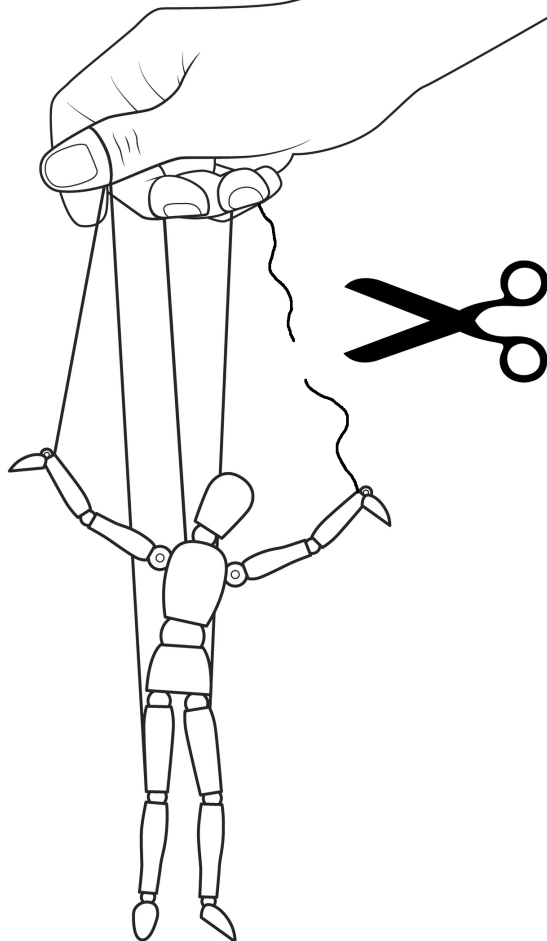




MINISTRY OF INTERIOR  
REPUBLIC OF CYPRUS

# STRATEGY DOCUMENT AND ACTION PLAN

## FOR THE PREVENTION AND TACKLING OF HUMAN TRAFFICKING AND THE PROTECTION OF THE VICTIMS **2023 – 2026**



STRATEGY DOCUMENT  
AND ACTION PLAN  
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OF HUMAN TRAFFICKING  
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**2023 – 2026**



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# PREAMBLE

This Strategy Document and Action Plan has been prepared after the submission of proposed actions by the members of the Multidisciplinary Coordinating Group Against Human Trafficking, established under section 64 of Law 60(I)/2014. According to the relevant article of the abovementioned Law, the duties and functions of the Multidisciplinary Coordinating Group are, among other:

(a) To revise or amend the National Action Plan in force, which is approved by the Council of Ministers concerning:

(i) the combating and effective suppression of the offences provided for in this Law;

(ii) the early detection, protection and support of victims within the meaning of this Law, and their social reintegration;

(iii) the prevention of the offences provided for in this Law and the information and awareness-raising of society with regard to the offences provided for in this Law and to the violation of human rights of the victims;

(iv) cooperation with the countries of origin or transit countries or other countries of destination of victims to develop the capacities to combat the offences provided for in this Law and to protect victims both at national and international regional level.

(b) to monitor the implementation and internal evaluation of the National Action Plan.

The National Strategy Plan and Action Plan for the four-year period of 2023-2026 has been drafted within the abovementioned context. It is divided into four action pillars that arise from the functions and duties of the Multidisciplinary Coordinating Group provided for in the law, namely:

- I. Enhancing prevention and reducing the risks for victimisation.
- II. Suppression of the crime.
- III. Protection, support and reintegration of the victims.
- IV. Cooperation and coordination.

The total number of actions corresponding to the objectives of each pillar is 38, with several new actions as well as actions launched during the period covered by the previous National Action Plan (2019 -2022) which shall continue to be implemented during this four-year period too.

The application and implementation of measures and actions decided in the framework of the Multidisciplinary Coordinating Group and the National Action Plan, shall be monitored and coordinated by the National Coordinator (Ministry of Foreign Affairs) who is customarily represented by the Permanent Secretary and who also presides the meetings of the Multidisciplinary Coordinating Group.

The National Action Plan is also submitted by the National Coordinator to the Council of Ministers, in tandem with the annual report of the Multidisciplinary Coordinating Group, for discussion and decision-making.

# INTRODUCTION

Trafficking in human beings<sup>1</sup> is a form of modern-day slavery which shatters human dignity and violates fundamental human rights. Victims are recruited, transported and harboured often with the use of violence, coercion, deception or fraud and are forced to live in inhumane conditions which include their sexual exploitation, forced labour or provision of services, begging, participation in illegal activities or organ removal. The victims are forced to provide services seven days a week and are often deprived of their personal documents. In many cases they are blackmailed to return money to their traffickers for alleged debts. They live under the threats of their traffickers and in fear of retaliation. For a human trafficking victim, the potentiality of escaping his or her traffickers seems impossible.

Human trafficking shall always be a volatile and hard to control offence, usually committed in the context of transnational organised crime. According to estimates of the World Labour Organisation (WLO)<sup>2</sup>, there are at least 50 million human trafficking victims worldwide, of which 10 million are children. This translates to 5.4 human trafficking victims for every thousand adults in the world<sup>3</sup>. Among the victims, some 28 million are victims of labour and sexual exploitation and 22 million have been exploited for the purpose of fake or forced marriages. Women and girls make up the overwhelming majority of human trafficking victims for the purpose of sexual exploitation, while the highest number of victims of labour exploitation or forced labour are migrants. The overall estimates demonstrate that a large part of present-day trafficking occurs in the private sector, mostly in agriculture, manufacture and processing, domestic work and the sex industry. People working in these sectors are often the most vulnerable and least protected, either because they are working migrants or because they work in the informal economy or because they work under such contractual or geographical conditions that seriously challenge the implementation of the Law, including labour inspection<sup>4</sup>.

The major causes that render a victim vulnerable to conditions of exploitation are deeply rooted in poverty, inadequate operation of the democratic institutions of the rule of the law, gender inequality and violence against women, wars and armed conflicts, natural disasters in the victims' country of origin, economic deprivation

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<sup>1</sup> "Human trafficking means the recruitment, transportation, transfer, harbouring or reception of a person, including the exchange or transfer of control over that person, by means of threat or use of force or other forms of coercion, of abduction, of fraud, of deception, of the abuse of power or of a position of vulnerability or 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". [L.60(I)/2014].

<sup>2</sup> Global Estimates of Modern Slavery: Forced Labour and Forced Marriage, ILO, Walk Free Foundation, IOM, Geneva 2022 [https://www.ilo.org/wcmsp5/groups/public/---ed\\_norm/---ipec/documents/publication/wcms\\_854733.pdf](https://www.ilo.org/wcmsp5/groups/public/---ed_norm/---ipec/documents/publication/wcms_854733.pdf)

<sup>3</sup> *ibid.*

<sup>4</sup> *ibid.*



and social exclusion, lack of opportunities and employment, lack of access to education, child labour and discriminations. Nevertheless, the main cause of human trafficking is demand and profit (e.g. in the thriving sex industry and the ensuing demand for sexual services, and demand for cheap labour with the aim of cost-cutting and increase of profit). The connection between human trafficking to organised crime and the illegal, cross-border transport of people is undeniable, and human trafficking remains a highly profitable, low-risk criminal business. The World Labour Organisation estimates that the annual profit from human trafficking rises to 150 billion dollars<sup>5</sup> whereas, according to the United Nations, human trafficking is the second largest source of revenue for organised crime, after drug trafficking. In the EU, the annual revenue from sexual exploitation is estimated at approximately 14 billion euros. The 2020 Report of the Commission<sup>6</sup> on the economic, social and human costs of trafficking in human beings has shown that the overall cost of trafficking rose to an annual total of 2.7 billion euros within the EU. The cost related to human trafficking is mainly linked to lost economic output as victims are not participating in the legal economy while in trafficking, and to lost quality of life for the victims who are in need of help and support. Human trafficking is essentially a business where profit is earned by depriving another person's freedom.

In Cyprus, based on experience, sexual exploitation and labour exploitation are the most common forms of human trafficking within the Republic. However, in recent years, new forms of exploitation have emerged such as trafficking for the purposes of begging and marriages of convenience. Further below are the most popular ways (modus operandi) applied by illegal organised networks of traffickers to exploit their victims:

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<sup>5</sup> Profits and poverty: the economics of forced labour / International Labour Office. - Geneva: ILO, 2014

[https://www.ilo.org/global/publications/ilo-bookstore/order-online/books/WCMS\\_243391/lang--en/index.htm](https://www.ilo.org/global/publications/ilo-bookstore/order-online/books/WCMS_243391/lang--en/index.htm)

<sup>6</sup> Study on the economic, social and human costs of trafficking in human beings within the EU – European Commission, 2020

<https://op.europa.eu/en/publication-detail/-/publication/373138c5-0ea4-11eb-bc07-01aa75ed71a1/language-en/format-PDF/source-256067425>

## **Modus operandi in human trafficking cases**

**Sexual exploitation** – with the promise of well-paid work, people are enticed to work as escorts, waitresses, bartenders, and are subsequently forced to provide sexual services where they are controlled, their personal freedom is restricted, they are being intimidated, suffer psychological and physical violence and are made to deliver their earnings to the trafficker. Another way is the “lover boy” technique whereby women follow their supposed partner, who along the way begins to push them into prostitution. In all these cases, victims are often given drugs.

**Labour exploitation** – mostly third country nationals arrive in Cyprus to work in the agricultural and animal husbandry section. Often, the victims cannot speak the language well, they have not signed any contract and they do not know their rights. In order to inflict on them the fear of being arrested by the authorities, traffickers do not settle their status of residence, they withhold their travel documents, do not pay their wages, have them live in despicable conditions and in remote areas. More specifically, when trafficking begins from the country of origin, victims are offered a seemingly good job abroad, including accommodation and subsistence, for which the victims pay huge amounts of borrowed money. Traffickers will then threaten them to return the money they had borrowed and therefore the victims tolerate impoverishment because of all the means applied by traffickers in order to go on exploiting them.

**Forced begging** – the perpetrators are looking for victims among individuals with special needs, individuals with disability or homeless people, people with a visible disability in order to solicit pity. Under various threats, the victims are coerced to beg and deliver the money they earn from begging to the trafficker; they are being controlled, suffer profound psychological and physical pressure, live in inhumane conditions, have no access to healthcare, are undernourished. They beg in places attended by many people in order to have the biggest possible earnings. In case of resistance or refusal to beg, they receive threats and many times suffer psychological and physical violence.

**Marriage of convenience** – the aim is to legalise the stay of third country nationals within the European Union through marriage to a European citizen. Third country nationals pay large amounts of money as “European bride price”. In order to get his money back, the groom often forces the “wife” to provide sexual services for money, becoming a trafficker himself. Marriages of convenience are also contracted with pregnant victims, which serves as an advantage in case of interest in acquiring a residence permit for family reunion.

## PART A.

### CURRENT LEGAL AND INSTITUTIONAL FRAMEWORK

Cyprus's legislative framework for tackling human trafficking and exploitation is fully harmonised with EU Directive 2011/36/EU on preventing and combating trafficking in human beings and protecting its victims, and Council Directive 2004/81/EC on the residence permit issued to third country nationals who are victims of trafficking in human beings or who have been the subject of an action to facilitate illegal immigration, who cooperate with the competent authorities.

At the same time, the legislative framework in Cyprus also implements the European and international Conventions that have been ratified by the Republic of Cyprus. More specifically, the Republic of Cyprus has ratified:

- (a) the United Nations Convention against Transnational Organised Crime and the Protocol to Prevent, Suppress and Punish Trafficking in Persons, Especially Women and Children, which further supplements the United Nations Convention against Transnational Organised Crime;
- (b) the Convention for the Suppression of the Traffick in Persons and of the Exploitation of the Prostitution of Others;
- (c) the Optional Protocol to the United Nations Convention on the Rights of the Child, on the Sale of Children, Child Prostitution and Child Pornography;
- (d) the Council of Europe Convention on Action against Trafficking in Human Beings.

From as far back as 2000 Cyprus has applied a legal framework for combating trafficking in human beings, specifically the Combating of Trafficking and Exploitation in Human Beings and on the Sexual Exploitation of Minors Law of 2000. This Law has been replaced by the Combating of Trafficking and Exploitation of Persons and the Protection of Victims Law of 2007 [L.87(I)/2007], which was more comprehensive in terms of the offences, and also implemented the Conventions ratified by the Republic and the *acquis communautaire* in force. Further, the Law of 2007 also introduced the institutional framework of coordinating and handling the victims, designating the Minister of Interior as Coordinator and establishing the Multidisciplinary Coordinating Group for the combating of the offences provided for in the Law, for the protection of the victims and for taking all the necessary measures

to tackle human trafficking and exploitation. In April 2014, the Prevention and Combating of Trafficking and Exploitation of Persons and the Protection of Victims Law [L.60(I)/2014] entered into force. This Law has replaced the Law of 2007 [L.87(I)/2007] and incorporated Directive 2011/36/EU.

## A. MAIN LEGAL FRAMEWORK

### **Law 60(I)/2014 – The Prevention and Combating of Trafficking and Exploitation of Persons and the Protection of Victims Law of 2014**

The aim of the Law in force is the taking of measures for the prevention, suppression and combating of trafficking in human beings, exploitation of persons, protection and support of victims of the said offences as well as the establishment of monitoring mechanisms and promotion of international cooperation.

The Law covers the type of criminal offences and the jurisdiction of the Courts, as well as the measures for the prevention, investigation and prosecution of such offences (sections 6-28). Secondly, the Law provides for non-discriminatory protection and promotion of the rights of the victims and access to compensation (sections 29-37). It also includes special provisions for the protection of child victims of trafficking, among other in the context of criminal investigation (articles 38-41, 58). Thirdly, the Law provides for the recognition of the victims and measures of support and protection (articles 42-60). It therefore describes the creation of a National Reporting Mechanism for the handling of human trafficking cases. According to this Mechanism, each time a state service or NGO comes into contact with presumed victims, it shall refer them to the Social Welfare Services where they shall receive information, particularly about their rights. Subsequently, the presumed victims are referred to the Police, which is the competent authority to officially recognise them as victims. In the meantime, potential female victims may need to be accommodated in the state shelter for female victims of sexual exploitation. The Law also provides for the rights of the victims and designates which competent authorities must provide such rights. Finally, the Law provides for preventive and intervention programmes (section 61) and the establishment of administrative structures for the implementation of this Law, most important of which is the establishment of the Multidisciplinary Coordinating Group against Human Trafficking (Sections 62-70).

## B. COMPLEMENTARY LEGAL FRAMEWORK

### **CAP. 105 – The Aliens and Immigration Law**

The Aliens and Immigration Law (Cap. 105) regulates various issues regarding the entry, residence, status and treatment of aliens in Cyprus. The relevant provisions for tackling human trafficking include, among other things, sanctions against employers unlawfully employing aliens, therefore transposing European Directive 2009/52/EU, as well as provisions governing the investigative framework for cases of marriages of convenience.

### **CAP. 154 – The Criminal Code**

The Criminal Code brings together all serious offences and determines criminal responsibility in Cyprus.

### **Law 109(I)/2014 – Law of 2014 on the Guaranteed Minimum Income and generally on Social Allowances**

The establishment of the Guaranteed Minimum Income (GMI) ensures the minimum dignified standard of living. Law 109(I)/2014 covers Cypriots as well as all EU citizens if, for five years before submission of the application, had and still have their lawful and usual residence in the free areas of the Republic of Cyprus. It also covers, subject to certain conditions, third country nationals, including trafficking and exploitation victims pursuant to the provisions of Law 60(I)/2014.

### **Law 95(I)/2001 – The Protection of Witnesses Law**

The Law on the protection of witnesses is aimed at the protection and assistance of witnesses whose life, physical integrity or freedom is threatened because of the possession of certain information or data related to the commitment of certain offences which they provided or agreed to provide to judicial bodies and which are crucial to the purposes of the investigation and trial. The Law determines the Protection Plan for Witnesses and Collaborators of Justice, which lays down measures such as confidentiality of identity during court proceedings, confidentiality of the address of the victim as well as of all the documents related to the criminal proceedings during the trial, lodging in a safe and secret place of residence and change of identity.

## **Law 165(I)/2002 – The Legal Aid Law**

The Legal Aid Law regulates the provision of help to individuals who cannot otherwise afford legal advice, aid and representation in Cyprus. Trafficking victims are entitled to legal aid if they do not have their own resources.

## **Law 133(I)/2004 – Law of 2004 on the European Arrest Warrant and the Surrender Procedures of Requested Persons between EU Member States**

It transposes to the Cypriot legal order the Council Framework Decision 2002/584/JHA of 13 June 2002 on the European arrest warrant and the surrender procedures between Member States. The Law introduces to Cyprus the simplified system of surrender of sentenced or suspected persons for the purposes of execution or prosecution of criminal sentences within the area of the European Union.

## **Law 126(I)/2012 – Law of 2012 on Private Sector Employment Agencies**

The Law regulates the function of private sector employment agencies and provides for sanctions for relevant offences.

# **C. INSTITUTIONAL FRAMEWORK**

## **Multidisciplinary Coordinating Group against Human Trafficking (MCG):**

The Multidisciplinary Coordinating Group against Human Trafficking (MCG), presided by the Minister of Interior as National Coordinator, is provided for in section 64 of the Law of 2014 and has functioned institutionally since 2007. Its aim is to formulate a policy, take minutes and operational measures and to coordinate actions to address the actual dimensions of the problem and examine specific solutions. Participating in this Group are all the state services involved (Ministries, Departments and Services), as well as up to four Non-Governmental Organisations.

## **National Reporting Mechanism (NRM) – Guidelines for handling human trafficking victims:**

The NRM was prepared by the Multidisciplinary Coordinating Group and completed in May 2016. It sets out a framework of collaboration between the involved services and NGOs towards ensuring access of the victims to their rights and creating a plexus

of protection. The aim of the NRM is to ensure and respect the human rights of trafficking victims by providing an effective way of referral/reporting to the competent services with the ultimate aim to offer the victims unhindered access to their rights under the Law; by mapping out the procedures and the role of every involved state service and competent NGOs; and by coordinating actions and developing an integrated national approach on behalf of all the state services and NGOs involved.

## PART B.

# STRATEGIC PILLARS FOR THE PREVENTION AND TACKLING OF HUMAN TRAFFICKING AND FOR THE PROTECTION OF THE VICTIMS

The Strategy for the prevention and tackling of human trafficking and for the protection of the victims for 2023-2026 (hereinafter “Strategy”) is aimed at dealing with the issue in a comprehensive and integrated way and is largely based on recommendations arising from evaluations made from time to time by international organisations. At the same time, it sets out national priorities and requirements identified by the Multidisciplinary Coordinating Group against Human Trafficking. The purpose of the Action Plan is to combat human trafficking thoroughly and effectively with an emphasis on the “4P” paradigm (Prevention, Prosecution, Protection, Partnerships) – namely: (i) by enhancing **prevention** and reducing the risk of victimisation, (ii) by **suppressing** the offence, (iii) by creating a reinforced framework of **protection** and support of the victims, intended to restore their dignity and successfully integrate them in society and in the labour market and (iv) by developing a close **cooperation** among the involved state agencies and civil society.

## FIRST PILLAR:

### Enhancing prevention and reducing the risk of victimisation

#### **Obligations arising from the European and international legal framework**

In accordance with the European and international legal framework binding to the Republic of Cyprus (see **Part A**), the state must establish and/or strengthen effective policies and programmes for the prevention of human trafficking, such as:

investigation, information, awareness, social and economic initiatives, educational programmes in schools and training for individuals who are vulnerable to trafficking as well as for professionals dealing with this issue. The development, implementation and assessment of all the policies and programmes must be based on the human rights and on gender mainstreaming.

At the same time, legal or other measures must be taken and/or enhanced, e.g. educational, social or cultural measures, with the purpose of discouraging demand which intensifies all forms of exploitation.

### **Analysis of national requirements:**

According to the latest report on Cyprus of the Council of Europe's Group of Experts on Action against Trafficking in Human Beings – GRETA, in the context of the 3rd Evaluation Round, the Cypriot authorities must intensify their efforts to prevent and combat the trafficking of human beings for the purpose of **labour exploitation**, in particular by:

- ensuring that sufficient resources are made available to labour inspectors to fulfil their mandate and to be actively engaged in the prevention of trafficking in human beings;
- training labour inspectors throughout the country, as well as law enforcement officers, prosecutors and judges, on combating trafficking in human beings for the purpose of labour exploitation and the rights of victims;

At the same time, according to the report by GRETA, the Cypriot authorities must proactively engage with the private sector, in line with the UN Guiding Principles on Business and Human Rights and Council of Europe Committee of Ministers Recommendation CM/Rec(2016)3 on human rights and business, with a view to raising awareness of the important role and responsibility of businesses to prevent human trafficking in their supply chains.

In respect of the prevention of sexual exploitation, the state must promote actions with a view to discouraging demand, including by:

- carrying out targeted information campaigns and raising awareness of the criminalisation of the use of services of trafficked persons;
- implementing educational programmes at schools which stress the importance of gender equality and respect for the dignity and integrity of every human being and the consequences of gender-based discrimination or other forms of diversity;
- raising awareness of the important role of the media and advertising in tackling demand which leads to human trafficking;



- promoting awareness among businesses, strengthening corporate social responsibility and preventing trafficking in supply chains.

It is necessary to implement actions focused on the prevention and identification of victims among migration and refugee flows in a timely manner, therefore, according to the GRETA report, additional measures should be taken to proactively identify victims of trafficking in human beings among asylum seekers.

Analogous suggestions are noted in the US 2022 Trafficking in Persons (TIP) Report, which evaluates the efforts made by the Republic of Cyprus to address trafficking in human beings. According to the TIP Report, Cyprus must:

- (a) proactively identify victims among vulnerable populations, including migrants, asylum seekers and agricultural workers.
- (b) increase training for government personnel, on victim identification, assistance and referral.

### **Strategic objective for the period between 2023 and 2026:**

To prevent cases of human trafficking and discourage demand by raising awareness among the public, by strengthening the framework of respect for human rights, and by eradicating stereotypes, discriminations and racism on the grounds of gender, nationality or sexual orientation.

### **Specific objectives:**

- Reinforce prevention by intensifying controls and inspections by the Police, Labour Inspectorate, Local Government, Social Welfare Services.
- Enhance proactive inspections to identify victims among asylum seekers.
- Decrease cases of labour exploitation by monitoring the operation of Private Sector Employment Agencies.
- Raise awareness among the broader public, including migrants, about the risks of trafficking for sexual and labour exploitation.
- Carry out broad information and explanatory work about the criminalisation of the use of services of trafficking victims.
- Raise understanding and awareness among businesses of their important role and responsibility to prevent human trafficking in their supply chains.
- Implement educational programmes of awareness and information about issues of human rights, gender equality, respect for the dignity and integrity of every individual and the consequences of discrimination and racism on the

grounds of gender or other forms of diversity.

- Strengthen the knowledge, skills and know-how of front-line professionals in all relevant services in order to enable them to effectively respond and treat victims.

## SECOND PILLAR: Suppression of the crime

### **Obligations arising from the European and international legal framework**

The state has the obligation to establish as a criminal offence the trafficking in human beings, as well as the use of services which are the object of exploitation and trafficking with the knowledge that the person in question is a victim of human smuggling and trafficking. Actions committed intentionally and for the purpose of enabling the smuggling and trafficking of human beings, such as forging a travel or identity document, procuring or providing such a document, retaining, removing, concealing, damaging or destroying a travel or identity document of another person must also be established as criminal offences. Consequently, the state must establish as criminal offences, when committed intentionally, aiding or abetting the commission of any of the relevant offences. Legal persons involved in the relevant offences can also be held criminally liable.

In parallel, the state must provide for the possibility of not imposing penalties on victims for their involvement in unlawful activities, to the extent that they have been compelled to do so.

Cyprus also has the obligation to adequately staff and train the prosecuting authorities to enable proper and thorough investigation of the offences that will lead to adequate prosecution of the perpetrators. Cyprus is also bound to provide public prosecutors and judges with further training in order to impose dissuasive penalties.

The intention is to improve the quality of detecting and investigating the offence of human trafficking for the purpose of punishing the perpetrator, compensating the victims for the harm they have suffered and increasing the success rate of the criminal prosecution of perpetrators.

### **Analysis of national requirements:**

According to the latest report on Cyprus of the Council of Europe's Group of Experts on Action against Trafficking in Human Beings – GRETA, in the context of the 3rd Evaluation Round, the Cypriot authorities must take additional measures to ensure

that human trafficking cases are investigated promptly, prosecuted successfully and lead to effective, proportionate and dissuasive sanctions. In this light, the authorities must:

- (a) strengthen the proactive investigation of human trafficking cases, regardless of whether a complaint about the reported crime has been submitted or not, making use of special investigation techniques in order to gather evidence and to not have to exclusively rely on testimony by victims;
- (b) encouraging the specialisation of prosecutors and judges to deal with human trafficking cases and ensure that they are not reclassified as other offences which carry lighter penalties and deprive human trafficking victims of access to protection, support and compensation;
- (c) further promote the training and specialisation of judges to deal with human trafficking cases;
- (d) strengthen the conduct of financial investigations in human trafficking cases;
- (e) strengthen their efforts to identify cases of human trafficking involving live streaming of sexual abuse;
- (f) ensure the application of the non-punishment principle in respect of offences committed by the victims in the course of their victimisation, including through training of police officers, prosecutors and judges, and the issuing of appropriate guidance.

Analogous suggestions are noted in the US 2022 Trafficking in Persons (TIP) Report, which evaluates the efforts made by the Republic of Cyprus to address trafficking in human beings. According to the TIP Report, Cyprus must:

- (a) sentence convicted traffickers to prison terms under Law 60(I) 2014;
- (b) train judges at all levels of the judiciary to take the severity of trafficking into account when issuing sentences;
- (c) allocate sufficient resources to enable the Police to effectively investigate all offences and the Social Welfare Services to refer all potential victims in a timely manner;
- (d) reduce delays in court proceedings;
- (e) strengthen the capacity of Labour Inspectors to identify and refer victims of forced labour.

**Strategic objective for the period between 2023 and 2026:**

Increase in the prosecutions of perpetrators and successful outcome of criminal cases.

### **Specific objectives:**

- Enhance the specialised investigation and prosecution of human trafficking cases, including financial investigation.
- Provide specialisation of prosecutors and judges in human trafficking cases to ensure that they are not re-classified as other offences which carry lighter penalties and deprive trafficking victims of access to protection, support and compensation.
- Ensure a quick court procedure for human trafficking cases.
- Empower the Labour Inspection in order to detect human trafficking cases.

## **THIRD PILLAR:**

### Protection, support and reintegration of the victims

#### **Obligations arising from the European and international legal framework**

Based on the international commitments, the Republic of Cyprus has the obligation to build a comprehensive system of protection and support for trafficking victims based on the principles of respect for human rights. In order to guarantee the basic human rights and the dignity of trafficking victims, they must be promptly identified as such. For this reason, it is necessary to ensure prompt identification of all trafficking victims in the country. It is necessary to raise the sensitivity of the agencies involved and of the broader public to this problem, which will strengthen the identification of victims and the provision of help and protection to them.

The state must provide for the staffing of its competent authorities with individuals who are trained and able to deter and suppress trafficking in human beings, to recognise and help the victims, including children, and ensure that the various authorities collaborate with each other as well as with relevant support organisations so that the victims can be identified on the basis of a single procedure that takes fully into consideration the special case of women and children victims.

At the same time, Cyprus must ensure that, if the competent authorities have reasons to believe that a person has been a victim of trafficking in human beings, that person shall not be removed from the territory of the Republic until the identification process as a victim has been completed by the competent authorities, and shall likewise ensure that that person receives the appropriate support.

When the age of the victim is uncertain and there are reasons to believe that the victim is a child, he or she shall be presumed to be a child and shall be accorded special protection measures pending verification of his/her age. Special obligations are provided for in the case of unaccompanied children.

In terms of the physical, psychological and social recovery of the victims, the Republic shall take all necessary measures to ensure the provision of support for their subsistence through such measures as: appropriate and secure accommodation, psychological and material assistance, access to emergency medical treatment, translation and interpretation services, when appropriate, counselling and information, in particular as regards their legal rights and the services available to them, in a language that they can understand, assistance to enable their rights and interests to be presented and considered at appropriate stages of criminal proceedings against offenders, access to education for children, access to work and vocational training.

The Republic is bound to guarantee for foreign victims the right to stay in its territory during the period that the victim is entitled to for the purpose of reflection, as well as later, for the purpose of the victim's collaboration during the criminal proceedings. In case family members are at risk in the victim's country of origin, the Republic must take all necessary measures for their protection, providing them with the right to stay in the Republic. Further, it must be ensured that the granting of a residence permit shall be without prejudice to the right to seek and enjoy asylum.

Regarding the access of victims to legal advice and to the right of compensation, the Republic shall ensure that victims have access, from their first contact with the competent authorities, to information on relevant judicial and administrative proceedings in a language they can understand. The national law must provide for the right to legal assistance and to free legal aid for victims, under certain conditions. Also, the state must provide for the right of the victims to compensation from the perpetrators, and must adopt such legislative or other measures as may be necessary to guarantee compensation for victims in accordance with the conditions under its national law, for instance through the establishment of a fund for victim compensation or measures or programmes aimed at the social integration of victims, which could be funded by the assets resulting from confiscations.

### **Analysis of national requirements**

According to the latest report on Cyprus of the Council of Europe's Group of Experts on Action against Trafficking in Human Beings – GRETA, in the context of the 3rd

Evaluation Round, the Cypriot authorities must:

- (a) enhance the provision of information to presumed and formally identified victims of trafficking regarding their rights, the services available and how to access them. The state must make sure to provide training to Social Welfare Services staff and police officers on how to properly explain to victims their rights. Further, interpreters should be sensitised to the issue of human trafficking;
- (b) strengthen GRETA's efforts to facilitate access to justice for victims by ensuring that they receive specialised legal assistance and free legal aid at an early stage of the criminal proceedings until its completion. According to GRETA, a lawyer/legal counsel should be appointed as soon as there are reasonable grounds for believing that a person is a victim of human trafficking, before the person concerned has to decide whether or not to cooperate with the authorities;
- (c) make further efforts to promote the social integration of victims through access to work, vocational training and education;
- (d) adopt measures to facilitate and guarantee access to compensation from the perpetrators, and in particular to:
  - enable all victims of trafficking to exercise their right to compensation, by ensuring access to legal aid and legal assistance;
  - build the capacity of legal practitioners to support victims in claiming compensation;
  - ensure that the collection of evidence about the harm the victim has suffered, including the financial gain from the exploitation of the victim, is part of the criminal investigations with a view to support compensation claims in court;
  - include compensation in the training programmes for prosecutors and the judiciary, and encourage them to use all the possibilities the law offers to uphold compensation claims by victims of trafficking in human beings;
  - introduce a procedure through which the victims are entitled to obtain a decision on compensation from the offender as part of the criminal trial and requiring courts to state, where applicable, why compensation is not considered;
  - make full use of the legislation on the freezing and forfeiture of assets to secure compensation to victims of trafficking in human beings, and ensure that recoverable property which is seized in criminal proceedings is returned as soon as possible to the victim;
  - ensure the victims' right to claim compensation through civil proceedings, regardless of the outcome of the criminal proceedings;
- (e) continue ensuring that the victims' family members are protected from intimidation and retaliation on behalf of the perpetrators and that victims and witnesses of human trafficking are provided with effective protection.

Analogous suggestions are noted in the US 2022 Trafficking in Persons (TIP) Report, which evaluates the efforts made by the Republic of Cyprus to address trafficking in human beings. According to the TIP Report, Cyprus must:

- (a) Improve victim-centred investigations and prosecutions and implement witness protection measures when necessary.
- (b) Train judges on restitution in criminal cases, establish procedures to seize assets from traffickers, and create effective methods to allocate restitution in a timely manner.
- (c) Inform all identified victims of their right to pursue compensation and encourage them to do so.

### **Strategic objective for the period between 2023 and 2026:**

To ensure effective short-term and long-term support of the victims which will lead to the successful outcome of criminal cases and to the rehabilitation and social reintegration of the victims.

### **Specific objectives:**

- Eradicate all the factors that prevent the effective access of victims to justice.
- Reinforce protection measures for vulnerable asylum seekers – presumed to be victims of human trafficking.
- Create programmes and services for the recovery and social reintegration of the victims.
- Facilitate the access of victims to compensation by the perpetrators.
- Provide the victims as witnesses, and their families, with effective protection during criminal proceedings.
- Enter into agreements with the victims' countries of origin or with international organisations/NGOs in countries of origin for the reintegration of the victims in their countries of origin.

# FOURTH PILLAR: Cooperation and coordination

## Obligations arising from the European and international legal framework

In accordance with European and international law, the state must ensure coordination of the policies and actions of the state services combating trafficking in human beings, where necessary, through the creation of coordinating bodies. Further, it must reinforce the training of the workers involved in combating human trafficking, including training in human rights.

Cyprus must also establish a mechanism to monitor activities against human trafficking and to meet the requirements of the national legislation. For the successful prevention and combating of human trafficking, the state must promote international cooperation and seek to enter into bilateral and/or multilateral agreements with other states and organisations.

Finally, the Republic of Cyprus must encourage cooperation with NGOs, other relevant organisations and civil society members to create strategic partnerships for the purpose of a “holistic” tackling of human trafficking and for the protection of the victims.

## Analysis of national requirements

According to the latest report on Cyprus of the Council of Europe’s Group of Experts on Action against Trafficking in Human Beings – GRETA, in the context of the 3rd Evaluation Round, the Cypriot authorities must:

- a) strengthen the coordination of anti-trafficking action;
- b) reinforce interagency coordination and cooperation with civil society;
- c) reinforce efforts to exchange information with countries abroad and other organisations with a view to providing a full account of the cases.

## Strategic objective for the period between 2023 and 2026:

Effective, comprehensive and coordinated state policies, supported by the necessary institutional, economic and organisational structures, and establishment of partnerships with civil society.



## Specific objectives:

- Update the anti-trafficking legal framework.
- Promote effective interagency and interdepartmental cooperation and coordination of the services involved.
- Reinforce cooperation with civil society.
- Strengthen the exchange of information with countries abroad and other Organisations in order to provide a full account of cases.
- Implement the recommendations of international committees and in particular the review of Cyprus in the framework of the UN Universal Periodic Review.
- Foster cooperation at a regional and international level with state and international/regional organisations to address this issue.

## PART C.

# ACTION PLAN TO TACKLE HUMAN TRAFFICKING FOR 2023-2026

The object of this Part is to designate specific actions towards achieving the objectives set out in Part B of the National Strategy. It also specifies the stakeholders responsible for the implementation of the actions, costing of actions as well as indicators to measure the implementation of each action.

The actions reflect the specific objectives of each of the four pillars in such a way as to cover the entire spectrum of human trafficking.

The current National Action Plan includes a set of 38 actions that will be constantly evaluated by the Multidisciplinary Coordinating Group. After the end of the current Action Plan, the implementation that will have taken place will be the object of a comprehensive evaluation.

TABLE OF ACTIONS  
set out in the  
NATIONAL ACTION PLAN  
**2023 – 2026**

	ACTION	OBJECTIVE/ EXPECTED OUTCOMES	IMPLEMENTATION TIME	STAKEHOLDERS	COST	INDICATORS TO MEASURE IMPLEMENTATION
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**I. FIRST PILLAR: ENHANCING PREVENTION AND REDUCING THE RISK OF VICTIMISATION**

**Strategic Objective:** To prevent cases of human trafficking and discourage demand by raising awareness among the public, by strengthening the framework of respect for human rights, and by eradicating stereotypes, discriminations and racism on the grounds of gender, nationality or sexual orientation

**Specific Objectives:**

I.1	Carry out a campaign to raise awareness and inform citizens, organised groups or vulnerable populations by organising events, conferences, lectures, one-day-events etc.	Information and awareness-raising among citizens, organised groups and vulnerable individuals [aliens/students] about issues in respect of human trafficking in the context of prevention and identification of possible victims.	2023-2026	All the services	€2.000	<ul style="list-style-type: none"> <li>- Number of events</li> <li>- Number of participants</li> <li>- Impact of information</li> </ul>
I.2	Organise educational seminars for police officers and front-line workers in all the involved services.	<ul style="list-style-type: none"> <li>-Information and awareness-raising about issues in respect of human trafficking and the proactive identification of possible victims</li> <li>-Training in detecting primary signs of victimisation</li> <li>-Adoption of best practices in investigating human trafficking cases</li> </ul>	2023-2026	<ul style="list-style-type: none"> <li>- Police</li> <li>- Deputy Ministry of Social Welfare</li> <li>- Social Welfare Services</li> <li>- Ministry of Labour and Social Insurance</li> <li>- Labour Department</li> <li>- Department of Labour Inspection</li> <li>- Asylum Service</li> <li>- Civil Registry and Migration Department</li> <li>- Union of Cyprus Municipalities</li> <li>- Psychiatric Services</li> <li>- Law Office of the Republic</li> <li>- NGOs</li> </ul>	€2.000	<ul style="list-style-type: none"> <li>- Number of seminars</li> <li>- Number of participants</li> </ul>

	ACTION	OBJECTIVE/ EXPECTED OUTCOMES	IMPLEMENTATION TIME	STAKEHOLDERS	COST	INDICATORS TO MEASURE IMPLEMENTATION
I.3	Train caseworkers (Asylum Officers examining asylum requests) as well as reception/safe zone officers in detecting possible human trafficking victims.	Reinforcing the knowledge, skills and know-how of front-line workers to ensure effective response and handling of issues.	2023-2026	- Asylum Service - European Union Agency for Asylum - Office of Combating Trafficking in Human Beings	€2.000-3.000	- Number of training sessions -Number of participants
I.4	Train Consular Officers at the Ministry of Foreign Affairs in identifying and handling human trafficking cases.	Inform Consular Officers in the Diplomatic Missions of the Republic about the bigger picture of human trafficking in Cyprus and about indications of victimisation to enable them to detect victims while providing consular aid.	2023-2026	- Ministry of Interior - Police		- Number of training sessions - Number of participants
I.5	Promote, through information brochures/videos, the 4-digit telephone line "1497" and platform <a href="http://www.TraffickingHumanBeing.police.gov.cy">www.TraffickingHumanBeing.police.gov.cy</a> for reporting about human trafficking.	Inform the public about the 4-digit telephone line "1497" and platform <a href="http://www.TraffickingHumanBeing.police.gov.cy">www.TraffickingHumanBeing.police.gov.cy</a>	2023-2026	- Police	€2.000	- Number of reports
I.6	Inform/Raise awareness among the public about human trafficking through TV and radio shows/programmes featuring volunteers from Cyprus Stop Trafficking (and perhaps competent persons from state Services).	-Short-term objective, to inform the public and medium-term objectives to curb demand for services by trafficking victims and reinforce NGOs. - Higher likelihood of good outcomes as show producers, journalists,	2023-2026	- Cyprus Stop Trafficking [possibly with the participation of the Office of Combating Trafficking in Human Beings and Social Welfare Services]	-----	- Number of shows

	ACTION	OBJECTIVE/ EXPECTED OUTCOMES	IMPLEMENTATION TIME	STAKEHOLDERS	COST	INDICATORS TO MEASURE IMPLEMENTATION
	-Organise one-day awareness events on human trafficking in the CYBC facilities for CYBC employees and the wider public.	advertisers etc. will receive information.				
I.7	Memorandum of Collaboration between the Ministry of Justice and Public Order, the Ministry of Labour and Social Insurance and the Deputy Ministry of Social Welfare signed on 1 February 2023 to prevent and combat human trafficking and to protect and support human trafficking victims.	Prevent and combat human trafficking within the area of labour exploitation and protect recognised victims of human trafficking.	2023-2026	- Ministry of Justice and Public Order - Ministry of Labour and Social Insurance - Deputy Ministry of Social Welfare - Social Welfare Services - Police		
I.8	Create and distribute brochures in various languages to be given to asylum seekers upon submission of their application, containing information about what is human trafficking, its different forms, the basic rights of a working person – asylum seeker, useful telephone numbers etc.	Awareness-raising among the wider public, including migrants, about the risks of trafficking for sexual and labour exploitation.	2023-2024	- Asylum Service - Police		- Number of printed material

	ACTION	OBJECTIVE/ EXPECTED OUTCOMES	IMPLEMENTATION TIME	STAKEHOLDERS	COST	INDICATORS TO MEASURE IMPLEMENTATION
I.9	Determine internal procedures for the Asylum Service (Standard Operating Procedures, SOP), regarding the procedure to be followed by the officer detecting indications for possible trafficking victim until the procedure followed by the officer responsible for the referral of the applicant-possible trafficking victim to the SWS, as well as the referral follow-up until the examination of the request of the applicant-possible trafficking victim.	<p>The procedure regarding detection and referral of possible trafficking victims has already been incorporated in the SOPs.</p> <p>As for the referral follow-up until the final outcome, the aim is to lay down a procedure to enable the services involved to keep the Asylum Service informed.</p>	2023-2026	<ul style="list-style-type: none"> <li>- Asylum Service</li> <li>- Social Welfare Services</li> <li>- Police</li> </ul>		
I.10	Design and carry out Mass Media and Social Media campaigns aimed at discouraging demand on behalf of possible customers for sexual services by victims.	Inform the wider public in order to understand that the use of services by victims of sexual exploitation contains criminal liability, with the ultimate aim of discouraging demand.	2023-2026	<ul style="list-style-type: none"> <li>- Multidisciplinary Coordinating Group</li> <li>- National Coordinator</li> </ul>	€250.000 (from EU Internal Security Fund)	- Number of views
I.11	One-day-event on "Prevention and Combating of Human Trafficking" aimed at informing all Private Sector Employment Agencies (PSEE) as well as Labour Department (LD) officers about trafficking in human beings.	Deter the involvement of PSEE in the human trafficking/labour exploitation chain by providing information to their personnel. Inform LD officers about indications of human trafficking and sexual exploitation, the victims' profile as well as identification and treatment of the victims.	1-12/2024	<ul style="list-style-type: none"> <li>- Labour Department</li> <li>- Office of Combating Trafficking in Human Beings</li> <li>- Civil Registry and Migration Department</li> <li>- NGOs</li> </ul>	€6.000	- Number of participants

	ACTION	OBJECTIVE/ EXPECTED OUTCOMES	IMPLEMENTATION TIME	STAKEHOLDERS	COST	INDICATORS TO MEASURE IMPLEMENTATION
I.12	Monitor Private Sector Employment Agencies (PSEE) through annual inspections by the Labour Department as competent authority based on the Law on Private Sector Employment Agencies.	Decrease labour exploitation cases by monitoring the operation of PSEE.	2023-2026	- Labour Department		
I.13	Coaching actions for educators and parents through the development and implementation of educational programmes intended to raise awareness and inform about human trafficking.	Professional learning and empowerment of educators and education officers as well as training parents in issues of human rights, gender equality, respect for the dignity and integrity of every person and the consequences of discrimination and racism, gender-based or based on other forms of diversity.	2023-2026	- Ministry of Education, Youth and Sports - NGOs		- Number of participants
I.14	Workshops intended to inform about issues of human trafficking, human rights and gender equality, addressed to persons hosted at Sofi's House and in the premises of SPAVO (Association for the Prevention and Handling of Domestic Violence).	Prevention and protection of victims.	October 2023-March 2024	- Police - Asylum Service - SPAVO - UNHCR Cyprus	€200*	-----
I.15	Organise One-Day Event to raise awareness and inform Local Authorities officers about human trafficking.	Awareness-raising among elected and competent officers at Municipalities and Communities in order to detect and report such incidents.	January 2024-March 2024	- Police - Union of Municipalities - Union of Communities	€1.900*	- Number of participants

\* To be evaluated for funding by the National Coordinator based on availability of resources

	ACTION	OBJECTIVE/ EXPECTED OUTCOMES	IMPLEMENTATION TIME	STAKEHOLDERS	COST	INDICATORS TO MEASURE IMPLEMENTATION
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## II. SECOND PILLAR: SUPPRESSION OF THE CRIME

Strategic Objective: Increase in the prosecutions of perpetrators and successful outcome of criminal cases

### Specific Objectives:

II.1	<p>Reinforce and intensify police operations.</p> <p>Conduct operations in collaboration with other services, in and out of Cyprus.</p>	<p>Fight any form of human trafficking by conducting operations at national and European level.</p>	2023-2026	<p>-Police -Labour Inspectorate -EUROPOL</p>		<p>- Number of operations - Detection of victims - Arrest of perpetrators/users</p>
II.2	<p>Conduct effective financial investigations in parallel to criminal investigation.</p>	<p>Confiscation of the traffickers' assets in collaboration with MOKAS (The Unit for Combating Money Laundering).</p>	2023-2026	<p>-Police -MOKAS (The Unit for Combating Money Laundering)</p>		<p>- Number of asset confiscation cases</p>
II.3	<p>Set up an organisational structure within the <b>Labour Inspectorate</b> to better staff the <b>Inspectorate</b>.</p> <p>Create a pyramid of permanent personnel within the <b>Inspectorate</b>, to undertake <b>administrative</b> duties, human resources issues but also the <b>Inspectorate's</b> technocratic duties arising from inspections.</p>	<p>Reinforce the personnel of the Department of Labour Inspection to better respond to the increased powers assigned to it based on the (Amending) Law on the Establishment of the Department of Labour Inspection within the Ministry of Labour and Social Insurance which, in combination with the Aliens and Immigration (Amending) (No.2) Law of the Ministry of Interior, makes up part of a broader effort to reinforce the fight against the unlawful employment of illegally staying aliens.</p>	2023-2026	<p>Ministry of Labour and Social Insurance</p>	<p>[this action will materialise if relevant approval is granted by the Ministry of Finance]</p>	<p>- Employment of personnel</p>



	ACTION	OBJECTIVE/ EXPECTED OUTCOMES	IMPLEMENTATION TIME	STAKEHOLDERS	COST	INDICATORS TO MEASURE IMPLEMENTATION
<b>III. THIRD PILLAR: PROTECTION, SUPPORT AND REINTEGRATION OF THE VICTIMS</b>						
To ensure effective short-term and long-term support of the victims which will lead to the successful outcome of criminal cases and to the rehabilitation and social reintegration of the victims.						
<b>Specific Objectives:</b>						
III. 1	Set up a Unit for Handling Trafficking Victims operating across the island, housed at the state-run Shelter for Victims of Sexual Exploitation, providing trafficking victims with guidance, counselling and support.	Prompt and better response by the Social Welfare Services across all stages of handling trafficking victims and ensuring a framework of holistic support and protection with special emphasis on issues of social rehabilitation and mobilisation of trafficking victims.	The Unit was launched on 2/10/23 in the context of a co-funded project that expires in 2027 with the right to renew for another two years.	- Social Welfare Services - European Funds Unit (Ministry of Interior)	€567,655 (Co-funded project)	- Reintegration in the community after the Shelter.  - Response/ investigation of new reports across Cyprus for potential trafficking victims.
III.2	Reintegrate trafficking victims through employment and provide employment services. The Public Employment Service (PES) offers individualised support to trafficking victims who wish to work.	Reintegration of trafficking victims by means of employment, seeing that based on the law on the Protection of Victims of Trafficking and Exploitation, recognised victims-third country nationals, during their residence permit, have a right to access the labour market as Cypriots do.	2023-2026	- Department of Labour (Public Employment Service)		- Number of cases

	ACTION	OBJECTIVE/ EXPECTED OUTCOMES	IMPLEMENTATION TIME	STAKEHOLDERS	COST	INDICATORS TO MEASURE IMPLEMENTATION
III.3	<p>Revise the current information brochure of the Social Welfare Services about the rights of possible and recognised victims into a simple and easy to understand language (translated into various languages) to be given to the victim by officers at the Unit for Handling Trafficking Victims, in their first meeting.</p>	<p>Ensuring that individuals that may be recognised as victims are fully aware of their rights, identification procedures, the kind of support they will receive as well as their rights after identification.</p>	<p>Second semester of 2023</p>	<p>- Social Welfare Services</p>	<p>€300</p>	<p>- Distribution of information material by the Unit.</p>
III.4	<p>Prepare and apply special tools for assessing first needs, admission into the Shelter and individual plan/schedule for the care and protection of the victim. The tools shall be applied by the Unit for Handling Trafficking Victims in all cases of possible and recognised trafficking victims that either stay at the Shelter or reside in the community.</p>	<p>Prompt and better response and holistic support of victims through the development of an Individual Care and Protection Plan.</p>	<p>Prepared and applied by the Unit during the second semester of 2023.</p>	<p>- Social Welfare Services</p>		<p>- Individualised measures for assistance, support and protection of the victims' privacy.</p>
III.5	<p>Prepare/revise a manual on admission procedures and introduction of regulations regarding the operation of the Shelter for Victims of Sexual Exploitation. Established procedures in writing regarding the purposes of being admitted to and staying at the state Shelter, and rules regarding its sound operation.</p>	<p>Better organisation and operation of the Shelter.</p>	<p>2024</p>	<p>- Social Welfare Services</p>		<p>- Admission of possible victims. - Duration of stay. - Reporting incidents of interference with the operation of the Shelter and/or violation of the Shelter's regulations.</p>

	ACTION	OBJECTIVE/ EXPECTED OUTCOMES	IMPLEMENTATION TIME	STAKEHOLDERS	COST	INDICATORS TO MEASURE IMPLEMENTATION
III.6	Conduct a study on the operation of the Shelter and on hosting trafficking and/or exploitation victims by preparing questionnaires to be distributed among the victims that stayed or still stay at the Shelter, as well as among the personnel, for the purpose of examining views and suggestions regarding the Shelter's better operation.	Reinforce the ability of SWS to detect, report, refer possible and recognised victims and provide them with care, guidance and support.	2023-2024	- Social Welfare Services		- Questionnaires and data from personnel and victims interviews.
III.7	Coaching/training of SWS workers and workers at the Unit for Handling Trafficking Victims in the procedures and practices for detection, report and referral to the Police, protection, assistance and support of possible and recognised trafficking victims. Determination of a common language of communication with the services required for collaboration.		2023 – Ongoing	- Social Welfare Services, assisted by other involved Services/ members of the MCG.		- Evaluation of handling of victims. - Integration and rehabilitation of victims in the Community Response time of SWS to a report for a possible victim.
III.8	Set up a Group of Interpreters to meet the need of the trafficking victim for interpretation. Training the interpreters set to take on trafficking cases and taking steps to release their pressure.	Effective information of the victims and properly writing down their testimony.	2024	- Police - Social Welfare Services - Psychiatric Services		

	ACTION	OBJECTIVE/ EXPECTED OUTCOMES	IMPLEMENTATION TIME	STAKEHOLDERS	COST	INDICATORS TO MEASURE IMPLEMENTATION
III.9	Inform the victims in writing about their rights and evaluate, where appropriate, for purposes of their proper support and protection.	Provision of sound legal advice to the victims, information of the possibility to claim compensation and referral to the Psychiatric Services for assessment and support.	2023-2026	<ul style="list-style-type: none"> <li>- Police</li> <li>- Social Welfare Services</li> <li>- Psychiatric Services</li> <li>- NGOs</li> </ul>		
III.10	Set up an Evaluation Committee for the Compensation of Human Trafficking Victims.	Determine a permanent mechanism to enable the possibility of compensation for recognised trafficking victims.	2023-2026	<ul style="list-style-type: none"> <li>- Ministry of Labour and Social Insurance</li> <li>- Ministry of Interior</li> </ul>	The cost will be estimated in the framework of the Committee's deliberations.	<ul style="list-style-type: none"> <li>- Implementation of permanent mechanism for granting compensations.</li> </ul>
III.11	Create a gender-specific integration model for women-victims of trafficking for sexual exploitation/abuse. Support the victims by providing gender-based psychosocial, legal and economic support and assistance; and develop multidisciplinary/interagency synergies and complementarities in the provision of assistance and support (COALESCE European project).	<p>Training professionals in the integration of trafficking victims through the COALESCE –GeSIM Model method.</p> <p>Interagency collaboration and exchange of views between professionals with the participation of European partners.</p>	1-12 2024	<ul style="list-style-type: none"> <li>- Coalesce Partnership Cyprus (Caritas Cy, Cyprus Refugee Council, MIGS)</li> <li>- NGOs</li> <li>- Social Welfare Services</li> </ul>	€20.000*	<ul style="list-style-type: none"> <li>- Number of questionnaires.</li> <li>- Data collection.</li> <li>- Report writing.</li> </ul>

	ACTION	OBJECTIVE/ EXPECTED OUTCOMES	IMPLEMENTATION TIME	STAKEHOLDERS	COST	INDICATORS TO MEASURE IMPLEMENTATION
III.12	<p>Actions for the social reintegration of human trafficking victims.</p> <p>Carry out activities (workshops) for the development of parenting skills, Greek language learning and any other training deemed necessary at SOFI's HOUSE.</p> <p>Aiding and networking for employment and accommodation.</p>	<p>Prevention, protection, integration and networking of victims.</p>	2023-2024	<p>- Outsourcing partners or SPAVO</p>	€4.000-5.000*	-----
III.13	<p>Prepare a special tool for detecting possible victims in order to bring them into contact with the competent services.</p> <p>The special tool shall be applied only in cases handled by SPAVO programmes and will be based on Indicators suggesting that a person may be a victim of a criminal act according to the Guidelines for Handling Human Trafficking Victims.</p>	<p>Prevention, protection, integration and networking of victims.</p>	2023-2024	<p>- Outsourcing partners or SPAVO</p>	€1.000*	

	ACTION	OBJECTIVE/ EXPECTED OUTCOMES	IMPLEMENTATION TIME	STAKEHOLDERS	COST	INDICATORS TO MEASURE IMPLEMENTATION
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**IV. FOURTH PILLAR: COOPERATION AND COORDINATION**

**Strategic Objective:** Effective, comprehensive and coordinated state policies, supported by the necessary institutional, economic and organisational structures, and establishment of partnerships with civil society

**Specific Objectives:**

IV.1	Update the legal framework that addresses human trafficking. Study and promotion of necessary amendments to Law 60(II)/2014 and other relevant laws.	Address gaps in legislation and improve the way of dealing with human trafficking; introduce stricter fines/sanctions.	2023-2026	- National Coordinator (in collaboration with involved Services) - Law Office of the Republic		
IV.2	Cooperation in and out of the EU. Cooperation with other countries, agencies, organisations, institutions, in and out of the EU.	Reinforce cooperation by participating in European Institutions working groups and setting up Joint Investigation Teams in cases of interstate criminal investigations.	2023-2026	- Police - EUROPOL - INTERPOL		
IV.3	Reinforce collaboration with NGOs.	Improve procedures in the context of cooperation with NGOs.	2023-2026	- Police - Social Welfare Services - NGOs		
IV.4	Determine procedures for better cooperation, communication and exchange of information between the Asylum Service, Social Welfare Services, and the Police's Office of Combating Trafficking in Human Beings in respect of asylum seekers who are possible or recognised victims of human trafficking.	Improve procedures, collection of statistical data and use of a common platform for referrals by the Asylum Service to the Social Welfare Services and Trafficking Department.	2023-2026	- Police - Social Welfare Services - Asylum Service		

	ACTION	OBJECTIVE/ EXPECTED OUTCOMES	IMPLEMENTATION TIME	STAKEHOLDERS	COST	INDICATORS TO MEASURE IMPLEMENTATION
IV.5	Participation in conferences/seminars. The Ministry of Foreign Affairs shall continue to promote cooperation at a regional and international level with states and international/regional organisations to tackle the problem.	Gaining experience and knowledge and establish networking with other countries. Sharing information about national policies and plans and collecting information about best practices followed by other KM.	2023-2026	- Ministry of Foreign Affairs - Police		- Number of conferences/seminars
IV.6	Conduct Focus Groups with the involved government services, NGOs, other agencies/organisations, organised groups and Local Government to exchange views and suggestions and improve cooperation among SWS and NGOs.	Better service and protection of the rights of human trafficking victims.	2023-2024	- Social Welfare Services		- Measures to assist, support and protect the privacy of victims
IV.7	Entering into Agreements with other countries, mostly trafficking victims' countries of origin, in order to prevent and combat human trafficking.	Improve international cooperation, mostly with trafficking victims' countries of origin, in order to prevent and resolve human trafficking cases.	2023-2026	- Ministry of Justice and Public Order		

\* To be evaluated for funding by the National Coordinator based on availability of resources

# ABBREVIATIONS

**ILO:** International Labour Organisation

**PES:** Public Employment Service

**NRM:** National Reporting Mechanism

**NGO:** Non-Governmental Organisations

**MOKAS:** The Unit for Combating Money Laundering and Financial Intelligence  
Unit of Cyprus

**MCG:** Multidisciplinary Coordinating Group

**SPAVO:** Association for the Prevention and Handling of Violence in the Family

**LD:** Labour Department

**SWS:** Social Welfare Services

**PS:** Psychiatric Services

**MIGS:** Mediterranean Institute of Gender Studies

**TIP:** Trafficking in Persons

**UNHCR (Cyprus):** United Nations High Commissioner for Refugees (Cyprus)







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