



# Good Practices Research

METHODOLOGY AND CRITERIA  
FOR SELECTING GENDER-BASED PRACTICES

DESCRIPTION OF THE RESEARCH PROCESS



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



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# Introduction

**The GendeRIS project aims** at defining a methodological approach and a toolkit for gender sensitive policy making and action planning and for the prevention of THB. The ultimate result of the project is a reduction of demand and supply of goods and services provided by victims of THB by making prevention policies and actions more effective as they take into account the gender dimension. Providing tools for prevention that integrate the gender dimension will improve the capability of the stakeholders to prevent THB.

**The activities** focus on the development of tools for a gender sensitive prevention approach. The identification and collection of gender-sensitive good practices on trafficking prevention is a crucial action of the project. The other activities are: context analysis to identify gender issues on anti-trafficking prevention policies, studies and reports at a EU level; exchange of expertise and good practices on the gender dimension of anti-trafficking policies and practices between partners and relevant actors in the field; design, testing and evaluation of tailored gender sensitive prevention initiatives in selected areas within the countries involved; definition of policy recommendations on prevention and guidelines on the development of prevention initiatives.

**The project lasts** 24 months (May 2013- May 2015) and involves a partnership with strong expertise in the field of gender mainstreaming and THB. The four core partners are Fondazione Giacomo Brodolini – Italy (FGB) an independent research center with expertise in gender mainstream and social inclusion policies; *SURT foundation* – Spain (SURT) a foundation with expertise in women’s labour insertion; Center for Partnership and Equality- Romania (CPE) an NGO committed to mainstreaming the principle of equal opportunities for women and men into the public policies; *Differenza Donna* – Italy (DD) an NGO running shelters for women victims of violence and a shelter for women victims of trafficking. The partnership sees the participation of two supporting partners that ensure the circulation of tools, represent the point of view of national level public agencies and facilitate project’s results dissemination: ABITS- Agency for the protection of sex workers – Spain, for the protection of sex workers, UNAR- National Office Against Racial Discrimination -Italy, national antidiscrimination office.

**The target group** of the project is represented by: professionals working in the field of trafficking prevention; national stakeholders and policy makers directly involved in anti-trafficking activities, primarily from Romania, Italy and Spain; stakeholders involved in anti-trafficking activities from other EU countries, as well as from EU non MS, which are significant origin country for victims of trafficking exploited in EU MS.

This document presents the methodology and criteria for selecting gender- based practices and the description of the research process.

## **1 Methodology and criteria for selecting gender-based practices**

- Introduction
- Objectives of the good practices catalogue activity
- Gender assessment tool for anti-trafficking policies and practices

## **2 Description of the research process**

- Main phases of the research process
- Limitations of the research
- Proceedings further on

# A. Methodology and criteria for selecting gender-based good practices

## **Introduction**

Assessing existing practices, produced by actors that are active at the level of the public or private field (either public organizations or non-governmental organizations) was a relevant step to take in order to complete the diagnosis of prevention regarding the phenomenon of trafficking in human beings in the European Union. The first activity of the project was to analyzing, from a gender perspective, the legal provisions and documents, policies, strategies and action plans in 3 member-states (Romania, Italy, Spain) and at the European Union as a whole (the legal analysis), as well as to collecting opinions from professionals working in the field (the qualitative research). The good practices catalogue is the second activity of the project and was intended as the final process of this radiography, that would provide the project with a more clear understanding of the existing trends.

The completion of the first two phases (legal analysis and qualitative research) was a strong indicator of the fact that much more progress is needed in recognizing gender as a root cause of trafficking in human beings and in including gender as a highly significant element in prevention legislation, policies, strategies and plans of actions, as well as in inserting gender training as part of the mandatory training of professionals working in the field of anti-trafficking. Good practices in the prevention of trafficking in human beings that are designed, implemented and evaluated from a gender perspective are extremely few or almost none in Europe; also, the understanding of what gender-sensitive prevention practices mean is very different from one organization to another, from one country to another, depending on several variables, from the country being a country of origin, transit or destination to the status of gender equality/commitment to promoting gender equality in that particular country of region.

### **1. Objectives of the good practices catalogue activity**

The main aims of this activity, as it was preset in the project proposal were

- a) to develop an assessment tool for anti-trafficking policies and practices,
- b) to identify gender-sensitive good practices and policies in the field of prevention of trafficking in human beings for sexual exploitation in the European Union.

Taking gender as standpoint, this activity was meant to encompass the search and selection of prevention good practices in both EU countries of destination of trafficking (Italy, Spain) and of origin (Romania), as well as at EU level. The identification of good practices was also designed to be the basis for further project activities (e.g. exchange of good practices, design of gender sensitive prevention initiatives

in the 3 countries involved) and to lead to the development of gender-based tools for strategically preventing trafficking in the EU. Moreover, this activity fosters the establishment of formal and informal partnerships among a broad range of stakeholders to prevent and combat trafficking in the EU. In the gender-sensitive best practices and policies categories we included raising-awareness and prevention campaigns (using different support such as mass media, 2.0. tools, exhibitions, graphic materials, among others), intervention in schools, prevention and empowerment workshops for specialists, as well as for youth and children, as well as many other specific activities directed to different target groups, as well as to the general public, carried out by public or private actors within the EU.

## **2. Gender assessment tool for anti-trafficking policies and practices**

In order to collect adequate data, a gender assessment tool was created by the project team. The tool comprises two sections: a) a general information section and b) a gender-specific information section. Through each section our aim was to ensure that we are able to gather an amount of information that is sufficient to provide us with consistent details, that would allow both the person filling in the template to offer data, as well as express opinions and reflections on the process of implementation, as well as the project team analysing the data to understand the real specific, achievements and potential of the initiative. This led to an operational instrument that is rather complex and that could bear the risk of seeming difficult to navigate through.

The two sections to be filled in required data such as:

- a) the general information section: the name of the implementing organization and country of implementation, the name of the prevention action, the implementing organization's specifics, the level of implementation, the involvement of gender equality organizations/women's organization in the process of design, implementation and evaluation, the budget, the aim and specific objectives of the initiative, the target groups and main beneficiaries, the implementation timing, the data/context/statistics/research/other evidence that led to the initiation of the specific action, the logic of intervention, the difficulties/obstacles in the implementation of the initiative, as well as the key successful elements to be taken into account, the weaknesses and aspects to improve.
- b) the gender-specific information section: the degree of gender specific objectives (gender sensitive approach, main messages and graphics), the adequateness (diversity of women that was taken into account by the initiative, as well as the connections with significant gender vulnerabilities), the effectiveness (the action outcome), the level/potential of gender mainstreaming, the transferability (specific context and conditions under which the initiative was implemented, as well as adaptability potential), the learning potential (valuable lessons for other implementers).

Please find the full template that was used for the collection of data below. We encourage you to use it in order to analyse your own trafficking prevention initiatives, policies and actions, in order to see if the gender perspective was properly included. If you consider your initiative is in fact a good practice, please do forward it to us and we will be more than pleased to review it and to include it on our website. We intend to keep the catalogue as a live instrument during the entire life of the project and even further on and to add every new good practice we discover or we are signalled of. Also, please do submit your opinions, comments and improvement suggestions concerning the template below: it is certainly an instrument that could become better and more efficient with your support!

## TEMPLATE TO COLLECT EUROPEAN GOOD PRACTICES ON TRAFFICKING IN HUMAN BEINGS PREVENTION ACTIONS AND POLICY

Section 1: the descriptive/analytical section	
Requested information	Provided information
Name of the prevention action and/or policy	
Country	
Prevention action	
Organisation/Institution	
Contact details	Name: ..... Company/institution: ..... Address: ..... Telephone: ..... E-mail: ..... Website: .....
Type of organisation/ Institution that draw up the prevention action	<i>What is the main organisation responsible for designing the prevention action?</i>  <i>What are the other stakeholders that have been involved in drawing up the prevention action?</i>
Type of organisation/ Institution that implement the prevention action	<i>What is the main organisation responsible for implementing the prevention action?</i>
Type of organisation/ Institution that evaluated the prevention action	<i>Has the implementation process of the prevention action been evaluated? If yes, by whom?</i>  <i>Have the immediate responses to the prevention action been collected and/or evaluated? If yes, by whom?</i>  <i>Have the results of the prevention action been evaluated? If yes, by whom?</i>
Involvement of women organisations in the design, implementation or evaluation of the initiative (name and description of organisations)	<i>Have been CSOs, specifically dealing with gender, involved in the policy process (drawing up, implementing, evaluating)?</i>
Total budget and source of funding	<i>What is the amount of the total budget for the prevention action?</i>  <i>What are the source of the budget? (European commission, European foundations, national or local authorities, CSOs ...?)</i>
Where it has been drawn up, implemented, evaluated	<i>Was the initiative drawn up at municipal, regional or national level?</i>  <i>Was the initiative implemented at municipal, regional or national level?</i>  <i>Was the initiative evaluated at municipal, regional or national level?</i>

Overall objective of the initiative	<i>What are the overall objectives of the initiative?</i>
Specific objectives	<i>What are the specific objectives of the initiative?</i>
Target group	<p><i>What is the target group ?</i></p> <p><b>a) general public</b></p> <p><b>b) potential victims</b> of trafficking for sexual exploitation</p> <p><b>c) professionals in the field</b> (training, information, awareness-raising for professionals coming in contact/potentially coming in contact with victims of trafficking for sexual exploitation)</p> <p><b>d) clients/demand</b> for services provided by victims of sexual exploitation</p>
Main beneficiaries	<i>Who are the main beneficiaries ?</i>
Timeline	<p><i>When was the initiative planned, implemented, evaluated?</i></p> <p><i>How long did it take to draw up the initiative? To implement it? and to evaluate it?</i></p>
Data on which prevention action and/or policy are based	<p><i>Was the prevention action and / or policy based on a previous research and initiative (quantitative or qualitative data gathered by your organization or coming from other public or private sources)?</i></p> <p><i>If the answer is positive, can you please allow access to the research report, study, link to the official data etc.</i></p> <p><i>If the prevention action and / or policy was based on such a research, could you please underline the most significant gender-related conclusions of the research that were useful in designing the strategy of the campaign?</i></p>
Description of the logic of the intervention	<i>Could you please describe the logic of the intervention?</i>
Difficulties or obstacles and limitations	<p><i>What have been the main difficulties in drawing up the initiative?</i></p> <p><i>What have been the main difficulties in implementing the initiative?</i></p> <p><i>What have been the main difficulties in evaluating the initiative?</i></p> <p><i>What have been the main general obstacles and limitations?</i></p>
Key successful elements	<i>What are the main successful elements?</i>
Weaknesses and aspects to improve	<p><i>What are the main weakness elements?</i></p> <p><i>What are the aspects that need to be improved?</i></p>
Further comments	<i>Any other comments?</i>
Links to the web page	



Please fill in the following table highlight (with yellow) and underlying the most suitable answers and complete the template answering the questions.

Section 2: criteria to be used		
	Item	Item assessment
<b>GENDER</b>		
<b>Degree of gender specific objectives</b>	<b>Gender sensitive approach</b>	<p><i>Low gender score:</i></p> <p>The prevention activity and/or policy do not use gender sensitive approach.</p> <p><i>Medium gender score:</i></p> <p>The prevention activity and/or policy partially use gender sensitive approach.</p> <p><i>High gender score:</i></p> <p>The prevention activity and/or policy use a gender sensitive approach.</p> <p>Could you please explain your answer?</p>
	<b>Main messages of action / policy</b>	<p><i>Low gender score:</i></p> <p>The messages of the prevention action and/or policy do not contain direct gender-related messages.</p> <p><i>Medium gender score:</i></p> <p>The messages of the prevention action and/or policy contain gender references, however these are not entirely appropriate.</p> <p><i>High gender score:</i></p> <p>The messages of the prevention action and/or policy contain appropriate gender elements and have the potential to raise awareness of the relation between gender and trafficking.</p> <p>Could you please explain your answer?</p>
	<b>Graphics</b>	<p><i>Low gender score:</i></p> <p>The graphics used to illustrate the phenomenon present women in highly sexualized hypostasis or sexualized/objectified parts of women's bodies.</p> <p><i>Medium gender score:</i></p> <p>The graphics used contain both sexualizing and non-sexualizing images.</p> <p><i>High gender score:</i></p> <p>The graphic solutions identifies draw the attention on the phenomenon in a creative way which does not further present women in highly sexualized or objectified hypostasis.</p> <p>Other</p> <p>Could you please explain your answer?</p>

<b>ADEQUATENESS</b>	<b>Diversity of women</b>	<p><i>Low score:</i></p> <p>The action and /or policy do not address or highlight particular experiences of women taking into account age, health, sexual orientation, ethnicity, nationality, race etc.</p> <p><i>Medium score:</i></p> <p>The action and /or policy vaguely address women's diversity.</p> <p><i>High score:</i></p> <p>The action and /or policy take into account and highlight experiences of different categories of women who might be subjected to trafficking for sexual exploitation.</p> <p>Could you please explain your answer?</p>
	<b>Connection with significant gender vulnerabilities</b>	<p><i>Low gender score:</i></p> <p>There are no connections with significant gender aspects that might impact trafficking (gender inequalities, socialization of girls vs. socialization of boys, sexualisation of women and girls, women's rights, violence against women, femininity and masculinity, women's roles vs. men's roles etc.)</p> <p><i>Medium gender score:</i></p> <p>There are connections with gender aspects that might impact trafficking, however not clearly explained/defined.</p> <p><i>High gender score:</i></p> <p>The connections between gender and trafficking are clearly made and appropriate.</p> <p>Could you please explain your answer?</p>
<b>EFFECTIVENESS</b>		
<b>The extent to which targeted problems are solved</b>	<b>Evaluation of action outcome – impact</b>	<p><i>Low outcome</i></p> <p>The prevention action and/or policy has not affected trafficking</p> <p><i>Medium outcome</i></p> <p>The action and/or policy has in part changed the trafficking related behaviours. If yes, how? .....</p> <p><i>High outcome</i></p> <p>The actions has significantly reduced the trafficking related behaviours. If yes, how? .....</p> <p>The prevention action and/ or policy has not been evaluated, there are not data on its impact.</p> <p>Could you please explain your answer?</p>

<p><b>GENDER MAINSTREAMING</b></p>	<p><b>Gender main-streaming in the country</b></p>	<p><i>Low score:</i></p> <p>Gender mainstreaming is not applied in any policy areas in the country.</p> <p><i>Medium score:</i></p> <p>Gender mainstreaming is present in few policy areas in the country.</p> <p><i>High score:</i></p> <p>Gender mainstreaming is applied in most of the policy areas in the country.</p> <p>Could you please explain your answer?</p>
	<p><b>Improvement of gender main-streaming</b></p>	<p><i>Low score:</i></p> <p>The action and/or policy focus on trafficking and have low impact on implementing gender mainstreaming in the country.</p> <p><i>Medium score:</i></p> <p>The action and/or policy focus on trafficking but have in part increased the gender mainstreaming attention in other policy in the country. If yes, how? .....</p> <p><i>High score:</i></p> <p>The action and/or policy have highly supported the gender mainstreaming approach in other policy area in the country. If yes, how? .....</p> <p>Could you please explain your answer?</p>
<p><b>TRANSFERABILITY</b></p>	<p><b>Specific context</b></p>	<p><i>Are there specific conditions contributing to the success of the initiative? If yes, what are they?</i></p>
	<p><b>Adaption</b></p>	<p><i>To which extent the initiative can be adapted to other contexts?</i></p>

LEARNING POTENTIAL	The campaign provides valuable lessons for other potential campaign implementers	<p><i>Low score:</i></p> <p>The action and/or policy are only relevant for a very particular, very narrow context and are not replicable in other contexts, they do not have transferability and learning potential for others.</p> <p><i>Medium score:</i></p> <p>The action and/or policy have some aspects that could be transferred in other contexts, but they are mainly relevant for a particular, narrow context.</p> <p><i>High score:</i></p> <p>The action and/or policy are highly relevant for other European context and countries and have a high transferability potential.</p> <p>Could you please explain your answer?</p>
		Which were the most important gender-related reflections/conclusions you made during the prevention action and /or policy implementation? Did any new gender issues arise during the prevention action and /or policy implementation (not initially taken into account)?
		Which would be your recommendations for other European organizations in implementing gender-oriented prevention action and/ or policy or in taking gender issues into account in trafficking prevention initiatives?

*For a complete view on the campaign results and implementation process, please support us by providing any of the following materials: posters, leaflets, spots, advertisements, list of products, brochures, publications, press releases, press information materials developed during the campaign, assessment reports (monitoring and evaluation reports elaborated to assess the campaign) etc.*

## B. Description of the research process

### **1. Main phases of the research process**

The research activity and the elaboration of the good practices catalogue were coordinated by CPE – Center for Partnership and Equality (Romania), with the involvement of all project partners. The partners carried out the identification and selection of good practices and policies in their respective countries, as well as the search of best practices at EU level and in non-partner EU countries. In order to achieve these objectives, the project partners involved in the research process used their previous contacts and networks in different countries and also identified new connections among public and private organizations with a mandate in preventing trafficking in human beings, particularly trafficking for sexual exploitation.

The working procedures could be described as follows:

Step 1: The activity coordinator proposed working guidelines and the draft assessment tool. Based on the comments and suggestions from all other partners, the assessment tool was finalized.

Step 2: The activity coordinator and each project partner took responsibility for a similar number of countries to research. In total, organizations and institutions from 31 countries were contacted for this research, the countries being, as follows: Austria, Belgium, Bulgaria, Croatia, Cyprus, Czech Republic, Denmark, Estonia, Finland, France, Germany, Greece, Hungary, Ireland, Italy, Latvia, Lithuania, Luxembourg, Malta, Netherlands, Poland, Portugal, Romania, Slovakia, Slovenia, Spain, Sweden, United Kingdom, Serbia, Moldavia, Byelorussia.

However, during the activity implementation, the country responsibility did not remain fixed, but rather became a flexible process, when a certain partners was more appropriate to contact a certain organization, due to previous connections and work relations with that specific institution.

Step 3: The initial research process was a desk/Internet-based analysis that had as main objective to identify as many private organizations and public institutions that are active/have a mandate in fighting and preventing the phenomenon of trafficking in human beings. Each partner organization elaborated a list containing the organizations identified in each country; this list was also based on research done in previous European analysis and reports and is included in the good practice catalogue as an useful instruments for organizations wanting to identify a potential partner in the field or to have an overview of organizations who are active in fighting trafficking in human beings.

Step 4: The organizations and institutions that were identified in each country were sent emails containing introductions of the project, its aims and objectives, as well as an introduction of the activity regarding the collection of good practices. In the initial phase, the email sent did not contain the assessment tool, but only a request for the nomination of a good practice that would potentially meet the project criteria and contact details of the implementing organization:

<b>Name of the recommended good practice:</b>	
<b>Name of the implementing organization:</b>	
<b>Contact of the implementing organization:</b> (email, website, phone number)	
<b>Contact of the person who could provide more detail</b> (email, phone number)	

Decades of emails requiring information were sent to different organizations working in the field of trafficking prevention across Europe.

Step 5: After identifying new contacts and potential good practices, new sets of emails were sent, containing the assessment tool attached, as well as guidelines concerning the process of filling in the grid. The organizations contacted were given the option to: a) fill in the grid individually, b) ask the project team to support the completion via email, c) ask the project team to set up online live meetings and complete the grid together, d) ask the project team for face-to-face meetings (if based in the same country) and fill in the grid together.

As a result of the multiple options provided, all of them were used by different organizations: consultation was provided by email and Skype and face-to-face meetings were organized with different implementers who wanted to benefit from more support from the project team.

Step 6: The filled in assessment tools were collected and analyzed by the project team. Team members also required more information/more details where needed. Each good practice received was also included in a more visual, more easy-to-use table, in order to make sure the users of the catalogue are both able to navigate through at a faster pace, as well as read the good practice in detail. An additional box was added to each of the good practices, containing the comments and reflections of the project team on that specific practice and the extent to which, in order opinion, that initiative could be considered a good practice from our team's point to view.

Step 7: Drawing up the general conclusions regarding this activity and finalizing the catalogue.

## **2. Limitations of the research**

It is certain that this research did not lead to a complete European set of good practices that take the gender perspective into account. Its limitations are given by several factors:

- a) impossibility of identifying and contacting all private and public organizations working in the field of trafficking prevention in the targeted countries;
- b) Internet-based research at times proved to only provide very superficial data; in this context, some good practices could have been overlooked;
- c) difficulty to identify and include specific initiatives that are only available in different national languages;
- d) difficulty to identify and include the potential good practices of those organizations who did not reply to our information request;
- e) complexity of the assessment instrument, which might of discouraged some of the organizations who potentially implemented good practices.

In order to ensure that as many good practices as possible are included in the catalogue, this activity will remain open, through the website, until the finalization of the project and even further on, in order to allow new practices to be included or to be made aware of other potential good practices that we did not identify and take into account. The good practices catalogue will be a live instrument, to be updated and expanded on the go!

## **3. Proceedings further on**

Last, but not least, we welcome you to our catalogue! Thank you for dropping by! If you consider your trafficking prevention initiative to be a good practice from the perspective of gender, please do assess it through the use of our above-included assessment tool. We would be very pleased to receive it, analyze it and include it in our good practices catalogue! If you consider you need support in filling in the instrument that we developed for this activity, please contact us and one of our team members will be available to answer your questions or to guide you step-by-step in the filling in of the questionnaire through an online meeting!

We are looking forward to hear from you! Thank you!