR)
30. Hellenic Migration Forum
31. Hellenic Red Cross
32. Hellenic Refugee Forum
33. Help Ukraine
34. HIAS
35. ICSD
36. Intercultural Steps KOINSEP
37. International Organization for Migration
38. International Rescue Committee Hellas
39. KETHEA MOSAIC
40. Klimaka

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41. KYADA
42. KYCLOS
43. Lesvos Solidarity
44. Lighthouse Relief
45. Medical Intervention
46. Medical Volunteers International (MVI)
47. Melissa
48. METAdrasi
49. Migrant Integration Center – Municipality of Athens
50. Migrant Integration Center – Municipality of Kallithea
51. Migrant Integration Center – Municipality of Piraeus
52. PRAKSIS
53. Sams HELLAS
54. Seeds of Humanity Hellas AMKE
55. Social EKAV
56. Solidarity Now
57. Terre des Hommes Hellas
58. The HOME Project
59. Union of Ukrainian Women in Greece
60. United African Women in Greece
61. VELOS YOUTH
62. Vana by African
63. Women on Top
64. YOGA AND SPORT FOR REFUGEES
65. Zeuxis

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