

Outcomes used in Modern Slavery and Human Trafficking Interventions



Stakeholder Engagement Workshops



Introduction



The aim of the Modern Slavery Core Outcome Set Project is to identify priority outcomes to be reported across interventions that aim to support the recovery, healing and reintegration of survivors of modern slavery.

We know that survivors of modern slavery experience serious and long-term health, social, and economic consequences. But, high quality evidence is lacking about how policies and services can intervene effectively to support recovery, healing and reintegration. Comparing the effectiveness of interventions requires that the measurement of outcomes is standardised. Yet currently, there is no consensus on the definition and measurement of recovery, healing or reintegration outcomes for survivors of human trafficking and modern slavery. Building a consensus is vital. The development of a Modern Slavery Core Outcome Set (MS-COS) will enable this, providing a minimum set of standard and measurable outcomes that should be reported across interventions that aim to support survivor recovery, healing and reintegration.

In order to develop the MS-COS, our project has two phases. The first phase is generative in nature, generating a long list of outcomes and sorting these into a taxonomy or schema. To do this we have undertaken rapid reviews of the literature, analysed secondary qualitative data, collected primary data, and run two stakeholder workshops. This short report outlines our findings from two stakeholder engagement workshops hosted by the MS-COS team.

What we did

The MS-COS stakeholder engagement workshops brought together experts in the anti-trafficking field such as leading academics, lived-experience experts, NGO professionals, and policymakers. The workshops were designed with meaningful input from human trafficking survivors, who were included in planning, facilitating, and establishing a survivor-informed space.

The first MS-COS workshop was held on the 1st of October 2021. There were 44 participants in attendance, supported by 15 facilitators. The purpose of the workshop was to think creatively about the possible outcomes that could be included in a core outcome set. We discussed challenges or concerns around the definition and creation of a core outcome set.

The second MS-COS workshop was hosted on the 8th of October 2021. There were 40 attendees supported by 12 facilitators. The primary purpose of this workshop was to group the outcomes identified in the previous workshop.

Workshop 1



The Palermo Protocol Definition

Workshop participants discussed key issues around the Palermo Protocol's definition of human trafficking. The Palermo Protocol's definition of human trafficking was perceived by participants to be most commonly used as a 'gatekeeping' tool to prevent access to services for those who do not clearly fall within the boundaries of its criteria. The definition and its boundaries were viewed by participants as unclear, subjective, and inconsistent across UK nations. Participants highlighted that within the Palermo Protocol 'exploitation' is not clearly defined: participants expressed that exploitation occurs along a continuum and that this is not reflected in the definition.

Trafficking survivors – especially those whose trafficking began in childhood – felt they were not properly informed about legal procedures and terminology, which led to a lack of understanding about what happened to them. This results in further barriers to finding the right post-trafficking support.

Participants expressed that a narrow definition may lead to a 'one-size-fits-all' approach, despite a broad range of experiences. They highlighted that narrow definitions can force people's experiences to be morphed to fit these definitions and encourage the adoption of a 'victim identity'. Participants also raised difficulties supporting children due to a rigid transition between child and adult services.

The Protocol to Prevent, Suppress and Punish Trafficking in Persons (Palermo Protocol), supplementing the UN Convention Against Transnational Organized Crime, was agreed and adopted by the General Assembly of the UN in 2000. The Palermo Protocol provides a definition of human trafficking that has been widely adopted as well as outlining protection for victims.

Art. 3 of the Palermo Protocol contains the following definition of trafficking in human beings:

(a) 'Trafficking in persons' shall mean: – the recruitment, transportation, transfer, harbouring, or receipt of persons

- by means of the 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 of 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. Exploitation shall include, at a minimum, the exploitation of the prostitution of others or other forms of sexual exploitation, forced labour or services, slavery or practices similar to slavery, servitude, or the removal of organs;

(b) The consent of a victim of trafficking in persons to the intended exploitation set forth in subparagraph (a) of this article shall be irrelevant where any of the means set forth in subparagraph (a) have been used;

(c) The recruitment, transportation, transfer, harbouring, or receipt of a child for the purpose of exploitation shall be considered 'trafficking in persons' even if this does not involve any of the means set forth in subparagraph (a);

(d) 'child' shall mean any person under eighteen years of age.

'Recovery'

Recovery is individual to each person and is difficult to measure. Participants emphasised a number of challenges with the term 'recovery' itself. Participants felt that the term recovery defines survivors by their trauma experience and implies they have an abnormality that needs to be fixed.

For some survivors, full recovery may not be possible; not reaching targets or 'getting better' can damage survivors' self-esteem. When survivors are deemed 'recovered', they may lose access to support.

Participants stressed that lengthy systems such as the NRM aren't set up to support recovery, and often hinder it.

Alternative Terms Suggested to 'Recovery':

Choice
Agency Happiness
Integration Social freedom
Freedom
Stability
Inclusion
Rehabilitation

Participants highlighted that recovery isn't consistently monitored, and it needs to be in order for services to assess whether interventions have a positive effect. Current outcome measures differ between services, may be inapplicable to survivors, and are focused on short-term rather than long-term outcomes.

Aspects of 'Recovery' Discussed

- Adjusting to trauma rather than 'fixing'
- Trauma integration
- Releasing shame and fear
- Receiving criminal justice
- Understanding and accepting the trauma and building it into strengths
- A long-term process rather than an 'end point'
- Acknowledging the positives
- Being able to trust
- Feeling of strength
- Growth and having control
- Mindfulness.

Outcomes were described as components of recovery that should be malleable, tailored, and trauma-informed. Recovery was described as a non-linear and non-timebound process. How the individual survivor defines it should be at the forefront of our understanding, yet this individual, survivor-generated understanding may contrast with service-provider-defined recovery.

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Outcomes Put Forward



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During the workshop participants worked in breakout groups to identify outcomes they felt were important for survivors' recovery and reintegration. It was suggested that these be considered as broadly and creatively as possible. 60 outcomes were identified across all 5 breakout rooms are listed here for you.

- Welfare and support
- Access to employment
- Access to healthcare
- Access to services
- Being able to access support
- Access to education
- Knowledge of services
- Being able to navigate services
- Financial Security
- Financial prosperity
- Compensation
- Financial support
- Basic provisions
- Educational attainment
- Developing skills
- Right and access to decent work
- Survivor informed services
- Engaging with services – disclosing experiences
- Better professional attitudes
- Following through with referrals
- Legal protection
- Sustainable safety and security
- Safety and stability
- Legal recognition (e.g., compensation)
- Legal advice (e.g., access to lawyer)
- Legal victories (e.g., prosecution)
- A kinder immigration system
- Advocacy for LGBTQ+
- Survivor informed services and policy
- An alternative to the current policies (that better considers domestic workers)
- Policy that targets prevention
- A change of government approach
- Increased support
- Human rights
- Freedom (Stability, security, not being re-exploited, Status, financial security)
- Digital inclusion
- The right to actively participate in life (integration)
- Equality (Equal opportunities; The ability to have an income; Access to phones and the internet)
- Foundational rights (Rights to citizenship; Access to public services like everyone else)
- Planning for the future
- Empathy and understanding
- Feeling heard
- Dancing and singing
- Being heard and listened to
- Independence
- Self-care
- Feeling safer
- Feeling independence
- Sleep
- Psychological support
- Mental health
- Hope
- Autonomy and self-determination
- Physical health
- Physical and mental health needs met
- Socialising
- Online relationships
- Feeling less lonely and isolated
- Community membership
- To get a visa without

Workshop 2



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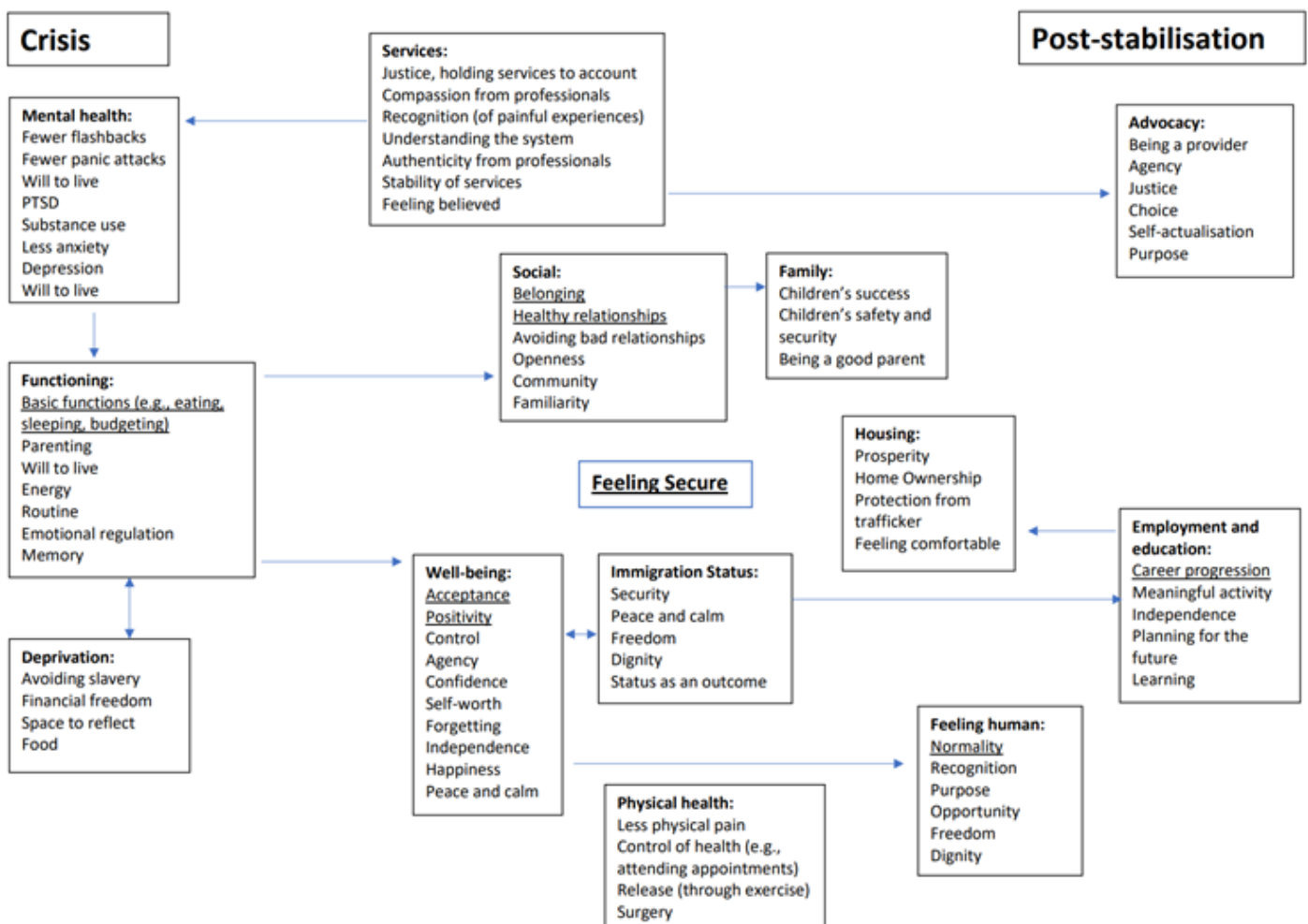
Outcome Comparisons

The workshop attendees reviewed a model summarising research conducted by the project team that synthesised the findings of a qualitative literature review, a rapid quantitative literature review, and analysis of interview transcripts with survivors.

Participants were asked to make comparisons between the outcomes on this model and the outcomes generated in the first MS-COS workshop.

When compared to the outcomes synthesised in the academic literature, participants felt that the outcomes generated in the first MS-COS workshop placed more emphasis on cultural appropriateness, navigation and experiences of services as well as equality of access and related this to a broader range of services rather than solely government services.

There was also a greater focus on the risk of re-traumatisation when accessing government support systems. The importance of 'planning for the future' was addressed in the academic literature, but this tended to focus primarily on education and employment. In comparison, the outcomes from the first MS-COS workshop included broader aims and goals. The first MS-COS workshop also discussed rehabilitation or integration for domestically and internationally trafficked survivors. The workshop focused more on 'tangible' versus 'intangible' outcomes rather than the model's framing of the outcomes as situated on a 'stabilisation' to 'post-stabilisation' spectrum.



Outcome Groups

The workshop attendees were asked to group the outcomes identified in workshop 1 into categories. This exercise was undertaken in small breakout groups that consisted of a reasonably even mix of professionals from different backgrounds. The suggested categories varied somewhat between groups.

Some attendees expressed that it was a challenge to categorise and simplify such a complex range of outcomes. Of the categories defined, some were broad-ranging and others more localised. These categories are outlined below.

Broader categories

Narrower Categories



Broader categories		Narrower Categories
		Safety and security of children
		Impact of system on wellbeing
		Education (for service providers)
		Education and employment (for survivors)
Systemic Change	Communication	Consistency of Services
Structural level outcomes	Relationships	Family connections
Community/social level outcomes	Sense of agency	Peer Support
Individual level outcomes	Love and belonging	Accommodation
Longer-term needs/assistance	Wellbeing	Financial security
Emergency assistance/needs	Health (Holistic/alternative included)	Immigration security
	Progression towards independence	Emotional/psychological needs
	Justice/redress	Ability to access and navigate services
	Self-actualisation	Safety and Security (both being and feeling)
	Contribution to society	Health (Holistic/alternative included)
	Sustainability	
	Self-esteem	

How we are using these findings

The research project is an evolving process and we were pleased that people felt comfortable to contribute new ideas and share so openly with us. Survivors discussed a desire for more consistency in mental health services and services that are tailored to survivors' individual needs. Survivor leadership, capacity building, campaigning, and the development of survivor-led organisations were also highlighted as positive outcomes. Participants discussed the need for an intersectional view that considers the differing experiences of marginalised groups.

Outcomes identified in these workshops have been fed into a master list of outcomes from the other review, interviews, and our exploratory workshops. This master list of outcomes provides the foundation for the e-Delphi exercise where stakeholders will vote on a core outcomes set.



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