



Organization for Security and Co-operation in Europe

**Office of the Special Representative and Co-ordinator
for Combating Trafficking in Human Beings**

Combating Human Trafficking along Mediterranean Migration Routes

Live-Simulation Training Course
16-20 September 2019

CALL FOR PARTICIPANTS



Contents

About the Project	3
About the Live-Simulation Training Course	5
General Requirements, Terms and Conditions	7
Essential requirements	7
Selection criteria	7
How can I apply?	8
What will happen next?	8
ANNEX 1 – Roles and Job Descriptions of Participants.....	9
ANNEX 2 - Approach, Methodology and Storylines.....	23
ANNEX 3 – Learning Objectives	28
ANNEX 4 – Administrative Arrangements.....	33
ANNEX 5 – Who We Are	37
The Office of the Special Representative and Co-ordinator for Combating Trafficking in Human Beings	37
The Centre of Excellence for Stability Police Units (CoESPU).....	38
Contacts.....	39
ANNEX 6 – Application Form.....	40



About the Project

The OSCE region is witnessing major movements of people triggered by on-going conflicts, general instability and a lack of economic opportunities in neighbouring regions and somewhere in the OSCE region too. These movements can be comprised of refugees, migrants, unaccompanied and separated children and stateless persons among others, who are highly vulnerable to extortion, abuse, exploitation and at times, trafficking of human beings.

Against this backdrop, the Office of the OSCE Special Representative and Co-ordinator for Combating Trafficking in Human Beings (OSR-CTHB)¹ - in line with its mandate and identified priorities - has developed the project “**Combating Human Trafficking along Mediterranean Migration Routes**” as a response to the trafficking of persons in migration flows in the Mediterranean region.

The project aims at enhancing the capacity of interested OSCE participating States (pS) and Partners for Co-operation (PFC), in particular from the Mediterranean area as well as other concerned countries from Africa, to effectively investigate and prosecute trafficking in human beings (THB), and to promptly identify and address the needs of trafficked persons along migration and displacement routes by promoting a multi-agency and human rights-based approach.

This initiative is undertaken in partnership with *L’Arma dei Carabinieri* and the Centre of Excellence for Stability Police Units (CoESPU) in Vicenza, Italy – with support from international agencies such as UNHCR, UNODC and ICMPD, as well as other partners such as Guardia di Finanza, Italian State Police, University of Padova, Municipalities of Venice and Vicenza and independent experts.

The Project is currently funded by Italy, Monaco and Austria.

✓ An innovative training simulation course

Over 2019 to 2021, the OSCE will conduct three simulation-based learning exercises for approximately 200 stakeholders. The courses consist of realistic simulations of cases of labour and sexual exploitation among refugees and migrants, including unaccompanied and separated children. Each simulation scenario strives to emphasize the constitutive elements of THB (the act, the means, and the purpose).

The simulation presents an innovative experiential learning technique, where over the course of a week, participants enter a hypothetical country/region, and where, based on the tools and legal framework provided, they simulate a counter-trafficking response. A feedback cycle is built into the simulation itself, to ensure that participants learn/correct mistakes and exchange among themselves and with the trainers in the course of the week.

✓ A multi-agency and human rights-based approach to counter human trafficking

Targeted participants are experts from law enforcement including financial police and border and immigration police, the judiciary, labour inspectorate authority, municipal social services, asylum authorities, immigration authorities and civil society organizations. During the simulations, through multi-agency cooperation, trainees practice their skills to pay attention both to effective investigation and prosecution on the one hand and to the protection of human rights through a victim-centred approach on the other. Other important goals of the exercises are to promote the use of proactive financial investigation techniques, to develop an understanding and application of the link between forms of international protection (i.e. refugee status, humanitarian status) and the protection of trafficked persons, and to promote a holistic and rights-based

¹ <http://www.osce.org/secretariat/trafficking>



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approach to the identification and protection of victims of trafficking right along migration routes.

Participants will:

- be introduced to the overall simulation-based training, in particular to: the phenomenological, legal and policy framework; the context and the scenario; the standard operating procedures for identification and referral of trafficked persons, including in relation to international protection, determination procedure and vulnerability in migration;
- be introduced to the functioning of the simulation-based training and the roles and expected interaction of the agencies and professionals enacting the simulation;
- be involved in a complex simulation-based exercise to identify and investigate human trafficking, and protect and assist presumed or identified trafficked persons in “real time and live”;
- reflect on how to transfer the learning experienced in their agency-specific and multi-agency working environment and practices to their broader national context.

The simulation-based training allows the participants to:

- a) gain a better understanding of their respective roles and responsibilities within the anti-trafficking response system, when facing mixed flows;
- b) realize the full potential of co-operating effectively to achieve results through the enhancement of their individual capacities;
- c) act as members of a cohesive team.



About the Live-Simulation Training Course

Key learning objectives:

The main aim of the simulation is to train participants in effectively combating human trafficking through a multi-agency approach and human rights based approach.

The main objectives of simulation-based training exercises are as follows: (see the [Practical Handbook on How to Conduct Simulation-based Training Exercises to Combat Human Trafficking](#) for further reference):

1. To foster multi-agency work;
2. To improve identification of human trafficking cases in mixed migration flows;
3. To improve/enhance the referral of trafficked persons to assistance providers;
4. To provide victim-centered protection and assistance;
5. To investigate human trafficking criminal cases using a proactive approach, including cooperation in the international dimension.

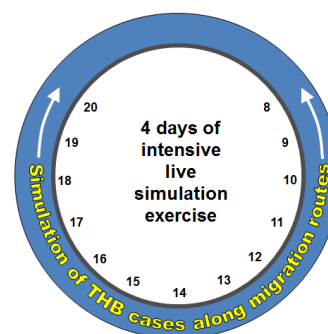
Specifically, in the simulation-based course, participants will:

- Improve the use of key indicators for identifying human trafficking victims among persons moving in mixed flows;
- Enhance the application of multi-agency and human rights-based approach in detecting and prosecuting human trafficking and in identifying and protecting victims by applying the Standard Operating Procedures;
- Strengthen the understanding of the nexus between international protection and trafficking related persecution; enhance proper referral mechanisms and procedures; and the application of the principle of non-refoulement (NB: as applicable both in international refugee and international human rights law);
- Enhance the adoption of a holistic and rights-based approach in managing frontline response

The training course will take place from 16 to 20 September 2019:

- the first day will focus on theoretical, methodological and technical issues related to anti-trafficking action in the displacement and mixed migration context and will also provide a practical introduction to the simulation;
- the four remaining days will be devoted to the live simulation exercise, in which the trainees will have to operate and to choose how to respond, according to their respective roles, to the simulated scenarios.

This is an **intensive simulation exercise**. Participants will have to work from 8:00 to 19:00 on simulated cases of human trafficking requiring intensive work and co-operation in a multinational setting and a multicultural environment.



Participants will arrive in Vicenza on **15 September 2019** and leave on **21 September 2019**.

Interested persons can apply for one specific role play/profile as listed in ANNEX 1 below, according to their real



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centres for migrants in terms of identification and referral;

- Increase the use of financial investigations as well as international judicial and police co-operation.
- Learn from other participants – and develop an understanding of a variety of national approaches from across the OSCE region and beyond;
- Reflect on how to transfer the learning experienced in their agency-specific and multi-agency working environment and practices, to their broader national contexts.

job and professional profile.

To apply, please use the form in ANNEX 6.

The deadline to apply is 30 June 2019*.

*(OSCE reserves the right to evaluate even out of term applications in case they are insufficient or out of selection criteria.)

For detailed learning objectives, please refer to ANNEX 3.

The simulations are developed based on real life examples of THB along the Mediterranean migration route. Despite this geographical dimension, the simulation competencies and objectives are broad enough, to promote and enhance practical co-operation and joint solutions to common challenges among beneficiaries across the wider OSCE region and beyond.



General Requirements, Terms and Conditions

Essential requirements

Participants must meet the following essential requirements to apply:

- ✓ **Citizenship** – Participants must be citizens of a participating State or of a Partner for Co-operation of the OSCE.
- ✓ **English skills** – Participants must be able to speak English at working level (B2-C1 levels of the Common European Framework of Reference for Languages).
- ✓ **Integrity** – Participants must maintain the highest standards of personal integrity, impartiality and self-discipline during the training and simulation exercise. Participants must work professionally and respectfully in a stressful, diverse and multi-cultural environment.
- ✓ **Team Work** – Participants must be able to work in teams and in cooperation with other professionals, sharing duties and responsibilities.
- ✓ **Computer Skills** – Skills in word processing, spreadsheets and e-mail systems are essential. Knowledge of other IT tools will be an asset.
- ✓ **Professional skills, flexibility and adaptability** – Participants must have relevant experience in responding to human trafficking in their respective fields of work. They must also comply with normal standards of professional ethics.

In addition, participants will need to be able:

- to work in stressful conditions with a limited network of support, intensive working hours and a considerable workload;
- to work professionally as a member of a team, in task forces and working groups with mixed composition in terms of roles (e.g. law enforcement, labour inspectors, financial investigators, prosecutors, social workers, practitioners of civil society organisations and asylum agencies) and countries of origin.

Selection criteria

Only applications of participants meeting the above-mentioned essential requirements will be considered. They will be assessed with the following criteria:

- ✓ Number of years on direct operational work on combating human trafficking and, for the concerned positions (see below ANNEX 1) in international protection determination procedure and migration;
- ✓ Number of years working in an international context and/or in a multi-agency environment;
- ✓ Priority will be given to: a) applications by experts from countries directly and indirectly affected by migration flows in the Mediterranean area; b) applications by experts working in the field, able to bring the experience gained in training back into daily work.
- ✓ However, the OSR will also strive to ensure a gender and geographical balance among participants, as well as a mix of experiences.



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How can I apply?

- First, choose the position you would like to apply for within the simulation exercise, corresponding to one of the boxes in the organizational chart (see below ANNEX 1). The exact profile/role of each position is described below in a table (see ANNEX 1).
- Then, fill out the form (ANNEX 6) indicating the position you would like to apply for.
- Finally, send us the application form (not later than **30.06.2019***) at: cthblivex@osce.org.

Still not sure why you should participate?

Visit the OSCE website

(<http://www.osce.org/projects/cthblivex>) to find additional information about this OSCE initiative.

What will happen next?

We will inform selected participants at the latest by **19 July 2019** and then organize travel arrangements for each selected participant (see ANNEX 4). Please note that we will also send selected participants documents that must be read before the training. Selected participants will also be asked to send their digital photograph in passport format.



ANNEX 1 – Roles and Job Descriptions of Participants

ROLES OF PARTICIPANTS

Criminal Justice				
Financial Investigation (FIU)	Criminal Investigation (CIU)	Border and Immigration Police	Labour Inspection Unit	Prosecution
<ul style="list-style-type: none"> • 1 chief • 5 officers 	<ul style="list-style-type: none"> • 1 commander • 13 investigators 	<ul style="list-style-type: none"> • In Migrants First Reception Centre (MFRC) - 3 officers - supporting the CIU when not active in MFRC 	<ul style="list-style-type: none"> • 1 chief • 6 labour inspectors 	<ul style="list-style-type: none"> • 6 prosecutors

Social Services Providers				
Asylum Authority (3)	Public Social Services (3)	NGO (3)	Cultural Mediators	Lawyers/Legal consultants
<ul style="list-style-type: none"> • 5 officers 	<ul style="list-style-type: none"> • 4 professionals (social workers, educators, psychologists) 	<ul style="list-style-type: none"> • 1 director • 2 co-ordinators • 1 legal officer • 2 psychologists • 7 assistance and social inclusion services officers • Shelter: <ul style="list-style-type: none"> • 1 co-ordinator • 1 psychologist • 3 social workers 	<ul style="list-style-type: none"> • 5 Italian/English speaking mediators 	<ul style="list-style-type: none"> • 5 lawyers

(3) These professionals will also work collaboratively at the Migrants First Reception Centre (MFRC)



JOB DESCRIPTIONS OF PARTICIPANTS

POSITION NAME	NUMBER OF PLACES TO BE FILLED	JOB DESCRIPTION
<p>Financial Investigators</p> <p>1 chief</p> <p>5 officers</p>	6	<p>Role: As a Financial Investigator in the LIVEX team, your role will be to provide support, guidance and advice for complex financial investigations to the specialized team of investigators on organized crime dealing with trafficking in human beings during the simulation exercise. You will deliver high-quality investigations and you will report on money laundering operations implemented by criminals, identify assets and co-operate at national and international levels with governmental and non-governmental institutions as well as with the private sector.</p> <p>The <u>Head of the Financial Investigation Unit (FIU)</u> is in charge of coordinating the activities of the FIU, i.e. to ensure strategic planning and the performance of the tasks of the FIU and to ensure the efficient use of the FIU resources and equipment. The capacity to coordinate human resources and to cooperate with other professionals and agencies are of crucial importance.</p> <p>Key responsibilities: Conduct financial investigations on transnational organized crime dealing with trafficking in human beings across multi-national and international locations in accordance with international investigation standards; identify suspect transactions including complex financial schemes; prepare investigation reports with appropriate findings and recommendations to the LIVEX team; interact with the social service providers and other agencies according to the SOPs and in general, in compliance with the human rights-based and multi-agency approach enshrined in Newland’s legal framework; work jointly with other police forces.</p> <p><u>Responsibilities of the Head of FIU:</u> provide all administrative support to the FIU team; ensure the application of Newland’s Criminal Code and Criminal Procedure Code, as well as internal regulations within the FIU; analyze criminal situations/phenomena relevant for financial investigations in human trafficking and related crimes, and define</p>



		<p>strategies in co-operation with other law enforcement units; organize and participate in meetings with prosecutors to define strategies for important criminal cases; conduct performance appraisal for the FIU members. Interact with other agencies according to the SOPs and in general, in compliance with the human rights-based and multi-agency approach enshrined in Newland’s legal framework.</p> <p>Key skills required: Proven experience as a Financial Crime Investigator working on complex international criminal investigations in the area of financial crimes and in particular on money laundering; working knowledge of investigation planning and case management, also in cooperation with other police forces; interviewing experience; experience in working with confidential information; practical knowledge of working across multiple sectors including international organizations, governmental departments and the private sector; professional communication skills; analytical and problem-solving skills; ability to work in team, sharing duties and responsibilities; working knowledge of research methodologies and complex financial investigations, including analysing electronic sources; ability to plan workloads and to prioritize caseloads simultaneously.</p>
<p>Officers of the Criminal Investigation Unit Specialized on Human Trafficking and other related Crimes</p> <p>1 commander</p> <p>13 investigators</p>	<p>14</p>	<p>Role: As a Law Enforcement Investigation Officer belonging to a criminal investigation unit specialized in combating organized crime, your role will be to plan and conduct complex investigations, including at the international level, against transnational criminal organizations trafficking human beings, and to identify and protect presumed trafficked persons.</p> <p>The <u>Head of the Criminal Investigation Unit (CIU)</u> is in charge of coordinating the activities of the CIU, i.e. to ensure strategic planning and the performance of the tasks of the CIU in accordance with the principles of legality and proportionality, and to ensure the efficient use of the CIU resources and equipment. The capacity to coordinate human resources and to cooperate with other professionals and agencies are of crucial importance.</p> <p>Key responsibilities: Plan and conduct complex investigations against transnational criminal organizations dedicated to trafficking in human beings for the purpose of sexual and/or labour exploitation in accordance with international standards; identify the members of the criminal organization, their roles and their responsibilities; liaise with the prosecutor’s office and other actors within the criminal justice sector; address requests for authorizations to use specific criminal investigative tools; write reports in order to get from the judge the arrest warrants for the criminal</p>



		<p>organization members; execute arrests; liaise with social services providers at all stages of victim identification, referral and protection; interact with other agencies according to the SOPs and in general, in compliance with the human rights-based and multi-agency approach enshrined in Newland’s legal framework.</p> <p>Responsibilities of the Head of CIU: provide all administrative support to the CIU team; ensure the application of Newland’s Criminal Code and Criminal Procedure Code, as well as internal regulations within the CIU; analyze criminal situations/phenomena and define strategies in co-operation with other law enforcement units; organize and participate in meetings with prosecutors to define strategies for important criminal cases; conduct performance appraisal for the CIU members; capacity to coordinate also the border police officers efforts when their activity turns into investigative contribution, as Newland’s immigration law provides. Interact with the social service providers and other agencies according to the SOPs and in general, in compliance with the human rights-based and multi-agency approach enshrined in Newland’s legal framework.</p> <p>Key skills required: Be on duty in anti-organized crime investigative units; good experience in planning and conducting investigations against transnational THB criminal organizations; knowledge of the international legal framework; intelligence data analysis and development competencies; good skills in using the principal investigative technical and dynamic tools (phone and environmental wiretapping) and in reporting investigative acts (such as final reports, arrests, etc.); knowledge of the main tools of international police co-operation; teamwork skills and ability to interact with other investigative units and with governmental and non-governmental organizations as well as with the private sector; general knowledge of the SOPs and of the multi-agency approach in addressing THB.</p>
<p>Border and Immigration Police Officers</p>	<p>3</p>	<p>Role: As a Border and Immigration Police Officer, you will be working on securing national land and sea borders and patrolling them, working towards full compliance with immigration laws, both on border and on the designated territory, and preventing and counteracting crimes related to illegal entry of unauthorized or undocumented migrants. At the same time you will be requested to make a preliminary identification of possible victims of trafficking and people in need of international protection. As a Border and Immigration Police Officer you have administrative duties but, in some cases, you are also entitled to conduct investigations into immigration related criminal offences as a special section of the Criminal Investigation Unit, under the direction of its Head. You can operate in Migrants First Reception Centre, but when the activities there have been concluded and investigations on related matters start you</p>



		<p>automatically join the Criminal Investigation Unit, according to applicable Immigration Law for the exercise.</p> <p>Key responsibilities: apply immigration laws, investigate immigration related criminal offences, take care of issuing entry or residence permits in the territory; carry out the tasks related to the control of entry, stay on the territory and eventual removal of migrants not entitled to stay; assist the criminal police for every need related to specialization on migration issues; in special cases, carry out investigations in collaboration with the Criminal Investigation Unit. Along with the contribution to investigations, you are required to interact with other agencies according to the SOPs and, in general, in compliance with the human rights-based and multi-agency approach enshrined in fictitious legal framework.</p> <p>Key skills required: knowledge of the national and international legal framework on THB; capacity to act in cooperation with other professionals; good skills in collaborating with interpreters and cultural mediators, with governmental and non-governmental organizations as well as with the private sector and international organizations involved in migrants protection; general knowledge of the SOPs and of the multi-agency approach in addressing THB; knowledge of activities of borders patrolling; knowledge of tasks on frontline reception centre and related operating procedures; knowledge of reception accommodation for different profiles of migrants.</p>
<p>Labour Inspectors</p> <p>1 chief</p> <p>6 labour inspectors</p>	<p>7</p>	<p>Role: As a Labour Inspector belonging to a Labour Inspection Unit (LIU), you will carry out inspections in medium-large business companies linked to transnational criminal organizations dedicated to trafficking in human beings for the purpose of labour exploitation. Such inspections could be implemented in close co-operation with specialised investigative law enforcement units against human trafficking. The role entails to identify and protect presumed trafficked persons.</p> <p>The <u>Head of the Labour Inspection Unit (LIU)</u> is in charge of coordinating the activities of the LIU, i.e. to ensure strategic planning and the performance of the tasks of the LIU in accordance with the principles of legality and proportionality, and to ensure the efficient use of the LIU resources and equipment. The capacity to coordinate human resources and to cooperate with other professionals and agencies are of crucial importance.</p> <p>Key responsibilities: Implement pro-active inspections in co-operation with the criminal investigation unit</p>



		<p>investigating human trafficking for the purpose of labour exploitation; identify the members of criminal organizations, their roles and their responsibilities, starting from the results of inspections; draft jointly with the personnel of the criminal investigation unit a final report for the law enforcement authorities and/or the prosecutor’s office with the aim to get from the judicial authority interim measures, including possible arrest warrants, to be executed independently or together with other law enforcement agencies. Interact with other agencies according to the SOPs and in general, in compliance with the human rights-based and multi-agency approach enshrined in Newland’s legal framework.</p> <p><u>Responsibilities of the Head of LIU:</u> provide all administrative support to the LIU team; ensure the application of Newland’s legal framework, in particular in relation to labour legislation and rights violations, as well as internal regulations within the LIU; analyze situations/phenomena relevant for LIU intervention in particular in relation to human trafficking and related crimes, and define strategies in co-operation with other law enforcement units; organize and participate in meetings with prosecutors to define strategies for important criminal cases; conduct performance appraisal for the LIU members. Interact with other agencies according to the SOPs and in general, in compliance with the human rights-based and multi-agency approach enshrined in Newland’s legal framework.</p> <p><u>Key skills required:</u> Working experience in a labour inspection unit (labour inspector qualification); proven experience in the preparation and execution of inspections and investigations of transnational criminal organizations involved in human trafficking for the purpose of labour exploitation; knowledge of the relevant international legal framework; capacity to analyse and develop data emerged from the inspections to make them usable from an investigative point of view; mastery of the use of the main tools for the identification of inspection targets and the provision of access activities, with a preliminary evaluation of investigative needs; knowledge of the labour law and immigration law, as well as of the main instruments of international police co-operation channels, the referral mechanisms and the protocols of territorial intervention; detective sensitivity to the phenomenon of labour exploitation and experience in using a multi-agency approach.</p>
<p>Prosecutors</p>	<p>6</p>	<p><u>Role:</u> As a member of the Prosecutor’s Office, your role will be to supervise and co-ordinate complex investigations, including at the international level, on transnational criminal organizations dealing with trafficking in human beings.</p>



		<p>Key responsibilities: Supervise and co-ordinate investigations on transnational criminal organizations dedicated to trafficking in human beings in line with international standards; build solid evidence to bring to trial the components of the criminal organization and identify the roles and responsibilities of their associates; identify victims and witnesses of trafficking cases and ensure presumed or identified trafficked persons’ rights are protected; acquire evidence useful to the indictment of suspects; identify <i>modus operandi</i> of criminals; trace profits and assets in view of their confiscation; prepare requests to be sent to the judge for authorization to carry out certain acts - such as searches, seizures, interceptions of communications, warrants, etc.; prepare requests for prosecution to bring the case before the court; supervise and carry out international police and judicial co-operation activities.</p> <p>Interact with other agencies according to the SOPs and in general, in compliance with the human rights-based and multi-agency approach enshrined in Newland’s legal framework.</p> <p>Key skills required: At least five years of experience as a Magistrate at a Prosecution Office (or equivalent); experience in managing and co-ordinating complex investigations in the area of organized crime, with a focus on human trafficking for sexual and/or labour exploitation; good knowledge of the domestic and international legal frameworks and of international co-operation; flexible approach to criminal procedural principles and rules (both civil and common law) to work in a multinational environment; experience in taking leadership decisions and leading investigative co-ordination even in a rapidly changing environment; mastery of the use of the main investigative tools of a technical and dynamic nature (telephone and environmental interceptions, shadowing) and in the drafting of the main acts of investigation (information, record of arrests, etc.); knowledge of the main instruments of international police and judicial co-operation channels; ability to work in groups and to interact with other investigative units, governmental and non-governmental agencies as well as with private institutions.</p>
<p>Asylum Authority Officers</p>	<p>5</p>	<p>Role: As a member of the Asylum Authority, you will carry out interviews with the asylum seekers, detecting, within the procedure, possible vulnerable profiles, including those that may display “trafficking indicators” and in case of need refer the concerned persons to specialized services in order to grant them assistance stemming from their particular vulnerability, explore the possible links between trafficking related persecution, and the principle of non-refoulement. You will also work in close co-ordination with social services providers, Prosecutors, Law enforcement, Labour Inspectors and with all the stakeholders involved in the scenario.</p> <p>You also could be requested to provide information to asylum seekers on international protection determination</p>



		<p>procedure upon arrival, in the MFRC working with other professionals and detecting people with vulnerabilities and special needs.</p> <p>Key responsibilities: carry out interviews of the applicants for international protection, explore possible links with trafficking related persecution in lodged claims, and contribute to the early identification of vulnerable profiles (including possible victims of trafficking) among asylum seekers, promoting referral mechanisms and procedures with the specialized services for these profiles, issue decisions. Collaborate, according to your role, with others professionals in the simulation; support the multi-agency co-operative framework in fulfilling obligations to provide state services and to protect and promote the human rights of trafficked persons, in compliance with the SOPs and in general with the human rights-based and multi-agency approach enshrined in Newland’s legal framework. Such tasks are to be performed both from the office of the Asylum Authority (early identification of victims of trafficking among asylum seekers; determination of international protection), as well as in the Migrants First Reception Centre, in cooperation with the officers from the other agencies present in the MFRC (to provide information and enact asylum application procedures).</p> <p>Key skills required: working experience as a member of an International Protection determining Authority, knowledge of the phenomenon of human trafficking globally and with regard to the information on countries of origin, knowledge of trafficking related persecution concepts, knowledge of the relevant international legal framework on this topic; proven experience in the preparation of interviews and in interviewing techniques, particularly of vulnerable applicants; experience working in multi-agency frameworks.</p>
<p>Public social services professionals</p>	<p>4</p>	<p>Role: Your role will be to carry out activities to support presumed and identified trafficked persons, in particular children within the specialized team of municipal social services professionals within the simulation, and to interact with the NGO team members as well as other anti-trafficking stakeholders (law enforcement agencies and judiciary authorities, labour inspectorates, lawyers, asylum authority, as well as virtual agencies in Newland and abroad, such as international organizations, trade unions, other NGOs etc.).</p> <p>Key responsibilities: Provide high-quality assistance and support to presumed and identified trafficked persons, in particular children (including acting as legal guardian when required); collaborate, according to your role, with others</p>



		<p>professionals in the simulation; support the multi-agency co-operative framework in fulfilling obligations to provide state services and to protect and promote the human rights of trafficked persons. You are required to interact with the other agencies according to the SOPs and in general, in compliance with the human rights-based and multi-agency approach enshrined in Newland’s legal framework.</p> <p>Such tasks are to be performed both from the office of the Municipal Social Services as well as in the Migrants First Reception Centre, in cooperation with the officers from the other agencies present in the MFRC, in order to contribute to the identification and referral of trafficked persons, refugees and migrants, in particular children.</p> <p>Key skills required: Proven experience as a municipal social services officer in a national or local government administration providing support to vulnerable groups and migrants (if trafficked persons, would be an asset) including in particular children; proven experience in providing vulnerable locals and migrants, including trafficked persons specific support, such as residence permits, victims’ assistance grants, certification and eligibility letters, granting trafficked persons access to medical, mental and legal services, monetary assistance, employment, state protection, social inclusion services and any other services for the mentioned clients, provided by the local or national administration; experience working in multi-agency frameworks, transnational co-operation as well as co-operation with the judiciary, law enforcement authorities, labour inspectors, lawyers and any other expert/official involved in anti-trafficking activities; working knowledge of case management; interviewing experience; child best interest determination; experience in handling confidential information; very good communication skills; analytical and problem-solving skills.</p>
<p>NGO Anti-Trafficking Social Services Professionals:</p> <ul style="list-style-type: none"> - 1 director; - 2 co-ordinators - 1 legal officer; - 2 psychologists; - 7 assistance and 	<p>13</p>	<p>Role: Your role will be to carry out activities to provide support to presumed and identified trafficked persons, working for a fictitious NGO created for the purpose of the simulation, and to interact with professionals of the other agencies involved in the simulation exercise (law enforcement agencies and judiciary authorities, labour inspectorates, municipal social services, lawyers, asylum authority, as well as virtual agencies in Newland and abroad, such as international organizations, trade unions, other NGOs etc.).</p> <p>Key responsibilities: Provide high-quality assistance to presumed and identified trafficked persons, including psychological and social support, access to safe accommodation, access to medical care, financial and legal assistance, vocational guidance and access to training and job placement activities; conduct social inclusion assessments and</p>



<p>social inclusion services professionals (also intervening in the MFRC and or providing support to shelter when needed).</p>	<p>design social inclusion plans; conduct risk assessments; collaborate, according to your role, with other professionals in the simulation; support the multi-agency co-operative framework in fulfilling obligations to protect and promote the human rights of trafficked persons. You are required to interact with the other agencies according to the SOPs and in general, in compliance with the human rights-based and multi-agency approach enshrined in Newland’s legal framework.</p> <p>The <u>responsibilities of the Director of the NGO</u> are to ensure the overall functioning of the various services of the organisation in compliance with high quality standards, with the human rights based and individualized tailor-made approach, and with the multi-agency approach provided by the SOPs and in compliance with Newland’s legal framework. Among those responsibilities a specific focus is on enhanced multi-agency cooperation both in terms of strategic planning and operational implementation, as well as on contributing to phenomenological and policy analysis and consequent action or design and promotion of recommendations. In leading such processes the Director will work with the representatives of the other agencies, but will also ensure internal contribution and participation in such processes within the NGO.</p> <p>The <u>responsibilities of the Coordinators</u> of emergence, identification, assistance and social inclusion services will be to organize and supervise daily operations (including those to be performed by the staff assigned to the MFRC), to ensure that the SOPs are respected, to liaise with the Shelter Coordinator and with the Director of the NGO, to coordinate field work with representatives of the other involved agencies.</p> <p>The emergence, <u>identification, assistance and social inclusion services professionals</u> and the <u>psychologists</u> may also be asked to work in the shelter, rotating with the assigned staff or complementing their work.</p> <p>The emergence, <u>identification, assistance and social inclusion services professionals</u> are also required to work in the Migrants First Reception Centre, in cooperation with the officers from the other agencies present in the MFRC, in order to contribute to the identification and referral of refugees and migrants who may display indicators of trafficking. In this context their specific role is to provide information and support services and consequent referral to presumed trafficked persons and vulnerable migrants.</p>
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		<p>Key skills required: Proven experience as a social professional working directly with trafficked persons in the service provision by NGOs. Additional experience in working with vulnerable migrants is an asset. Experience in co-operating with other professionals and agencies involved in trafficked persons’ protection and anti-trafficking at different stages, from early and formal identification to social inclusion of the trafficked persons, including multi-agency transnational co-operation as well as co-operation with the judiciary, law enforcement authorities, labour inspectors, asylum authority, lawyers and any other expert/official involved in anti-trafficking activities; working knowledge of case management; interviewing experience; experience in handling confidential information; very good communication skills; analytical and problem-solving skills.</p>
<p>Specialized staff working in the above mentioned NGO’s Shelter for trafficked persons:</p> <ul style="list-style-type: none"> - 1 coordinator; - 1 psychologist; - 3 educators/social workers. 	<p>5</p>	<p>Role: Your role will be to carry out shelter activities and shelter-related service provision in direct support of presumed and identified trafficked persons, within a specialized team of social services professionals in the context of the simulation, and to interact with the colleagues of the other work areas of the NGOs, as well as with the professionals of other agencies involved in the live-exercise (law enforcement agencies and judiciary authorities, labour inspectorates, municipal social services, lawyers, asylum authority, as well as virtual agencies in Newland and abroad, such as international organizations, trade unions, other NGOs etc.).</p> <p>Key responsibilities: Provide shelter services for the assistance of presumed and identified trafficked adults and children, male and female, and ensure protection of beneficiaries’ rights and interests, in particular, ensure their safety and welfare, ensure the security of all confidential documents and records, promote access to health services, provide psychological and social support, conduct risk assessments and risk management plans accordingly, design and implement individual assistance and social inclusion plans, including educational and vocational guidance and access to the labour market, with the aim of fostering integration into society and create a relevant environment for the realization of beneficiaries’ skills, talent and potential in co-operation with municipal social services and all other relevant agencies. You are required to interact with the other agencies according to the SOPs and in general, in compliance with the human rights-based and multi-agency approach enshrined in Newland’s legal framework.</p> <p>The <u>responsibilities of the Coordinator of the Shelter</u> will be to organize and supervise daily operations, to co-ordinate the work of the other shelter staff members (e.g. by drawing up and evaluating plans) and to ensure that the principles and goals of the shelter are respected, in particular the guarantee of safety and health for staff and presumed or identified trafficked persons, to co-ordinate with the other Coordinators and with the Director of the NGO and the</p>



		<p>other staff members as needed, to co-ordinate with representatives of the other involved agencies.</p> <p>The <u>responsibilities of the educators/social workers</u> will be to conduct screenings and assessments with/for the persons entering the shelter, identify their needs, present the services proposed at the shelter, orienting new residents to the sites, acquainting them with shelter rules and regulations, draw up case service plans with each assisted person and in co-ordination with other shelter staff members and municipal social services, ensure referrals to other services, accompany beneficiaries to their meetings and monitor cases throughout all phases.</p> <p>The <u>responsibilities of the psychologist</u> will be to interview the presumed or identified trafficked persons to determine their mental state, to contribute to the elaboration of case plans for the clients and to provide them with support, care, therapies and/or targeted interventions in co-operation with other social services providers.</p> <p>The educators/social workers and the psychologist may also be asked to perform other duties within the services provided by the NGO and they might be complemented or temporarily replaced in their work by their colleagues (the emergence, assistance and social inclusion services professionals and the other psychologists working in the NGO).</p> <p>Key skills required: Proven experience as an expert working in a shelter for trafficked persons; experience in entering statistical information in computer databases and ensuring they are kept up-to-date; interviewing experience; experience in handling confidential information; very good communication skills.</p>
<p>Cultural Mediators (Fluency in Italian and English required – 4 CM; Fluency in Italian required – 1 CM)</p>	<p>5</p>	<p>Role: Your role, within the NGO you work for, will be to assist with interpretation and cultural mediation to ensure effective communication between presumed or identified trafficked persons (and vulnerable migrants) and the NGO team members as well as other anti-trafficking stakeholders (law enforcement agencies and judiciary authorities, labour inspectorates, municipal social services, lawyers, asylum authority, as well as virtual agencies in Newland and abroad, such as international organizations, trade unions, other NGOs etc.).</p> <p>Key responsibilities: Attend meetings, telephone calls or other personal contacts between anti-trafficking practitioners and presumed or identified trafficked persons upon request to establish trust relationships as well as to provide interpretation and cultural mediation (in the fictitious scenario of the simulation, English is the language of the country where the action takes place, but presumed/identified victims may not speak this language in Newland;</p>



		<p>support the anti-trafficking practitioners and especially social services providers in understanding the needs expressed by the presumed and identified trafficked persons and the socio-cultural determinants to support them effectively; provide basic information to the assisted persons regarding administrative and medical procedures should they be required; translate documents and statements from Italian into English.</p> <p>Key skills required: Fluency in Italian and English (for at least 4 CM); Fluency in Italian (for at least 1 CM); experience in interpretation, cultural mediation and social work; preferably previous experience working in an NGO and with migrants and/or trafficked persons; intercultural competences; high flexibility; good stress resilience skills; excellent sensitivity and communication skills.</p>
<p>Lawyer/Legal Consultant Specialized in Support to Presumed or Identified Trafficked Persons (working for a law firm offering their legal consultancy and assistance services to the presumed or identified trafficked persons that specialized NGOs and municipal/public social services are assisting)</p>	<p>5</p>	<p>Role: Your role will be to provide legal advice and assistance to presumed and identified trafficked persons, vulnerable regular or irregular migrants and persons applying for international protection, in co-operation with the specialized team of NGO and Public social services professionals, ensuring an effective interaction with the law enforcement agencies, with the judiciary and asylum authorities, as well as cooperating with the other anti-trafficking stakeholders including the virtual agencies in Newland and abroad, such as international organizations, trade unions, other NGOs etc.).</p> <p>Key responsibilities: Provide high-quality legal advice and assistance services to the presumed and identified trafficked persons; collaborate, according to your role, with the professionals of the other stakeholders in the simulation; support the multi-agency co-operative framework in fulfilling obligations to protect and promote the human rights of trafficked persons. You are required to interact with the other agencies according to the SOPs and in general, in compliance with the human rights-based and multi-agency approach enshrined in Newland’s legal framework.</p> <p>Key skills required: Proven experience as a Lawyer/Legal Consultant working directly with trafficked persons in cooperation with NGOs or public social services; additional experience in working with asylum seekers and/or regular or irregular vulnerable migrants is an asset; experience in co-operating with professionals and agencies involved in trafficked persons’ protection and counter-trafficking at the different stages of the intervention, from early and formal identification to social inclusion, including multi-agency transnational co-operation as well as co-operation with the judiciary and law enforcement authorities; working knowledge of anti-trafficking, human rights,</p>



		protection of presumed or identified trafficked persons, rights of the child, asylum and migration-related legislation and legal instruments; analytical and problem-solving skills.
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ANNEX 2 - Approach, Methodology and Storylines

The OSCE human trafficking simulation-based learning initiative promotes an **innovative approach to capacity building**, whereby anti-trafficking practitioners from both OSCE participating States (pS) and Partners for Co-operation (PfC), in particular from the Mediterranean area as well as other concerned countries from Africa, are called to engage in **real-time simulated scenarios** to detect and investigate human trafficking and at the same time identify, protect and support trafficked persons, thus improving synergy among key stakeholders both at the national and transnational level.

Based on a **human rights and multi-agency approach**, selected practitioners from law enforcement (including financial investigation and border police), the judiciary, labour inspection, asylum authority, municipal social services, NGOs, cultural mediators, lawyers will be asked to put in place co-ordinated responses. **Qualified experts** will coach the beneficiaries through the various stages of the training exercises.

Based on realistic, **expert-developed criminal scenarios to simulate cases of different kinds of exploitation** among migrants as well as refugees, including child victims, participants will be asked to contribute simultaneously, according to their mandates, to investigate the crime and protect the victims of the crime; in the current human trafficking patterns linked to mixed migration flows, participants will be exposed to the links between international protection and protection of trafficked persons, and marginally to the links between trafficking and other serious crimes; participants will also be asked to enhance a holistic and rights-based approach in managing frontline response centres for migrants and refugees in terms of identification and referral.

Every day and at the end of the simulation the participants of the training will have the opportunity to analyse and reflect on the actions and dynamics of the simulation, on how to enhance co-ordinated rights-based and multi-agency responses at the national and transnational level, meeting the obligations set by international legal instruments and in compliance with internationally recognized standards and procedures. Also, the participants of the simulation will have an opportunity to reflect on how to transfer the learning experienced in their real agency-specific and multi-agency working environment and practices, and in their broader national context.



STORYLINE DEVELOPMENT

The storylines have been developed considering the main trends of the current human trafficking phenomenon and the **recent *modi operandi* of transnational criminal organizations** that traffic human beings along migration routes.

The storylines are featured in such a way to **fit in the general context of trafficking and mixed migration flows in the Mediterranean area, but are not directly referred to any specific country within the OSCE region and beyond**, as the events are inspired by widely observed characteristics and circumstances in destination, transit or origin countries.

The storylines were developed using a multi-agency approach, which implies joint work by the judiciary, law enforcement, labour inspection, financial investigation, cultural mediators, municipal and civil society social services providers and international protection authorities. The planned actions pay attention both to the **effectiveness of investigation and prosecution** on the one hand, and to the **protection of human rights** through a victim-centred approach on the other hand. They also aim at fostering international legal and police co-operation.

Recognizing that women, men, girls and boys are trafficked for different purposes, the methodology applied in developing the storylines encourages **gender-specific and tailored responses**, and also focus on the **best interest of the child**. It also takes into account groups that are particularly vulnerable to becoming victims of trafficking, including unaccompanied girls and boys.

The **legal framework** is provided by the fictitious Criminal and Criminal Procedure Codes of Newland (the imaginary country where the simulated action takes place), which are the main legal tools to be used by participants playing law enforcement as well as prosecutorial and judicial roles in the simulation. Other legal tools to be considered by the participants playing in all agencies involved in the simulation are the anti-trafficking and victim protection law of Newland, the immigration law and, fundamental for the actions and activities to be performed during the simulation, the Standard Operating Procedures (SOPs) for the identification, referral, assistance and social inclusion of trafficked persons. Participants will also have specific SOPs to be applied in the Migrants First Reception Centre.



FICTITIOUS LOCALIZATION



The storylines take place directly in the fictitious destination country *Newland* and indirectly in a number of other fictitious states (countries of origin and transit and others):

- **Newland** is quite a wealthy country, though characterized by growing social imbalance. Part of the population suffers from socio-economic marginalization. These groups are made up of a mixed population of locals and second-generation migrants. Therefore Newland is a complex context, including in terms of migratory flows. Newland is a country of destination for migratory flows from different countries (refugees, asylum seekers, migrants, trafficked persons from Leaveland, Rootland, as well as from Transaviland and Streamland) and is at the same time a transit country for people aiming at reaching Silverland (a wealthier and economically more stable country). Newland has ratified the most relevant international Conventions on trafficking and international protection and has a legal framework with quite advanced standards. It has recently also improved the policy instruments and the coordination systems and procedures to face migration and trafficking related issues. Very recently SOPs for the emergence, identification, assistance and social inclusion of trafficked persons have been endorsed.
- **Rootland**, a country affected by strong political tensions and low-intensity conflicts between ethnic groups with serious violations of human rights. The population, particularly ethnic minorities, flee the country in search of political asylum.
- **Leaveland**, an extremely poor country with some serious social inequalities. Large groups of the population migrate irregularly in search of better living conditions and job opportunities. In this process, a number of migrants fall under the control of criminal organizations.
- **Transaviland** is a country characterized by recent fast, though highly imbalanced, economic growth. It is the first destination of most migrants from both Rootland and Leaveland, who have the intention to reach Newland, and some of them to continue towards Silverland. It is a country of transit, but also of (first/temporary) destination for Leaveland and Warland, as well as country of origin of local people leaving for Newland and Silverland. Corruption is widespread among law enforcement forces, including border and immigration police, and within public services in general. The country is home to several deep-rooted transnational criminal organizations. Domestic violence, child marriage and discrimination on religious, ethnic and political grounds are widespread. Child protection system is weak, youth unemployment and rural poverty are rampant, school dropout especially among girls is very high. Transaviland is a society built on strong rooted traditions. However, Transaviland has started efforts to counter corruption, organized crime, sexual and gender based violence urban/rural disparities, etc also through enacting of legislation and strengthened international cooperation.
- **Middleland**, a country placed between Leaveland and Rootland on the one hand, and Transaviland on the other. It is characterized by low control of the national territory by law enforcement agencies.



It is an obligatory passage for migrants who from Leaveland and Rootland want to reach Transaviland.

- **Silverland**, a country bordering Newland which presents prosperous economic conditions, even higher than those of Newland, and excellent conditions of political and social stability in a democratic constitutional framework. Silverland and Newland are bound by various international partnership and collaboration agreements, including the Treaty of Platan, according to which the controls at the common borders between the two States have been eliminated for some years, both for goods and for people.
- **Streamland**, bordering Transaviland, is a relatively poor country, characterized by slow and imbalanced economic growth. Streamland is vulnerable to corruption and political and socio-economic uncertainty, but nevertheless manages to provide its citizens with essential services and to guarantee the basic respect for civil rights. It is a country with strong emigration, including irregular migration, and part of its economy rests on the remittances of workers abroad. Silverland, Newland and rarely Transaviland are the main destinations of the migratory flows from Streamland.
- **Palmland**, a tax-heaven country with a low propensity to international co-operation.
- **Sariland**, a tax-heaven country with a good propensity to international co-operation.



ANNEX 3 – Learning Objectives

The simulation aims to train participants in effectively combating human trafficking through a multi-agency approach and human rights based approach.

They will be trained:

1. To foster multi-agency work;
2. To improve identification of human trafficking cases in mixed migration flows;
3. To improve/enhance the referral of trafficked persons to assistance providers;
4. To provide victim-centered protection and assistance;
5. To investigate human trafficking criminal cases using a proactive approach, including addressing any transnational dimensions.

During the simulation, participants will:

- Improve the use of key indicators for identifying human trafficking victims among persons moving in mixed flows;
- Enhance the application of multi-agency and human rights-based approach in detecting and prosecuting human trafficking and in identifying and protecting victims by applying the Standard Operating Procedures;
- Strengthen the understanding of the nexus between international protection and trafficking related persecution; enhance proper referral mechanisms and procedures; and the application of the principle of non-refoulement (NB: as applicable both in international refugee and international human rights law);
- Enhance the adoption of a holistic and rights-based approach in managing frontline response centres for migrants in terms of identification and referral;
- Increase the use of financial investigations as well as international judicial and police co-operation.
- Learn from other participants – and develop an understanding of a variety of national approaches from across the OSCE region; and
- Reflect on how to transfer the learning experienced in their agency-specific and multi-agency working environment and practices, to their broader national contexts.
- Know the resources, channels, procedures and tools for **international co-operation** in human trafficking cases (judicial, as well as criminal and financial police investigations co-operation) and presumed or identified trafficked persons' protection.



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General learning objectives	Theoretical-methodological training specific learning objectives	Simulation-based live training exercise specific learning objectives
Get a deeper understanding of the challenges posed by today's scenarios of mixed migration flows within which trafficking in human beings (THB) develops.	Get an updated and comprehensive overview of the current intertwined phenomena of THB, smuggling of migrants, refugee and asylum seeker flows (in their structural and dynamic elements).	Become aware of (and consequently be able to act while performing the daily tasks linked to the assigned roles) of the interconnections and distinctions between THB and the other situations and statuses of people involved in mixed migration flows.
	Understand the international legal framework and international definitions concerning THB , also in comparison with smuggling and refugee/asylum seeker definitions.	Become able to distinguish phenomena/situations and to apply international definitions and international legislation in a variety of contexts and forms of THB . Become able to recognize the constitutive elements of THB (act, means, purpose) and to identify THB indicators in unclear situations.
Have a better ability to positively interact with other stakeholders at different stages of anti-trafficking and trafficked persons protection interventions in a multi-agency perspective.	Get a motivation-based and cause-effect based understanding of transnational, national and local referral mechanisms and the consequent structure and functioning of Standard Operating Procedures (SOPs) .	Pragmatically understand the reasons for multi-agency interaction, its functionality as well as criticalities; have a better understanding by each agency of other stakeholders' roles , needs, limits and resources. Apply the interdisciplinary multi-agency approach in a human rights-based perspective, from the beginning of every kind of activity, being aware of the interdependence of different processes: investigations, identification of possible trafficked persons, assistance and protection of presumed or identified trafficked persons, legal proceedings and social inclusion of victims.
Have a better ability to (or indirectly contribute to) conduct proactive and human rights-compliant investigations , including financial investigations, and	Become acquainted with the main guidelines, procedural aspects and elements to pay attention to when human trafficking investigations are being conducted. Learn about the possibility of sharing	Have a better ability to manage (for participants from law enforcement authorities) and to take into account (for other participants) the main guidelines, procedural aspects and elements to pay attention to when human trafficking investigations (including financial investigations) are being conducted. Become able to detect trafficking and trafficking-related crimes even when other kinds of activities and investigations, not originally targeted to



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OF POLITICAL SCIENCE, LAW
AND INTERNATIONAL STUDIES



General learning objectives	Theoretical-methodological training specific learning objectives	Simulation-based live training exercise specific learning objectives
<p>to increase the effectiveness of prosecution (including in an international perspective).</p>	<p>information and creating common databases.</p> <p>Become aware of the difficulties and critical issues behind investigations on THB for the purposes of sexual and labour exploitation.</p> <p>Have a better knowledge of how to make use of financial investigations to deprive criminals from the proceeds of their illegal activities, to prevent them from reinvesting the money and thus from causing distortions on legal markets, and to contribute to trafficked persons' compensation through the seizure and confiscation of traffickers' assets.</p> <p>Know the resources, channels, procedures and tools for international co-operation in human trafficking cases (judicial, as well as criminal and financial police investigations co-operation) and presumed or identified</p>	<p>the crimes of trafficking, are being conducted.</p> <p>Become able to search THB indicators, to approach all presumed or identified trafficked persons (with empathy and willingness to listen), to conduct activities in a fully human rights-compliant way and to collect all the details to support THB crime hypotheses.</p> <p>Focus on all potentially useful details under the financial-investigative perspective while conducting activities and in perusing the documentation to provide the financial investigators with, in order to make their job more effective and efficient. Have an enhanced capacity to conduct searches in offices and accountancy documents.</p> <p>Acquire the ability to detect every possible clue about the possibility to conduct effective investigations aimed at depriving the traffickers of the proceeds of crime.</p> <p>Lead investigations ensuring that trafficked persons are not prosecuted for crimes committed as a result of their condition. Learn how to strictly avoid that parties to the proceedings put in place any forms of re-victimization in the cross-examination and during all the trial through behaviours, opinions or verbal expressions that are not directly related to the establishment of the truth in the criminal proceedings.</p> <p>For the law enforcement authorities and the judiciary: have an enhanced ability to use the different available resources, channels, procedures and tools for international co-operation in human trafficking cases (judicial, as well as criminal and financial police investigations co-operation) and presumed or identified trafficked persons' protection.</p>



General learning objectives	Theoretical-methodological training specific learning objectives	Simulation-based live training exercise specific learning objectives
<p>Have an enhanced ability to promptly identify trafficked persons and properly enact the Standard Operating Procedures (SOPs) for the identification, referral, assistance and social inclusion of presumed trafficked persons (focus on multi-agency interaction, human rights and tailor-made approach).</p>	<p>trafficked persons' protection.</p> <p>Get an updated and comprehensive overview and principle-led methodological understanding of the SOPs.</p>	<p>Become able to enact the SOPs (identification and first assistance in particular) and to properly perform the assigned tasks in a correct interaction with other stakeholders.</p> <p>In the framework of a human rights-based and multi-agency approach, play the assigned role in a way which ensures that all activities are carried out in compliance with international human rights standards, in the respect of the principle of non-discrimination, adopting a gender and age-specific perspective (cultural perspective not applicable here²), in the observance of the best interest of the child principle and in full consideration of the presumed or identified trafficked person's safety, data protection and participation/informed consent issues.</p> <p>Become able to properly plan and carry out interviews with presumed trafficked persons.</p> <p>Become able to plan and implement risk-assessment activities, protection and first assistance measures for presumed or identified trafficked persons.</p>
General learning objectives	Theoretical-methodological training specific learning objectives	Simulation-based live training exercise specific learning objectives
<p>Improve the capacity to distinguish between trafficked persons, vulnerable migrants and</p>	<p>Get an updated and comprehensive overview of the current intertwined phenomena of THB, smuggling of migrants, refugee and asylum seeker flows (in their structural and</p>	<p>Become aware of (and consequently be able to act while performing the daily tasks linked to the assigned roles) of the interconnections between THB and international protection in mixed migration flows, as well as vulnerability and abuse in migration, adopting the right measures,</p>

² In the simulation-based live exercise, presumed or identified trafficked persons come from a fictitious country.



UNIVERSITÀ DEGLI STUDI DI PADOVA
DEPARTMENT OF POLITICAL SCIENCE, LAW AND INTERNATIONAL STUDIES



General learning objectives	Theoretical-methodological training specific learning objectives	Simulation-based live training exercise specific learning objectives
asylum seekers, finding out the proper assistance and protection instruments.	dynamic elements).	implementing the multi-agency approach.



ANNEX 4 – Administrative Arrangements

1. VENUE

The simulation exercise will take place at the Centre of Excellence for Stability Police Units (CoESPU) in Vicenza (*Address: Via Generale Giacomo Medici, 87, 36100 Vicenza VI, Italy*).

Please note that **access to the CoESPU premises is permitted only upon presentation of a photo ID card** (passport, national ID card or driver's license).

More information about CoESPU can be found here:

<http://www.carabinieri.it/arma/coespu/english-version>

2. LANGUAGE

The training and simulation exercise will be held in English.

3. PASSPORT AND VISAS

A valid travel document (i.e. passport) is needed to enter Italian territory.

Each traveller must ensure that visas are obtained for entry into Italian territory prior to departure. It is also essential to obtain (if necessary) any transit visas, which may be required for passage through countries en route to Italy. Visa fees can be refundable (please see the financial guidelines below).

Visa support can be requested by email to cthblix@osce.org no later than **29 July 2019**. Please note that visa support will only be granted for the period of the training and that your request should be accompanied by a copy of your passport and the email address of the Italian consulate in your country. Please be aware that getting the requested Schengen visa might be time-consuming, therefore applicants are strongly advised to apply for a visa in advance.

Further details can be found on the Italian MFA website: <http://vistoperitalia.esteri.it/home/en>.

You can also find the details of the diplomatic missions in Italy on this website:

<http://www.esteri.it/mae/en/ministero/servizi/stranieri/rapprstraniere/>



4. VACCINATION

Participants must be vaccinated according to the required immunization regulations in Italy. Participants will be required to bring with them a valid certificate/booklet of vaccination showing all vaccinations and immunizations received in order to be able to show it to medical staff in case of emergency.

5. MEDICAL INSURANCE

Participants must have a medical insurance for the full duration of the intended stay. It is the participants' responsibility to make arrangements for medical insurance.

6. MEDICAL SERVICES

Participants are entitled to access the general health services provided by the CoESPU Medical Section under the same conditions as those granted to *Carabinieri* personnel. Notwithstanding this entitlement, life and medical insurance remain the responsibility of the participants.

7. TRAVEL INFORMATION – HOW TO REACH CoESPU:

Participants will arrive in Vicenza on 15 September 2019 and leave on 21 September 2019.

Flights will arrive at Venice or Verona airport. There will be a uniformed officer at the arrival terminal to pick up the participants. If the flight arrives outside the scheduled timetable and there is no driver at the airport, you will be asked to reach the Centre by yourself, using public transportation as described below:

FROM VENICE AIRPORT

- Take the bus (ACTV n° 15 or ATVO) to Mestre-Railway Station (the bus departure is just outside the arrival terminal). Tickets for the ATVO bus can be purchased directly on the bus or immediately before at the bus stop (€ 3.00/ € 5.00). Tickets for the ACTV bus can be found inside the airport (€ 3.00/ € 5.00).
- Take the train from Mestre to Vicenza (Vicenza is on the way to Milan). Depending on the chosen train, you may have to change in Padua (€ 6.00 for the local train; € 18.00 for the Eurostar train).

FROM VERONA AIRPORT

- Take the “Aerobus” to Verona Railway Station. The Aerobus service is available daily every 20 minutes from 06.35 a.m. to 11.35 p.m. The ticket price is € 5.00.



- Take the train from Verona to Vicenza (Vicenza is on the way to Venice). The ticket price is € 4.00 for the local train; € 14.00 for the Eurostar train.

IN VICENZA

- Take bus n° 2 (outside Vicenza railway station, at the parking situated on the left) to via G. Medici 87 (if you need indications, ask for “Caserma Chinotto”). The ticket price is € 1.30 if purchased in advance, € 2.00 if purchased in the bus.

8. TRAVEL EXPENSES:

Travel expenses related to the training will be paid/reimbursed by the project in accordance with the following conditions:

– Selected participants will be requested to fill in by **16 August 2019 a liability release form** (releasing the OSCE from liability for loss, damage, injury, illness or death, and including the participant’s agreement to reimburse the OSCE any funds paid in advance, including the flight ticket costs, in case of non-participation in the training, among other clauses) and, for those traveling by train, a **supplier form** (with bank details for reimbursement purposes).

– Flights and trains (**economy class only**) will be paid by the project **for participants who cannot be reimbursed by their own employers/other agencies:**

- *Travel by plane* (economy class only): tickets will be **purchased directly by the OSCE** based on the travel route details provided by the selected participants and according to OSCE travel regulations.
- *Travel by train* (second class only): reimbursement upon presentation of the **original train ticket** (or electronic ticket) for participants **authorised in advance and in writing by the OSCE** to travel by train, provided that the cost of travel does not exceed that of air travel at the standard to which the traveller would be ordinarily entitled according to OSCE regulations.
- *Travel by car*: reimbursement for participants **authorised in advance and in writing by the OSCE** to use their own vehicles, provided that the cost of travel by car does not exceed that of air at the standard to which the traveller would be ordinarily entitled according to OSCE regulations. The rate of reimbursement shall be € 0.20 per kilometre. This amount is designed to cover all vehicle travel costs including toll fees, parking and fuel costs. Reimbursement will apply only to the authorized traveller, who must also be the vehicle owner. Authorized officials travelling in the same vehicle as passengers will not be reimbursed. It is the responsibility of the traveller to ensure that he/she has the adequate insurance to cover damage and loss relating to the vehicle or any property belonging to third parties, or injury to the driver or any third person, arising as a result of the use of the private



vehicle. Neither the OSCE nor any of its officials shall be liable for any loss, damage, injury or death that may be sustained as a result of the use of private vehicles. A **declaration relating to liability and insurance** when using a private vehicle for official travel will be attached to the approved travel authorization.

In addition to the main transportation means, in case drivers from/to the airport are not available (see above under “Travel information”), additional costs up to € 20 sustained for **local transport** (i.e. from/to the airport) can be reimbursed upon presentation of **original tickets**. The use of a taxi is authorised only if special circumstances are met (i.e. time of arrival/departure, unavailability of public transportation) and only with **prior written authorisation by the OSCE**. In this case, the **original invoice** is also required for reimbursement.

Visa fees can be refundable upon presentation of the **original receipts**.

Travel claims and the related original receipts shall be sent to the OSCE **not later than 30 days** after the end of the training.

9. MEALS, ACCOMODATION, FACILITIES

Participants will be:

- accommodated at CoESPU. CoESPU offers accommodation in training facilities within the CoESPU barracks with shower and toilet., providing blankets and towels.
- granted with meals (including drinkable water) at the CoESPU mess facility.

Internet access (in the internet room) and the use of leisure and recreation facilities (sports facilities, library and bar) will also be made available, free of charge.

10. VEHICLES AND EQUIPMENT DURING THE SIMULATION

During the simulation exercise, vehicles, technical and communications equipment as well as work stations (with desks, computers and printers) will be provided by CoESPU.

No additional reimbursements will be made and no additional services will be provided (for example, participants will not receive any daily subsistence allowance (DSA) or terminal allowance (TA) during the five days of the simulation exercise) since travel, meal and transportation expenses are fully covered by the project and/or CoESPU.



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ANNEX 5 – Who We Are

The Office of the Special Representative and Co-ordinator for Combating Trafficking in Human Beings

The Office of the OSCE Special Representative and Co-ordinator for Combating Trafficking in Human Beings (OSR-CTHB) represents the Organization at the political level on anti-trafficking issues.

The OSR/CTHB's mandate, which derives from Ministerial Council Decisions No. 2/03 and 3/06, is to help all 57 OSCE participating States, as well as the 11 Partners for Co-operation, to combat—and ultimately to end—human trafficking.

The OSR-CTHB's main tasks include:

- Raising the public and political profile of the international and national anti-trafficking agenda by representing the OSCE at the highest political and diplomatic levels;
- Assisting OSCE participating States in the implementation of OSCE anti-trafficking commitments, in particular those contained in the OSCE Action Plan to Combat Trafficking in Human Beings (adopted by PC Decision No. 557 of 24 July 2003 and endorsed by MC decision No. 2/03);
- Ensuring co-ordination of all OSCE work in combating trafficking in human beings across all three OSCE dimensions and with external partners.

The Office's approach is to identify and research persistent and emerging issues in the field of human trafficking, develop sound policy responses, and facilitate practical implementation of policies on the ground. In short, the OSR/CTHB engages in anti-trafficking efforts “from policy to practice”. This approach is implemented through awareness raising, building political will, technical assistance and research, capacity building and co-ordination.

Throughout its work, the Office ensures a victim-centred and human rights-based approach that addresses prevention, prosecution, protection and partnerships.



The Centre of Excellence for Stability Police Units (CoESPU)

The “Centre of Excellence for Stability Police Units” was established in Vicenza, in the “Gen. A. Chinotto” barracks, on 1 March 2005. This Centre stems from an Italian initiative presented at the Sea Island G8 Summit and supported by other countries. It was meant to be a part of a wider project of the international community to provide technical and financial assistance so as to increase global capacity for sustaining Peace Support Operations (PSOs), with an emphasis on African countries. With this aim, G-8 members supported the Italian initiative to establish in Vicenza an international training centre in order to provide training skills for officers who will return to their countries to form police forces ready to be deployed in PSOs under the aegis of international/regional organizations or to be deployed individually.

CoESPU is conducting courses on behalf of CEPOL and had the lead of the three-year EU project EUPST (2011-2013) in which more than 2,400 peacekeepers were trained. With the International Organization for Migration (IOM), CoESPU trained personnel in Vicenza and in Africa. As of February 2017, **CoESPU has trained in Vicenza about 9,600 peacekeepers from 108 different countries** and has co-operated with 17 different international organizations.

Activities

The CoESPU trainees are the nucleus of **Peacekeeping Stability Police Forces** in their respective countries. CoESPU also serves as a doctrinal hub, promoting common operational procedures and standards development necessary for the activities of police services in PSOs. CoESPU promotes inter-operability and a comprehensive approach to PSOs. Therefore, as a high educational study centre, it works as a “think tank” for standardized doctrine and operational procedures. The knowledge and skills that CoESPU attendees achieve make them eligible to be integrated in any police or integrated missions. The Centre also provides several opportunities to test and validate concepts with a specific focus on the goals established at the 2004 Sea Island Summit. CoESPU interacts with important academic and research institutions worldwide. It plays an active role in the UN Doctrinal Development Group tasked to draft a new Formed Policy Units (FPU) policy and training curricula.

Structure

The barracks provide **modern and effective training facilities and equipment**. There is a 100m shooting range, a digital simulator for Fire Arm Training System (F.A.T.S.), a well-equipped gym, a training house, an IED room and information technology classrooms. The barracks also provide:

- accommodations for more than 300 guests;
- classrooms and multimedia rooms with internet access;
- outdoor leisure activities;
- a Christian chapel and other dedicated areas for Muslim, Hindu and Buddhist religions;
- TV satellite rooms, a barber-shop, a laundry, a cafeteria, a library, billiards, etc.

CoESPU has an **external training area** in Longare with buildings and infrastructures on 16 hectares to conduct tactical training in a very realistic environment (factory, jails, police station, houses, drill field in urbanized square, border crossing point, etc.).



Contacts

- **OSCE Secretariat** – Office of the Special Representative and Co-ordinator for Combating Trafficking in Human Beings
 Wallnerstrasse 6
 1010 Vienna
 Austria

Phone: +43 1 514 36 6664
Email: cthblix@osce.org
Websites: <http://www.osce.org/projects/cthblix>
<http://www.osce.org/secretariat/trafficking>
Twitter: @osce_cthb

- **OSCE Project Manager** – Tetiana RUDENKO (tetiana.rudenko@osce.org, phone: +43 1 51436/6921)

- **OSCE point of contact** – Pedro PINTO TEIXEIRA (pedro.pintoteixeira@osce.org, phone +43 1 51436/6685)

- **CoESPU (Centre of Excellence for Stability Police Units)**
 87, Giacomo Medici Street
 36100 Vicenza
 Italy

Phone: +39 0444 932111
Email: coespu.info@carabinieri.it
Website: <http://coespu.carabinieri.it>

- **CoESPU point of contact:** Ten. Col. Paolo DI PIAZZA (paolo.dipiazza@carabinieri.it; + 39 0444 932165)



ANNEX 6 – Application Form

Please complete **ALL** the blank fields below, and return the form by **30 June 2019** to the Office of the Special Representative and Co-ordinator for Combating Trafficking in Human Beings (cthblix@osce.org).

Please name the file with your last name.

APPLICATION		
Gender	First name	Last name
Country	Current Employer	Position in the Organisation
Applying for the position of (see the description of each position in Annex 1 on pages 9-22 of the call for participants)		
Agency	Position	Preference (1 for first choice; 2 for second choice)
Financial Investigation Unit	Head	
	Officer	
Criminal Investigation Unit	Head	
	Officer	
Border Police	Officer	
Labour Inspection Unit	Head	
	Officer	
Prosecution	Prosecutor	
Asylum Authority	Officer	
Public Social Services	Officer (social workers, educators, psycho-logists)	
NGO	Director	
	Coordinator emergence, assistance & social inclusion	
	Coordinator of the Shelter	
	Legal officer	
	Emergence, assistance and social inclusion services officer	
	Psychologist	
	Psychologist in the Shelter	



	Educators/social worker in the Shelter	
Cultural Mediator	Cultural Mediator Italian/English	
Lawyers / Legal Consultants	Lawyer / Legal Consultant	

Please briefly describe why you think you are suitable for this position, outlining your experience in combating human trafficking/protecting trafficked persons:



PERSONAL INFORMATION (Please answer each section clearly, completely and use only English transcription)			
Title	First name	Last name	
Middle name(s)		Maiden name (if any)	
Date of birth (dd.mm.yyyy)	Gender	Are you in the process of changing nationalities?	
Place of birth		Country of birth	
Present nationality		Other nationality	
Address (Street)			Zip/Post Code
Town/City		County/State	Country
Tel (Work)		Tel (Home)	
Mobile/Cell Phone		E-mail/Fax	

SKILLS AND COMPETENCIES (Please indicate the number of years of professional experience in the listed fields of expertise. Do not count internships and/or apprenticeships.)				
Fields of expertise	Years of experience			
	< 2	2-5	6-9	> 10
Law enforcement	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Prosecution	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Labour inspection	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Financial investigation	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Asylum	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Legal Services	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Social services provision	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

Language knowledge	What is your mother tongue?		
	Professional Fluency	Working Knowledge	Limited Knowledge
Other languages	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

Computer skills	Beginner	Intermediate	Advanced
Databases	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Spreadsheets	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Word processing	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Graphics/Image/Photo	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Financial software	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Web browser/E-Mail	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Presentation software	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

Current Military rank (if applicable)

Additional skills and relevant facts (List any training courses that you have attended, membership to bodies or any publications you have written, that should be taken into consideration.)

EMPLOYMENT HISTORY - Starting with your present post, list all other employment records in reverse chronological order.

Dates (from - to)	(mmm-yyyy)	(mmm-yyyy)
Exact Job Title		
Employer		
Work Location/ Duty Station		
Description of duties and responsibilities Please describe principal duties and responsibilities in the space provided which is restricted to 900 characters including spaces.		
Dates (from - to)	(mmm-yyyy)	(mmm-yyyy)
Exact Job Title		
Employer		
Work Location/ Duty Station		
Description of duties and responsibilities Please describe principal duties and responsibilities in the space provided which is restricted to 900 characters including spaces.		
Dates (from - to)	(mmm-yyyy)	(mmm-yyyy)



Exact Job Title		
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