A4

Crossing borders for effective police investigation
to protect female victims of sex trafficking
and enhance accountability mechanisms

www.a4project.eu

DISSEMINATION PLAN

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Document Information

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Deliverable lead	VICESSE
Contributor(s)	KEMEA, EKKA, CECL, LIF
Reviewer(s)	KEMEA
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WP lead	VICESSE
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Project description	Data reveal only 1 prosecution for every 2,154 female victims of sex trafficking globally (2020). Greek northern borders are one of the main Europe's backdoors for sex traffickers, while Greece has been convicted twice for violating the Art. 4 of the ECHR in cases of sexually exploited women victims of THB. The A4 Project builds upon the Convictions under the Art. 4 aiming to enhance perpetrators' accountability for the protection of women and girl victims of sex trafficking through a police-led resilient mechanism in the EU south-eastern border, built on a border-crossing alliance (Bulgaria-Greece) constructively interconnected with an interregional safety net (5 Northern Greek Border Regions) and advanced from the acquired knowledge of a central European country (Austria).
Project coordinator	KEMEA – Centre for Security Studies (GR), www.kemea.gr
Project consortium	EKKA – National Centre for Social Solidarity (GR), www.ekka.org.gr CECL – Centre for European Constitutional Law (GR), www.cecl.gr VICESSE – Vienna Centre for Societal Security (AT), www.vicesse.eu LIF – Law and Internet Foundation (BG), www.netlaw.bg
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Version Control

Issue	Date	Comment	Author/Editor
0.1	2021-05-11	Draft structure	NL (VICESSE)
0.2	2021-07-13	Final version	NL (VICESSE)

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Abbreviations & Definitions

AB	Advisory Board
BEN	Beneficiary
CA	Consortium Agreement
CJS	Criminal Justice System
CO	Confidential
CSO	Civil Society Organisation
D	Deliverable
DEM	Demonstrator
EC	European Commission
ECHR	European Convention of Human Rights
ECtHR	European Court of Human Rights
EU	European Union
GA	Grant Agreement
GDPR	General Data Protection Regulation
HT	Human Trafficking
JIT	Joint Investigation Teams
KPI	Key Performance Indicator
LEA	Law Enforcement Agency
M	Month
MS	Milestone
NAP	National Action Plan
NGO	Non-Governmental Organisation
NR	National Rapporteur
NRM	National Referral Mechanism
O	Objective
OTH	Other
PM	Person Month
PO	Project Officer
PU	Public
PP	Public Prosecutor
R	Report
RE	Restricted
SC	Steering Committee
SOP	Standard Operating Procedure
T	Task
THB	Trafficking of Human Beings
V	Version
WP	Work Package
WS	Workshop

Task Description

T5.1 Development of a Dissemination Plan

This activity will focus on the development of the detailed dissemination plan that will be based on the identified dissemination strategy of the project. The dissemination plan will include, key channels of communication, groups of stakeholders / audiences at local, national and European level (dissemination list), as well as dissemination messages, with a categorization of channel and message per group of stakeholders involved.

Outcome: Deliverable 5.1 Dissemination Plan: VICESSE, M4, R, PU, e-format, 15 pages, EN, Beneficiaries: EC services.

Deviations & Mitigation

While no deviations from the envisaged workplan of D5.1 occurred, D5.1 could only be submitted with a slight delay of two weeks, due to the overlap of implementing the WP2 focus group. The planned contents could be incorporated comprehensively, while a continuous update of the "living/working documents" – the Stakeholder List, the Dissemination Schedule, and the Dissemination Log – is foreseen throughout the project duration. The further implementation of WP5 and the project in general can continue without impediments.

Performance of Partners

The task leader VICESSE set up a draft of the dissemination plan to structure the various aspects of dissemination activities and means. Aspects of the content were discussed at the kickoff meeting with all partners, KEMEA, EKKA, CECL, and LIF. Furthermore, VICESSE set up a deliverable template to be used for all project deliverables. It commissioned the design of the logo and overall visual strategy informing all dissemination channels and subsequent material including the deliverable template. All partners contributed to the set-up of the dissemination plan and overall dissemination strategy by naming a dissemination contact person, providing feedback to the various templates. All partners are committed to contributing (inter-)national contacts to the stakeholder list and social media channels, providing input to the respective sections of the deliverable plan, and agreeing to the overall approach and schedule, which are subject to continuous update.

Steering Board Approval

The Steering Board deems this deliverable to be fulfilled satisfactory and the internal reviewers' comments to be sufficiently addressed and integrated.

EXECUTIVE SUMMARY

The aim of A4 is to provide solutions for the enhancement of perpetrators' accountability for the protection of female victims of sex trafficking through a police-led resilient mechanism. Against the background of identified gaps on police investigation reproducing a non-punishment habitat for perpetrators through comparative analysis, A4 aims to develop multidisciplinary investigational skills for LEAs following a peer-to-peer training methodology. A4 will reach advanced and harmonised levels of organisation and co-operation by cognitive-based training seminars, experiential and context-based workshops and piloting Joint Investigation Teams. In addition to the primary intervention in LEA's procedures through trainings, A4 aims to raise public awareness through a tailored online campaign, the final conference and policy workshops engaging national and European policymakers, CSO actors, representatives of police and judicial authorities and National Referral Mechanisms.

A4 will work closely with LEAs, police commanders, lawyers, border guards, custom and passport control officers to develop and implement the project's research output. The consortium will leverage on stakeholders' participation to extend A4's network and bring together a cross-disciplinary and international community involved in combating sex trafficking of women and girls.

Alongside serving as a central interlocutor to develop and refine the project's research outputs, this community will also be the immediate platform to disseminate and promote the exploitation of A4's results.

This deliverable outlines A4's Dissemination Plan, designing the dissemination processes for A4 and the project outcomes.

INTRODUCTION

Vision

This Dissemination Plan has the following overall objectives:

o   Define the benefits and results that will be delivered to A4's stakeholders.
o   Identify the messages A4 wants to deliver to each of the different stakeholder groups.
o   Plan how stakeholders can access and exploit the project results.
o   Plan a schedule of activities aimed at getting the results of the project used during and after the project comes to an end.
o   Identify the potential barriers to achieving the project's results and address them accordingly.

Objectives

o   Objective (5.)1: Enhanced awareness on cross-border, multi-agency and inter-sectoral police investigation for intensified prosecution for perpetrators of sex trafficking, through press releases, the project factsheet and online campaigns
o   Objective (5.)2: Promoted non-liability of female victims and destabilized gender stereotypes through a targeted social media campaign and a video
o   Objective (5.)3: Promoted transferability of the developed A4 methodology and outcomes at national and EU level, through 4 transferability workshops in 2 MS (Austria-Bulgaria), 1 policy workshop at EU level (Brussels) and a final conference in Greece

Strategy

The main aims of this strategy are to set a framework for all communication and dissemination activities that will be undertaken by the partner organizations, and map out a plan on how these activities will facilitate the endeavours towards the overall objectives outlined above. Thus, the communication objectives are fully in line with the project's overall objectives, and will start as early as the project kicks off and will continue throughout its lifecycle with the aim to maximize the project's impact and ensure its sustainability.

The general aim of the communication and dissemination activities is to attract attention of the targeted groups and audiences to the project, raise their awareness of the issue of sexual trafficking of women and girls, and secure their support and engagement as the project makes progress.

The communication and dissemination activities are designed to ensure that the project's results reach and can be accessed by the widest audience possible, and thus facilitate not only its visibility, but also its longer-term positive implications on local, national and regional levels.

Main objectives of the communication and dissemination activities, as they are set by the project description, are as follows:

o   To raise awareness on the topic of sexual trafficking;
o   To create awareness on the A4 outputs and outcomes;
o   To engage stakeholders on a national and European level and motivate them to use project findings and deliverables and participate in the project's events;
o   To boost the effect and practical application of the A4 deliverables;
o   To contribute to the sustainability of project outputs and their long-term impact;
o   To raise awareness about the role of the consortium and the partnership;
o   To raise awareness about the support of the EU for the project, as well as the link between the project and the objectives of the EU.

Moreover, the communication and dissemination activities will have a significant role in facilitating the building of a strong network of professionals, as it is set by the overall objectives.
Towards these ends, the project partners will use a variety of communication tools and channels reaching out to different target groups and audiences and communicating target group-specific information and messages.

The dissemination strategy will be adapted according to the stage of project implementation. Whereas, at the start of the project the communication will be focussed on the topic, raise awareness around misconceptions, and existing content and knowledge ("What A4 stands for"), it will shift towards the project's outcomes and

results as the research and development phase progresses ("What A4 will do"), and will focus on the dissemination of A4 contents and deliverables once those have been concluded ("What A4 has done").

VISUAL IDENTITY

Figure 1. Colour palette

CF887D   EAAB9E   2F6282   394055
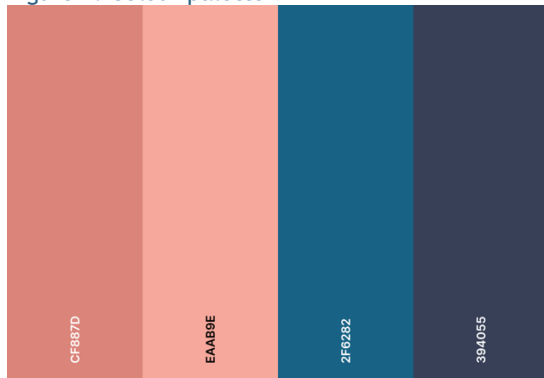
Figure 2. Logo icon (colour & b/w)

Figure 3. Logo extended horizonal (colour & b/w)

A4 // **Crossing borders for effective police investigation to protect female victims of sex trafficking and enhance accountability mechanisms**   www.a4project.eu

A4 // **Crossing borders for effective police investigation to protect female victims of sex trafficking and enhance accountability mechanisms**   www.a4project.eu
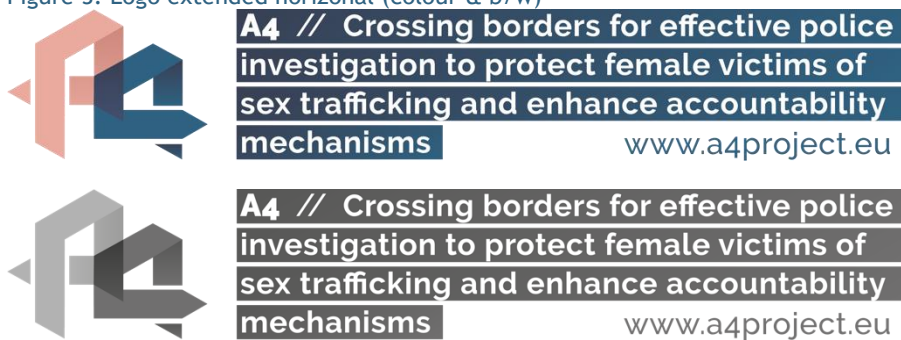
Figure 4. Logo extended vertical (colour & b/w)

A4 // **Crossing borders for effective police investigation to protect female victims of sex trafficking and enhance accountability mechanisms**

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A4 // **Crossing borders for effective police investigation to protect female victims of sex trafficking and enhance accountability mechanisms**

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STAKEHOLDER GROUPS

The A4 consortium will set up and maintain a dedicated stakeholder list throughout the projects runtime, which will serve as a living document for the primary engagement of stakeholders via newsletters, social media, events for disseminating the projects results.

A4's dissemination strategy focuses on the A4's stakeholders. The empirical approach followed to understand the strengths and weaknesses of countering sexual trafficking across the European Union, relies on the involvement, from the very beginning, of key stakeholder communities LEAs, CSOs, NGOs, and prosecutors.
A4 will leverage on the initial network of external collaborators and partners directly involved in the project as a means to raise awareness about the project results across the various stakeholder communities and on an international level.
The concerted effort with the project's stakeholders in disseminating the research outputs and promoting the benefits of their exploitation will allow the consortium to define a cross- border inter-disciplinary community of professionals committed to strengthening policies and practices to combat sexual trafficking at the European level.
Inter alia, dissemination activities such as:

- o regular circulation of updates about the project's progress and results,
- o circulation of reports about key findings,
- o organizations of workshops, webinars, conferences,

will consolidate relations with existing stakeholders and extend the pool of relevant actors that are willing to be involved in the project and in the use of its outputs.

As a consequence, this dissemination and exploitation plan defines in more detail:
- o Stakeholder communities relevant to the A4 project
- o Messages relevant for the different communities
- o The dissemination channels to reach out and engage with the various stakeholder
- o communities

The following table shows potential stakeholder groups, which have been researched for the international and European level and will be fulfilled for national actors in the Stakeholder list by each partner organisation and continuously updated.

Table 1. Stakeholder groups (preliminary)

Stakeholder (sub-)group	
LEA partner countries	
Police associations	International Criminal Police Organization (Interpol), EUROPOL, Southeast European Law Enforcement Center (SELEC), Police Cooperation Convention for Southeast Europe Secretariat (PCC SEE)
Projects	UN Knowledge Portal (Case Law Database, Database of Legislation, Bibliographic Database) OSCE
Initiatives	Blue Heart Campaign UN Trust Fund for Victims of Human Trafficking A21 Campaign Anti-Slavery International Awareness Against Human Trafficking (HAART) Coalition Against Trafficking in Women The Emancipation Network Face to Face Bulgaria
National, European, International Policy makers	Ministry of Interior, Ministry for European and International Affairs, Ministry for Women, Ministry for Health, Ministry of Justice
International Organisations	OSCE (Office of the Special Representative and Co-ordinator for Combating Trafficking in Human Beings) UNODC (Human trafficking and Migrant Smuggling) Red Cross Amnesty International UNICEF International Organisation of Prosecutors
Academics/Research institutions	International Centre for Migration Policy Development (ICMPD), International Organization for Migration (IOM), Migration Asylum Refugee Regional Initiative Regional Centre (MARRI)

NGOs	Global Alliance Against Trafficking In Women
	Stop the Traffik
	Global Centurion Foundation
	Ricky Martin Foundation
	Shared Hope International
	Third World Movement Against the Exploitation of Women
	Thorn
	Doctors without Borders
	Lawyers without Borders
	Reaching Out Romania
	Global Centurion Foundation
	Freedom Network USA
	Love146
National level	
Activists	
Influencer	
National victims organisations	
CSOs	
NAP bodies (NRM, NR)	
Media/Journalists	
Female victims	
General public	
Industry / CSR departments	
EC services	
Faith-based organisations	
Community organisations	
Charity organisations	

KEY MESSAGES & CONTENT

Aims

1. Raise awareness for the topic / for the project
2. Promote the project's outcomes
3. Invite people to join the events

Content types

Table 2. Key Messages & Content

Content type	Content (existing/introducing)
Project results	See Dissemination schedule.
Project activities	See section.
External content	Blogs, videos, media stories, policy discussions, academic articles
Project taglines	End sexual trafficking Protect victims Enhance accountability Accountability now
Certified Hashtags	#human #trafficking #humantrafficking #modernslavery #childexploitation #genderbasedviolence #metoo #traffickingtruth #endit #survivorsunday #humansmuggling #endhumantrafficking #UNVTF #agentforchange #humantraffickingawareness #childtrafficking #endchildtrafficking #childtraffckingawareness #sextraffic #sextrade #stopslavery #childabuse #childtrafficking #sexualexploitation #HumanTraffickingAwarenessDay #HumanTraffickingAwarenessMonth
Media discussion	APA, Newspapers, Google news, Trending topics, Press releases, International Organisations' statements

Other EU projects

Ongoing EU projects 'human trafficking'

Table 3. Ongoing EU projects

Acronym	Title	ID	Programme	URL
HARM-FUL-TRADI-TIONS	Harmful Traditions, Women Empowerment And Development	852172	H2020-EU.1.1.	https://cordis.europa.eu/project/id/852172
ASEA	The Aftermath Of Slavery In East Africa	818908	H2020-EU.1.1.	https://cordis.europa.eu/project/id/818908
MMPPF	Modern Marronage? The Pursuit And Practice Of Freedom In The Contemporary World	788563	H2020-EU.1.1.	https://cordis.europa.eu/project/id/788563
FORMS OFLA-BOUR	Forms Of Labour: Gender, Freedom And Experience Of Work In The Preindustrial Economy	834385	H2020-EU.1.1.	https://cordis.europa.eu/project/id/834385
SIGNAL-LAND-SCAPE	New Approaches To Mapping The Signs Of Violence And Care In The Migratory Landscapes Of Silenced Women	101027924	H2020-EU.1.3.2.	https://cordis.europa.eu/project/id/101027924
GLOBAL-AN-SWER	Global Social Work And Human Mobility: Comparative Studies On Local Government And Good Social Work Practices In The Euro-Mediterranean Region	872209	H2020-EU.1.3.3.	https://cordis.europa.eu/project/id/872209

HU-MAN-TRAF-FICK-ING	Human Trafficking: A Labor Perspective	756 672	H2020-EU.1.1.	https://cordis.europa.eu/project/id/756672
SLAFNET	Slavery In Africa: A Dialogue Between Europe And Africa	734 596	H2020-EU.1.3.3.	https://cordis.europa.eu/project/id/734596
CON-NEX-IONS	Interconnected Next-Generation Immersive Iot Platform Of Crime And Terrorism Detection, Prediction, Investigation, And Prevention Services	786 731	H2020-EU.3.7.6.,H2020-EU.3.7.1.	https://cordis.europa.eu/project/id/786731

Previous EU projects 'human trafficking'

Table 4. Previous EU projects

SEX-HUM	Sexual Humanitarianism: Understanding Agency And Exploitation In The Global Sex Industry	68 24 51	H2020-EU.1.1.	https://cordis.europa.eu/project/id/682451
MEN OF VALUE	How Much Is A Man Worth. Slavery And Market Of Individual Identities In Early Modern Naples And Valencia	79 26 68	H2020-EU.1.3.2.	https://cordis.europa.eu/project/id/792668
DOS	Domestic Servants In Colonial South Asia	64 06 27	H2020-EU.1.1.	https://cordis.europa.eu/project/id/640627
PMT4N IIS	Predictive Maintenance Tool For Non-Intrusive Inspection Systems	79 07 98	H2020-EU.3.7.,H2020-EU.2.3.1.	https://cordis.europa.eu/project/id/790798
SNOOPY	Sniffer For Concealed People Discovery	31 31 10	FP7-SECURITY	https://cordis.europa.eu/project/id/313110
AP-AT	The Anti-Politics Of Anti-Trafficking: A Comparative Study Of Anti-Trafficking Policy And Practice In Benin And Italy	29 83 36	FP7-PEOPLE	https://cordis.europa.eu/project/id/298336
TRACE	Trafficking As A Criminal Enterprise	60 76 69	FP7-SECURITY	https://cordis.europa.eu/project/id/607669
DOG-GIES	Detection Of Olfactory Traces By Orthogonal Gas Identification Technologies	28 54 46	FP7-SECURITY	https://cordis.europa.eu/project/id/285446
UP-KAT	Understanding Public Knowledge And Attitudes Towards Trafficking In Human Beings: A Cross-National Study	29 84 01	FP7-PEOPLE	https://cordis.europa.eu/project/id/298401
UN-BOUND23	Welfare Unbound. The Case Of Urban Policies Against Human Trafficking: From Chicago To Sicily	25 25 74	FP7-PEOPLE	https://cordis.europa.eu/project/id/252574
SCIIMS	Strategic Crime And Immigration Information Management System	21 82 23	FP7-SECURITY	https://cordis.europa.eu/project/id/218223
EURESCL	Slave Trade Slavery Abolitions And Their Legacies In European Histories And Identities	21 76 24	FP7-SSH	https://cordis.europa.eu/project/id/217624
FEMI-POL	Integration Of Female Immigrants In Labour Market And Society. Policy Assessment And Policy Recommendations	22 66 6	FP6-POLICIES	https://cordis.europa.eu/project/id/22666

EU publications 'human trafficking'

Table 5. EU publications

Record Number	Title	ID	URL
556421	Transgender people and human trafficking : intersectional exclusion of transgender migrants and people of color from anti-trafficking protection in the United States	682451_ 617831_ PUBLI	http://doi.org/10.1 080/23322705.2020. 1690116
614826	Criminological reflections on the regulation and governance of labour exploitation	756672_ 503176_ PUBLI	http://doi.org/10.1 007/s12117-019- 09370-x
614825	Corporate harm and embedded labour exploitation in agri-food supply networks	756672_ 503175_ PUBLI	http://doi.org/10.1 177/1477370819874 416
556420	Community-Based Responses to Negative Health Impacts of Sexual Humanitarian Anti-Trafficking Policies and the Criminalization of Sex Work and Migration in the US	682451_ 617821_ PUBLI	http://doi.org/10.3 390/socsci9010001
556419	The impact of the 'Swedish model' in France: chronicle of a disaster foretold	682451_ 387005_ PUBLI	https://cordis.europa.eu/project/id/682451/results
556418	What do sex workers think about the French prostitution act?	682451_ 386995_ PUBLI	https://cordis.europa.eu/project/id/682451/results
640501	Introduction to the Special Issue	726206_ 800025_ PUBLI	http://doi.org/10.1 4321/nortafristud.19.1.0001

TOOLS & CHANNELS

Table 6. Tools & Channels

Channels	Key message/content	KPI
Website	All project updates, results, documentation	10 clicks/day after 6 months; 30 clicks/day after 12 months
Twitter	Disseminating key project results; Engaging stakeholders in the field of countering THB	300 followers after 12 months
Facebook	Disseminating key project results; Engaging stakeholders in the field of countering THB; Raise awareness and engage in discussion	1000 engagements after 12 months
Instagram	Image based awareness raising of knowledge about THB and project outcomes (linking to more extensive content at the website)	500 engagements after 12 months
Youtube	Platform to upload host A4 videos, however no primary engagement platform	N/A
Newsletters	Bi-annual project updates and condensed research outcomes	100 stakeholders after 6 moths; 250 after 12 months
Press releases	Event- and key outcome based form of engagement targeting media and policy actors	6 press releases within the project's runtime
Flyers	Key information on the project for events as well as digital	1 flyer
Posters	Key information on the project for events as well as digital	2 poster designs for events
Rollups	Branding of events	1 rollup for policy workshops and the final conference

Stakeholder engagement

Partners will actively expand their networks in relation to A4 (i.e., add new people who might be interested in the project and its outputs, be it from the public or private sector). Partners will network at various events, perform online searches, reach out to the authors of relevant articles, and identify potentially interested institutions and organisations.

This is an ongoing activity and all partners are asked to feed into a project mailing list that will be compiled in compliance with the GDPR requirements.

The A4 contact lists will be an important tool for all partners to join forces in searching for and liaising with the most appropriate stakeholders to develop their research further. The direct engagement into A4's research will set fruitful bases to disseminate the project's results to a network wider relevant professional.

On the one hand, the contact list will therefore be a key tool to facilitate personal relationships between partners and relevant stakeholders in order to start collaborations and expand A4's partnerships.

Furthermore, the contact list will allow to reach out to the project's stakeholders via the project newsletters ensuring regular communications and that they are updated about A4's progress, events and opportunities to learn and use the project's results. Last but not least, this exchange will allow them to become part of an international community focused on building the best practice in uniformly combating sexual trafficking in Europe.

A4 newsletters will make use of content published on the A4 website, therefore redirecting relevant visitors to explore and learn more about the project public results.

Research and project activities

While focus groups, seminars, and trainings are an integral part of the project's research methods, they also offer unique channels to enlarge the project's network and therefore build relationships to support the dissemination and exploitation of the project's results.

Stakeholders working with partners in focus groups, seminars, and trainings become invested in the projects' objectives and can support the dissemination of the project through their professional networks and also engage colleagues to whom A4's research is particularly relevant. focus groups, seminars, and trainings therefore are key moments for identifying and defining the international community of professionals that, in different sectors, uses its knowledge and expertise to combat sexual trafficking and see A4 as an opportunity.

By engaging in the dissemination of A4's results, they will have the opportunity to compare other people, organisations and country practices, thus corroborating their own effort.

Third party events

Partners will participate and present A4's research and results in external events and conferences raising awareness within diverse stakeholder communities of current and future exploitation opportunities. Such events can be:

- o   Activities by international organisations, such as OSCE, UNODC, IOM.
- o   Activities b national and European organisations such as Ministries of Interior and Justice.
- o   Activities by CSOs and think tanks.
- o   Activities of academic and LEA professional institutions.

Participation in such events will create more opportunities for networking with new stakeholders alongside liaising with specialised press and therefore being able to reach a wider pool of practitioners via media outlets. Partners will be also able to distribute promotional material about the project's results, such as flyers.

A timeline and strategy to engage with the media to reach the general public will be developed in A4's dissemination schedule.

Website and social media

The project's dissemination will be supported by its digital presence via the A4 website and the social media platforms (Twitter, Facebook, Instagram).

Partners will publish the research outputs on the website and will actively promote them across the various stakeholder communities. This will contribute to raising awareness about the project's results by increasing traffic on the website and enhancing opportunities for networking, forging collaborations and ultimately exploitation.

In the same fashion, social media platforms will showcase and promote the project's research and redirect visitors to the A4 website.

The project website and social media will play a pivotal role as communication tools directed to the general public alongside their function in disseminating the projects' outputs. A4 will design a dedicated online campaign to address prejudices against female victims of sex trafficking and raise awareness on existing misconceptions.

ACTIVITIES

The following section lists the project activities per the Grant Agreement which serves as the basis for stakeholder engagement and development of results. In addition, A4 will monitor external events in each partner country and on European level to contribute to or attend and promote A4.

Project activities

WP1
T1.1 Advisory Board: representatives of the National Rapporteurs' Offices and/or National Focal Points countering THB, National Referral Mechanisms, police authorities and Civil Society organizations

WP2
T2.1(c) Data selected from Key Informants (i.e., National Rapporteurs' Offices on THB, representatives of Permanent Coordination Mechanisms, National Referral Mechanisms, Public Prosecutors' Office, NGOs Consultation Fora as well as members of the Project's trainee target group/police officers)
Greece: 3 focus groups (6-12 participants each) are expected to be implemented: 1 addressed to the National Rapporteur, judicial authorities, prosecutors, as well as high ranking police officers with expertise on THB cases, with the aim of identifying the reasons that lead to the perpetrators' non punishment (legal gaps, institutional practices, decision making process, cooperational perplexities etc); 1 addressed to police officers who conduct investigation (representatives of Greek counter-THB task forces as well as police officers currying out investigations in local police stations) aiming at the identification of established stereotypes regarding female victims of sex trafficking and at the documentation of everyday challenges during the exercise of their professional duties; 1 addressed to police officers who conduct investigation (including preliminary investigation) and representatives of public and civil society organizations active in the protection and support framework of women/girl victims of sex trafficking, with the express purpose of documenting the existing level of cross and inter-sectoral cooperation.
Bulgaria/Austria: 2 focus groups in total (6-12 participants each) are expected to be implemented accordingly: 1 in Austria addressed to experts with an extended experience on legal and institutional boundaries for an effective prosecution of perpetrators; 1 in Bulgaria with the participation of LEAs focusing on cross-border cooperation and investigations in the context of dispensation of justice in cases of women/girl victims.

WP3
T3.1 162 police officers who are expected to form 16 training teams, will be selected accordingly:
a) 20 police officers in total from the Region of Epirus (1 training group to be formed in Ioannina with the participation of 10-12 trainees; 1 training group to be formed in Igoumenitsa with the participation of 8-10 trainees);
b) 20 police officers in total from the Region of Eastern Macedonia (1 training group to be formed in Kavala with the participation of 10-12 trainees; 1 training group to be formed in Serres with the participation of 10-12 trainees);
c) 20 police officers in total from the Region of Western Macedonia (1 training group to be formed in Katerini with the participation of 10-12 trainees; 1 training group to be formed in Veria with the participation of 10-12 trainees);
d) 30 police officers in total from the Region of Central Macedonia (3 training groups to be formed in Thessaloniki, including the Thessaloniki Airport Police Department, with the participation of 10-12 trainees in each group);
e) 30 police officers in total from the Region of Thrace (1 training group to be formed in Komotini with the participation of 10-12 trainees; 1 training group to be formed in Xanthi with the participation of 10-12 trainees; 1 training group to be formed in Alexandroupolis with the participation of 8-10 trainees);
f) 12 police officers in total from the Region of Thessaly / Central Greece (1 training group to be formed in Larissa with the participation of 12 trainees);
g) 30 police officers in total from the Region of Attica (3 training groups to be formed across Attica with the participation of 10-12 trainees in each group).

T3.2 15, in total, trainers of police officers are expected to be selected. Furthermore, in line with the peer-to-peer methodology, the trainers' team will also include police officers / psychologists who staff the Health Services of the Greek Police, in order to carry out context-based workshops.
1 three-day Training of Trainers (ToT) seminar to provide adult learning means and tools based on the developed training resources, taking into consideration the identified training needs of police officers with a focus on: gender-based violence emphasizing sexual objectification of the female body; aspects of the police organizational culture favoring stereotypes' reproduction against female victims; communication with female victims and appropriate police response to juvenile victims of sex trafficking; inter-sectoral cooperation and cross-border cooperation.

The ToT seminar is expected to promote up to date, rigorous and with a European perspective training. Thus, a team of minimum 5 trainers of trainers will be formed, consisting of national and international key experts, reflecting an integrated European approach to tackle THB.

T3.3 build the envisaged critical mass of 16 police training teams through a constructively developed scheme
a) Cognitive-based learning phase, providing knowledge
16 2-day cognitive-based seminars (1 per each training group).
b) Experiential learning workshops to promote cross-sectoral cooperation towards 2 directions:
   o   16 1-day workshops with the participation of trainee police officers and judicial authorities / prosecutors and/or lawyers registered in the Free Legal Aid Registry for THB victims;
   o   16 1-day workshops with the participation of trainee police officers and representatives of CSOs active in the field of female victims of THB assistance and support network.
c) Context-based learning to promote behavioral change, addressing the existing police officers' stereotypes towards women / girls victims of sexual exploitation.
This part of the Activity includes 16 1-day workshops, aiming to enhance self-reflection in order to alleviate established perceptions related to the punitive disposition of LEAs towards women/girls victims of THB.

WP4
T4.1 a. Creation of 7 Inter-regional Joint Investigation teams (1 per each of the 7 targeted Greek Regions: 5 in Northern Greek Border Regions, 1 in Central Greece and 1 in the Region of Attica), composed mainly of the 162 trained police officers allocated to the JITs according to the geographical distribution of their services of origin. Each JIT is expected to consist of 12-15 members. 28 regular consultation meetings to be carried out in the 7 target areas, in total, with the express purpose to build a platform of interagency discussion and interactions, based on real (anonymized) cases /incidents of female sex-trafficking identified by the JITs' members during the Project's pilot implementation. To this end, the initial consultation meeting of each JIT (7 meetings in total) is expected to be carried out face-to-face, while the subsequent meetings (21 meetings in total) are expected to be implemented digitally.

T4.2 3 two-day cross-border Workshops (8-12 participants each) are expected to be implemented with the participation of Commanders representing Police Services of the JIT's origin (incl. Bulgarian key professionals as well as Commanders of competent police authorities, in order to reinforce the cross-border alliance countering THB).
1 structured study visit (7-9 participants) will be carried out in Austria (a country with similar characteristics to Greece) with the express purpose of exchanging good practices countering methodological or procedural deficiencies.

T4.3 14 (2 per JIT) digital psychosocial group sessions, linked to the WP 3.3.c, will be implemented in order to provide the required frameworks enabling trained police officers to avoid being punitive towards the victims, while discharging them from the accumulated emotions and feelings based on their interactions with female victims of THB (coordinators of the group sessions will be the selected Police officers/ Psychologists serving in the Health Services of the Greek Police).

T4.4 pilot implementation, a Multi-sectoral Monitoring Group will be formed, chaired by the WP Leader, with the participation of Partners' representatives, i.e., the National Referral Mechanism (EKKA), security experts, THB experts, experts with extensive experience in fundamental rights, CSOs, EU legal experts in order to ensure that the pilot implementation is closely monitored and that a culture of networking is being in place and enriched for challenging perpetrators impunity and punitive dispositions towards victims

WP5
T5.2
Social Media
Dissemination material
Video

T5.3 Final conference will be organized in Greece, which will focus on sharing the results of the project and particularly the developed policy recommendations to key institutional stakeholders (i.e. Ministry of Citizen Protection, Police HQs, National Referral Mechanism / National Rapporteur on THB) as well as actors within victim support services.

T5.4 Organization of 4 transferability workshops with the participation of LEAs in order to promote the police-led cooperative framework for the protection of female victims of sex trafficking through the developed A4 Practice Guide (WP4) (3 in Bulgaria, in 3 areas neighboring the northern Greek borders, and 1 in Austria); 2. Organization of a policy workshop in Brussels in order to inform key EU officials and policy makers on the Project's methodology and results, with the focus on the developed A4 Policy Recommendations (WP4).

External events

Conferences/Webinars/Workshops

https://cbss.org/event/conference-competence-building-assistance-provision-and-prevention-of-trafficking-in-human-beings-for-labour-exploitation/

https://us02web.zoom.us/webinar/register/WN_Q_pmWaYNQg6WMoPNeSMa0w

https://www.osce.org/event/alliance21

Special dates

World Day Against Trafficking in Persons: High-level OSCE officials urge States to redouble efforts, especially amid backdrop of COVID-19 pandemic

DISSEMINATION SCHEDULE

The dissemination schedule details the envisaged releases of project outcomes and thereupon based press releases, newsletters, blog posts, social media engagement by consortium partner. It will be continuously updated and added to. It will delineate contributions by partners and set out a publishing timeline.

DISSEMINATION SCHEDULE

MONITORING MECHANISMS

Dissemination log will serve as a living document each partners engagement activity through the project's or the institutional channels, including social media posts, journal articles, events (workshop, trainings, seminars, policy roundtables, conferences). It will serve as a continuous monitoring towards reaching the KPIs as well as fulfil the EC reporting standards.

VIC will be responsible for coordinating and monitoring the dissemination activities. VIC will build a monitoring management spreadsheet to collate all relevant data, both in terms of relevant events and the audience reached, and stakeholder group through the projects' outputs.

The monitoring sheet will be available to every partner who will be responsible to update it with the relevant information recording the type of dissemination activities and their achieved impact, in terms of estimated reached audience.

All consortium partners are requested to support the maintenance of the Dissemination log recording publication of academic journals and attendance to conferences. All events relevant for A4 should be documented in the monitoring sheet, including the estimated reached audience.

Alongside the dissemination activities, partners will keep records of the communication activities and the estimated audience reached.

VIC will regularly check the status of the monitoring record with the partners involved in dissemination activities towards reaching the indicated KPIs.

ANNEX

1. A4 Visual identity pack
2. A4 Stakeholder list
3. A4 Dissemination schedule
4. A4 Dissemination log

ANNEX