

# Strategy Plan to **Combat Human Trafficking** for the northern part of Cyprus



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**Combat Human Trafficking**  
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## Preface

Refugee Rights Association is a civil society organisation established in 2009 to provide legal and social contribution to refugees due to the deficiencies regarding the right to asylum and violations of rights. Since its establishment, the Refugee Rights Association has expanded its scope of work by focusing on human trafficking and racism.

The COMMIT (Coordinated Measures and Mechanisms for Anti-Trafficking) Project is a project under the umbrella of Refugee Rights Association funded by the European Union. The COMMIT Project is implemented with the collaboration of 6 civil society organisations and one local community focuses on raising awareness on human trafficking and implementing advocacy activities on human trafficking. The collaborators of the COMMIT Project are Cyprus Turkish Bar Association, Turkish Cypriots Journalists Union, Nicosia Turkish Municipality, Turkish Cypriot Human Rights Foundation, Queer Cyprus, Famagusta Youth Centre, SOS Children's Village. Towards this end, the project aims at preparing a relevant local strategy and action plan, and a coordinated and effective mechanism on human trafficking.

Human trafficking can be defined as deceiving or forcing any individual into labour; and gaining unfair and illegal profit from their labour. Human trafficking is among the most rapidly increasing human rights violations. To prevent these violations of rights and prevent possible violations in the future, a strong strategy and action plan should be carried out together with a coordinated joint struggle to realize these plans.

We would like to thank our international expert Alline Pedra Jorge Briol and our local expert Eylem Ümit Atılğan, who prepared our plans for all their support, to our members of the Platform Against Trafficking in Human Beings (PAT), former head of the local body responsible from interior affairs Ayşegül Baybars and Ombudsman Emine Dizdarlı, who held consultation meetings with us during the preparation of the plans and we thank Cypdes Factory Advertising employees for their content design for the plans. We would like to thank all COMMIT project employees who contributed to the creation of this plan, to Fezile Osum, Neslihan Güzey, Başak Ekenoğlu and Ahmet Sedat Tözün, respectively.

## GLOSSARY

1	<b>Asylum seeker</b>	An individual who is seeking international protection. In countries with individualized procedures, an asylum seeker is someone whose claim has not yet been finally decided on by the country in which he or she has submitted it. Not every asylum seeker will ultimately be recognized as a refugee, but every recognized refugee is initially an asylum seeker. <sup>1</sup>
2	<b>Barmaid</b>	A woman who serves liquor at a bar, nightclub or restaurant.
3	<b>Civil Society Organizations (CSOs)</b>	Not-for-profit, voluntary entities formed by people in the social sphere that are separate from the local bodies and the trade. They represent a wide range of interests and ties but under the scope of this Action Plan, the CSOs included are the ones dealing with human rights, migration and counter-trafficking activities.
4	<b>Compensation</b>	<p>It means to “make amends to someone for loss, injury or wrong, especially by suitable payment.” The right to compensation constitutes the right to reimbursement or restitution, for both material (i.e. financial) and immaterial (including for example physical and psychological injuries) damages. Such “amends” may be paid by the traffickers or via state funds (in case the defendant is insolvent).</p> <p>The Palermo Protocol introduced the right to compensation for victims of trafficking in persons specifically: “Each State Party shall ensure that its domestic legal system contains measures that offer victims of trafficking in persons the possibility of obtaining compensation for damage suffered.” Similarly, the Council of Europe <b>Convention on Action against Trafficking in Human Beings provides for victims of trafficking in persons</b> compensation and legal redress, according to which: “Each Party shall provide, in its internal law, for the right of victims to compensation from the perpetrators.” And “Each Party shall adopt such legislative or other measures as may be necessary to guarantee compensation for victims in accordance with the conditions under its internal law, for instance through the establishment of a fund for victim compensation or measures or programmes aimed at social assistance and social integration of victims, which could be funded by the assets resulting from the application of measures provided in Article 23.”<sup>2</sup></p>

<sup>1</sup>Source: United Nations High Commissioner for Refugees. Master Glossary of Terms (2006). Available at: <https://www.refworld.org/pdfid/42ce7d444.pdf>

<b>5</b>	<b>Counter-trafficking</b>	Actions implemented by state and non-state actors (civil society) in partnership, in order to prevent and tackle trafficking in persons in a certain territory, protecting victims, promoting their rights and prosecuting traffickers.
<b>6</b>	<b>Counter-trafficking Branch (CT Branch)</b>	The branch under the local body responsible for interior affairs, responsible for carrying-out activities related to counter trafficking in persons and protecting victims in the northern part of Cyprus. The Branch is divided in Units, to decentralize actions and facilitate management and coordination.
<b>7</b>	<b>Counter-Trafficking Coordination Unit</b>	Unit under the CT Branch, responsible for coordination of other local bodies implementing counter-trafficking activities in the northern part of Cyprus.
<b>8</b>	<b>Counter-Trafficking Information and Research Unit</b>	Unit under the CT Branch responsible for the collection, analysis and distribution of relevant information and data concerning trafficking in persons.
<b>9</b>	<b>Country of origin</b>	In the migration context, a country of nationality or of former habitual residence of a person or group of persons who have migrated abroad, irrespective of whether they migrate regularly or irregularly
<b>10</b>	<b>Country of transit</b>	The country through which a person or a group of persons pass on any journey to the country of destination or from the country of destination to the country of origin or the country of habitual residence. There is a notion of temporariness in the concept of transit. However, for many migrants, particularly those migrating irregularly, the journey to the intended destination can take months or years. This challenges the very notion of transit and triggers the question on how much time needs to pass for the country of transit to be considered as a destination (United Nations Office of the High Commissioner for Human Rights, Situation of Migrants in Transit (2015) p. 5).
<b>11</b>	<b>Gender recognition</b>	Is the process of changing the name and gendered information on official key documents and in registries, in order to recognize a person's gender identity which would impact the person's rights for civil identification, marriage, parenthood, peerage, etc <sup>3</sup>
<b>12</b>	<b>Gender-sensitive</b>	Aim of understanding and taking account of the societal and cultural factors involved in gender-based exclusion and discrimination in the most diverse spheres of public and private life. <sup>4</sup>

<sup>2</sup>Source: Council of Europe Convention on Action against Trafficking in Human Beings. Available at: <https://www.coe.int/en/web/conventions/full-list/-/conventions/rms/090000168008371d>

<sup>3</sup>Source: Fact Sheet: Legal Gender Recognition. Available at: [https://www.tgeu.org/sites/default/files/LGR\\_factsheet-web.pdf](https://www.tgeu.org/sites/default/files/LGR_factsheet-web.pdf)



<b>13</b>	<b>Hostess</b>	A female who entertains guests, or who seats people in a restaurant. Also referred to as " <i>consommatrice</i> " which is a French word meaning female client. It refers to women who are employed in night clubs with the task to sit together with clients, entertain and convince them to consume expensive beverages (alcoholic drinks and food) which tend to be overpriced. They might get a commission over the table consumption. They might also engage in sex work or might be forced to prostitution.
<b>14</b>	<b>International student</b>	A person who has moved across an international border away from his or her habitual place of residence for the purpose of undertaking a programme of study, for study purposes and who enter the country of destination under a study visa or subsequently obtain a study visa when already in the country. <sup>5</sup>
<b>15</b>	<b>International Organizations (IOs)</b>	An international organization (intergovernmental organization) is an organization established by a treaty or other instrument governed by international law and possessing its own international legal personality, such as the United Nations, the World Health Organization and NATO.
<b>16</b>	<b>International Protection</b>	The protection that is accorded by the international community to individuals or groups who are outside their own country and are unable to return home because their return would infringe upon the principle of non-refoulement, and their country is unable or unwilling to protect them. <sup>6</sup>
<b>17</b>	<b>Irregular migration</b>	Movement of persons that takes place outside the laws, regulations, or international agreements governing the entry into or exit from the State of origin, transit or destination. Note: Although a universally accepted definition of irregular migration does not exist, the term is generally used to identify persons moving outside regular migration channels. The fact that they migrate irregularly does not relieve States from the obligation to protect their rights. Moreover, categories of migrants who may not have any other choice but to use irregular migration channels can also include refugees, victims of trafficking, or unaccompanied migrant children.

<sup>4</sup>Source: European Institute for Gender Equality. Available at: <https://eige.europa.eu/thesaurus/terms/1218>

<sup>5</sup>Source: International Organization for Migration (IOM) Glossary on Migration. 2019. Available at: [https://publications.iom.int/system/files/pdf/iml\\_34\\_glossary.pdf](https://publications.iom.int/system/files/pdf/iml_34_glossary.pdf)

<sup>6</sup>Source: Adapted from United Nations High Commissioner for Refugees, Persons in Need of International Protection (June 2017).



		<p>The fact that they use irregular migration pathways does not imply that States are not, in some circumstances, obliged to provide them with some forms of protection under international law, including access to international protection for asylum seekers fleeing persecution, conflicts or generalized violence. In addition, refugees are I 117 Glossary on Migration protected under international law against being penalized for unauthorized entry or stay if they have travelled from a place where they were at risk (Convention relating to the Status of Refugees (adopted 28 July 1951, entered into force 22 April 1954) 189 UNTS 137, Art. 31(1)).</p>
18	<b>LGBTI+</b>	<p>It is an acronym that stands for lesbian, gay, bisexual, transgender, intersex and other sexuality, sex and gender diverse.</p>
19	<b>Local Bodies</b>	<p>Official institutions of the northern part of Cyprus, responsible for providing public services to citizens and migrants and to manage the Turkish occupied territory of the Republic of Cyprus.</p>
20	<b>Memorandum of understanding (MoU)</b>	<p>A Memorandum of Understanding is an agreement between two or more parties outlined in a formal document. It is not legally binding but signals the willingness of the parties to move forward with a contract or commitment. It can be seen as the starting point for negotiations as it defines the scope and purpose of the talks.</p>
21	<b>Migrant</b>	<p>An umbrella term, not defined under international law, reflecting the common lay understanding of a person who moves away from his or her place of usual residence, whether within a country or across an international border, temporarily or permanently, and for a variety of reasons. The term includes a number of well-defined legal categories of people, such as migrant workers; persons whose particular types of movements are legally defined, such as smuggled migrants; as well as those whose status or means of movement are not specifically defined under international law, such as international students. Note: At the international level, no universally accepted definition for “migrant” exists. The present definition was developed by IOM for its own purposes and it is not meant to imply or create any new legal category.<sup>7</sup></p>

<sup>7</sup>Source: International Organization for Migration (IOM) Glossary on Migration. 2019. Available at: [https://publications.iom.int/system/files/pdf/iml\\_34\\_glossary.pdf](https://publications.iom.int/system/files/pdf/iml_34_glossary.pdf).

<b>22</b>	<b>Monitoring and Evaluation (M&amp;E)</b>	Monitoring and Evaluation (M&E) is used to assess the performance of projects, institutions and programmes set up by governments, international organisations and NGOs. Its goal is to improve current and future management of outputs, outcomes and impact. Both are management tools with different purposes: Monitoring is a continuous assessment that aims at providing all stakeholders with early detailed information on the progress or delay of the ongoing assessed activities. Evaluation is a systematic and objective examination which is conducted on a monthly and/or yearly basis to assess outcomes and sometimes longer term impact and provide recommendations.
<b>23</b>	<b>Palermo Protocol</b>	Protocol to Prevent, Suppress and Punish Trafficking in Persons, Especially Women and Children, Supplementing the United Nations Convention against Transnational Organized Crime (adopted 15 November 2000, entered into force 25 December 2003). It is the United Nations international document against trafficking in persons.
<b>24</b>	<b>Plan of Action</b>	An action plan is a document that lists what actions must be taken or activities must be implemented in order to achieve a specific goal. The purpose of it is to clarify what resources are required to reach the goals, assign responsibilities, formulate a timeframe for when specific tasks need to be completed and determine which resources are required. It also helps managers to "break" strategies into smaller and more manageable goals since it also delineates how progress towards the achievement of specific goals and objectives is to be monitored and eventually evaluated.
<b>25</b>	<b>Potential victim</b>	A person which indicators of trafficking in persons are visible (e.g. the passport was withheld, the person show signs of physical or psychological harm, the person cannot leave the work place without surveillance, the person is in debt bondage with her/his employer) but was not yet "officially" identified by authorities as "victim" of trafficking in persons, considering that the assessment or scanning process is still on going. The relevance of identifying potential victims is to prevent more harm, providing for early identification and the protection of the victim at an early stage.
<b>26</b>	<b>Principle of non-refoulement</b>	Principle of international law which forbids a country receiving asylum seekers from returning them to a country in which they would be in likely danger of persecution based on "race, religion, nationality, membership of a particular social group or political opinion.

27	<b>Pro-active investigation techniques</b>	Investigation conducted through intelligence-gathering or reports from witnesses, employing more advanced investigative methods and criminal intelligence. It is mostly preventive but may turn to be also reactive, therefore, it is relevant to have close coordination with victim service providers in case of encountering potential victims. Some examples are surveillance of hot spots (brothels, bars, massage parlours), monitoring of sectors where exploitation is potentially occurring (textile, seasonal agriculture, construction sector, entertainment sector) in partnership with labour inspectors.
28	<b>Reflection period</b>	Period in which the victim may decide whether to cooperate with the officials with his/her free will. It is supposed to serve the victim to be freed from the negative impacts of the crime, recover from trauma and remain safe from the traffickers, at least sufficiently to decide whether he/she is willing to contribute to the criminal justice system with information concerning his/her case. It serves the victim to make informed decisions about whether to take legal action against the trafficker and to pursue legal proceedings. In some states, it is a 30 days period; in others, 60 days period, within which the victim is granted temporary residence permit if a foreigner to the state where he/she was identified.
29	<b>Refugee</b>	According to Article 1 of the 1951 UN Convention, <sup>8</sup> as modified by the 1967 Protocol, <sup>9</sup> a refugee is defined as a person who 'owing to well-founded fear of being persecuted for reasons of race, religion, nationality, membership of a particular social group or political opinion, is outside the country of his nationality and is unable or, owing to such fear, is unwilling to avail himself of the protection of that country.' In addition to individuals recognized as refugees under the 1951 Convention, UNHCR's mandate also explicitly extends protection to those that are fleeing from conflict, generalized violence, or other circumstances that have seriously disturbed public order. <sup>10</sup> It is noted that refugee status determination is of a declaratory nature. Any person is a refugee within the framework of a given instrument if s/he meets the criteria of the refugee definition in that instrument, whether s/he is formally recognized as a refugee or not. <sup>11</sup>

<sup>8</sup>UN General Assembly, Convention Relating to the Status of Refugees, 28 July 1951, United Nations, Treaty Series, vol. 189, p. 137.

<sup>9</sup>UN General Assembly, Protocol Relating to the Status of Refugees, 31 January 1967, United Nations, Treaty Series, vol. 606, p. 267.

<sup>10</sup>UN High Commissioner for Refugees (UNHCR), Note on the Mandate of the High Commissioner for Refugees and his Office, October 2013, page 3.

<sup>11</sup>UN High Commissioner for Refugees (UNHCR), Note on Determination of Refugee Status under International Instruments, 24 August 1977, EC/SCP/5.

<b>30</b>	<b>Roadmap</b>	A roadmap is a bridge (or link) between strategy and execution. It visualizes the key outcomes that must be delivered over a particular time horizon in order to achieve the strategic vision (or the Strategy Plan). It helps to articulate what must be changed and why it must be changed, and in what sequence the change should be carried out. It supports the implementation of the Action Plan.
<b>31</b>	<b>Seasonal migrant worker</b>	A migrant worker whose work, or migration for employment is by its character dependent on seasonal conditions and is performed only during part of the year. <sup>12</sup>
<b>32</b>	<b>Sex worker</b>	A person who works in the sex sector, providing direct or indirect sexual services. Sex workers are adults who receive money or goods in exchange for consensual sexual services or erotic performances, either regularly or occasionally. Some sex workers are paid to engage in sex acts or sexually explicit behavior which involves varying degrees of physical contact with clients; pornographic models and actors engage in sexually explicit behavior which is filmed or photographed Sex work only refers to voluntary sexual transactions; thus the term does not refer to trafficking in persons and other coerced or nonconsensual sexual transactions. Children cannot engage in sex work and if so, should be identified as victims of sexual exploitation (or trafficking in persons for sexual exploitation) and should be assisted and protected. Finally, in some states, sex work is a recognised occupation.
<b>33</b>	<b>Standard Operating Procedures (SOPs)</b>	A written method of controlling a practice in accordance with predetermined specifications to obtain a desired outcome. It is an essential element to counter-trafficking in persons because it provides frontline actors with a step-by-step list/ information concerning what to do, how to act, who to refer, where to go, in case of identification of a (potential) victim of trafficking in persons.
<b>34</b>	<b>Strategy Plan</b>	Strategy Plan is a management tool that states the major objectives to be pursued in the context of a certain public policy, or private initiative. It serves to outline the vision for the future, prioritize goals, support resourcing decisions and most of all, unite local bodies, CSOs, other stakeholders and citizens around a shared vision. In other words, it describes the commitment or intention of local bodies and CSOs in the northern part of Cyprus and highlights priorities for action.

<sup>12</sup>Source: International Convention on the Protection of the Rights of All Migrant Workers and Members of Their Families (adopted 18 December 1990, entered into force 1 July 2003).

<b>35</b>	<b>Trafficking in persons (Human Trafficking, Trafficking of human beings)</b>	The recruitment, transportation, transfer, harbouring or receipt of persons, by means of the threat or use of force or other forms of coercion, of abduction, of fraud, of deception, of the abuse of power or of a position of vulnerability or of the giving or receiving of payments or benefits to achieve the consent of a person having control over another person, for the purpose of exploitation. <sup>13</sup> Any person who enables someone to enter in the trafficking country or go abroad or kidnap or transport or ng transfer or harbour someone by threat, pressure, force or violence, undue influence, deception or abuse of power or of a position of vulnerability in order to force them into labour or to prostitution or to serve for others or to subject into servitude or slavery or removal of organs, commits a serious crime called Trafficking in persons and, if convicted, is sentenced up to 10 (ten) years imprisonment or punished with a punitive fine or both.” <sup>14</sup>
<b>36</b>	<b>Trade union</b>	Also called labour union, association of workers in a particular trade, industry, or company created for the purpose of securing improvements in pay, benefits, working conditions, or social and political status through collective bargaining. <sup>15</sup> It means workers' organization constituted for the purpose of furthering and defending the interests of workers. <sup>16</sup>
<b>37</b>	<b>Unaccompanied children</b>	Children, as defined in Article 1 of the Convention on the Right of the Child, who have been separated from both parents and other relatives and are not being cared for by an adult who, by law or custom, is responsible for doing so. <sup>17</sup>
<b>38</b>	<b>Victim of trafficking in person</b>	Any natural person subject to trafficking in human beings, regardless of whether the perpetrator is identified, apprehended, prosecuted or convicted. Source: Adapted from Council of Europe Convention on Action Against Trafficking in Human Beings (adopted 16 May 2005, entered into force 1 February 2008) CETS No. 197, Art. 4(e).

<sup>13</sup>Source: Protocol to Prevent, Suppress and Punish Trafficking in Persons, Especially Women and Children, Supplementing the United Nations Convention against Transnational Organized Crime (adopted 15 November 2000, entered into force 25 December 2003).

<sup>14</sup>Source: art. 254B of the “criminal code” of the northern part of Cyprus.

<sup>15</sup>Source: Encyclopaedia Britannica. Available at: <https://www.britannica.com/topic/trade-union>.

<sup>16</sup>Source: ILOSTAT. [https://www.ilo.org/ilostat-files/Documents/description\\_IR\\_EN.pdf](https://www.ilo.org/ilostat-files/Documents/description_IR_EN.pdf)

<sup>17</sup>Source: Adapted from Committee on the Rights of the Child, General Comment No. 6: Treatment of Unaccompanied and Separated Children Outside their Country of Origin 1 September 2005 CRC/GC/2005/6, para. 7.

<b>39</b>	<b>Victims of Trafficking in Persons Fund</b>	Potential resources for the fund are: state budget, traffickers seized profit and assets, work permit fees/insurance, inter alia.
<b>40</b>	<b>Victim-witness</b>	A person who has suffered a crime and has information or evidence concerning it, providing his/her knowledge to police.
<b>41</b>	<b>Voluntary return</b>	The assisted or independent return to the country of origin, transit or another country based on the voluntary decision of the returnee. <sup>18</sup>
<b>42</b>	<b>Vulnerable group</b>	Depending on the context, any group or sector of society (such as children, the elderly, persons with disabilities, ethnic or religious minorities, migrants, particularly those who are in an irregular situation, or persons of diverse sex, sexual orientation and gender identity (SSOGI)) that is at higher risk of being subjected to discriminatory practices, violence, social disadvantage, or economic hardship than other groups within the State. These groups are also at higher risk in periods of conflict, crisis or disasters. <sup>19</sup>
<b>43</b>	<b>Vulnerable migrant</b>	Migrants who are unable to effectively enjoy their human rights, are at increased risk of violations and abuse and who, accordingly, are entitled to call on a duty bearer's heightened duty of care. <sup>20</sup>
<b>44</b>	<b>Working Groups and CSOs liaising Unit</b>	Unit under the CT Branch responsible to ensure participation of CSOs in consultation processes and exchange of data and information with CSOs

<sup>18</sup>Source: Adapted from International Organization for Migration, Assisted Voluntary Return and Reintegration Handbook (internal publication, unpublished 2010), p. 10.

<sup>19</sup>Source: International Organization for Migration (IOM) Glossary on Migration. 2019. Available at: [https://publications.iom.int/system/files/pdf/iml\\_34\\_glossary.pdf](https://publications.iom.int/system/files/pdf/iml_34_glossary.pdf).

<sup>20</sup>Source: Adapted from High Commissioner for Human Rights, Principles and Practical Guidance on the Protection of the Human Rights of Migrants in Vulnerable Situations, Report of the United Nations High Commissioner for Human Rights to the Human Rights Council (3 January 2018) UN Doc. A/HRC/37/34, para. 12.

## Brief Information about the COMMIT Project and the Strategy Plan

The COMMIT Project – Coordinated Measures and Mechanisms for Anti-trafficking Project – COMMIT – has the objective “to contribute to efforts to increase knowledge on and generate effective and coordinated response to all forms of trafficking in human beings (THB)” in the northern part of Cyprus.

Under cluster 1, result 1 of the COMMIT project, there are four activities that involve this consultancy. This deliverable concerns Activity A1.1.4, namely: **A1.1.4 - Preparing the strategy** The Strategy Plan is the document that outlines the “vision for the future” or the major goals and specific objectives that shall be pursued by local bodies and civil society organisations (CSOs) in the northern part of Cyprus in order to counter trafficking in human beings. In other words, it describes the commitment or intention of local bodies and CSOs in the northern part of Cyprus and highlights priorities for action.

Two steps were employed as method to support stakeholders in the identification of long and short-term goals and actions to be taken according to the national priorities and needs and that should be included in the Strategy:

**A**

Distribution of Questionnaire during the platform meeting that took place on January 23rd, 2020.

**B**

Online Consultation Meetings with 11 organisations, of which 10 were members of the platform and four, were representatives of local bodies.

As per the description of action under the COMMIT Project, the Strategy Plan is divided in four concentration areas:

**1**

**Supporting framework**

**2**

**Prevention**

**3**

**Support and Protection**

**4**

**Prosecution Measures**



## Strategy Plan to Combat Human Trafficking for the northern part of Cyprus Preamble

Trafficking in human beings is a severe human rights violation, which as stated in the Palermo Protocol means "the recruitment, transportation, transfer, harbouring or receipt of persons, by means of the threat or use of force or other forms of coercion, of abduction, of fraud, of deception, of the abuse of power or of a position of vulnerability or of the giving or receiving of payments or benefits to achieve the consent of a person having control over another person, for the purpose of exploitation. Exploitation shall include, at a minimum, the exploitation of the prostitution of others or other forms of sexual exploitation, forced labour or services, slavery or practices similar to slavery, servitude or the removal of organs."

In the northern part of Cyprus, it involves severe forms of exploitation, majorly sexual exploitation and forced labour, as per researches conducted previously to the COMMIT Project (inter alia, Briggs, 2018; Cyprus Dialogue Forum, n.d.; Guven-Lisanilera, Fatma; Rodriguez, Leopoldo & Ugural, Sevin, 2005; KISA & Turkish Cypriot Human Rights Foundation, 2014; United States of America. Department of State, 2018), according to assessment conducted under the COMMIT Project and information collected during consultation meetings with the Platform against Trafficking (PAT) members and relevant stakeholders, between April 10 – May 19, 2020.

According to the local legal framework, trafficking in human beings is identified as a crime under article 254B of the "penal code" as "Any person who enables someone to enter in the country or go abroad or kidnap or transport or transfer or harbour someone by threat, pressure, force or violence, undue influence, deception or abuse of power or of a position of vulnerability in order to force them into labour or to prostitution or to serve for others or to subject into servitude or slavery or removal of organs, commits a serious crime called Human Trafficking and, if convicted, is sentenced up to 10 (ten) years imprisonment or punished with a punitive fine or both."

The "penal code" of the northern part of Cyprus was amended in March 2020 to include the crime of trafficking in human beings.

However, any change in the legal framework is not sufficient to tackle such violation of human rights. As trafficking in human beings is a complex crime, which occurs because of strategic and well-planned actions, it also requires a complex and strategically planned response, as other transnational crimes.

Therefore, among other actions, in April 2019 Refugee Rights Association begun to implement an anti-trafficking project under "Together Against Trafficking in Human Beings Grant Scheme" with other six civil society organisations partners working in the field with various objectives, among which the preparation of a Strategy Plan to Combat Human Trafficking for the northern part of Cyprus.

## A Platform for discussion was established with the participation of the following institutions:

<b>1</b>	<b>Cyprus Turkish Bar Association</b>
<b>2</b>	<b>Refugee Rights Association (RRA)</b>
<b>3</b>	<b>Turkish Cypriot Human Rights Foundation</b>
<b>4</b>	<b>Queer Cyprus Association (QCA)</b>
<b>5</b>	<b>Famagusta Youth Centre (MAGEM)</b>
<b>6</b>	<b>Cyprus Turkish Journalists Association</b>
<b>7</b>	<b>SOS Children's Village Association</b>
<b>8</b>	<b>Universal Patient Rights Association (UPRA)</b>
<b>9</b>	<b>Local community for Nicosia (LTB)</b>
<b>10</b>	<b>Local body responsible from labour and social security</b>
<b>11</b>	<b>Local body responsible from interior affairs</b>
<b>12</b>	<b>"Ombudsman"</b>

The current document is the Strategy Plan to Combat Human Trafficking for the northern part of Cyprus, which should provide the strategic framework for response to trafficking in human beings over the following five years, from 2020 to 2025. Thirteen consultation meetings took place and this Strategy document is the result of this collaborative and consultative process.

<b>1</b>	<b>Supporting framework</b>
<b>2</b>	<b>Prevention</b>
<b>3</b>	<b>Support and Protection</b>
<b>4</b>	<b>Prosecution Measures</b>

The Strategy identifies gaps, maps the direction of future priorities, enhances transparency and accountability, and ensures a holistic response by recognising the role of various organisations, from local bodies to civil society organisations, as well as different fields.

## Background Analysis - Trafficking in Human Beings and Anti-trafficking Efforts

The core of the concept of trafficking in human beings is exploitation of people under vulnerability, with or without consent, violating their human rights for freedom, life and dignity. Although different definitions and varieties on this concept exist in academic and legal discourse, it is the definition put forward in the UN Protocol to Prevent, Suppress and Punish Trafficking in Persons, especially women and children, that is widely adopted, according to which trafficking in human beings includes different actions such as to “recruit, transport, transfer, harbor or receive by means of threat or force or other forms of coercion, within the purpose of exploitation.”

The “penal code” of the northern part of Cyprus was recently reformed and included under its article the crime of trafficking in human beings, defined as: “Any person who enables someone to enter in the country or go abroad or kidnap or transport or transfer or harbour someone by threat, pressure, force or violence, undue influence, deception or abuse of power or of a position of vulnerability in order to force them into labour or to prostitution or to serve for others or to subject into servitude or slavery or removal of organs, commits a serious crime called Human Trafficking and, if convicted, is sentenced up to 10 (ten) years imprisonment or punished with a punitive fine or both.”

While there is little reliable data about the nature and extent of trafficking in human beings and slavery, there is general consensus that these exploitative practices affect almost every country in the world, whether as a source, transit or destination country – or as a combination of these. Global trend shows that mostly women and girls are affected; and that the most often form of exploitation is sexual exploitation, followed by labour exploitation. Women are disproportionately affected by sexual exploitation, at more than 80%, demonstrating the gender aspects of such crime worldwide, whilst men are also disproportionately affected by labour exploitation.

The northern part of Cyprus did not participate in the last assessment conducted by UNODC for the Global Report. Meanwhile, qualitative researches conducted by some organisations (Briggs, 2018; Cyprus Dialogue Forum, n.d.; Guven-Lisaniler, Fatma; Rodriguez, Leopoldo & Ugural, Sevin, 2005; KISA & Turkish Cypriot Human Rights Foundation, 2014; United States of America. Department of State, 2018) demonstrate a similar trend and that helps to illustrate the condition of victims in the northern part of Cyprus, despite the absence of quantitative data.

One highlight from the global trends that one should not refrain from looking into is the rise in the identification of victims. However, “for many of the countries that recorded increasing trends, some of the institutional responses could be related to the increase. In particular, most of the increases coincided with or followed shortly after one or more of these anti-trafficking measures were introduced.” (UNODC, 2018, p.22).

Together with identification of victims, there is also an increase in the number of convictions, probably motivated by the enhanced country-level anti-trafficking measures. A trend analysis on the number of trafficking convictions shows that European countries are still the highest in the number of convictions globally.

The northern part of Cyprus has been both a destination and a transit area for trafficking in women for sexual exploitation in the nightclub industry. (KISA & Turkish Cypriot Human Rights Foundation, 2014). Although those nightclubs are licensed and regulated by the “administration”, prostitution is not permitted by the local legal framework. In theory, nightclubs may hire “hostesses” or “barmaids” but may not explore commercial sexual activities. In practice, most hostesses and barmaids with work permit are potentially involved in the sex sector and under sexual exploitation. Likewise other places around the globe, these women come to the northern part of

Cyprus with promises of employment in the entertainment sector, as hostesses, barmaids, dancers, accordingly to their work permits but are submitted to slavery-like conditions.

Women from Moldova, Ukraine, Morocco, Kenya, Uzbekistan, Turkmenistan, Belarus, Russia, Kyrgyzstan, Kazakhstan, Paraguay, Georgia, Tunisia, Romania, Nigeria, Latvia, Egypt, Armenia and Tanzania were identified in the northern part of Cyprus by NGOs and UNHCR, as potential victims of sexual exploitation. The legal framework for bringing those women from abroad – “Nightclubs and similar places of entertainment law” – leaves them in a precarious legal position and at more risk, as informed by stakeholders during COMMIT consultation meetings. Women are admitted to the northern part of Cyprus on a pre-work permit that should be confirmed after arrival. Once they arrive, the police or the employer may withhold their passports and return ticket, all according to the “Nightclubs and similar places of entertainment law”. Actually such a visa regime exposes these women to more risk, according to which employers are allowed to keep employee’s passports due to the need to continue the application for the work permit. The consequence is that women are immediately denied from their right to freedom, cannot leave the work place, work under extreme conditions without the right for day off work or sick leave, must be sheltered at the work place or at premises provided by the employer, cannot change their employer, the alternative being deportation.

Violence inflicted by ‘bosses’ and ‘customers’ is another form of human rights violation these women face (KISA & Turkish Cypriot Human Rights Foundation, 2014).

On the issue of forced labour, both nationals from third countries - Pakistan, Philippines, Turkmenistan, Vietnam, China, Bulgaria - and Turkish workers were identified under exploitation (KISA & Turkish Cypriot Human Rights Foundation, 2014; United States of America. Department of State, 2018). Similarly, assessment conducted under the COMMIT project reports exploitation of seasonal workers, mostly nationals of Turkey and of Kurdish origin, who usually feel more vulnerable due to their origins. Other sectors where exploitation is potentially happening are domestic work, restaurants and the construction sector. During consultation meetings under the COMMIT project, stakeholders called attention to the situation of international students, that are under extreme vulnerability, with the high university fees and living costs in Cyprus, and that are being subject to various forms of exploitation – sexual exploitation, labour exploitation and forced to practice illegal activities, such as drug dealing, as survival mechanisms. Men and women enrolled as university students, particularly from Sub-Saharan African countries, are more and more vulnerable to sex trafficking and forced labor.

Stakeholders also mentioned the vulnerability of women, mostly, who enter the northern part of Cyprus on tourist or student visa, since those types of visas are easily granted, and engage as sex workers in apartments in the northern part of Nicosia, Kyrenia, and Famagusta.

Meanwhile, there is no official data concerning the number of victims identified or the number of convictions, among other reasons, due to the absence of adequate legal framework.

The absence of a legal framework leads to the absence of a supportive, protective and preventive framework. There is no mechanism of referral or identification of victims, shelter or any other form of particular support. Cases are dealt on an individual basis after identification by “police”. And are managed by the local body responsible for interior affairs. The “administration” in the northern part of Cyprus has not developed any specialised procedure for identifying victims among vulnerable groups and has not provided effective social service to victims considering their basic rights and needs, including accommodation and healthcare.

Actually, healthcare to victims is a major concern among local anti-trafficking stakeholders, according to which the health care system focuses on the prevention of STDs and identification of persons contaminated, which in case of being foreigners, are deported. Therefore, foreign victims fear looking for support from the health system.

The local body responsible for labour and social security is concerned with trafficking in human beings for labour exploitation but lacks the legal framework to conduct inspections, monitor working places and enforce coercive measures in identified situations of labour exploitation, even forced labour. Imposed fines are too low, if compared to the profit of such exploitative practices. In addition, employers often prefer to pay for the fines than to pay for the pending salaries or due labour rights, which results in cases going to "court". "Court" is a long and not encouraging procedure for victims, most of which do not count with legal representation to follow up their cases.

Another issue that is connected to labour exploitation and forced labour is the role of recruitment, travel agencies and intermediary. Those bring workers to the northern part of Cyprus in exchange of commission or percentages over their salaries, fees for such "service" of finding a job or even charging excessively high travel costs, forcing the victim into debt bondage, which is one more clear indicator of trafficking in human beings. Debt bondage is also common practice inside the 'nightclub' industry.

Finally, the absence of legal framework also leads to lack of official information concerning legal enforcement efforts against trafficking offenders or information on victims. Official statistics concerning operations or crime statistics are not publicly available, considering that there is no legal framework to impose transparency or exchange of such kind of data. Besides, there is little or no coordination among local bodies and CSOs, not only for the exchange of information but also in order to coordinate anti-trafficking efforts.

Meanwhile, civil society organisations are active in anti-trafficking activities and are responsible for lobbying for an adequate legal framework compatible with the Palermo Protocol and European Conventions; are providing training and enhancing identification of victims and providing circumstantial support to victims of trafficking in human beings.

# Strategy Plan to Combat Human Trafficking for the northern part of Cyprus

## Introduction

Strategy Plan to Combat Human Trafficking for the northern part of Cyprus

## 1 Supporting framework

Adequate legislation on trafficking is one of the major steps to tackle trafficking in human beings. Thus, policy makers and competent authorities should consider undertaking legislative reforms with the view to bring legislature in compliance with international instruments and appropriate to the local context.

This concentration area – **Supporting Framework** - covers the legal background that is essential to tackle trafficking in human beings in the northern part of Cyprus. It includes needs for new legislation and reform in the legal framework of the northern part of Cyprus. It also includes needs for reform in the coordination structures of local bodies.

## 2 Prevention

Prevention should be the ultimate goal of a counter-trafficking strategy, that is to say, to avoid more suffering and victimization and avoid vulnerable persons to become victims of trafficking. Preventive strategies should be multidisciplinary, based on an integrated and coordinated approach to address all root causes of trafficking according to a human rights and gender-balanced standpoint in a short-term and long-term perspective.

This concentration area - **Prevention** - covers goals and objectives, which are essential for preventing trafficking in human beings, such as awareness raising campaigns, training and other activities to enhance identification of potential victims and improving an anti-trafficking view.

## 3 Support and Protection

Support and protection of victims and victim-witnesses of trafficking persons is essential, as it is a measure of respect to the human rights of the victims. Nevertheless, it also enhances likelihood of participation of victims and victim-witnesses during investigation and criminal justice procedures and further provision of evidence.

Counter-trafficking strategies must include a comprehensive victim protection and assistance system based on human rights principles, and ensure that all victims of trafficking have access to adequate resources to provide for legal remedies and fair treatment, assistance and support, safety and protection, restitution, compensation, reinstatement of rights as well as regularisation of immigration status.

This concentration area – **Support and Protection** - covers goals and specific objectives in order to provide effective support and protection to victims and potential victims of trafficking in human beings. Provisions such as shelter, access to education, to the labour market, to health care, or measures for social integration are included.

## 4

**Prosecution Measures**

One of the pillars of a counter-trafficking policy is prosecution, meaning improving evidence collection, holding traffickers accountable for their actions and providing for victim's participation during criminal procedures.

This concentration area – **Prosecution Measures** - covers measures to enhance investigation and prosecution of traffickers such as investments in new investigation techniques, judicial and legal support to victims, resources to “law” enforcement and labour inspectors to monitor and conduct rescue operations, inter alia.

There are strategic goals, specific objectives and indicators under each concentration area. Strategic goals specifies the vision for the future or the outcome under each concentration area. Specific objectives comprise what stakeholders (local bodies and CSOs with participation of civil society and public in general) wish to accomplish under each strategic goal. Indicators are tools to measure the accomplishment of each specific objective, therefore the accomplishment of strategic goals and the Strategy. For a better understanding of the Strategy and visual comprehension:

■ **Strategic goals under this document are highlighted in green.**

■ **Specific objectives are highlighted in yellow.**

■ **Indicators under this document are in white.**



## I Supporting framework

### STRATEGIC GOAL 1: COORDINATION STRUCTURES



To institutionalise the coordination of counter-trafficking measures taken by local bodies and civil society organisations (CSOs) in the northern part of Cyprus and the effective co-operation between these actors.



Specific objective 1.1.: To coordinate local bodies that work in the field of counter-trafficking and ensure participation of CSOs in consultation processes and exchange of data and information.

### Indicators

- Existence of a Counter-trafficking Branch under the local body responsible for interior affairs, divided in:
  - Counter-Trafficking Coordination Unit;
  - Counter-Trafficking Information and Research Unit;
  - Working Groups and CSOs liaising Unit;
  - Counter-Trafficking for forced labour Unit.
- Existence of a Counter-trafficking Commission under the local body responsible for interior affairs;
- Number of working groups with CSOs and respective meetings/by year;
- Per cent and number of CSOs participating in the Working Groups;
- Number of meetings of local bodies that work in the field of counter-trafficking, under the coordination of the Counter-trafficking Branch/by year;
- Regularly updated roster of CSOs, local bodies and IOs working in the field of counter-trafficking;
- Regularly updated list of projects/ measures implemented in the field of counter-trafficking by type of organisation (local body, CSOs or International Organisations (IOs)).



Specific objective 1.2.: To establish officially binding mechanisms to formalise the cooperation between local bodies, CSOs and IOs involved in victim and victim-witnesses support and protection and investigative and crime prosecution measures.

### Indicators

- Memorandum of Understanding (MoU) between different actors, e.g.:
  - MoU between the local body responsible for interior affairs/ Counter-trafficking Branch and the local body responsible for labour and social security;
  - MoU between CSOs participating in the Working Groups under Specific Objective 1.1.1 and the local body responsible for interior affairs/ Counter-trafficking Branch;
  - MoU between CSOs participating in the Working Groups under Specific Objective 1.1.1 and "police".

## STRATEGIC GOAL 2: Legal and regulatory framework



To establish the legislation and regulations necessary to protect victims of trafficking and to counter trafficking in human beings.



Specific objective 2.1.: 2.1.: To establish migration and counter-trafficking legislation that complies with international/ EU instruments against trafficking in human beings and with international/EU human rights standards.

## Indicators

- Legislation enacted complies with the UN Protocol to Prevent, Suppress and Punish Trafficking in Persons Especially Women and Children, supplementing the United Nations Convention against Transnational Organized Crime and the Council of Europe Convention on Action against Trafficking in Human Beings, therefore define the crime of trafficking in human beings accordingly;
- Legislation enacted includes the provision of the following rights to victims and potential victims of trafficking in human beings:
  - Reflection period for three months to potential victims;
  - Temporary residence status following the reflection period to identified victims of trafficking in human beings, independent from their contribution to the criminal justice system with evidence;
  - Provision of social, medical, psychological and legal advice and/or aid upon victim's request;
  - Legal representation during investigation by "police" and during "court" procedures;
  - Access to compensation from traffickers and/or state;
  - Protection from retaliation from traffickers, namely granting physical safety by sheltering the victim or the victim-witness, providing special police protection or including a special victim-witnesses protection programme;
  - Safe and voluntary return to the country of origin.
- Legislation enacted includes the provision of the following framework for cooperation procedures and more efficiency in criminal justice procedures:
  - Legal/regulatory basis for the establishment of a framework for coordination and cooperation in the field of counter-trafficking between local bodies, CSOs, IOs, and the Anti-Trafficking in Persons Commission;
  - Seizure and confiscation of objects used and proceeds derived from trafficking in human beings in order to constitute a victim trust fund for victim's compensation and or investment in support and protection programs;
  - Legal basis for the application of pro-active investigation techniques, avoiding or minimising victims' testimonies as source of evidence;
  - Legal instruments for joint investigations with Turkey as the country of transit/origin of victims of trafficking in human beings in the northern part of Cyprus.

■ Legislation enacted includes the provision of the following fundamental and migrants' rights:

- Safe and ordered labour migration;
- Information about labour rights to migrants and students arrived in the northern part of Cyprus;
- Refugee policies respecting the principle of non-refoulement;
- Human rights based and centred public health policies, respecting the human rights of migrants, refugees and victims of trafficking in human beings and the principle of non-refoulement, independent of their health condition;
- Legal basis for gender recognition;
- Legal basis for a non-discrimination policy.



Specific objective 2.2.: To establish legislation that complies with international principles and regulations on fair labour, fair recruitment and combat abusive labour recruitment.

(e.g. Forced Labour Convention, 1930 (No. 29) (and its 2014 Protocol) / Labour Inspection Convention, 1947 (No. 81) / Labour Inspection (Agriculture) Convention, 1969 (No. 129).

- Legislation enacted allows for extensive monitoring and control of the labour market in order to tackle forced labour and labour exploitation;
- Legislation enacted includes rules for regulation and monitoring of private employment agencies and the recruitment industry;
- Legislation enacted includes appropriate and effective criminal and labour justice responses in combating forced labour, labour exploitation and abusive practices of recruitment agencies in the context of trafficking in human beings and other forms of exploitation against migrants.

### STRATEGIC GOAL 3: Information management and research



To ensure that information and data relevant to counter trafficking in human beings are available, accessible to local bodies and CSOs involved and exchanged regularly.



Specific objective 3.1.: To establish a central institution for the collection, analysis and distribution of relevant information and data concerning trafficking in human beings at central level.

## Indicators

- Existence of a Counter-Trafficking Information and Research Unit, under the Counter-trafficking Branch/Local body responsible for interior affairs.



Specific objective 3.2.: To institutionalise information exchange between local bodies and CSOs in charge/responsible for counter-trafficking policies.

## Indicators

- MoU between the local body responsible for labour and social security and migration department under the local body responsible for interior affairs;
- Existence of an online system enabling exchange of information between local body responsible for labour and social security and local body responsible for interior affairs, for simultaneous follow up of labour application procedures, respecting data privacy concerns and non-disclosure of sensitive issues for both institutions;
- MoU between different counter-trafficking actors of local bodies and CSOs compromising on flows for exchange of information;
- Existence of a tool for regular exchange of information between local bodies and CSOs acting in the field of counter-trafficking in the northern Cyprus (e.g., an exchange platform - Counter-Trafficking Hub – under the responsibility of the Counter-Trafficking Information and Research Unit/Counter-trafficking Branch/Local body responsible for interior affairs), respecting data privacy concerns;
- Availability of regular reports with key trafficking in human beings' data.



Specific objective 3.3.: To increase/strengthen research and studies on all areas of the anti-trafficking response.

## Indicators

- Existence of a Counter-Trafficking Information and Research Unit, under the Counter-trafficking Branch/Local body responsible for interior affairs;
- Percentage of the local research budget spent yearly on research related to trafficking issues;
- Total financial volume of research projects on trafficking issues.

### STRATEGIC GOAL 4: Resource and budget mobilization



To secure all resources necessary to implement the Counter-Trafficking Strategy and Action Plan of the northern part of Cyprus



Specific objective 4.1.: To have an overview of the total costs (material and financial) for the implementation of the Counter-Trafficking Strategy and Action Plan.

## Indicators

- Existence of a yearly updated total resource plan for the implementation of the Counter-Trafficking strategy and Action Plan.



Specific objective 4.2.: To increase the resource allocation for the implementation of the Action Plan within the regular budgets of the various local bodies.

## Indicators

- Yearly percentage of the regular budget spent on activities undertaken in the framework of the counter-trafficking response by each local body.



Specific objective 4.3.: To increase the special funding for the implementation of the Action Plan by various local bodies.

## Indicators

- Victims of Trafficking in Human Beings Fund established with resources allocated;
- Yearly amount of special funding for activities undertaken in the framework of the counter-trafficking response by each local body.



Specific objective 4.4.: To increase the funding for the implementation of the Action Plan by international donors.

## Indicators

- Yearly amount of funding for activities undertaken in the framework of the counter-trafficking response by international donors.

### STRATEGIC GOAL 5: Review, monitoring and evaluation



To improve the Counter-Trafficking Strategy and Action Plan to adjust it to new requirements or changing situations.



Specific objective 5.1.: To ensure review, monitoring and evaluation of the Counter-Trafficking Strategy and Plan of Action regularly and make the necessary adjustments.

## Indicators

- Existence of a Counter-Trafficking Commission under the local body responsible for interior affairs, and its respective Terms of Reference with the mandate to, inter alia, review, monitor and adjust this Strategy and Plan of Action;
- Percentage of activities undertaken within the context of the Plan of Action for which a written review, monitoring and evaluation reports is available;
- Existence of written review of the Strategy and Plan of Action at least every two years.

## 2 Prevention

### STRATEGIC GOAL 1: Awareness Raising and Education



To raise awareness towards trafficking in human beings, the risk of trafficking in human beings and how to implement preventive measures.



Specific objective 1.1: To raise the awareness of the public in general and main stakeholders - local bodies and CSOs - working with vulnerable groups towards trafficking in human beings.

### Indicators

- Number of awareness raising and educational activities implemented by the Counter-trafficking Branch under the local body responsible for interior affairs, in coordination with other local bodies, CSOs, Trade Unions;
- Number of calls to Support Hotlines, asking for information about trafficking in human beings;
- Number of cases/potential victims referred to the Counter-Trafficking Branch under the local body responsible for interior affairs, from various channels such as Hotlines and CSOs;
- Number of cases officially identified by "police" and/or the Counter-Trafficking Branch under the local body responsible for interior affairs;
- Percentage of the people working with vulnerable groups in local bodies CSOs and Trade Unions who can define trafficking in human beings and name the main purposes for which people are trafficked.



Specific objective 1.2: To raise the awareness of vulnerable groups towards the risk of trafficking in human beings.

### Indicators

- Percentage of vulnerable migrants, refugees, international students, sex workers, LGBTI, identified victims and potential victims under support programs, that can define trafficking in human beings and name the main purposes for which people are trafficked.

### STRATEGIC GOAL 2: Reduction of Vulnerability



To reduce the vulnerability to trafficking and re-trafficking.



Specific objective 2.1: To increase awareness of vulnerable groups on precautions that they can take in order to lower the risk of being trafficked.

## Indicators

- Number of educational activities implemented by local bodies, CSOs, Trade Unions, Universities, targeting vulnerable groups - vulnerable migrants, refugees, sex workers, international students and LGBTI - for the provision of information on migrants rights, how to prevent trafficking in human beings and measures to take in case of victimisation;
- Number of awareness raising activities implemented by local bodies, CSOs, Trade Unions and Universities, targeting vulnerable groups, promoting legal migration schemes and the risks of irregular migration channels;
- Percentage of members of vulnerable groups - vulnerable migrants, refugees, sex workers, international students and LGBTI - who are informed about preventive measures, such as the need to verify the legitimacy of job offers, migrants and labour rights in the northern part of Cyprus, inter alia;
- Number of calls to Support Hotlines, asking for information about migrants' rights, labour rights and trafficking in human beings;
- Existence of informative material on the rights and right to protection of unaccompanied migrant children who are asylum-seekers or refugees;
- Existence of informative material on trafficking in human beings (indicators and where to look for support) distributed at the entry points/border control and in the most relevant public services (e.g. health districts, police stations, labour and social security supporting units).



Specific Objective 2.2: To promote gender equality and reduce discrimination of women, LGBTI+, migrants and refugees.

## Indicators

- Number of awareness raising activities implemented by local bodies, CSOs, Trade Unions and Universities countering discrimination against women, LGBTI+, migrants and refugees, to change the public discourse and counter hate-speech;



Specific Objective 2.3: To promote safe recruitment of migrant workers engaged in the "at risk" labour sectors in the northern part of Cyprus, inter alia, entertainment and tourism sectors, agricultural and construction sectors.

## Indicators

- Number of awareness raising activities implemented by local bodies, Trade Unions and CSOs targeting, inter alia, sex workers, hostesses, barmaids, dancers, seasonal migrants workers of various sectors, promoting legal migration schemes and the risks of irregular migration channels.



## STRATEGIC GOAL 3: Administrative Measures and Border Management



To identify potential victims of trafficking in human beings and counter trafficking in human beings through the improvement of administrative measures and border management.



Specific objective 3.1: To improve and enforce regular control and monitoring of the labour market.

### Indicators

- Number of labour inspections conducted in the private sector; by the local body responsible for labour affairs;
- Number of fines enforced by the local body responsible for labour affairs for violation of labour rights and identification of cases/potential victims of trafficking in human beings.



Specific objective 3.2: To increase the ability of detecting potential cases of trafficking in human beings, victims of trafficking in human beings and perpetrators at the border.

### Indicators

- Number of training conducted with border management, border frontline officers and labour inspectors on trafficking in human beings;
- Number of victims of trafficking identified at the border;
- Number of traffickers arrested at the border.

## 3

## Measures for Support and Protection of Victims and Victim-Witnesses

### STRATEGIC GOAL 1: Victim identification systems



To ensure the early identification of victims of trafficking in human beings in the northern part of Cyprus.



Specific objective 1.1: To improve the ability of “police”, “prosecutors” and other local bodies to identify victims of trafficking in human beings in all its forms.

### Indicators

- Number of victims of trafficking in human beings identified by “police”, “prosecutors” and local bodies;
- Number of identified victims and potential victims of trafficking in human beings support from protection programs;
- Inclusion of training on trafficking in human beings within training curricula of local bodies, in line with international human rights standards and best practices;
- Number of training on trafficking in human beings provided by local bodies to “police”, “prosecutors” and local bodies’ officers;
- Number of “police”, “prosecutors” and local bodies’ officers trained;
- Existence of Standard Operating Procedures (SOPs) for the identification of victims of trafficking in human beings within vulnerable groups prepared by the Counter-trafficking Branch under the local body responsible for interior affairs and implemented by “police”, “prosecutors” and other local bodies.



Specific objective 1.2: To improve the ability of CSOs, private sector and universities to refer potential victims of trafficking in human beings to the Counter-trafficking Branch, “police”, “prosecutors” and other Local Bodies.

### Indicators

- Number of victims of trafficking in human beings referred to “police”, “prosecutors” and local bodies by CSOs, private sector and universities;
- Inclusion of training on trafficking in human beings within training curricula of universities, in line with international human rights standards and best practices;
- Number of training on trafficking in human beings provided by CSOs, private sector companies and universities to its employees;
- Number of CSOs, private sector and universities’ employees trained;
- Existence of Guidelines for the referral of victims of trafficking in human beings within vulnerable groups prepared by the Counter-trafficking Branch under the local body responsible for interior affairs and implemented by CSOs, private sector and universities.

**STRATEGIC GOAL 2: Reflection/recovery period and residence status**

To ensure the legal stay of (potential) victims of trafficking in human beings in the northern part of Cyprus, irrespective of their willingness to cooperate with the authorities in criminal proceedings.



Specific objective 2.1: To ensure the implementation of the respective "laws" / regulations for the granting of a reflection period of at least three months to all presumed victims of trafficking.

**Indicators**

- Number of presumed victims of trafficking who are granted a reflection period of at least three months.



Specific objective 2.2: To ensure the implementation of the respective local legal text/ regulations for the granting of a temporary residence status following the reflection period to all identified victims of trafficking.

**Indicators**

- Number of identified victims of trafficking who are granted a temporary residence status following the reflection period.



Specific objective 2.3: To ensure the access of all presumed victims of trafficking to emergency and short-term needs, such as health care, food, safe and temporary accommodation.

**Indicators**

- Number of presumed victims of trafficking who are provided with health care, food and safe accommodation;
- Average utilisation of safe and temporary accommodation such as shelters.

**STRATEGIC GOAL 3: Social support and protection to all victims of trafficking (concerning both basic and specific needs of the victim) including access to the labour market and to education**



To ensure the social support, assistance and protection of all victims of trafficking, irrespective of their willingness to cooperate with the authorities in criminal proceedings.



Specific objective 3.1: To ensure the access of all (potential) victims of trafficking in human beings to basic needs and fundamental rights, such as food, shelter and safe accommodation, health care, education, vocational training and livelihood opportunities.

## Indicators

- Number of (potential) victims of trafficking in human beings under support/protection programs, with the provision of basic needs;
- Number of vocational training provided to (potential) victims of trafficking in human beings;
- Number of (potential) victims of trafficking in human beings enrolled in educational programs;
- Number of (potential) victims of trafficking in human beings receiving cash assistance.



Specific objective 3.2: To ensure the physical safety of all victims of trafficking.

## Indicators

- Number of reported incidents against victims of trafficking;
- Existence of an individual safety plan for each identified victims of trafficking.



Specific objective 3.3: To ensure that all victims of trafficking are informed about their rights.

## Indicators

- Number of victims of trafficking who receive free legal counselling;
- Number of cases of trafficking in human beings in "court" that are followed by their victims with the support of a legal counsellor;
- Existence of information material for victims of trafficking in human beings about their rights in various languages.



Specific objective 3.4: To establish specific training on social support, assistance and protection of victims of trafficking in human beings focused on victims' vulnerabilities and special needs.

## Indicators

- Number of training on trafficking in human beings provided by local bodies and CSOs to officers/employees at the front line;
- Number of officers/employees at the front line trained;
- Existence of standard operating procedures (SOPs) for the provision of support to victims of trafficking in human beings within vulnerable groups prepared by the Counter-trafficking Branch under the local body responsible for interior affairs and implemented by local bodies and CSOs.

### STRATEGIC GOAL 4: Return, (re)integration and social inclusion



To reduce the risk of victims of trafficking to be re-victimised and/or re-trafficked.



Specific objective 4.1: To establish voluntary return programs for victims of trafficking in human beings.

## Indicators

- Number of victims voluntarily returned to their countries of origin or resettled to third countries.



Specific objective 4.2: To facilitate the (re)integration and social inclusion of victims of trafficking.

## Indicators

- Number of victims of trafficking in human beings formally employed or with a remunerated occupation six months after return;
- Number of victims of trafficking in human beings engaged in psychological treatment and social protection programs of countries of origin or third countries.

## 4

## Investigation and Prosecution Measures

## STRATEGIC GOAL 1: Proactive and reactive investigation



To increase the application of proactive and reactive investigation techniques.



Specific Objective 1.1. To increase the capability of “police” to investigate trafficking in human beings cases and protect/refer victims.

## Indicators

- Counter-Trafficking in Human Beings Investigation Unit established under the “Police Department”.



Specific objective 1.2: To increase the knowledge and skills of “police” about proactive and reactive investigation techniques and their importance for the investigation of trafficking cases.

## Indicators

- Number of training on investigation techniques provided to “police” officers;
- Number of “police” officers trained on investigation techniques;
- Number of cases in which advanced investigation techniques are used to gather evidence;

## STRATEGIC GOAL 2: International law enforcement and judicial co-operation.



To increase the cooperation with other states in the field of investigation, “police” and criminal prosecution.



Specific objective 2.1: To increase the ability of “police” and “judicial authorities” to cooperate with law enforcement and justice authorities at the international level.

## Indicators

- Number of joint investigations with law enforcement and justice authorities of other countries;
- Existence of MoUs for exchange of information.

**STRATEGIC GOAL 3: Prosecution and conviction of offenders**

To increase the prosecution and conviction of people involved in trafficking in human beings.



Specific objective 3.1: To increase the knowledge of "police officers", "prosecutors", "judges" and labour inspectors on trafficking in human beings.

**Indicators**

- Number of "police officers", "prosecutors", "judges" and labour inspectors trained on trafficking in human beings;
- Number of prosecutions on grounds of trafficking or trafficking related crimes.



Specific objective 3.2: To strengthen the cooperation between "prosecutors" and labour inspectors.

**Indicators**

- MoU regarding exchange of information and cooperation for monitoring/inspection of labour market and working places, between "prosecutors" and the local body responsible for labour affairs and social security;
- Number of "police officers", "prosecutors" and labour inspectors trained on cooperation techniques/investigation and inspection techniques on trafficking cases;
- Number of inspections/operations conducted in partnership between "police", "prosecutors" and labour inspectors.



Specific objective 3.3: To establish effective, proportionate and dissuasive criminal penalties for trafficking and crimes related to trafficking.

- Number of persons convicted for trafficking in human beings and trafficking related crime;
- Average sentences on grounds of trafficking or trafficking related crimes.

**STRATEGIC GOAL 4: Legal redress and compensation for victims**

To ensure the compensation of victims of trafficking.



Specific objective 4.1: To raise the knowledge of the victims regarding their right to compensation and mechanisms to access.



## Indicators

- Existence of information material on right to compensation and how to access "Victims of Trafficking in Human Beings Fund" in various foreign languages.



Specific objective 4.2: To ensure compensation and restoration of moral and material damages for victims of trafficking in human beings.

## Indicators

- Number of victims of trafficking who filed for compensation at court or under the "Victims of Trafficking in Human Beings Fund."

### STRATEGIC GOAL 5: "Police" and judicial treatment of victims and victim-witnesses



To ensure the adequate and non-discriminatory treatment of victims by "police", "prosecutors" and "judges".



Specific objective 5.1: To ensure an anti-discriminatory and human rights led approach of "police", "prosecutors" and "judges" dealing with victims of trafficking.

## Indicators

- Level of satisfaction of victims of trafficking in human beings who were in contact with "police" "prosecutors" and "judges";
- Number of "police", "prosecutors and judges" trained on gender responsive and human rights oriented investigation and prosecution measures.



Specific objective 5.2: To ensure that victims of trafficking are aware of their rights.

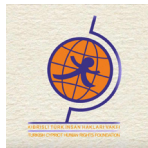
## Indicators

- Existence and appropriate distribution of information material;
- Number of victims of trafficking in human beings who have received legal counselling;
- Number of victims of trafficking in human beings who have requested compensation by "court";
- Number of victims of trafficking in human beings who recall their rights.

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**Lefkoşa**  
Türk Belediyesi



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