



Pathways to survivor engagement

This document, *Pathways to survivor engagement*, outlines the plans developed by the five VoiceOver partner organizations—each a dedicated victim-support organization—aimed at implementing survivor-led activities. These plans detail the processes of selecting and recruiting participants, organizing and executing peer mentoring and survivor leadership training, and designing and delivering peer-led workshops and other survivor-driven initiatives.

The primary purpose of this collective effort is to establish a shared framework of experimental procedures for engaging human trafficking victims and survivors. While rooted in the unique local contexts and experiences of each partner organization, this framework seeks to provide insights and inspiration for others working in the anti-trafficking field.

By capturing the challenges, successes, and lessons learned, this document aspires to contribute to a growing body of knowledge on meaningful survivor participation, supporting a broader shift toward survivor-led approaches in anti-trafficking efforts. This is not a one-size-fits-all model but rather a starting point for further exploration and adaptation, grounded in the lived experiences of survivors and the collaborative efforts of organizations committed to amplifying their voices.

Human trafficking – trauma and needs

According to the literature, and irrespective of the context where the phenomenon is taking place, the human trafficking experience has been described as a "multi-staged process of cumulative harm" (Zimmerman, Hossain, and Watts, 2011, p. 327) that leads to "complex layers of trauma" (Marburger and Pickover, 2020, p. 14). The health implications caused by trafficking victimization vary from physical to psychological (Davy, 2015; Pascual-Leone, Kim, and Morrison, 2017). The maltreatment to which victims are frequently subjected by traffickers can include violence, rape, food deprivation, emotional abuse, manipulation, torture, and/or slavery-like bondage conditions (Davy, 2015). Trafficking victims may experience injuries (e.g., occupational injuries), diseases (e.g., sexually transmitted diseases—STDs), and/or post-traumatic stress disorder (PTSD) (Richards, 2014; Oram et al., 2016). Anxiety and depression are also frequently reported among trafficked victims. Despite the limited understanding of trafficked men's mental health, PTSD is commonly reported among them as well, due to frequent exposure to abuse and deprivation (Zimmerman and Pocock, 2013). The difficulty many male victims face in coming forward and accessing mental health services further impedes their identification, perpetuating their psychological issues (Zimmerman and Pocock, 2013).



Psychological trauma, therefore, is a key concept in human trafficking. Levenson (2017, p. 105), citing the American Psychiatric Association (2013), defines trauma as "an exposure to an extraordinary experience that presents a physical or psychological threat to oneself or others and generates a reaction of helplessness and fear." Trauma is experienced and expressed differently among individuals or even across different incidents involving the same person (NHS Education for Scotland, 2017).

From the perspective of clinical psychologists and psychotherapists who evaluate and work with traumatized individuals, survival strategies play a crucial role in preventing the worst outcomes—physical death and psychological disintegration. These strategies help individuals survive traumatic situations by compartmentalizing the trauma, which involves blocking the expression of traumatized aspects, breaking them down, stripping them of emotional impact, separating them from the self, and removing them from consciousness. Considering these scientific aspects, referring to the victim as a "survivor" can carry negative connotations. To survive trauma, the human psyche uses its capacities to create a separate psychic life detached from reality. This process causes the healthy self to disappear, replaced by a substitute self, which may even come to believe it is the real self. This substitute self can manifest in specific roles, such as a mother or professional. Trauma also influences an individual's will, often leading to behaviors such as enduring the unbearable with great willpower, hiding vulnerabilities, incessantly talking or acting to distract oneself, helping others compulsively, or striving for unattainable goals (Ruppert, 2012).

It is important, as specialists, not to minimize the effects of trauma. Trauma recovery is not an immediate process; it takes time and occurs in phases. Many trafficking victims had already developed survival mechanisms due to developmental traumas. Developmental trauma is emotional and relational trauma. It occurs when attachment figures are a source of anxiety, damaging the defense and attachment systems, and when the external environment is perceived as threatening. Developmental trauma occurs when related figures have also been a source of threat. In such cases, both the defense systems (which signal danger) and the attachment systems (which guide how individuals connect or disconnect with important people) are impaired.

Thus, developmental trauma represents an important vulnerability factor. The therapeutic approach to trauma should address all these aspects, regardless of the intervention stage, until the traumatized person can move out of "survival mode" and develop healthy coping mechanisms.

Most organizations active in combating human trafficking operate according to specific principles and standards. Depending on the country and its context, each organization adapts its work strategies, specific methods, and safety and security policies to meet victims' needs, including emotional security. Whether referred to as victims or survivors, the focus remains on their needs, with protection programs built around these needs and their participation. Therefore, survivors/victims are key partners in developing, adapting, and changing programs to ensure they feel supported, protected, and empowered to independently decide how they wish to engage. A victim-centered approach ensures that risk assessment identifies a victim's specific needs. By using a case management method, the focus shifts to beneficiaries' resources, motivation for change, and initiatives, thereby increasing their ability to adapt to the requirements of independent living.



Survivor engagement

Survivor engagement can be defined as the process by which survivors of traumatic experiences actively take part in activities that go beyond the receipt of care.

Examples may include but are not limited to participation in peer support groups; becoming volunteers or paid staff members to provide services to other survivors; giving insights from lived experience and expertise to service providers or governments to shape service provision and improve access to justice; advocating with politicians and other key decision makers.

The aim of survivor engagement initiatives is determined by survivors/victims themselves. Some seek to engage with their wider networks as part of their healing processes, others want to share their experience to help others, some seek justice in a more direct manner.

Survivor engagement operates across three interconnected levels—personal, community, and national—creating opportunities for growth, influence, and systemic change. It also encompasses three pivotal areas: governance, where survivors shape policies and programs; health, where they advocate for comprehensive and survivor-centered care; and human rights advocacy, where their voices amplify justice and equity.

By fostering genuine survivor engagement, we can not only honor the lived expertise of survivors but also pave the way for a more inclusive, impactful, and survivor-led approach to ending human trafficking.

The Implementation Plans outlined below detail the strategies developed by the VoiceOver partners to implement their survivor-led activities. These plans encompass steps for selecting and recruiting participants, organizing and conducting peer mentoring and survivor leadership training, and planning peer-led workshops along with other survivor-led initiatives, all aimed at empowering survivors to become agents of change.



IMPLEMENTATION PLAN - ADPARE (ROMANIA)

Theme: Victim/ Survivor engagement

Key issues identified:

- Different approach.
- Motivating staff, volunteers, and ex-beneficiaries – effective communication, feeling valued, empowerment.

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Target and selection criteria	Description	Timeline	Staff responsible	Status and resources used.
<p>Who? (victims, new team members, volunteers)</p> <ul style="list-style-type: none"> - Victims referred through the MNIR (girls, women, bots, men, LGBT+) - Team members: case managers, psychologists, social workers - Volunteers 	<p>How we will decide who will be involved in the empowerment, engagement and leadership activities of the victims?</p> <p>For all categories: informed consent</p> <p>For victims: to have exceeded the crisis intervention period.</p> <p>For employees: without experience in the field of protection and</p>	<p>When: Describe step by step what you are planning to do</p> <p>Step 1: presentation of the leadership concept and the activities of the Voice Over project</p> <p>Step 2: obtaining informed consent regarding participation in project activities and involvement in empowerment and leadership activities.</p> <p>Step 3: activities to get to know those who want to get involved, concretely, biweekly meetings</p>	<p>Who? case managers/ responsible, empowered victims.</p> <p>Case managers and empowered victims (victims who are in the last part of intervention in the program, respectively, the integration or monitoring phases)</p>	<p>(in progress, ongoing, finished)</p> <p>Status:</p> <p>Ongoing (permanent)</p> <p>Resources:</p> <p>ADPARE has 20 years of experience in protecting and assisting victims of human trafficking.</p> <p>We have a counselling centre.</p> <p>We have a shelter with a secret address for women victims of trafficking, housed for reasons of physical security.</p>



	<p>assistance to victims of human trafficking</p> <p>For volunteers and collaborators: all who come into direct contact with the victims of the programme</p>	<p>at the ADPARE Counselling Centre</p>		<p>ADPARE is part of 2 networks of specialized NGOs, one national (ProTECT) and another international (La Strada International)</p>
<p>Build a safe environment where empowered victims/survivors feel trusted, valued, and motivated to contribute optimally.</p> <p>What activities and actions we undertake?</p> <p>1. the use of case management as an</p>	<p>-financial and emotional support according with the individual needs, dreams, skills, aspirations and desires</p> <p>-the possibility of permanent feedback</p>	<p>Step 1: Assessment of individual needs and risks</p> <p>Step 2: Self-support groups</p> <p>Step 3: Intercultural recreational groups</p> <p>Step 4: Economic wellbeing education</p> <p>Step 5: Education on legal rights</p>	<p>Case managers, psychologists, social workers, volunteers and empowered victims</p>	<p>Status:</p> <p>Ongoing (permanent)</p> <p>Resources (see above)</p>

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<p>intervention method</p> <ol style="list-style-type: none"> 2. the permanent development of the management skills of the individual budget and home management 3. psychological support, psychological counselling and psychotherapy 4. permanent risk assessment and complete legal assistance until the completion of criminal, civil and 	<p>-permanent involvement of victims in the decision-making process</p>			
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<p>administrative procedures</p>				
<p>Train staff, volunteers and empowered victims/survivors</p> <p>What activities and actions we undertake?</p> <ul style="list-style-type: none"> -training of staff -training of volunteers -training of empowered victims 	<p>Trainings for everyone who comes into contact with the victims.</p>	<p>Step 1: create trainings materials.</p> <p>Step 2: preparation of pre and post training feedback.</p> <p>Step 3: organize the place and the timeline for trainings.</p> <p>Step 4: delivery of trainings</p>	<p>Project coordinator</p> <p>Trainers</p>	<p>Status: Ongoing</p> <p>Resources:</p> <p>ADPARE, 2014 “A New Chance with New Friends —The Buddy project”, peer to peer guide for volunteers</p> <p>HEAL Project https://healproject.eu/media/D3.1-Toolkit-for-psychological-support EN-2-1-2.pdf</p> <p>Peer to peer psychological support</p> <p>ADPARE 2023 “Short guide to emotional support in difficult times</p>



				https://adpare.eu/en/short-guide-to-emotional-support-in-difficult-times/
<p>Engagement of empowered victims/survivors in a raising awareness campaign</p> <p>What activities and actions we undertake?</p> <p>Fanzine exhibitions</p> <p>Contemporary dance performance</p>	<p>Individual and group activities: fanzine and contemporary dance</p> <p>Exhibition and performance</p>	<ol style="list-style-type: none"> 1. presentation of fanzine and contemporary dance as method of story telling 2. creative activities for the creation of works (fanzines) and a performance (contemporary dance) 3. organizing a happening exhibition 4. online dissemination and visibility 	<p>Trainers and empowered victims</p>	<p>Fanzine:</p> <p>https://healproject.eu/fanzine-gallery/</p> <p>“The last drop”- telling trafficking story through dance</p> <p>https://www.youtube.com/watch?v=7eREyOfISGs&list=PLcrXHtXnzP4si7NZErbJ79XxL5JlpFLX8&index=2</p>



<p>Monitoring considering the specific needs and vulnerabilities of victims of human trafficking.</p> <p>Who and by what methods?</p> <p>Monitoring through case management instruments and direct feedback</p>	<p>Monthly evaluation of the specific needs and vulnerabilities</p> <p>Feedback questionnaire</p>	<p>1 meeting (discussion/ month)</p>	<p>Case managers</p>	<p>Status: Ongoing</p> <p>Resources:</p> <p>ADPARE 2017 Instrument:</p> <p>Matrix for monitoring the quality of the implementation of protection and assistance services for victims of human trafficking/minors</p>
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IMPLEMENTATION PLAN - FUNCACI3N CRUZ BLANCA (SPAIN)

Theme: Victim/ Survivor engagement				
Key issues identified:				
<ul style="list-style-type: none"> - Different approach. - Motivating staff, volunteers, and ex-beneficiaries – effective communication, feeling valued, empowerment. 				
Target and selection criteria	Description	Timeline	Staff responsible	Status and resources used.
<p>Who? (victims, new team members, volunteers)</p> <ul style="list-style-type: none"> - Victims referred (In our NGO we attend women and men that have been victims of human trafficking) 	<p>How we will decide who will be involved in the empowerment, engagement and leadership activities of the victims?</p>	<p>When: Describe step by step what you are planning to do</p> <p>Step 1: presentation of the leadership concept and the</p>	<p>Who? case managers/ responsible, empowered victims.</p>	<p>(in progress, ongoing, finished)</p> <p>Status: Ongoing (permanent)</p> <p>Resources:</p> <p>FCB has 19 years of experience in protecting and assisting victims of human trafficking. We have a counselling centre.</p>

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<p>- Team members: case managers, psychologists, social workers, project managers.</p>	<p>For all categories: informed consent</p> <p>For victims: to have exceeded the crisis intervention period.</p> <p>For employees:</p> <p>Different levels:</p> <ul style="list-style-type: none"> - Project team - Intervention team - Referent people for each case without experience in the field of engagement of survivors, trauma informed 	<p>activities of the Voice Over project</p> <p>Step 2: obtaining informed consent regarding participation in project activities and involvement in empowerment and leadership activities.</p> <p>Step 3: activities to get to know those who want to get involved, concretely, weekly meetings at FCB.</p> <p>Step 4: Counseling Centre. Monitoring, continuous evaluation and supervision (a reference will be assigned for each survivor).</p>	<p>Technical coordination team, with specific referents in each case.</p>	<p>We have a shelter with a secret address for women victims of trafficking, housed for reasons of physical security.</p> <p>FCB is part of 2 networks of specialized NGOs, one national (Red Española contra la Trata) and another international (RENATE)</p>
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	practice and trauma therapy training.			
<p>Build a safe environment where empowered victims/ survivors feel trusted, valued, and motivated to contribute optimally.</p> <p>What activities and actions we undertake?</p> <ul style="list-style-type: none"> 5. Coordination meetings and elaboration of activities. 6. Access to education. Integration into the world of work. 7. Psychological monitoring. 	<p>-financial and emotional support according with the individual needs, dreams, skills, aspirations and desires</p> <p>-the possibility of permanent feedback</p> <p>-permanent involvement of victims in the decision-making process</p> <p>-the permanent development of the management skills of the</p>	<p>Step 1: Assessment of individual needs and risks</p> <p>Step 2: self-support groups</p> <p>Step 3: Intercultural recreational groups</p> <p>Step 4: Schedule meetings and planning activities.</p> <p>Economic wellbeing education.</p> <p>Step 5: Education on legal rights</p>	<p>Case managers, psychologists, social workers,</p>	<p>Status: Ongoing (permanent)</p> <p>Resources (see above)</p>

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<p>8. Information and advice on your rights as victim.</p> <p>9. Developing social skills and social links.</p> <p>10. A kind and patient ear to help to get out of silence and isolation.</p> <p>11. Help during the different steps to get your papers with our social workers and lawyers.</p>	<p>individual budget and home management</p> <p>-psychological support, psychological counselling and psychotherapy</p> <p>-permanent risk assessment and complete legal</p>			
<p>Train staff, volunteers and empowered victims/survivors</p> <p>What activities and actions we undertake?</p>	<p>Trainings for everyone who comes into contact with the victims.</p>	<p>Step 1: create trainings materials.</p> <p>Step 2: preparation of pre and post training feedback.</p>	<p>Project coordinator</p> <p>Trainers</p>	<p>Status: Ongoing</p> <p>Resources:</p> <p>https://www.fundacioncruzblanca.org/publicaciones</p>

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<p>-training of staff, trauma.</p> <p>-training of volunteers</p> <p>-training of empowered victims</p>		<p>Step 3: organize the place and the timeline for trainings.</p> <p>Step 4: delivery of trainings</p>		<p>- Survivor stories</p> <p>- Report of risk factors on trafficking (2021)</p>
<p>Engagement of empowered victims/survivors in a raising awareness campaign</p> <p>What activities and actions we undertake?</p> <p>Creation of a main group that elaborate a raising awareness campaign.</p>	<ul style="list-style-type: none"> - Main group selection - Create a proper environment to stimulate the development of innovative ideas. 	<ol style="list-style-type: none"> 5. Presentation of the idea. 6. Creative work. 7. Testing 8. Edition 9. Broadcasting 	<p>Trainers and empowered victims</p>	<p>Status: Ongoing</p> <p>Resources:</p> <p>-Our campaigns</p>

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<p>Monitoring considering the specific needs and vulnerabilities of victims of human trafficking.</p> <p>Who and by what methods?</p> <p>Monitoring through case management instruments and direct feedback</p>	<p>Monthly evaluation of the specific needs and vulnerabilities</p> <p>Feedback questionnaire</p>	<p>1 meeting (discussion/ month)</p>	<p>Case managers</p>	<p>Status: Ongoing</p> <p>Resources:</p> <p>Good practices and resources from other entities that work with survivors.</p>
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IMPLEMENTATION PLAN – EQUALITY COOPERATIVA SOCIALE ONLUS (ITALY)

Theme: Victim/ Survivor engagement

Key issues identified:

- Different approach
- Motivating staff, volunteers, and ex-beneficiaries – effective communication, feeling valued, empowerment.

Target and selection criteria	Description	Timeline	Staff responsible	Status
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<p>Who? (victims, new team members, volunteers)</p> <p>Beneficiaries of our antitrafficking project who are out of trafficking and exploitation (they can be beneficiaries we are still assisting, or that have recently finished their protection program)</p>	<p>How we will decide who will be involved in the empowerment, engagement and leadership activities of the victims?</p> <ul style="list-style-type: none"> - They must no longer be within the network of exploitation - They should share a common interest with the antitrafficking operators - (Former) user who has 'appreciated' or collaborated with our service - Political interest 	<p>When: Describe step by step what you are planning to do</p> <p>Meeting with the antitrafficking operators to explain the selection criteria (October-November)</p> <p>Selection of the survivors (December-January)</p> <p>Planning the training (January)</p> <p>Training (February-April) workshops (month 14-22)</p> <p>Survivor leaders psychological support (month 14-22)</p>	<p>Who? case managers/responsible, empowered victims.</p> <p>Psychological team and involvement of other antitrafficking operators</p>	<p>(in progress, ongoing, finished)</p> <p>Ongoing</p>
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<p>Build a safe environment where empowered victims/survivors feel trusted, valued, and motivated to contribute optimally.</p> <p>What activities and actions we undertake?</p> <ul style="list-style-type: none"> -Cooperation -Leisure moment to build trust and knowledge. -Rewards 	<ul style="list-style-type: none"> - Co-construction of the activities for beneficiaries - Dinner, parties - Economical reward and constant monitoring and analysis of the job 	<p>Co-construction of the activities: month 14-22</p> <p>Dinner, parties: since the beginning till the end</p> <p>Monitoring: since the beginning till the end</p>	<p>Psychological team and involvement of other antitrafficking operators</p>	<p>Just started</p>
<p>Train staff, volunteers and empowered victims/survivors</p>	<p>Training of staff and antitrafficking operators on importance of survivor engagement and the activities to do with them.</p>	<p>Staff training: October-April</p>	<p>Psychological team and external experts</p>	<p>Ongoing</p>



<p>What activities and actions we undertake?</p> <p>Staff training Survivor training</p>	<p>Survivor training through frontal training, field training, exchange of knowledge (survivors will train staff on chosen issues)</p>	<p>Survivor training: February-April (and then monitoring and insights).</p>		
<p>Engagement of empowered victims/survivors in a raising awareness campaign</p> <p>What activities and actions we undertake?</p>	<ul style="list-style-type: none"> - the activities will be presented in the target the survivors involved should show an interest in communication activities, 1) contribution to the creation of communication contents (creation of the script; 2) will be offered the possibility to - put their voice and/or face or be somehow become the protagonists of the campaign 	<p>to begin with survivors will be selected or will candidate to be involved via a training and a sort of apprenticeship. They will be training and soon after the training they will be progressively involved in each activity, first by shadowing colleagues. They will be involved in each wps. in the raising awareness included</p>	<p>Psychological team and communication team</p>	<p>In progress, it is linked to the selection of survivors</p>



<p>Monitoring considering the specific needs and vulnerabilities of victims of human trafficking.</p> <p>Who and by what methods?</p>	<ul style="list-style-type: none"> - Creation of a supportive context by the entire project team towards survivors with their specific needs and vulnerabilities - Careful selection of survivors (level of processing of any traumas and one's life history, motivation for candidacy, current life context...) - Specific attention in building relationships of trust with every single survivor involved in the project. - Scheduling of periodic psychological support and monitoring meetings with each individual survivor 	<ul style="list-style-type: none"> - Creation of a supportive context: since the beginning till the end - Selection of survivors: October-January - Building relationship of trust: from the beginning till the end - psychological support, periodical meetings, supervision: months 14.22 	<p>Psychological team + involvement of other antitrafficking operators</p>	<p>Just started</p>
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	<ul style="list-style-type: none">- Planning of periodic meetings to monitor and share emotional experiences with the group of survivors.- Supervision of any complex situations at the request of survivors			
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IMPLEMENTATION PLAN - MIST Intervention and awareness mission against human trafficking (FRANCE)

Theme: Victim/ Survivor engagement				
<p>Key issues identified: Leaders' training is a long process: we don't have always enough time to train the survivors, to support them to learn, grow and heal enough to become Leaders.</p> <p>What we want to change (goals): More protection for survivors (resident permit and emergency accommodation), no police control/raid without THB identification and a better welcome from institutions/authorities when we participate to the decision-makers meetings.</p>				
Target and selection criteria	Description	Timeline	Staff responsible	Status
Only THB survivors: victims referred by police, other NGOs, or social medias; Mist members, active members, and board members.	Selection is based on free will and motivation of all the survivors we meet.	<p>Step 1: presentation of public narrative and leadership concept and the activities of the Voice Over project</p> <p>Step 2: members sign our rules and regulations form.</p> <p>Step 3: meetings organized by active members to know who want to do what.</p> <p>Step 4: the community organizer train other active members to become Mist community organizers too.</p>	Community organizer(s)	<p>Ongoing since 2020</p> <p>Resources used:</p> <p>mist_livret_ENG.pdf</p> <p>(mist-association.org)</p>

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<p><u>What activities and actions we undertake?</u></p> <ol style="list-style-type: none"> 1) Intentional conversations 2) Support groups 3) Trainings 4) Psychological support. 5) Decision-makers meetings 	<p>Involvement of victims in the decision-making process.</p>	<p>Step 1: Trainings and coaching about communication, trauma, ethic, group dynamics, leadership.</p> <p>Step 2: Psychological support for the peer-to-peer educators (individual and group) to build a safe environment.</p> <p>Step 3: Intentional conversations (one to one) among the survivors to know each other and build trust and political bond.</p> <p>Step 4: Support groups to talk about personal and collective experience of trafficking and to create collective art and/or reports to express ourselves (art, drama, podcast, reports)</p> <p>Step 5: Speech and participation to the city and state decision-makers meetings.</p>	<p>Direction and managers, Peer to peer educators, psychologists, Board, and active members</p>	<p>Status: Ongoing</p> <p>Resources used: podcast recording material, art material, drama production.</p>
<p><u>Who and by what methods?</u></p> <p>Monitoring considering the specific needs and vulnerabilities of victims of human trafficking: psychological support and group supports to assess and discuss impact.</p>	<p>Weekly meetings and evaluation of the specific needs and vulnerabilities.</p>	<p>Weekly meetings.</p>	<p>Managers</p>	<p>Resources used: psychological supervision and Dr Balint methodology.</p>



IMPLEMENTATION PLAN- PAYOKE (BELGIUM)

Theme: Survivor engagement				
Key issues identified:				
<ul style="list-style-type: none"> - Define methodologies. - Motivating staff, volunteers, and ex-beneficiaries – effective communication, feeling valued, empowerment. 				
Target and selection criteria	Description	Timeline	Staff responsible	Status
Who? (victims, new team members, volunteers)	How we will decide who will be involved in the empowerment, engagement and leadership activities of the victims?	When: Describe step by step what you are planning to do	Who? case managers/ responsible, empowered victims.	(in progress, ongoing, finished)
Peer-to-peer activities				

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Activity 1) Involve Payoke teams in program design + identification of interested clients & onboarding				
1) Involve staff members in the program design	<p>Three options:</p> <p>1) Focus group with few colleagues + discussion with the entire team</p> <p>2) Discussion with entire team</p> <p>3) Focus group only</p>	<p>Content:</p> <p>-Establish parameters to choose clients</p> <p>-Generate ideas for peer-to-peer activities -ex. Rock&Water, + project plan examples: *DYI renovation of furniture and small objects; *food and cooking, *body-based activities, *gardening, *outdoor excursions</p>	Case Managers and Project Managers	December 2023



<p>2) Identify clients who could have an interest in participating in peer-to-peer programs</p>	<p>Factors to keep in mind for the identification of suitable clients:</p> <ul style="list-style-type: none"> -the person must be stable enough to engage with other clients, -the person must be perceived by others as approachable, -the person must have the language skills to communicate with staff and other clients 	<p>Social work team to identify suitable clients.</p>	<p>Potential participants (clients) must be signalled by the counsellors.</p> <p>Initial contact with clients can be made through the counsellors or directly by the Project Manager.</p> <p>Follow up will be done by the PM to minimize social work team's workload.</p>	<p>December 2023</p>
<p>Activity 2: peer-to peer workshops co-led by a client + a counsellor (doesn't have to be a staff member). Possible activities: *Rock &Water *DYI renovation of furniture's and small objects; *food and cooking, *body-based activities, *gardening *outdoor excursions.</p>				

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<p>Target: 3 cycles of workshops for 6 clients each</p> <p>Timeframe: May '24- March '25</p>				
<p>Workshops co-led by clients and counsellors</p>	<p>Factors to keep in mind for the workshop planning:</p> <ul style="list-style-type: none"> -the activity must correspond to something the client facilitator is confident with, and the clients have an interest in -if needed, we can offer to pay for training for the client facilitators -considering that the target is 3 cycles of workshops for 6 clients each over 1 year, 	<ol style="list-style-type: none"> 1)individual meetings with clients or focus groups to discuss options for workshops 2)planning of workshops 3)workshop execution 	<ol style="list-style-type: none"> 1)A consultant/mediator may be engaged in this activity to facilitate contact and discussions with clients. 2)project team, consultant, clients 3) project team, consultant, clients 	<p>May '24- March '25</p>

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	<p>we should aim at involving at least 2 client facilitators</p> <p>-the clients will be paid a volunteer fee for the time spent preparing and executing the activities</p> <p>-the client facilitators can be followed by a coach or a psychologist if they wish</p>			
<p>Activity 3: Peer coaching -group meetings led or co-led by clients on topics related to integration such as finding a house, finding a job, leisure in Antwerp, paperwork, childcare and education in Belgium, barriers to social integration (discrimination, etc.), etc.</p>				
Peer coaching	<p>-can we use LIBES workshop modules?</p> <p>https://libes.org/results/</p>	<p>1)Identify client facilitators (could be the same as workshops or different)</p>	<p>1)Project team and consultant, based on outcome of workshops + advice from social work teams</p>	<p>September '24-February '25</p>

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	<p>the workshops could be co-led by a professional and a client, for instance: house searching workshop co-led by social worker + 1 clients who report about her experience; or workshop on job hunting co-led by VDAB/OCMW + client who report about their experience</p>	<p>2) Discuss peer coaching options with client facilitators, based on clients' needs. 3) Invite client participants 4) Plan and execute peer coaching sessions</p>	<p>2) Project Manager and consultant 3) Social work team to make a list of clients to invite, PM to invite clients 4) Project Manager and Consultant</p>	
<p>Other activities</p>				
<p>Engagement of empowered victims/survivors in awareness-raising campaign</p>		<p>Required contribution: participate in the development of an information campaign about survivor engagement with an advertisement agency</p>	<p>Project team to discuss clients' engagement with teams and follow up with clients wherever possible</p>	

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<p>What activities and actions we undertake?</p>		<p>and the project teams. The contribution is intended as sharing views and making choices, NOT appearing, testimonies etc.</p> <p>1)possibility to involve LBTP clients?</p>		
<p>Build a safe environment where empowered victims/ survivors feel trusted, valued, and motivated to contribute optimally.</p> <p>What activities and actions we undertake?</p>	<p>-</p>	<p>For teams:</p> <p>1)explore the possibility to offer compensation to team members who do overtime for the project</p> <p>2)pay volunteer fee to clients</p>	<p>Project team</p>	

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		3)offer coaching and/or psychological support to clients		
<p>Train staff, volunteers and empowered victims/survivors</p> <p>What activities and actions we undertake?</p>		<p>1) the ladder exercise to be conducted with social work team as a follow-up to the Paris meeting</p> <p>2)Staff will have the opportunity to follow the online training</p> <p>3)workshops on power dynamics in social work -are the teams interested?</p>	<p>Survivor engagement experts must be recruited for the online training.</p>	



<p>Monitoring considering the specific needs and vulnerabilities of victims of human trafficking.</p> <p>Who and by what methods?</p>			<p>Personal counsellors Consultant Psychologist Project team</p>	
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