



## **Summary report**

# **on the needs assessment of stakeholders**



Co-funded by  
the European Union



Co-funded by  
the European Union

Views and opinions expressed are those of the author(s) only and do not necessarily reflect those of the European Union or the European Commission (granting authority). Neither the European Union nor the European Commission can be held responsible for them.

# 1. Contents

2. Objectives of the assessment.....	3
3. Methodology .....	4
4. Key Findings.....	4
Overarching challenges .....	4
5. Shared training needs .....	5
6. Country-specific training needs .....	6
7. Training needs in context .....	7
8. Conclusions .....	7



Views and opinions expressed are those of the author(s) only and do not necessarily reflect those of the European Union or the European Commission (granting authority). Neither the European Union nor the European Commission can be held responsible for them.

Co-funded by  
the European Union

## disclaimer

*This document provides a concise summary of the key findings from the needs assessment conducted between April and June 2024. The research was carried out by the following partners as part of the Eradicating II project. This short version highlights the primary conclusions and insights gathered during the study, offering an overview of the challenges, training needs, and best practices identified across the participating countries. For detailed findings and comprehensive analysis, please refer to the full report.*

- Center for the Study of Democracy (CSD), Bulgaria (main author)
- Asociația pentru Cooperare și Dezvoltare Durabilă (ACDD), Romania
- Center for Security Studies (KEMEA), Greece
- Dignita Foundation, Bulgaria
- General Directorate for Fighting Organised Crime (GDCOC), Bulgaria
- Hellenic Police, Greece
- Hochschule für den öffentlichen Dienst in Bayern, Germany
- KMOP – Social Action and Innovation Centre, Greece
- Ministry of the Interior, Slovenia
- Provincial Police Headquarters in Gdansk, Poland



Views and opinions expressed are those of the author(s) only and do not necessarily reflect those of the European Union or the European Commission (granting authority). Neither the European Union nor the European Commission can be held responsible for them.

Co-funded by the European Union

# SUMMARY REPORT ON THE NEEDS ASSESSMENT OF STAKEHOLDERS

*A short overview of the key findings of the Eradicating II needs assessment that conducted in Greece, Germany, Bulgaria, Romanian, Slovenia and Poland*

This report provides an overview of the key findings from the needs assessment conducted under the **Eradicating II** project in Greece, Germany, Bulgaria, Romania, Slovenia, and Poland. The assessment aimed to identify challenges, training gaps, and best practices among stakeholders involved in the prevention of and fight against labor trafficking. The findings are based on both desk research and fieldwork, which included interviews and focus groups with key stakeholders. The report aims to inform the development of specialized training toolkits to enhance the capacity of professionals from the key target groups (Law enforcement agents, labor inspectors, first line practitioners).

## 2. Objectives of the assessment

The assessment had two main objectives, which were designed to inform future anti-trafficking initiatives and enhance stakeholder preparedness:

- **Identify challenges, training gaps and good practices** of stakeholders engaged in prevention and fighting labour trafficking in Bulgaria, Germany, Greece, Romania, Poland and Slovenia.
- **Outline stakeholders' needs** to provide insights and recommendations for developing specialised training toolkits for first-line practitioners.



Views and opinions expressed are those of the author(s) only and do not necessarily reflect those of the European Union or the European Commission (granting authority). Neither the European Union nor the European Commission can be held responsible for them.

### 3. Methodology

To achieve the above objectives, a mixed-methods approach was employed:



- **Desk research:** Analyzed existing literature, legal documents and policy reports to understand systemic issues and legislative frameworks in the 6 countries.
- **Fieldwork:** Conducted 38 in-depth interviews and 4 focus groups (March-June 2024).
- **Targeted stakeholders:** LEAs, Prosecutorial Offices, Labor Inspectorates, NGOs, Social Service Providers, and other relevant officials.

### 4. Key Findings

#### Overarching challenges

While the nature of the challenges faced varies across countries, several shared obstacles were identified:

- **Victim identification:** 1) Victims unaware of their situation or unwilling to cooperate (Germany, Poland, Greece); 2) Difficulties to identify victims, especially in marginalised communities (e.g., Bulgaria, Romania).
- **Legal and procedural barriers:** 1) Inconsistent or outdated legal framework regarding labour trafficking; 2) Insufficient specialised expertise in judiciary (e.g. Germany); 3) Lengthy legal processes and low conviction rates (Romania, Bulgaria and Poland).
- **Fragmented responsibilities:** 1) Ineffective inter-agency cooperation (e.g. Greece, Slovenia); 2) Insufficient funding and lack of national referral mechanism (e.g. Germany).
- **Inadequate or unequally distributed support services:** Unequal access to victim support services, such as shelter and legal aid (e.g. Greece, Romania, Slovenia)



Views and opinions expressed are those of the author(s) only and do not necessarily reflect those of the European Union or the European Commission (granting authority). Neither the European Union nor the European Commission can be held responsible for them.

Co-funded by the European Union

- **International cooperation:** Lack of harmonisation in legal frameworks hinders coordination of cross-border investigation and prosecution, (e.g. Bulgaria, Poland and Romania).
- **Increasing use of digital technologies by traffickers:** Traffickers extensively exploit online platforms and tools that complicate LEAs efforts to efficiently tackle the phenomenon (e.g. Germany and Greece).
- **Cultural and social barriers:** 1) Cultural stigma and social exclusion (e.g. Romania and Bulgaria); 2) Language barriers and blurred lines between illegal employment and trafficking (e.g. Poland).
- **Impact of refugee crisis:** The influx of Ukrainian refugees indirectly strains anti-trafficking efforts, overwhelming support systems (e.g. Poland and Slovenia).

## 5. Shared training needs

The assessment also identified several training needs that are shared across the countries, suggesting a broad consensus on the types of capacity-building initiatives required:

Comprehensive, specialised training for LEAs, judiciary, social workers and healthcare professionals in **victim-centered approaches**;

Targeted training for LEAs to conduct **victim-sensitive interviews**;

Training for social service providers on tailored **trauma-informed support** (e.g. Greece, Romania and Poland);

**Digital forensic training** in handling encrypted communications, tracking and analysing online data related to trafficking (e.g. Bulgaria and Greece).

## 6. Country-specific training needs

**Germany:** 1) Training to change practitioner’s perception of trafficked persons as violators of labor and residency laws instead of victims; 2) Training for Financial Investigation Office practitioners to improve inter-agency coordination with police and judiciary.



**Greece:** 1) Training for first-line practitioners (e.g. airport staff) to identify trafficking victims; 2) General training on proactive victim identification targeting various sectors and public institutions.

**Poland:** 1) Training for police officers on recognizing signs of trafficking and understanding EU legislation; 2) Joint workshops for cross-border collaboration and legal knowledge on non-criminalization of victims.

**Bulgaria:** 1) Trainings for judiciary and prosecutors on trafficking laws, financial investigations, and victim sensitivity; 2) Focus on addressing the transnational nature of labor trafficking.

**Romania:** 1) Trainings for financial investigations and continuous legal education; 2) Integration of training into regular and proactive identification of minors with a gender-sensitive approach.

**Slovenia:** 1) Collaborative cross-institutional training on investigation specifics and legal amendments (e.g. victim compensation); 2) Prevention-focused training for sectors like tourism and construction including trafficking victims’ identification.



Views and opinions expressed are those of the author(s) only and do not necessarily reflect those of the European Union or the European Commission (granting authority). Neither the European Union nor the European Commission can be held responsible for them.

Co-funded by the European Union

## 7. Training needs in context

To effectively combat labor trafficking and enhance the impact of stakeholder training, it's crucial to consider the broader systemic issues. In addition to individual capacity-building, improvements are needed in the legal and operational frameworks governing anti-trafficking efforts. Addressing these areas will not only strengthen the response of frontline practitioners but also create a more supportive and integrated environment for victim protection and prosecution efforts. Two critical areas have emerged as priorities:

### Legislative framework:

- Strengthen legal protection for victims (residency, work opportunities, compensation);
- Introduce mechanisms to use confiscated assets to fund services for victims.

### Inter-agency & international cooperation:

- Strengthen ties between national and international agencies;
- Introduce integrated data-sharing systems (e.g. Germany & Bulgaria);
- Emphasize cross-border cooperation and international projects.

## 8. Conclusions

The findings from this assessment highlight the complex and multi-faceted nature of labor trafficking. While many challenges are shared across countries—such as the difficulties in victim identification, legal barriers, and gaps in inter-agency cooperation—each country also faces unique circumstances that require tailored solutions.

A coordinated, multi-disciplinary approach, supported by enhanced training and improved legal frameworks, is essential to effectively tackle this transnational crime.





[www.eradicating2project.eu](http://www.eradicating2project.eu)



Co-funded by  
the European Union

Views and opinions expressed are those of the author(s) only and do not necessarily reflect those of the European Union or the European Commission (granting authority). Neither the European Union nor the European Commission can be held responsible for them.