



Gender Matters!

A practical handbook to implement gender sensitive initiatives to better tackle human trafficking



The Gender Dimension
in Anti-trafficking Policies and Prevention Activities
in Romania, Italy and Spain



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1. INTRODUCTION

1.1 Why a handbook on gender sensitive anti-trafficking methodology?

Trafficking of human beings (THB) involves millions of people¹ in the world and represents the crime with the highest prevalence of victims², most of whom are women (80%). On the other side; the majority of the demand for the services, provided by victims of trafficking, comes from male customers. THB cannot be considered to be a gender neutral phenomenon. THB is the modern form of slavery and so one of the most criminal manifestations of gender inequality. Gender inequality dominates patriarchal societies denying or limiting human rights for women. The combating of gender inequality is, therefore, the starting point of THB and must be at the core of any THB interventions of prevention.

The GenderIS project supports and strengthens the fight against trafficking in human beings through the use of a gender sensitive methodology³.

1.2 What are the main aims and objectives of the handbook?

The handbook suggests a gender sensitive methodology supporting professionals in the identification and tackling of THB. The main objectives of this handbook are:

- To introduce the conceptual framework concerning a gender sensitive methodology combating THB.
- To present and discuss the gender perspective within information and awareness raising campaigns.
- To focus on the gender approach in training on the prevention of THB.

1.3 Who is the toolkit for?

The handbook targets professionals dealing with THB, in public institutions or CSOs. Taking into account the complexity of the topic, the handbook suggests some key elements to introduce a gender sensitive approach facing and combating THB.

1 Trafficking in Persons Report 2009, US Department of State.

2 Kim Anh Duong (2012) Human Trafficking in a Globalized World: Gender Aspects of the Issue and Anti-Trafficking Politics. *Journal of Research in Gender Studies*, 1, 48-65.

3 More information on the project are available at www.genderis.org

2. CONCEPTUAL FRAMEWORK

2.1 Introduction

THB is considered to be the slavery of our times, a gross violation of human rights and a complex transnational phenomenon rooted in gender inequality. Moreover, as stated in the EU Directive on prevention and combating trafficking in human beings (2011)⁴, THB is a serious crime, often committed within the framework of organised crime explicitly prohibited by the EU Charter of Fundamental Rights.

The same Directive provides a definition of the phenomenon and notes that THB consists of the recruitment, transportation, transfer, harbouring or reception of persons, including the exchange or transfer of control over those persons, by means of the threat, or use of force or other forms of coercion, of abduction, of fraud, of deception. As well as 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.

THB, especially in women and in girls, is not new phenomenon. However, during the last years it is acquiring grave dimensions worldwide in the recent context of globalisation. In general terms, the tendencies of the phenomenon are the following:

- THB is increasing in magnitude and global reach, with women and girls being the majority of those trafficked. It has been referred to as “the dark side of globalisation”. There is still not a sufficient body of research that accurately measures how many people are trafficked globally and how many of these are women, men, transgendered and/or children. However, it is estimated that there are 2.45 million adults and children suffering exploitation, as a result of trafficking, at any time. Of these, at least 1.39 million are victims of sexual exploitation⁵.
- It has developed diverse and sophisticated mechanisms to recruit and transport its victims.
- It has varied purposes, with sexual exploitation considered to be the most dominant form for women and girls. The 2010 report for the UN Office of Drugs and Crimes states that worldwide; 79% of identified victims of THB were subject to sexual exploitations, 18% to forced labour and 3% to other forms of exploitation. Of these victims, 66% were women, 13% girls, 12% men and 9% boys⁶.
- It has hefty profits. The profits generated during the exploitation of trafficking victims reach US\$ 31.6 billion annually. Victims of sexual exploitation account for US\$ 27.8 billion (Europol May 2007). Women represent the 2nd most profitable commodity for organised crime after illegal drugs (Jolluck, 2005). In the EU, the value of THB amounts to 3 billion euros (including internal THB). THB is a lucrative form of crime that generates profits amounting to dozens of billions of euro, for the perpetrators, each year⁷.

4 EU Directive 2011/36/EU of the European Parliament and of the Council of 5 April 2011 on preventing and combating trafficking in human beings and protecting its victims, and replacing Council Framework Decision 2002/629/JHA.

5 Trafficking in Persons Report 2009, US Department of State.

6 The Globalization of Crime: A Transnational Organized Crime Threat Assessment, UNODC, 2010.

7 Estimated global annual profits made from the exploitation of all trafficked forced labour are US\$ 31.6 billion. Of this, US\$ 15.5 billion, that is 49 per cent, is generated in industrialised economies (in Patrick Belser, 'Forced Labor and Human Trafficking: Estimating the Profits', Working Paper, Geneva, International Labour Office, 2005).

2.2 Why do we say that THB is a gender phenomenon?

Although THB affects both men and women, THB is not a gender neutral phenomenon, as vulnerability to recruitment into trafficking is shaped by gender. Women are particularly vulnerable to THB due to their social and economic position within society. In this sense, the unequal power relations between women and men, the prevalence of patriarchal values and norms, the objectification and commodification of women's bodies and sexuality, the feminisation of poverty and the acceptance and legitimisation of violence against women, among other factors are key gendered causes of the phenomenon of THB.

Furthermore, women and men, girls and boys, tend to be trafficked into different forms of exploitation. Generally speaking, while women and girls tend to be trafficked for exploitation in the sex industry, in domestic work or in the care sector; men and boys tend to be exploited in agriculture, construction, mining, forestry and on fishing fleets. In terms of data, women are reported to be victims in more than 80% of trafficking cases and women constitute 85% of the victims of trafficking for sexual exploitation⁸.

Moreover, men and women suffer from trafficking differently: 95% of female victims said they experienced physical and sexual violence during trafficking. This is due to gender inequality and the tolerance for violence against women⁹.

THB reflects the global injustices of wealth and power. There are a number of root causes that make individuals vulnerable to taking risks and potentially becoming victims of trafficking. In this way, from the supply side; root causes include poverty, feminisation of poverty, income disparity, unemployment, lack of livelihood opportunities, civil conflict, displacement, gender-based violence in the countries of origin, racism, global demand for migrant women workers, restrictive migration laws and policies, corruption of authorities and involvement of organised crime, the growth of the sex industry and the demand for cheap labour and products. These root causes of THB are exacerbated for women due to gender-based inequality and discrimination affecting women all over the world.

In the demand side, male demand for a supply of women and girls who can be bought and sexually exploited is also a root cause of THB. Without the demand, the supply of women and girls would not be necessary and the market would collapse.

2.3 What does the gender sensitive approach refer to in the context of THB?

Policy and legal developments around THB reflect social ideas about women, men and about gender relations in general. Although the dominant discourse and interventions on THB focus on women, they are, in most cases, gender blind¹⁰.

The focus on women and on women's vulnerability is understandable given the fact that women are the vast majority of victims of THB. Moreover, as stated before, discrimination against women is one of the root causes of THB. However, an isolated focus on women's vulnerability can further entrench a woman's vulnerability by assuming she cannot act on her own behalf. If policies, legislation and prevention campaigns are only based on the idea, that women are vulnerable, it can be hard to see other key elements such as women's strengths, power and, at the end, women's own agency.

8 UNODC 2009 Global Report on Trafficking in Persons, and UNODC Preliminary findings of the human trafficking database (2003).

9 Stolen Smiles: A Summary report on the physical and psychological health consequences of women and adolescents trafficked in Europe, London School of Hygiene and Tropical Medicine.

10 That is one of the main conclusions of the Gender approach within anti-trafficking prevention policies report, elaborated in the framework of the GenderIS project and available in the web of the project: www.genderis.org

Discrimination against women increases women's vulnerability to trafficking, but focusing on women's vulnerability rather than on women's right to a life free of discrimination, violence and exploitation can lead to anti-trafficking measures that are harmful for women. Anti-trafficking measures can result in further restrictions on women's mobility if it is assumed that a woman's vulnerability is something that it is inherent part of being a woman rather than the result of a gender-based discriminatory context.

Due to all that, the introduction of gender perspective is an essential element to tackle the phenomenon efficiently and correctly.

Gender perspective, with respect to any social phenomenon, policy or process, means exposing gender-based differences in status and power, and considering how such discrimination shapes the immediate needs, as well as the long-term interests, of women and men¹¹. Moreover, gender perspective is also a strategy for making the concerns and the experiences of women as well as of men an integral part of the design, implementation, monitoring and evaluation of policies and programmes in all political, economic and societal spheres¹².

As stated before, many well-meaning initiatives to tackle THB that target women are not necessarily gender responsive. They may recognise differences and inequalities between men and women victims of trafficking, but they do not necessarily analyse them as the result of the patriarchal system. Instead, in some cases those differences might be seen as natural and unchangeable, and reinforce discriminatory gender stereotypes.

A gender sensitive approach towards THB means:

- To recognise the situations of subordination, inequality and discrimination against women as a root cause of THB and the mechanisms that legitimate these situations.
- To contextualise THB as an expression of structural gender inequality and a gross violation of human rights and not only as an isolated crime.
- To recognise that women and girls represent the vast majority of victims of THB but that men and boys can also be trafficked.
- To understand that gender identities are multiple and dynamic, that women are diverse and that thus they may have diverse trafficking experiences.
- To hope for change and to have the will to change the situations of subordination, inequality and discrimination that allow THB to take place.
- To understand that subordination, inequality and discrimination can be transformed, unlearned and eradicated and that so can be the phenomenon of THB.
- To rethink the androcentric social imaginary and create a society based on social justice where women and men have the same rights and opportunities.
- To take women's victims of THB voices and experiences into account when drafting and implementing anti trafficking measures.

11 Beijing Platform for Action, 1995

12 ECOSOC Resolution 2005/31

3. THE GENDER PERSPECTIVE IN INFORMATION AND AWARENESS RAISING CAMPAIGNS

3.1 Why integrate the gender perspective in prevention and awareness raising campaigns of trafficking in human beings for sexual exploitation?

As underlined in the previous chapters, trafficking for sexual exploitation is a highly gendered phenomenon. However, gender patterns of inequality remain in most cases unidentified and, as a result, are not taken into account. Included in most policies at a superficial, declarative level, they are obviously not strongly reflected in practice. Moreover, women and girls who are victims of trafficking are frequently facing stereotypical blaming and continuous gender victimisation in the process of investigations and recovery of their basic human rights. Significant numbers of professionals working in the field of trafficking in human beings, in the context of prevention, combating, investigating, identification, providing assistance and services, both from governmental and non-governmental organisations, do not have either expertise or training on gender issues.

However, integrating the gender perspective when addressing trafficking in women and girls, who are the vast majority of victims, is very important. Women and girls who are trafficked for sexual exploitation live in cultural, social and economic contexts that deeply impact their lives. Early gender socialisation, gender relations, perceptions of femininity and masculinity, family roles and shares in power and influence, society's response to gender violence, sexual violence, early sexualisation of girls, attitudes to gender equality and state commitments to women's rights, attitudes towards the significance of education for girls and young women, poverty and lack of opportunities, gender discrimination, multiple discrimination, lack of workplaces and the tendencies to pay women less, to position women in jobs that have lower social and financial value attached, to integrate women in jobs with lower protection or in the underground economy, workplace discrimination, workplace harassment and sexual harassment, maternity and parental status discrimination, all these aspects exist and are high influence factors. Gender does matter and if gender is a significant ingredient at all these levels, then gender should be present at the level of all activities meant to fight trafficking: in prevention, in investigation, identification, providing support and reintegration.

Among the prevention instruments that states and organizations developed to combat and diminish the phenomenon of trafficking for sexual exploitation, information and awareness-raising campaigns are an important tool. Though widely used in prevention efforts, especially in countries of origin, information and awareness-raising campaigns rarely integrate the gender approach and, even when their main targets are women or girls, the messages that are sent out are lacking a gender and rights based perspective. Anti-trafficking campaigns have an enormous potential to bring accurate information closer to women, men and communities; however, when dysfunctionally or unethically implemented, campaigns might also become a more subtle or more evident reinforcer of gender stereotypes and of stereotypical perceptions of women, women's abilities and women's role in society.

The information below is a brief list of do's and don'ts for information and awareness-raising campaign implementers in the field of trafficking in women and girls, defined from a gender perspective. Certainly much more could be added to the list, especially from the direct experience of campaign implementers; the main scope of the list is to be a starting point in the analysis of such campaigns from a gender and rights perspective!

3.2 Which are the main DO'S?

Get the information you need on gender issues!

Before implementing an anti-trafficking information and awareness-raising campaign, it is important to conduct background research so to understand the context, the main challenges for women and girls, the most significant gender trends, the connections between gender discrimination and the way it impacts women's lives and experiences and their risk of being trafficked. Take into account all groups of women who might be vulnerable to trafficking and pay particular attention to women who are facing racism and multiple discrimination and who are most exposed to social exclusion and lack of opportunities. It is not always possible, mainly due to financial constraints, to base your campaign on the results of a dedicated research; if that is the case, study as much as possible qualitative and quantitative data that might guide you towards a very good understanding of the gender issues in the local context you are addressing.

Involve women and gender equality organizations

When anti-trafficking campaigns do not take the gender perspective into account, in most cases very significant discussions on systemic obstacles for women, gender discrimination and lack of opportunities are left out. These topics are key, to structural changes that would change patterns of inequality and reduce trafficking risks. In order to achieve this complex view you must identify women and gender equality organisation in the area you are approaching with the campaign and invite them to join or to support your campaign with their gender expertise.

Listen to real stories of trafficking!

Experiences of trafficking and vulnerability to trafficking are very complex and diverse; women come from different backgrounds, have different desires, values and expectations and have different life stories. Campaigns designed and promoted in the past years showed a limited understanding and awareness of the complexity of cases and situations, which could lead to a very narrow understanding of trafficking, which is presented mainly through certain patterns of communication and does not reflect on the authentic different stories. The most important is allowing these voices to be heard and staying away from the risk of operating with stereotypes when disseminating information about trafficking. Take the diversity of women into account!

Work ethically and respectfully!

Work in a manner that does not further propagate stereotypes, keep track of both open and subtle messages, prepare for difficult reactions from the group, such as victim blaming, prepare to manage mirrors of inequality that might become visible in the groups you are working with, prepare to manage the identification of trafficking cases on the spot, maintain confidentiality, provide support to those requiring it in a respectful and empowering manner.

3.3 Which are the main DON'TS?

Don't present women as victims

A very high number of information and awareness-raising campaigns are constructed on the basis of portraying women as victims; while doing so, maybe even with good intentions, these types of campaigns actually reinforce already present and powerful stereotypes about women and girls. In these contexts, women and girls are once more presented and perceived as naive, unable to understand risks and to protect themselves from these situations, infantile, with little self-awareness and no personal resources, vulnerable, disempowered. Once more, women are shown as passive; others are in charge to defend, protect and ultimately to save women and girls from dangers which they are not able to correctly assess or to independently overcome. Women and girls are once more made dependent on exterior factors, at the intersection of people harming them and saving them. In this regard, their decisional power and their agency are completely discounted. Campaign implementers need to be highly aware of the fact that the challenges and particular difficulties women and girls face and these should be pointed out in manners that do not inferiorly position them; their challenges should be acknowledged with the intention of empowering these women and girls and stressing the real and significant resources they have.

When women and girls who were trafficked or are at risk of being trafficked are exclusively presented as victims of violence; hurt and abused, this also visibly narrows down the main characteristics of "real" victims of trafficking and that develop, among the public and recipients of the campaign, a strict definition of trafficking for sexual exploitation, that is not corresponding to reality. While society is rather inclined to blame women and girls for experiencing sexual violence, judging real life situations through myths and prejudice, this type of approach is only fuelling the belief that a real victim of trafficking for sexual exploitation is the woman or girl who "is without blame", who has a very appropriate behaviour and personality and who is a victim of extreme circumstances, her own naiveté or purity and very cruel people. Also, it increases the public appetite for shocking, violent and dramatic stories, which deeply impact on the anti-trafficking discourse.

The real stories of the women and girls subjected to trafficking are very diverse. Exclusively taking victimization and vulnerability into account, has negative consequences, as it ignores the vast resources that women have and make use of, even in the most difficult of contexts. Ignoring women's resources also leads to ignoring a highly significant potential for healing and reintegrating.

Moreover, this view limits the understanding of trafficking from a human rights perspective: it becomes a matter of women being weak, passive and unable, obviously in need of protection. In this argumentation, it becomes very clear that is their lack of strength that determines a social reaction, not the fact that their fundamental rights were violated and this has, and should have, consequences as in the case of any human being.

Don't accentuate obstacles and limitations for women

Many of the messages of the awareness-raising campaigns that were implemented in past or more recent years are punitive (something bad will happen to you), blameful (you should have paid more attention when you had a chance to), authoritarian (you are unable to assess the risks) and anxiety-raising (there are dangers everywhere). They actually translate in encouraging women and girls not to follow their hopes for a better life, not to access opportunities, not to try an independent and empowered way of life and not to make their own decisions. Many of these campaigns seem to have the overall objective of scaring women; showing them how dangerous working and living in another country could be, convincing them to give up on the hope of a better life and staying in their home country. This way of presenting trafficking risks, actually increases the level of stigma and adds new obstacles for women who want to make full use of their abilities and resources to follow an independent and more fulfilling life.

Don't reinforce gender stereotypes through graphics

A collection of the graphic products of many anti-trafficking information and awareness-raising campaigns would produce a large exhibition of images of women's bodies and women's body parts that only differ, from the ones that are considered to objectify and sexualise women, through the fact that the first one only presents women in connection with violence, abuse and terror. In the graphic products of the anti-trafficking campaigns, women are victimised, objectified, eroticised, passive, detached, dissociated, unanimated, locked, blocked, hurt, bruised, tied up, anxious, in terror, inert, remorseful, in chains or dead. Some of the images used have explicit similarities to pornography. Women in many anti-trafficking campaigns are reduced to their bodies and the obvious message is that their bodies do not belong to them.

This kind of portrayal further accentuates the objectification and sexualisation of women, as well as their incapacities and dependency. In many cases, images are accompanied by messages directed, designed and specially tailored for men, once more highlighting their power over women and their capacity to choose saving and protecting women instead of harming and abusing them. From a human rights perspective, these messages are once more faulted, as they express the fact that women are safe because men choose so, not because it is a human and fundamental right of women to be free from violence, exploitation and abuse.

4. THE GENDER APPROACH IN TRAINING ON PREVENTION OF THB

4.1 Why a gender approach in training on THB prevention

THB is a complex phenomenon in which gender roles are a cornerstone. It's not possible to understand the ancient power dynamics that rule THB, in all its manifestations and in particular in sexual exploitation, without considering it.

THB is a fluid, dynamic, transnational phenomenon, connected with criminal organisations, with population and individual vulnerability and with globalisation.

Gender is a basic element in populations and individuals vulnerability: indeed women, the world's largest discriminated against group, are the most exposed to the risk of becoming potential THB victims. Furthermore the clients of these goods and services, offered by people trafficked for sexual exploitation, are all men.

The power relationships that determine the organisation of gender roles in global societies are exemplified by the client-victim relationship and by the slaver/exploiter-victims of trafficking relationship. In fact, prostitution is the social response to the globally acknowledged male right to satisfy male "sexual needs".

These "needs" are still socially legitimised so to maintain areas of "tolerance", even in presence of human rights violations, and this severely hinders the acknowledgement of the responsibilities of the criminal organisations responsible for such violations.

Training with a gender approach in the prevention of trafficking in human beings includes therefore an initial work on the following topics:

- Patriarchal contexts and societies analysis
- Gender roles and THB analysis
- A reduction in the demand for goods and services offered by trafficked people.

There is in fact a common root between gender discrimination, violence against women and THB for the purpose of sexual exploitation.

The women involved in trafficking in human beings for purposes of sexual exploitation, mostly migrant women, are victims of multiple discriminations, as women and as migrants.

The choice of putting together the various forms of violence against women in a critical analysis of patriarchal societies allows you to call into question the traditional sexual division of power and responsibilities.

Furthermore gender stereotypes not only affect the analysis of the societies' needs but also affect predominantly the organisation of the actions taken to fulfil those 3 Ps that we have given; at local, national, transnational and international level, absolute priority:

- Victim Protection
- Prevention
- Persecution of those responsible.

Acting on THB for the purpose of sexual exploitation and on other forms of exploitation, being aware of gender discrimination and of the power mechanisms of patriarchal societies makes the intervention more effective, because it acts not only on the symptom but also on its root causes, providing tools to remove them.

In addition to this, the stereotypes of those involved in training activities could be changed by removing the justifications for these forms of human rights violation, condemning them permanently.

Involving, in training on THB prevention with a gender perspective, the disciplinary and interagency network requires working on gender stereotypes, creating the conditions to acknowledge the severity of such violations, getting ready for joint actions of high incidence and impact and ensuring that overall social responses are more effective and efficient.

4.2 Training aims and objectives

In defining the structure of a training, its general aims shall be over-riding general, guiding and long term and open statements of intent. These statements must be clear and explicit¹³, while the foreseen objectives shall be specific, measurable, achievable, relevant and time-bound¹⁴. Furthermore, both aims and objectives need to be realistic in terms of what training can achieve and if and what changes are needed to support the goals of the training action.

A clear and explicit identification of aims and objectives facilitate the following monitoring and evaluating activities.

The **general aims** of the training, including gendered methodology and perspective in prevention of trafficking of human beings, shall be:

- To increase awareness of gender related discriminations which are the causes of trafficking of women for sexual exploitation.
- To identify and tackle prejudices and stereotypes which hinder the identification of victims and make neutral procedures and practices afflictive for the recipient women.
- To modify the public and private agencies' responses in order to provide tailored actions according to the specific needs of trafficked women.
- To improve the efficacy of the prevention and protection system ensuring a larger identification of the victims and their more effective protection and empowerment.

The **specific objectives** that shall be set are instrumental in the acquisition of better knowledge of the phenomenon from different angles and to translate the acquired knowledge and skills into planning and shared practices, reinforcing individual self-confidence as operator; and reinforcing the network of stakeholders. Therefore, by the end of the training all trainees will be able:

- To share a common framework of language, knowledge and sensitiveness.
- To analyse the phenomenon of trafficking as a form of violence against women¹⁵.

13 See William, S., Seed, J., Mwau, A., The Oxfam Gender Training Manual, Oxfam GB, 1994-2008, p. 18.

14 William, S., Seed, J., Mwau, A., The Oxfam Gender Training Manual, Oxfam GB, 1994-2008, p. 18.

15 D'Cunha, J., Trafficking in persons: a gender and rights perspective, Expert Group Meeting on Trafficking in women and girls, 18-22 November 2002, New York: Id., Trafficking and prostitution from a gender and human rights perspective: the Thai experience, in A Comparative Study of Women Trafficked in the Migration Process, CATW, February, 2002; Kelly, L., Human Trafficking, Willan Publishing, 2007; Id., The wrong Debate: Reflection on Why Force is not the Key Issue with Respect to Trafficking in Women for Sexual Exploitation, in Feminist Review: Exile and Asylum. Women seeking Refuge in Fortress Europe, 2003, 73, p. 139-144.

- To identify and distinguish between both the bad and the good practices and procedures that they are involved in.
- To distinguish trafficking cases from irregular voluntary immigration.
- To define common indexes for identifying trafficking victims for sexual exploitation.
- To plan a coordinated inter-agencies procedures and practices where the individual role played by the staff members is stressed.
- To increase the total number of identified victims of trafficking and of the protection programs activated.

4.3 Training participants

Participants, both trainers and trainees, are the main resource and their experiences are the main training materials for the training activities. For what concerns the trainers, it is useful to individuate at least two facilitators and training experts by sub-topic of the training.

The group of trainers shall work effectively as a team and plan and run the training session having already:

- Discussed terminology, styles and methods.
- Made sure they agree on the basics about gender issues.
- Agreed on the general aims and specific objectives of the training.
- Agreed on the fees, responsibilities and time for planning and training.

Trainers shall be selected for their skill, knowledge and experience in tackle THB victims issues from a gender perspectives in order to make the workshop more relevant to the participant group and the local context. Trainers should have a questioning openness attitude and, a commitment to and an awareness of their own culture, prejudices and assumptions, including assumptions about participants of the learning group.

The selection of the trainees is crucial for the achievement of the general aims and the specific objectives. Trainees should be part of a homogenous group; however it may be useful to train staff members of the same agency with different roles and responsibilities together, in order to build a collective commitment with regard to the aims of the training activities.

Training, in fact, is part of an overall strategy leading to the desired change, development and implementation of an institutional gender policy and to the implementation of gender sensitive working procedures and practices. Within the context of a training aiming at improving the public and private response to trafficking of women for sexual exploitation, should be involved personnel who may come directly and indirectly into contact with migrant population.

The target learning group should involve: police officers, immigration services providers, health staff, civil society organizations involved both in social justice and human rights actions and women's rights advancement. The training may be extended to professionals operating in the judicial system and in the information sector.

The monitoring and evaluation results may be submitted to policy makers who may become a further learning group.

4.4 Training methodology

The gender training methods are those kind of practices that produce effective results in identifying, empowering and developing attitudes, skills and capacities and which focus on reflecting upon gender stereotypes. Gender methodology rethinks both the masculine and the feminine elements that compose the identity of everybody, and takes into account women needs, resources, competences, and does not use falsely neutral methods and languages.

This method requires that even the subjectivity of the trainers enters into play, because it is only upon starting to reflect about themselves and about their own experiences that they can become aware of gender stereotypes groups in training.

The trainers will:

- Use narrative tools to recall experiences concretely experienced by women, to understand at a deeper level the problem examined.
- Give importance to the relational level between the participants in the group.
- Pay attention to the resources of each individual participants.

The training has to give priority to the experiential level, through internships, simulations, stories, testimonies; and has to adopt a style of language that allows the emergence of female subjectivity. To facilitate this process; gender methodology involves forms of active learning, based on the involvement of the trainees, providing the opportunity to share experiences, ideas, open issues and enhancing and enriching specific skills that are useful for relating with the others.

The assumption of active methods is that *learning is effective when it comes from experience: understanding, elaborating and assumption of lived experience*¹⁶.

The active teaching method implies group work and promotes the development, strengthening and enhancement of interpersonal and communication skills. They also require and encourage the development of an expertise in self-analysis. They facilitate the actions that accompany and characterise the process of gaining self-awareness and an increased awareness of the context in which we live.

These methodologies are characterized by:

- Invoking the personal experiences of the participants.
- Development of awareness of their own actions.
- Providing tools to enhance the ability to be aware of one's own context, both personal and professional.
- Support capacity building for self- evaluation.
- Foster the ability to give meaning to the experience of communication and common reflection.
- Give importance to relational aspects.
- Use of operational approaches (research, learning situation).
- Use of active methods (brainstorming, teamwork, autobiographical fiction, to stimulate imaginative resources and creativity).

A fundamental dimension of this path is the centrality of subject, which means not only empowering professionalism in the field, but also facilitating the building of a new awareness which enriches professional skills.

16 Claudia Miti, *Formare in un'ottica di genere, note a margine di una sperimentazione*, Progetto GE.L.S.O., 2007, pag21.

4.5 Monitoring and evaluation

In a training action on the prevention of THB with a gender perspective, monitoring and evaluation should be planned considering the specific features of the trainers, of the target groups involved and their division by gender, of the goals and specific training techniques employed.

By monitoring we mean the implementation of a system which, based on specific and appropriate criteria, has the objective of controlling, in a structured way and with predefined periodic steps, the training program with the purpose of:

- Highlighting the trend.
- Recording the differences between actual and planned.
- Informing stakeholders about the criticalities arising along its duration to seek the most appropriate solutions.

The evaluation, based on the monitoring system implemented, is the act of judging a deliberate action against a predetermined criterion and on the basis of relevant information.

The gender perspective in the monitoring and evaluation activities should allow the measurement of, not only the acquisition of new information but also, the acquisition of a new perception and vision of the THB phenomenon. A perspective, which introduces the factor of gender as strongly characterizing the criminal phenomenon, including: the victims involved; the social recognition of such violations; the contrast to these phenomena; as well as the choice of prevention strategies.

In one training session, during which a gender analysis and approach are incorporated, the actions of monitoring and evaluation will then have the objective to check not only the general training trend but also to put an emphasis on objectives like:

- Removal of gender stereotypes.
- Increased recognition of the characteristics of the patriarchal culture of the local and global contexts.
- Acquisition of a new vision of the phenomena and of gender roles within them.
- Facilitation of the network through the recognition of the different actors (institutional and civil societies).

At GendeRIS, we are collecting examples of both good and bad practices in terms of anti-trafficking prevention initiatives from all over the world. If you encounter one that you would like to analyse together from a gender and rights perspective, please contact us and submit it at genderis@fondazionebrodolini.it – we will answer you directly or we will publish it on our website and blog. With this intervention from your side, we might generate debate that may also lead to expanding the handbook with new do's and don'ts.

Support us!

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Policy documents

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EU Strategy towards the Eradication of Trafficking in Human Beings 2012–2016

http://ec.europa.eu/home-affairs/doc_centre/crime/docs/trafficking_in_human_beings_eradication-2012_2016_en.pdf