

HANDBOOK
**ON INITIAL VICTIM IDENTIFICATION &
ASSISTANCE FOR TRAFFICKED PERSONS**
SCREENING TOOLS & REFERRAL DIRECTORY

THE CIVIL SOCIETY ANTI-HUMAN TRAFFICKING
TASK FORCE HONG KONG

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Photo by Ario Adityo

PREFACE

Trafficking in persons is a direct violation of human rights but continues to be a USD 150 billion a year industry worldwide. Acknowledging that the complex task of combatting human trafficking requires a collaborative effort, the UN Migration Agency (IOM) Hong Kong SAR together with Justice Centre Hong Kong, Liberty Asia, and Hong Kong Federation of Asian Domestic Workers Unions (FADWU) initiated a forum to discuss the need for establishing an anti-human trafficking network amongst the civil society organizations. On 26 September 2016, the Civil Society Anti-Human Trafficking Task Force was launched to enhance coordination and information sharing on counter-trafficking efforts and increase the collective protection of victims.

The Task Force releases this handbook to guide government and non-government service providers, including health workers, frontline social workers, and other professionals who may encounter potential trafficking victims. The handbook is equipped with the preliminary and self-assessment screening forms that can be used as tools to assist in identifying potential victims of trafficking from the point of initial contact. This handbook also introduces a referral mechanism that outlines the capabilities of existing civil society organizations in Hong Kong, which is critical in streamlining the delivery of services to victims. This is the very first handbook by the Task Force and we will continue to build our capabilities to effectively respond to human trafficking and assist victims across the city.

This handbook would not have been possible without the invaluable efforts of members of the Task Force. Special thanks to Jade Anderson who has been fully involved at the Task Force Secretariat and led the development process of the screening forms, as well as to Julie Lim, IOM Intern, for compiling and drafting this handbook.



First Meeting of Civil Society Anti- Human Trafficking Task Force,
26 September 2016, Hong Kong SAR

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Asian Migrants' Coordinating Body

Asia Pacific Mission for Migrants

Association of Indonesian Migrant Workers in
Hong Kong

Bethune House

Branches of Hope

Christian Action Centre for Refugees

Christian Action Centre for Migrant Domestic
Workers

Construction Site Workers General Union

CRC Migrant Training Centre

Chaplain for Indonesian Migrants

Dompot Dhuafa

Hagar International (Hong Kong) Limited

Harmony Baptist Church

HELP for Domestic Workers

Hong Kong Confederation of Trade Unions

Hong Kong Federation of Asian Domestic
Workers Unions

Indonesian Migrant Worker's Union

Justice Centre Hong Kong

Liberty Asia

Mission for Migrant Workers

New Beginnings Christian Fellowship
(Hong Kong)

PathFinders Limited

PILnet: The Global Network for Public
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The Mekong Club

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TABLE OF CONTENTS



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01 ABOUT THE CIVIL SOCIETY ANTI-HUMAN TRAFFICKING TASK FORCE

02 LEGAL BASIS FOR THE PROTECTION OF TRAFFICKED PERSONS

03 GUIDELINES AND RECOMMENDATIONS IN ASSISTING TRAFFICKED PERSONS

04 IDENTIFYING POTENTIAL VICTIMS OF TRAFFICKING

- I. WHY IS VICTIM IDENTIFICATION IMPORTANT?
- II. WHO CAN IDENTIFY VICTIMS OF TRAFFICKING?
- III. VICTIM IDENTIFICATION PROCESS

05 PROTECTION SPHERE

- I. SHELTER AND RECOVERY
- II. VOLUNTARY RETURN
- III. REINTEGRATION/LOCAL INTEGRATION

06 AVAILABLE SERVICES AND REFERRAL DIRECTORY

- I. AVAILABLE SERVICES FOR TRAFFICKED
PERSONS & VULNERABLE MIGRANTS
- II. REFERRAL DIRECTORY

ANNEXES

- I. SELF-ASSESSMENT FORM
- II. PRELIMINARY SCREENING FORM
- III. INDICATORS OF FORCED LABOUR

通菜街 廣華街
威達 商廈 265
 旺角步行街
 合零售公司
 租 7000
廣發 商廈 250-320
 石大
 合補習公司
 租 7.6-8.8K
寶寧 大廈 188
 正地鐵口
 四房高層
 租 17500
新 大廈 34
 兩房高層
 市區
 租 12000
遠東 大廈 160
 高層露台
 大房大廳
 租 7500
 旺角大樓
 近香港地
 鐵口 60 尺
 地鐵口
 租 22000
大套房
 近碧街地
 鐵口, 新淨
 裝修地鐵口
 租 5900
廣東街 康
 2 樓有廚房廳
 1 房 1 廳
 租 \$6500
洋套房 見裝
 租 5400
傢電房 靚
 租 5500
服務式住宅
 租 9000 元

俄羅斯鬼妹 880
RUSSIA
 中國大陸 280
CHINESE
 香港本地 280
HONG KONG
 馬拉泰國 250
MALAY THAI

全日特價
 任睇任揀
 服務一流
 絕無取巧
 歡迎光臨
WELCOME 24小時營業

金湖
WELCOME 24 Hours


A pricelist for sex workers based on their nationality at the entrance of a massage parlor in Portland St, Hong Kong .
 Photo by Ario Adityo

A nighttime photograph of a cityscape, likely Hong Kong, featuring a prominent skyscraper with a grid-like facade illuminated against a dark sky. The city lights are reflected in the water in the foreground.

ABOUT THE CIVIL SOCIETY ANTI-HUMAN TRAFFICKING TASK FORCE

Photo by Ario Adityo

It is impossible for any single organization to comprehensively respond to all forms of human trafficking. The Civil Society Anti-Human Trafficking Task Force believes that the response to human trafficking is most effective and efficient when supported by a multidisciplinary and collaborative consortium of anti-human trafficking organizations. A consortium of organizations can transform the limited scope of services of any individual organization into a strong community working together to combat trafficking in persons in Hong Kong.

The mission of the Civil Society Anti-Human Trafficking Task Force is to advance anti-trafficking efforts in Hong Kong in the following ways: (1) examine the nature and scope of human trafficking across the city; (2) develop screening tools and train civil society organization (CSO) staff to identify victims of human trafficking; (3) identify challenges and opportunities in protecting and assisting victims, and bringing traffickers to justice; (4) train CSO staff to protect and assist trafficked persons; (5) and address service delivery gaps for victims of human trafficking.

The Task Force takes a victim-centred approach which seeks to minimize re-traumatization associated with involvement in the criminal justice process by providing victims with services and assistance throughout the process. Its members are from intergovernmental organizations and community based organizations. The Task Force aims to effectively intervene in human trafficking situations and focuses on long-term local solutions to this complex issue. The UN Migration Agency (IOM) Hong Kong SAR serves as a secretariat for the Task Force. The Task Force has been meeting regularly since September 2016.

LEGAL BASIS FOR THE PROTECTION OF TRAFFICKED PERSONS

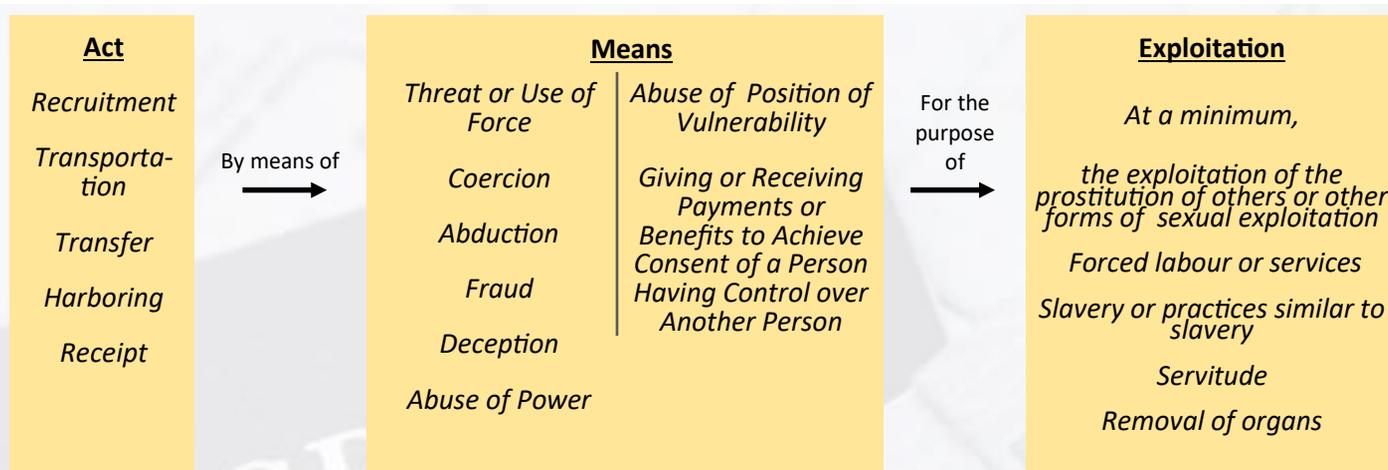
To determine whether an individual is in fact a victim of human trafficking, it is necessary to understand the legal definition of what constitutes Trafficking In Persons (TIP). Identification of victims is usually based on the definition of trafficking as stated in national legislation, which varies from country to country. Service providers and law enforcement in a position to identify human trafficking should take account of the international definition of trafficking as well as the relevant local anti-human trafficking laws. Whilst most jurisdictions have already adopted laws to address trafficking in persons, Hong Kong currently has no comprehensive legal framework to address human trafficking.

THE INTERNATIONAL LEGAL FRAMEWORK

A number of widely ratified international instruments provide the framework for addressing TIP. The internationally recognised definition of TIP appears in Article 3 of the Protocol to Prevent, Suppress and Punish Trafficking in Persons, Especially Women and Children supplementing the United Nations Convention against Transnational Organized Crime (commonly referred to as the Palermo Protocol) as follows:

(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.

Where no local counter-trafficking laws exist, the Palermo Protocol definition can be used as a benchmark. To substantiate the full offence under this definition in respect of TIP involving adult victims, three inter-related elements must be proven, each of which comprises a range of specified components: (1) act (what the trafficker does); (2) means (how the trafficker does it); and (3) purpose (for exploitation).



In strict legal terms, it is not necessary to prove that the exploitation actually occurred, only that the trafficker intended to exploit the victim in one of the defined ways at the time he or she applied one of the components of the two elements of act and means. Article 3 (c) removes the requirement to prove the second element of means if the victim is under the age of 18 years. In the case of children, the recruitment, transportation, transfer, harbouring or receipt of a child for the purpose of exploitation shall be considered 'trafficking in persons' whether the child was moved voluntarily or by force¹.

THE HONG KONG LEGISLATIVE FRAMEWORK

The Palermo Protocol has been ratified by the People's Republic of China (PRC) and is applicable to both the PRC and the Macao Special Administrative Region (Macao SAR). As mentioned above, its application does not extend to the Hong Kong Special Administrative Region (Hong Kong SAR). The most direct and relevant laws in Hong Kong which address human trafficking are section 129 of the Crimes Ordinance, Part VIIA of the Immigration Ordinance, Article 4 of the Hong Kong Bill of Rights Ordinance and Section 42 of the Offences against the Person Ordinance.

The Hong Kong Bill of Rights Ordinance (Cap.383) ("the Bill of Rights Ordinance") incorporates the International Covenant on Civil and Political Rights ("ICCPR"). Article 4 of the Bill of Rights Ordinance replicates the ICCPR's provisions on the right to freedom from slavery, and states as follows:

- (1) No one shall be held in slavery; slavery and the slave-trade in all their forms shall be prohibited.
- (2) No one shall be held in servitude.
- (3)(a) No one shall be required to perform forced or compulsory labour.
 - (b) For the purpose of this paragraph the term "forced or compulsory labour" shall not include- (i) any work or service normally required of a person who is under detention in consequence of a lawful order of a court, or of a person during conditional release from such detention; (ii) any service of a military character and, where conscientious objection is recognized, any national service required by law of conscientious objectors; (iii) any service exacted in cases of emergency or calamity threatening the life or well-being of the community; (iv) any work or service which forms part of normal civil obligations.

In 2015 a judicial review case² on human trafficking was brought to the Hong Kong Courts under article 4 alleging that the Hong Kong Government failed to identify an appellant as a victim of human trafficking and protect his right to freedom from servitude and forced labour pursuant to the Bill of Rights Ordinance. While a decision has been made that the appellant is a victim of human trafficking and that the Hong Kong Government had failed to ensure the prohibition of forced labour and human trafficking under article 4, the Government has lodged an appeal against the Court of First Instance of the High Court's ruling.

Section 42 of the Offences against the Person Ordinance (Cap. 212) ("the Offences against the Person Ordinance") states as follows:

Forcible taking or detention of person, with intent to sell him

Any person who, by force or fraud, takes away or detains against his or her will any man or boy, woman or female child, with intent to sell him or her, or to procure a ransom or benefit for his or her liberation, shall be guilty of an offence triable upon indictment, and shall be liable to imprisonment for life.

This section contains elements, i.e. "intent to sell", and "procure ransom or benefit for...liberation" which, in theory, should operate to criminalize perpetrators of human trafficking. Further, the element of "by force or fraud" is arguably broad enough to capture exploiters of forced labour. However, the case law concerning this particular section relates to abduction and kidnapping for ransom and it appears that no cases have been brought to prosecute perpetrators of human trafficking and exploiters of forced labour. It is unclear why this is the case, but it is possible that it is attributable to the limited understanding and recognition of "human trafficking" and "forced labour" in Hong Kong³.

Section 129 of the Crimes Ordinance (Cap. 200) ("the Crimes Ordinance") states as follows:

Trafficking in persons to or from Hong Kong

- (1) A person who takes part in bringing another person into, or taking another person out of, Hong Kong for the purpose of prostitution shall be guilty of an offence and shall be liable on conviction or indictment to imprisonment for 10 years.
- (2) It shall not be a defence to a charge under this section to prove that the other person consented to being brought into or taken out of Hong Kong whether or not she or he knew it was for the purpose of prostitution or that she or he received any advantage therefor.

The essential elements of this section are that it requires movement of persons into or out of Hong Kong, and prostitution. Under Hong Kong law, where one or the other element cannot be proven, a case would not be identified as human trafficking. Section 129 does not draw any distinction between those who enter into Hong Kong legally or

illegally, so the law should be applied in either situation. If an unwitting victim of human trafficking has entered Hong Kong either legally or illegally under false pretences, the perpetrator can be charged with this criminal offence.

Part VIIA of the Immigration Ordinance (Cap. 115) ("the Immigration Ordinance") states as follows:

Section 37A: Interpretation

In this Part - "passage" in relation to an unauthorized entrant includes the travel and transport of the unauthorized entrant by ship, aircraft, vehicle or any other means whatsoever; and "unauthorized entrant" means a person belonging to a class or description of persons who, by an order made under section 37B, are declared to be unauthorized entrants, other than a person who under subsection (2) of that section is excepted from the declaration in such order.

Section 37C: Offence by crew etc., of ship carrying unauthorized entrants

- (1) Subject to subsection (2), if a ship enters Hong Kong with an unauthorized entrant on board -
- (a) each member of the crew;
 - (b) the owner of the ship and his agent; and
 - (c) any person who participated in making arrangements to enable the voyage on which the unauthorized entrant boarded the ship or was brought to Hong Kong to take place, commits an offence.

Section 37D: Arranging passage to Hong Kong of unauthorized entrants

- (1) Subject to subsection (2), any person who, on his own behalf or on behalf of any other person, whether or not such other person is in Hong Kong-
- (a) arranges or assists the passage to, or within Hong Kong
 - (b) offers to arrange or assist the passage to, or within Hong Kong; or
 - (c) does or offers to do an act preparatory to or for the purpose of arranging or assisting the passage to, or within, Hong Kong, of a person who is, or of a conveyance which carries, an unauthorized entrant, commits an offence.

The Immigration Ordinance categorizes all persons entering into Hong Kong as either legal or illegal entrants, and does not contain any provisions addressing persons illegally leaving Hong Kong. It does not contain any wording addressing human trafficking. In effect, the Immigration Ordinance categorizes all victims trafficked into Hong Kong as illegal entrants or illegal immigrants, and does not recognize or address any persons who are trafficked out of Hong Kong, i.e. trafficking originating in Hong Kong⁴. This restrictive wording could lead to trafficked victims who have entered Hong Kong illegally being penalized for an immigration offence, and provides no recourse for victims trafficked out of Hong Kong. Further, the lack of identification of human trafficking as an offence is a major obstacle to prosecuting potential cases of trafficking in Hong Kong.

The Palermo Protocol concept of human exploitation has been incorporated into the **Prosecution Code** issued by the Department of Justice in September 2013 (the "Prosecution Code"). Paragraph 18.2 of the Prosecution Code states that:

Human exploitation includes activities that demean the value of human life such as sexual exploitation, enforced labour, domestic servitude, debt bondage and organ harvesting. Human exploitation is a domestic and international concern which should be handled by prosecutors with an appropriate level of understanding, skill and sensitivity. In appropriate cases, a prosecutor should consider a credible claim that a defendant or intended defendant is a victim of trafficking.

However, the Prosecution Code is only a guideline for prosecutors and carries no force of law. Although this definition follows the Palermo Protocol definition, the Prosecution Code is limited in its practical impact without corresponding and/or supporting legislation which directly addresses human trafficking⁵.

Prosecuting perpetrators is an important part of a comprehensive strategy to combat human trafficking. Legal recognition of human trafficking and its ancillary criminal activity through a comprehensive legislative framework is the foundation of effective investigation and enforcement around the world. The existing legal provisions, as outlined above, provide limited tools in this regard. Further legislative measures that address the full spectrum of trafficking activities, perpetrators and victims would further strengthen Hong Kong's efforts in combatting this horrific crime.

GUIDELINES AND RECOMMENDATIONS IN ASSISTING TRAFFICKED PERSONS

All assistance to trafficked persons should be conducted within the sphere of protection⁶ (see the page 17 for more details). The highest priority should be given to maintaining the victim's safety and security throughout the assistance process. This includes protecting victims from any harm, threats or intimidation by traffickers or associated persons⁷. To this end, it is essential to protect the privacy and identity of victims, ensure maximum confidentiality standards, and keep information regarding the victim's identity, whereabouts and circumstances protected at all times. Those responsible for enforcing such protection standards include all the organizations involved in providing direct assistance to victims, from the point of identification to return and reintegration. In order to establish a successful and effective direct assistance process for trafficked persons, the following basic principles and standards should also be incorporated.

1. RESPECT FOR HUMAN RIGHTS⁸

The first principle in providing any assistance and protection to trafficked persons is to respect and protect the fundamental human rights of these individuals. A trafficked person should be treated humanely and with dignity. It is prohibited to treat a potential victim as a criminal actor which would re-victimize them. For trafficked children, all aspects of the process should take account of and further the best interests of the child.

2. PROTECTION AND SAFETY

Some victims may have been involved in criminal activities as a part of their exploitation and others might have entered a country illegally as part of their trafficking process. It is important that these trafficked persons are perceived not as criminals but as victims of crimes. The OHCHR Principles and Guidelines on Human Rights and Human Trafficking stated "Trafficked persons shall not be detained, charged or prosecuted for the illegality of their entry into or residence in countries of transit and destination, or for their involvement in unlawful activities to the extent that such involvement is a direct consequence of their situation as trafficked persons."⁹

3. FULL INFORMATION AND CONSENT

For individuals to make informed decisions about their well-being and future, they must be provided with all available information about the situation and their potential options. All assistance provided to trafficked persons should be based on their full and informed consent. Throughout the entire assistance process, service providers must explain all the various options available. All information should be presented in a language in which the individual understands. If staff members are not able to communicate with the individual, every effort should be made to secure the assistance of an interpreter for oral and written communication.

4. INDIVIDUALIZED TREATMENT AND CARE

While recognizing that trafficked persons share a number of common experiences and circumstances, the individuality of trafficked persons should be acknowledged and, to the extent possible, personalized care and assistance should be provided.

5. SELF-DETERMINATION AND PARTICIPATION

Victims have a right and need to make their own choices and decisions regarding the support and care services they receive. For this reason, service providers should work with victims to encourage their participation in the decision-making process.

6. NON-DISCRIMINATION

Trafficked persons shall not be subject to discrimination in law or in practice on the basis of their gender, age, race, sexual orientation, social class, religion, language, political beliefs, or status, including their status as trafficked person¹⁰.

7. CONFIDENTIALITY

All information and communication regarding the victim must be treated with respect for their right to confidentiality and privacy. From the first meeting to completion of the assistance process, service providers should assure the victim that all personal and case information will be kept private and confidential. Confidential information includes, but is not limited to, information provided by the victim, information provided by health workers and other service providers, and information regarding the victim's legal status. Service providers should ensure that their staff handle all victim data responsibly, only collecting and sharing information related to the victim with the victim's informed consent and within the limits of the 'need-to-know' principle. Under the need-to-know principle, service delivery organization staff should follow this principle in all cases and disclose data internally and externally only to such persons whose need and right to receive such information is acknowledged.

8. BEST INTERESTS OF THE CHILD

Special protection and assistance shall be provided to children who have been trafficked, taking full account of their special rights, needs and vulnerabilities. All assistance and protection provided to children should be based on the principle that the best interests of the child will always be the prime consideration.

I am a migrant
domestic worker.
I am a human
being with rights
just like others.
I am not a slave,
or a commodity to
be ordered around
or displayed
outside the agency.

#respect



RIGHTS OF TRAFFICKED PERSONS

All trafficked persons have the right to:

- ◆ Be respected in their dignity
- ◆ Physical safety and protection
- ◆ Protection of privacy and identity
- ◆ Safe and adequate shelter and in the long term, appropriate housing
- ◆ Physical and psychological health care and support
- ◆ Legal assistance
- ◆ Legislative protection
- ◆ Access to diplomatic and consular representatives and services from their country of nationality
- ◆ Education, training, and employment

IDENTIFYING POTENTIAL VICTIMS OF TRAFFICKING

The process of identification aims to determine whether or not an individual is potentially a trafficked person according to the definition established in the Palermo Protocol. Human trafficking is an egregious violation of human rights. Victims of human trafficking can be exploited in a number of ways, suffering rape, routine physical and/or psychological abuse, starvation, humiliation and other forms of degradation. It is important to identify victims of trafficking because they may have immediate and acute physical, sexual or psychological health needs. The overarching goal of victim identification is to ensure that appropriate measures are taken to assist a victim, the most immediate of which may be to remove victims from their situation so they are not subjected to further physical, sexual or psychological harm. Particular security procedures may be necessary so that they are not exposed to further risks.

WHY IS VICTIM IDENTIFICATION IMPORTANT?

There are three main reasons why it is important to accurately and quickly identify victims of trafficking.

- **Humanitarian Duty** – Analysis of cases from around the world shows that trafficked victims may repeatedly suffer from grave levels of physical, sexual and/or psychological abuse at the hands of traffickers. This situation creates a duty particularly for front-line law enforcement officials to take all possible steps to identify potential victims of trafficking in order to rescue them from exploitation and abuse or to prevent it from occurring in the first place.
- **Legal Duty** – International law provides victims of crime with a fundamental right of access to justice. If trafficked victims are not quickly and accurately identified, they cannot be rescued from exploitation and, if they are not rescued, they cannot exercise their rights as victims.
- **Investigative Opportunity** – At the practical investigative level, increased rates of identification and rescue of victims will provide greater opportunity to gather intelligence and evidence with which to investigate and detain the traffickers.

WHO CAN IDENTIFY VICTIMS OF TRAFFICKING?

Trafficked persons can be found in many different places such as private houses, bars, restaurants, nightclubs, factories, or brothels. They may also be found in detention centres as they are sometimes arrested for irregular migration or other crimes related to their exploitation. When a potential victim is found in an exploitative place they should be rescued from the place and taken to a safe and secure environment. They can be identified by different agencies including immigration, police, other law enforcement agencies, or service providers. If the purpose is to assist victims with appropriate social services then the identification may be carried out by social workers, NGOs, or other humanitarian organizations. Ideally such action would be supported by national legislation or a national policy on trafficking. In Hong Kong, however, such provisions do not yet exist within the legislative framework.

VICTIM IDENTIFICATION PROCESS

Failure to identify victims is likely to result in their further abuse, exploitation, violence and lack of assistance and protection. By identifying a victim we can further refer him/her to responsible agencies that will provide specialized assistance and protection measures, as well as enable law enforcement bodies and prosecution authorities to investigate the case and bring justice to the victim. The identification process consists of four steps:

STEP 1: Pre-interview screening

STEP 2: Identification interview

STEP 3: Additional corroborative material

STEP 4: Final decision

VICTIM IDENTIFICATION PROCESS



STEP 1 PRE-INTERVIEW ASSESSMENT INDICATORS

The identification process begins with a screening of the circumstances surrounding each case before asking the individual concerned any questions relating to his or her situation. This pre-interview screening is a critical part of the process because many victims may hesitate to share their story in just one interview.

Very few victims claim to be trafficked when they are interviewed. It is therefore very difficult to undertake an assessment based on only one interview. The purpose of pre-interview screening is to enable the interviewer to assess both the factors surrounding the victim and the responses to the interview questions to make a more accurate identification.

Trafficking often is an underground crime and therefore it can be difficult to readily identify trafficked persons. However, there are some common indicators that may raise red flags that a person is potentially a victim. It should be noted that the indicators listed below are intended to assist in the overall assessment process. They are generalisations and exceptions exist in relation to all of them. Local circumstances and experiences may indicate the need for additional or adapted screening indicators. Those working to identify trafficked persons should adopt and expand the process accordingly. All indicators should be considered cumulatively as none will provide an answer on its own.

Age – Is the individual within the age range identified in the current modus operandi? In general terms, the older the person is, the less likely it is for him/her to be trafficked - all current indicators show increased trafficking of children and younger adults. Remember that older women are trafficked as sweatshop labour and domestic workers and

some elderly people may be trafficked for begging purposes.

Gender - Are more females than males trafficked in the country? Do the most common forms of trafficking in the country make gender a relevant indicator? If the prevalent form of exploitation is mining or heavy agricultural labour, the emphasis is likely to be on males. If sexual exploitation or garment production is more prevalent, the emphasis is likely to be on females.

Nationality - Does the individual come from a country that features as a country of origin in the known modus operandi?

Language - Can the individual speak the host country language? Does the individual speak the language of a country or region of origin that features in the known modus operandi?

Documentation - Does the individual possess identity and/or travel documents? Remember that document seizure is a common tactic employed by traffickers to control their victims. Remember also that internal trafficking does not depend on documents and that an absence of documentation is also common in refugee cases who can still be victims of trafficking.

Movement - Is the individual using a route that features in modus operandi? Is the individual using carriers or ticket agencies that appear within modus operandi? Does the individual have any documentation to show that he or she has purchased the tickets? Remember that traffickers usually pay travel costs as part of the debt-bonding process. Is the individual travelling in the company of other persons, either other victims or possibly traffickers, in a way that fits the modus operandi? Does the individual seem to be under the control of any person that he or she is with? Remember that traffickers often accompany their intended victims during the movement phase.

Location - What is the location of the interaction with the individual and is it significant? Where was the exploitation location? Has the individual been encountered in a vulnerable location such as sweatshop, or a field or a brothel or at a particular border entry point that is regularly used by traffickers? How long has the

individual been at the location?

Behaviour - Is the individual evasive in answering questions or otherwise behaving in a suspicious manner? Does the individual appear frightened, angry, suspicious or depressed?

Signs of Abuse - Are there any visible signs of abuse, either visible physical injuries, indicators of malnutrition or of psychological trauma?



Assessment of Any Referring Agency - If the individual has been brought to notice by another agency, such as a health clinic or a non-governmental organization dealing with victims, what is their assessment of the situation? Do they have additional information to help with the assessment?

The pre-interview indicators should be assessed to give the interviewer an overall picture of the circumstances and the likelihood of whether or not the individual is a victim or potential victim of trafficking. Each indicator can be interpreted in more than one way. It is important to evaluate them cumulatively when making a determination. **Please refer to the Annex 1 for the self-assessment form.**

STEP 2 IDENTIFICATION INTERVIEW: Exploring the Definition of Trafficking

The next step is to conduct a structured interview with the individual by asking questions on the basis of the self-assessment provided in the STEP 1. Irrespective of whether the individual is a victim of trafficking, a smuggled migrant, or simply an independent economic migrant, the individual must be treated sensitively and with full respect for his or her human rights.

Before starting the interview, remember the individual is likely to be:

Suspicious of You – by the surroundings and the interview process.

Confused – by the process and may not be able to understand the language, the questions or their purpose.

Distrustful – if the individual has been trafficked, he or she is likely to be distrustful. Victims rarely have a positive image of an individual who is genuinely willing to help and have often encountered corrupt individuals.

Fearful – if the individual has been trafficked, the level of fear will be high and the victim will be fearful of the consequences of answering questions honestly.

Suffering Pain – depending on the circumstances of the individual and the point in the trafficking process at which the interview takes place, the individual may be in pain from injuries, malnutrition or psychological abuse. This possibly will be at its highest in cases where the exploitation has already begun and at its lowest if the interview takes place during the initial movement phase.

Traumatized – many trafficked victims are often traumatized as a result of the physical, sexual and psychological abuse they characteristically suffer.



Photo by: Ario Adityo

A fundamental understanding of the definition of trafficking in persons is necessary to identify potential victims of trafficking. To assist the identification process, you should rely on the international benchmark definition of trafficking contained in Article 3 of the Palermo Protocol. Under this definition, you must first determine whether the potential victim is an adult or child. The standard for proving a child is a victim of trafficking excludes the “Means aspect”. For adults, you must break down the definition into three elements: act, means, and exploitation. For children, you must break down the definition into two elements: act and exploitation.

The interview questions should be structured with three inter-related elements of trafficking as follows:

1) Act

First, determine whether the individual was **recruited, transported, transferred, harboured and/or received**. Some questions that address the “Act” element include:

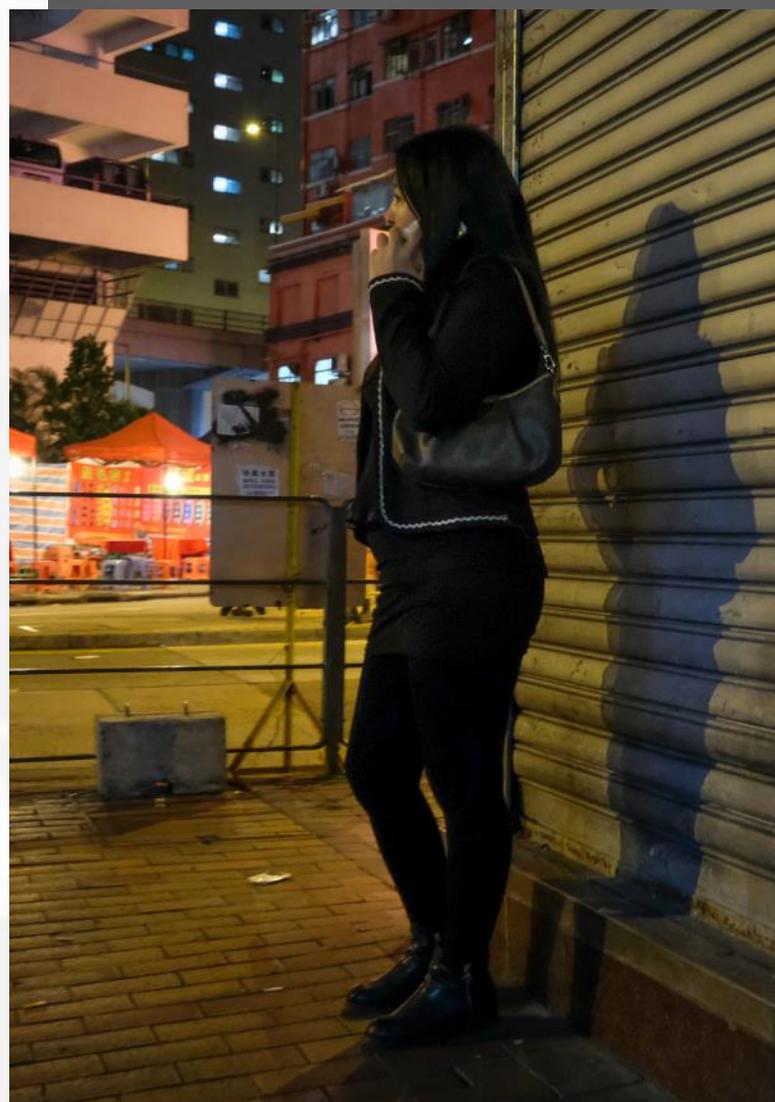
- How was contact initiated?
- Why did you leave home or your last address?
- Have you been forced to leave your home or your last address?
- If so, who forced you and what force was used against you?
- If you were not forced, who approached you about leaving home or your last address?
- If you were approached, did you respond to some form of advertisement?
- Did you sign any form of contract before leaving home or your last address?
- How did you travel to this location?
- Who organized the travel arrangements?
- If you used travel tickets, who paid for them?
- Did you use your own identity documents?
- If not, who supplied the identity documents?
- If yes, did anybody assist you to obtain the documents or visa?
- Were you escorted or accompanied on the journey?

If the answer is **YES** to one of these actions, go on to **Means**. If the answer is **NO**, he/she is **NOT** a victim of trafficking. *Remember that in order to be a trafficker, you don't actually have to move the victim – as long as you received that person or harboured that person with the intention to exploit, you are considered as a trafficker.*

2) Means

Assuming that the element of act was met, one would then determine whether an individual was **forced, threatened, coerced, subjected to fraud, deceived, and/or subjected to abuse of power**. Some questions that address the “Means” element include:

- What kind of job were you initially promised?
- What were the wages and conditions initially promised?
- Was any money given in advance?
- Who held onto your documents?
- Were you able to remain in contact with your family or friends?



- Have you been told that you owe any debts to your employer/recruiters?
- Have your identity or travel documents been taken from you by any person?
- Could you come and go as you pleased?
- Have you been threatened when you tried to leave?
- Have any threats been made against any of your loved ones?

If the answer is **YES** to one of these action, go on to **“Exploitation”**. If the answer is **NO** and the victim is a child, also go on to **“Exploitation”**. If answer is **NO** and the victim is an adult, this is **NOT** a victim of trafficking.



Photo by: Ario Adityo

3) Exploitation

Assuming the elements of act and means are met, one must then determine whether an individual was exploited or whether there was an intent to exploit. Exploitation may include: **prostitution, or other forms of sexual exploitation, or forced labour, or slavery**. Some questions that address the exploitation element include :

- Were you physically or psychologically abused?
- Were you paid for your work or service?
- Were you able to keep your earnings?
- Were you deprived of food or medical attention?
- What were your living and working conditions like?
- Was anyone forcing you to do anything that you did not want to do?

If **YES** is the answer to one of the above mentioned exploitation types, the person is a **victim of trafficking**. If the answer is **NO**, the person is **NOT** a victim of trafficking

Please refer to Annex 2 for the preliminary screening form.

STEP 3 ADDITIONAL CORROBORATIVE MATERIAL

The third step is to see whether there is any additional information to help the screening process.

Assess the following points:

1. Does the appearance of the individual fit with the indicators and the answers? For example does the individual appear to have any injuries or illnesses or malnutrition that would support the account?
2. Is it possible to quickly cross-check any of the information disclosed in the interview with other databases to see if any of the factual information has previously come to notice in trafficking cases?
3. Does the individual possess any documentation that may confirm or contradict the story? For example:

- Travel or identity documents?
- Travel tickets?
- Copies of advertisements for employment opportunities?
- Immigration departure or landing cards?
- Copies of contracts?
- Any documents relating to medical treatment?
- Any diaries or letters containing relevant entries, records of work, payment or details of assaults?

STEP 4 FINAL DECISION

The final step is the decision-making process. Collectively evaluate all the information gathered from the previous three steps: pre-interview assessment indicators, interview, and additional corroborative material.

Once this assessment has been completed:

- Decide as accurately as possible whether or not the individual has been trafficked.
- If there are reasonable grounds to suspect that this is the case, the individual should be recognised as a victim of trafficking.
- If the individual is identified as a victim of trafficking immediately ensure that he or she is safe and removed from any harmful situation and threat.

Once potential victims are rescued and identified, they need to be immediately transferred to a safe environment where they can receive appropriate assistance. If a victim is in a safe environment, it is important to assess their physical, psychological and mental condition, and legal status/criminal proceedings. Once immediate health and legal concerns are addressed, give the victim time to reflect. A period of reflection gives victims the time to stabilise from the traumatic experience of trafficking, receive information on available options and make decisions. The reflection period allows individuals to consider next steps without pressure.

Even if an individual is not identified as a victim of trafficking, they may still require support and assistance. Consider further referrals to other related organizations depending on their needs.



HING WAH STATION

刷印紙洋具

印影子電
COPYING CENTRE
靚 平 快

FAX 電傳服務

潮興正宗滷味
電話 2787 0799

瑞興洋行



Photo by Ario Adityo

PROTECTION SPHERE



Direct assistance for trafficked persons consists of four main phases: identification, shelter and recovery, voluntary return and resettlement to the third country or local integration. Once an individual is identified as a trafficked person, they should be immediately removed from the exploitative environment and moved to an appropriate, safe and secure environment. To ensure successful assistance for trafficked persons, referrals to the appropriate assistance and protection organizations are paramount.

SHELTER AND RECOVERY

Shelters vary greatly in terms of type, resources, and capacity. The minimum assistance offered to sheltered victims may include: accommodation, meals, basic medical assistance and toiletries. Some shelters provide a full range of services including psycho-social assistance, legal counselling, in-depth medical care, and recreational activities. Once a victim is settled into a secure place, health and medical assistance, counselling and psychological services, and legal assistance can be provided directly by the shelter or by other local service providers. It is important to immediately assess any victim's physical and psychological condition. Victims with medical and psychological emergencies should be referred to specialists who can intervene as required. When possible, medical and psychological assessments should be conducted to assess a victim's health and psychological needs. It is also crucial to address the legal status of the individual and to check if there are ongoing criminal proceedings involving the victim. In some cases, an individual's immigration status may require immediate action and should be part of any initial assessment to facilitate the assistance process.

VOLUNTARY RETURN

The return phase aims at ensuring the safe and secure voluntary travel and/or transfer of the trafficked person from the destination place to their home country. A necessary pre-condition of return and reintegration is an assessment of the home family and community in order to ascertain if this option is appropriate. A victim should never be forced to return to their place of origin. To respect the rights of trafficked persons, organizations must ensure a victim's return is voluntary, and based on the victim's informed, and when possible, written consent. In cases where return is the only option, organizations should focus on assisting the victim in the time that they have in the country and how to coordinate with the home country and community to ensure a continuum of care. Victims may have great anxiety

about returning home. They may worry about the reaction of their community and family and the stigmatization they may confront. Individuals may also feel ashamed because of the type of exploitation they experienced or because they are not returning with money as expected.

REINTEGRATION/LOCAL INTEGRATION

The reintegration phase is a long-term and multifaceted process that aims at enabling the individual to reassume life as an active member of the social, economic, civil, political, and cultural aspects of a society.

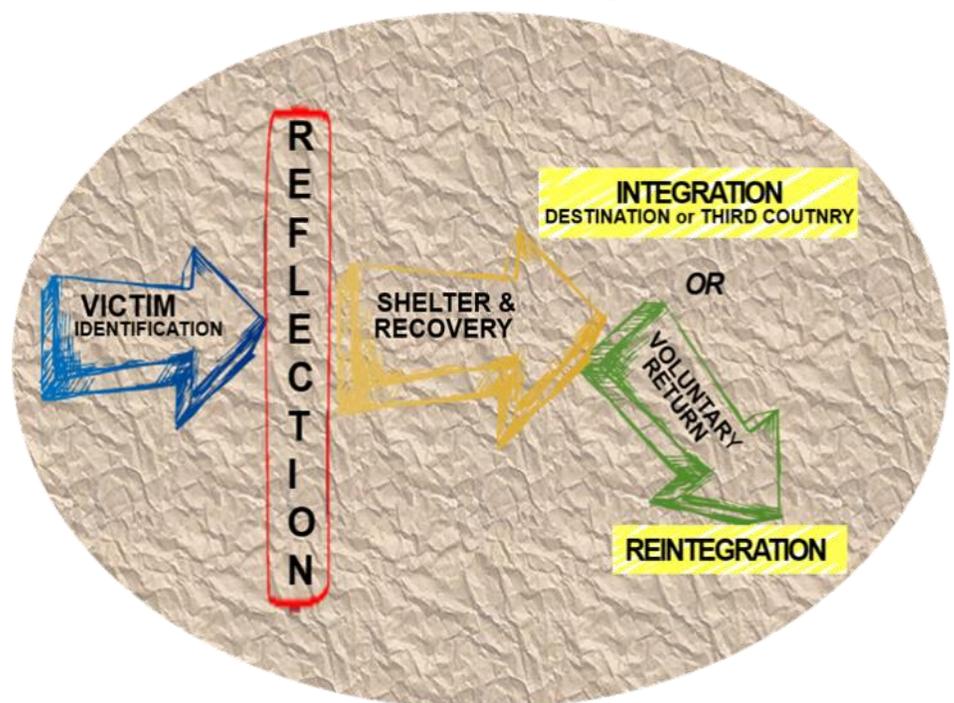
Successful reintegration should also diminish the vulnerability for re-trafficking and re-victimization. Reintegration services for trafficked persons vary and are often directly linked to effective program development and funding possibilities. Examples of reintegration assistance include:

- Medical / health care services
- Counselling & psychosocial support
- Financial assistance
- Legal assistance and access to remedies
- Access to education
- Vocational training
- Micro-enterprise and income generating activities
- Job placement, wage subsidies, apprenticeship programs
- Housing and accommodation

Return to the country of origin is not always the best or the desired solution for the victim. Organizations working on behalf of victims therefore need to take into consideration that some trafficked persons may fear persecution or threats to their life in countries of origin and may thus be unable or unwilling to return.

Victims who meet the criteria specified in the Unified Screening Mechanism of Hong Kong should be referred to procedures for filing for non-refoulement. Victims who do not meet the criteria for non-refoulement should be directed to other specific protection mechanisms for victims of trafficking in countries of destination or transit. Organizations may also wish to advocate on behalf of a victim for a longer stay in the country of destination or for permission to move to a third country or possible local integration, if that is the desire of the victim. Assistance providers should also keep in mind that return to the country of origin should not require that the victim return to the community of origin unless that is the victims' preference. If possible, services should be provided to assist the victim in relocating to a community of his or her choosing. In the context of Hong Kong, some identified victims may be permitted by the Hong Kong Immigration to continue their employment in Hong Kong. **This option may be further explored with the consent of the victim.**

Protection Sphere



Graphic designed by Shafira Ayunindya, CT/LM Unit, IOM Indonesia



AVAILABLE SERVICES & REFERRAL DIRECTORY

COUNTER-TRAFFICKING REFERRAL DIRECTORY

The Counter Trafficking Referral Directory provides access to victim identification, transitional and long term social services for victims of human trafficking in Hong Kong. It is comprised of direct and indirect service providers that extend their services to victims of human trafficking. Not all service providers of the list are members of the Task Force. The Task Force strives to provide victims with the wide range of services and the most up-to-date referrals to meet their unique needs in Hong Kong.

AVAILABLE SERVICES FOR TRAFFICKED PERSONS & VULNERABLE MIGRANTS

FULL VICTIM IDENTIFICATION

Asia Pacific Mission for Migrants
Caritas Asian Migrant Workers Social Service Project
Justice Centre Hong Kong
Liberty Asia
Mission For Migrant Workers
STOP.
UN Migration Agency - IOM

✂ Preliminary screening can be conducted by all Task Force member organizations

Even if an individual is not identified as a victim of trafficking, they may still need assistance and referrals depending on their needs.

SHELTER

Bethune House
Chaplain for Indonesian Migrants
Christian Action Centre for Migrant Domestic Workers
Diocesan Pastoral Centre for Filipinos
Dompét Dhuafa
Harmony Baptist Church
Indonesian Consulate
Islamic Union of Hong Kong
Jesus Is Lord
New Beginnings Christian Fellowship
PathFinders Limited
Philippines Consulate
Tree of Life

HEALTH AND MEDICAL ASSISTANCE

Bethune House
Christian Action Centre for Migrant Domestic Workers
Christian Action Centre for Refugees
Health in Action
PathFinders Limited
RainLily We Stand
Zi Teng

COUNSELLING & PSYCHOLOGICAL SERVICES

Asia Pacific Mission for Migrants
Asian Migrants' Coordinating Body
Association of Indonesian Migrant Workers
Bethune House
Caritas Asian Migrant Workers Social Service Project
Christian Action Centre for Migrant Domestic Workers
Christian Action Centre for Refugees
International Social Service
Mission For Migrant Workers
PathFinders Limited
RainLily We Stand
Sons & Daughters
St. John's Cathedral Counselling Service

LEGAL ASSISTANCE

Christian Action Centre for Migrant Domestic Workers
Diocesan Pastoral Centre for Filipinos
Hong Kong Federation of Asian Domestic Workers Unions
HELP for Domestic Workers
Justice Centre Hong Kong
Justice Without Borders
Liberty Asia
Mission For Migrant Workers
PathFinders Limited
PILnet: The Global Network for Public Interest Law
STOP.
Zi Teng

VOLUNTARY RETURN ASSISTANCE

Asia Pacific Mission for Migrants
Mission for Migrant Workers
STOP.
UN Migration Agency - IOM

(RE)INTEGRATION ASSISTANCE

Bethune House
CRC Migrant Training Centre
Christian Action Centre for Migrant Domestic Workers
Christian Action Centre for Refugees
Dompét Dhuafa
Enrich
Hagar International (Hong Kong) Limited
Islamic Union of Hong Kong
Open Door
PathFinders Limited
RainLily We Stand
STOP.
UN Migration Agency - IOM
Zi Teng

POLICY ADVOCACY

African Community Hong Kong
Asian Migrant Centre
Asia Pacific Mission for Migrants
Construction Site Workers General Union
HELP for Domestic Workers
Hong Kong Federation of Asian Domestic Workers Unions
Hong Kong Confederation with Trade Unions
Indonesian Migrant Worker's Union
International Domestic Workers Federation
Justice Centre Hong Kong
Mekong Migration Network
Mission for Migrant Workers
PathFinders Limited
Progressive Labor Union of Domestic Worker – Hong Kong
STOP.
The Mekong Club
Women's Workers Association

REFERRAL DIRECTORY

FULL VICTIM IDENTIFICATION

Asia Pacific Mission for Migrants (APMM)

G/F, 2 Jordan Road, Kowloon, HK

2723 7536

apmigrants@gmail.com/ramon@apmigrants.org

Caritas Asian Migrant Workers Social Service Project

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cdamp@caritassws.org.hk

Justice Centre Hong Kong

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3109 7359

isaac@justicecentre.org.hk

Liberty Asia

Unit 1004, 10th floor, Hollywood Centre, 233 Hollywood Road, Sheung Wan, HK

3106 2229

contact@libertyasia.org

Mission for Migrant Workers

St John's Cathedral, 4-8 Garden Road, Central, HK

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Islamic Union of Hong Kong

Masjid Ammar and O.R. Sadick Islamic Centre, 40 Oi Kwan Road, Wan Chai, HK

2575 2218

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Jesus is Lord

8/F, E- TRADE plaza, 24 Leechung St. Chai Wan, HK

2368 8996 /9155 4023(Hotline)

info@jilhongkong.org

New Beginnings Christian Fellowship

3-A, David House, 37-39 Lockhart Road, Wan Chai, HK

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PathFinders Limited

Unit 11C, Worldwide centre, 123 Tung Chau Street, Tai Kok Tsui, Kowloon, HK

5500 5486/5190 4886(Hotline)

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Philippines Consulate

14/F United centre, 95 Queensway, Admiralty, HK

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hongkong.pcg@dfa.gov.ph

Tree of Life

36 Eastern Street, Sai Ying Pun, HK

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COUNSELLING AND PSYCHOLOGICAL SERVICES**Asia Pacific Mission for Migrants (APMM)**

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Association of Indonesian Migrant Workers

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POLICY ADVOCACY		
African Community Hong Kong	Alpha House, 13/F, Unit H1, 27-33 Nathan Road, Tsim Sha Tsui, Kowloon, HK	3184 0308 contact@africancommunity.hk
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HELP for Domestic Workers	St John's Cathedral, 4-8 Garden Road, Central, HK	2523 4020 info@helpfordomesticworkers.org
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Hong Kong Federation of Asian Domestic Workers Unions (FADWU)

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Indonesian Migrant Worker's Union

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International Domestic Workers Federation

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Justice Centre Hong Kong

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Mekong Migration Network

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Mission for Migrant Worker

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Progressive Labor Union of Domestic Workers - Hong Kong

Room 6, 14/F, Man Yuen Building, 1-8 Man Yuen Street, Yau Ma Tei, Kowloon, HK

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The Mekong Club

The Mekong Club, Bank of China Tower, 42 Floor, 1 Garden Road, Central, HK

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Women's Workers Association

G/F Tsui Ying House, Tsui Ping (South) Estate, 18 Tsui Ping Road, Kwun Tong, HK

2790 4848

meilin@hkwwa.org.hk



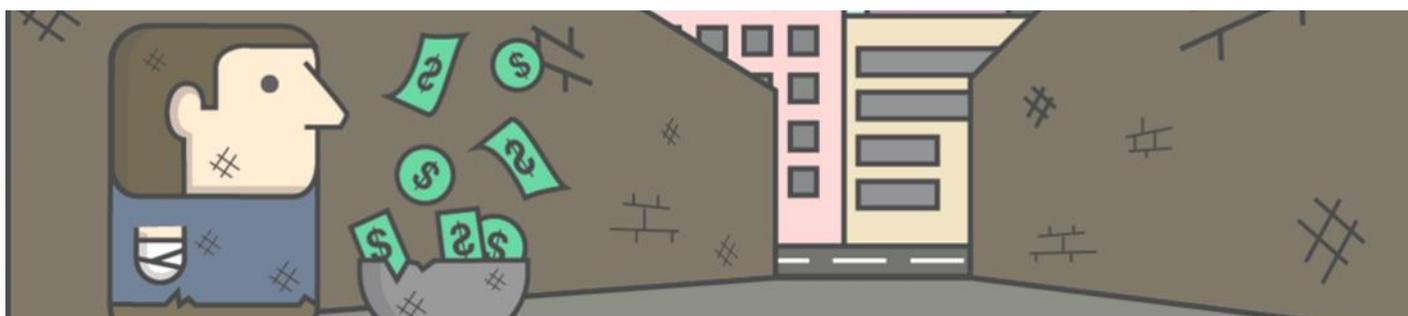
A REFERRAL DIRECTORY: Service Provider Details

African Community Hong Kong

Brief description of the organization:	Registered as African Community Hong Kong, African Community Hong Kong traces its roots back in the early 90's when a group of Africans began to address the needs of Africans living in Hong Kong. Officially forming itself as a nonprofit organization in 2009, African Community seeks to provide services, programs, and consulting that satisfy the needs of the most vulnerable segments of Africans in Hong Kong as well as Hong Kong community. To all the Africans living in Hong Kong, African Community Hong Kong is a reliable and innovative for education, business, and cultural expression. African Community Hong Kong, is recognized in (Section 5A (1) Chapter 151, Law of Hong Kong).
Services:	Consultation and orientation, advocacy and referral to related appropriate organization
Service target:	African and other people in need
Focal point/person:	Mohammed Ali Diallo
Contact information:	Phone: +852- 3184-0308, Fax: +852-3743-4815 Address: Alpha House, 13/F, Unit H1, 27-33 Nathan Road, Tsim Sha Tsui, Kowloon, HK Email: contact@africancommunity.hk

Asian Migrant Centre (AMC)

Brief description of the organization:	Asian Migrant Centre (AMC), established in 1991, is a regional NGO based in Hong Kong that works to empower migrant workers and their families in Asia. It carries out research, advocacy and capacity building with an aim of building knowledge on migration issues and promoting migrants' rights. AMC also hosts the Hong Kong secretariat office of the Mekong Migration Network (MMN), which is a sub-regional network of civil society organizations working to promote and protect migrants' rights in the Greater Mekong Sub region.
Services:	Research, information monitoring, publishing, advocacy, capacity building
Service target:	Migrant workers in Asia, especially those from Cambodia, Laos, Myanmar, Thailand, Vietnam
Focal point/person:	Reiko Harima
Contact information:	Phone: +852 2312-0031 Address: c/o Kowloon Union Church, 4 Jordan Road, Kowloon, HK Email: info@asian-migrants.org Web: www.asianmigrantcentre.org



Asian Migrants' Coordinating Body (AMCB)

Brief description of the organization:	Asian Migrants' Coordinating Body (AMCB) is the largest grassroots alliance of migrant domestic workers in Hong Kong with affiliates from Indonesia, Nepal, Philippines, Sri Lanka and Thailand. It aims to uphold, protect and defend the rights and welfare of migrant and local workers against exploitative and oppressive policies. It plays a leading role in advancing the rights and welfare of migrant workers, and is regularly consulted by government branches on policy and other matters in relation to migrant domestic workers and minority groups.
Services:	Advocacy and campaigning, lobbying and representation to government and statutory bodies
Service target:	All nationalities of migrants workers
Focal point/person:	Dolores B. Pelaez/Sringatin/Eman Villanueva
Contact information:	Phone: +852-9747-2986 / 6992-0878 / 9758-5935 Address: c/o APMM No. 2 Jordan Road, Kowloon, HK Email: amcb.hk@gmail.com /Twitter: @AsianMigrantsHK

Asia Pacific Mission for Migrants (APMM)

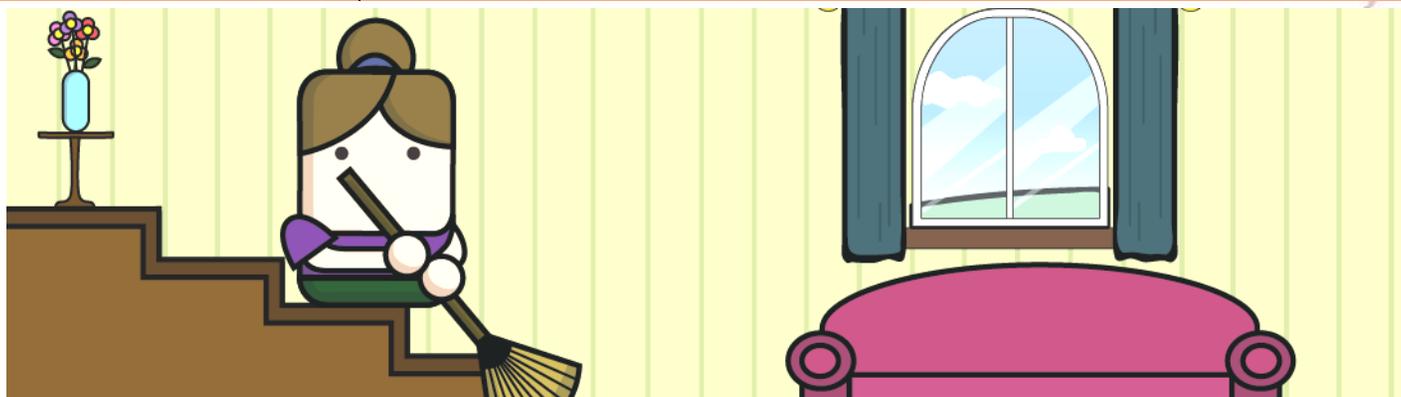
Brief description of the organization:	The Asia Pacific Mission for Migrants (APMM) is a registered non-profit limited company with charitable status in Hong Kong and was founded in 1984 as a regional research, advocacy, and movement building organization for the Asia Pacific and Middle East (APME) regions.
Services:	Legal assistance, counselling, referrals or coordinating migrant cases and issues with partner agencies, churches and organizations in the Asia Pacific and Middle East countries
Service target:	Migrants of different nationalities in the Asia Pacific region and the Middle East
Focal point/person:	Ramon Bultron
Contact information:	Phone: +852-2723-7536 Address: G/F, 2 Jordan Road, Kowloon, HK Email: ramon@apmigrants.org/apmm@apmigrants.org/apmigrants@gmail.com Website: www. apmigrants.org

A Association of Indonesian Migrant Workers in Hong Kong (ATKI)

B	Brief description of the organization:	Following its inception in October 2000, ATKI has worked to build up a mass movement of progressive Indonesian migrant workers based in Hong Kong. ATKI's main objective is to assert and defend the rights and welfare of Indonesian migrant workers in Hong Kong. ATKI is an active member of the Asian Migrants Coordination Body.
	Services:	Organising a series of advocacy initiatives against the anti-migrant policies of the Indonesian and Hong Kong governments; providing on-site welfare assistance, mobile counselling in Victoria Park, education on workers' legal entitlements, and socialisation activities
	Service target:	Indonesian migrant workers
	Focal point/person:	Maesaroh
	Contact information:	Phone: +852-9136-6675 Address: c/o APMG G/F, No. 2 Jordan Road, Kowloon, HK Email: atkihongkong@gmail.com

Bethune House

	Brief description of the organization:	Bethune House is a community-driven emergency shelter providing food, and other forms of assistance to enable migrant women in crisis to access justice and achieve empowerment because of the insufficient support systems in Hong Kong for these women. It is a channel for compassionate people in Hong Kong to care and support these women who are forced to rely on charity.
	Services:	Bethune House provides services to the residents so they may cope with their problems and prevent the possibility of crisis to recur through development of life and work skills. Crisis-coping devices include case support, access to justice, referrals for professional services, financial and medical assistance. Women migrant residents are also provided with opportunities to develop skills (handicraft making, cooking, training on elderly and dementia care) that can increase their employability and decrease possibility of job loss in the future.
	Service target:	Migrant domestic workers in Hong Kong
	Focal point/person:	Edwina Antonio
	Contact information:	Phone: +852-2721-3119/2522-8264/9488-9044 Email: bethunehouse86@gmail.com



Caritas Asian Migrant Workers Social Service Project

Brief description of the organization:	Caritas–Hong Kong (Caritas) was founded in July 1953 by the Catholic Diocese of Hong Kong. The primary purpose of its establishment was to offer relief and rehabilitation services to the poor and the distressed, with the aim of addressing some of the social hardships and inequalities in Hong Kong resulting from the Second World War and subsequent social and political changes at the time. Since its modest beginning in 1953, Caritas has persisted in its efforts to help people strive for self-development and self-reliance.
Services:	<ul style="list-style-type: none"> • Mutual support group and labour concern group for migrant domestic workers • Orientation programme for new arrivals • Para-legal advice on labour and immigration laws • Education Programs (Cantonese class, stress management course, orientation seminar) • Free monthly legal consultation service, communication education (newsletter, exhibition, calendar card, etc.)
Service target:	Migrant domestic workers who come from the Southeast Asian countries. Service Boundary: all over Hong Kong without any specific boundary
Focal point/person:	Ms. Siska
Contact information:	Phone: +852-2147- 5988/ 2977-5977 Address : G/F, 28A Fortress Hill Road, Fortress Hill, HK Website : http://cd.caritas.org.hk/amp_eng.htm Email: cdamp@caritassws.org.hk

Chaplain for Indonesian Migrants (Indonesian Catholic Community in Hong Kong)

Brief description of the organization:	Chaplain for Indonesian Migrants officially started in 2002. We belong to Hong Kong Catholic Church. Now we have over 800 members. Our mission is to become a home for Indonesian migrants. We also provide a shelter for women in Wah Fu. Chaplain for Indonesian Migrants is not a NGO.
Services:	Church services (Sacraments, including masses), prison visits, hospital visits, family visits, shelter
Service target:	Indonesian domestic workers and victim of humans trafficking
Focal point/person:	Fr. Heribertus Hadiarto, SVD & Sr. Simanullang Lunrita, RGS (Wah Fu Shelter)
Contact information:	Phone: +852-9606 7163/ 6308 2358 Address: 18/F, Grand Building, 15-18 Connaught Rd, Central, HK Shelter: 6A World Fair Court, 4 Wa Lok Parth, Wah King Street, Wah Fu, Hong Kong Email: herisvdhk@yahoo.com

Christian Action - Centre for Migrant Domestic Workers

Brief description of the organization:	Christian Action is committed to providing protection and justice for those who have been taken advantage of. Since 1993, our Centre for Migrant Domestic Workers has provided comprehensive assistance to nearly 200,000 women and men who have been economically exploited or have been unfairly treated or abused during their stay in Hong Kong.
Services:	Critical intervention & access to justice; shelter & psychosocial support; weekend education programme; public education & strategic engagement
Service target:	Migrant workers, migrant domestic workers, victims of labour trafficking.
Focal point/person:	Tania Sim
Contact information:	Phone: +852-5296-7332 Address : St. Andrew's Church Kowloon, 138 Nathan Road, Kowloon, HK Email: tania.sim@christian-action.org.hk

Christian Action - Centre for Refugees

Brief description of the organization:	Our Centre for Refugees was established in 2004 in Chungking Mansions and is today the only community centre for refugees in Hong Kong. It provide the most vulnerable—including victims of torture, war, genocide and other acts of persecution from Africa, the Middle-East, and parts of South Asia facing conflict—with a comprehensive support system that increases their social, financial, cultural, and mental wellbeing. Their focus is on filling a vital gap in humanitarian welfare by providing emergency shelter, food, education, counselling, and community support, while our long-term vision is to see refugees become empowered, engaged, valued, and respected as members of society.
Services:	<ul style="list-style-type: none"> • Basic humanitarian needs: provision of food; shelter; emergency cash grants; referrals to medical services; milk & diapers for babies; and in kind donations of essential items. • Education & training: child education sponsorship; child homework support; general education development for adults; language and skills training for adults. • Mental health support: counselling and therapy; youth development, women's well-being groups; empowerment through arts and sports programmes; recreation activities. • Outreach & community representation: public education workshops, welfare advocacy, community engagement, concern groups & research, local & regional representation in for a concerning refugee welfare and policy.
Service target:	Refugees/protection claimants
Focal point/person:	Ms. Jonnet Bernal
Contact information:	Phone: +852-2723-6626 Address: Rm.6, 16/F, Block E, Chungking Mansions, 36-44 Nathan Road, Kowloon, HK Email: Jonnet.bernal@christian-action.org.hk

Construction Site Workers General Union

Brief description of the organization:	Construction Site Workers General Union (CSWGU) was established in 1992. CSWGU has 3500 members and is completely independent from any regime, political party, or consortium.
Services:	<ul style="list-style-type: none"> • Conduct labour law education to construction workers. • Promote occupational safety and health. • Provide vocational training. • Give advice to workers on issues relating to labour law and help handling dispute cases.
Service target:	Both migrant and local construction workers working in Hong Kong.
Focal point/person:	Mr. Wong Yu-loy Mr. Lau Yiu-bon Miss Carmen Wong
Contact information:	Phone: +852-2770-8668 Address: 7/F, Wing Wong Building, 557-559 Nathan Road, Kowloon, HK Email: loy@hkctu.org.hk

CRC Migrant Training Centre

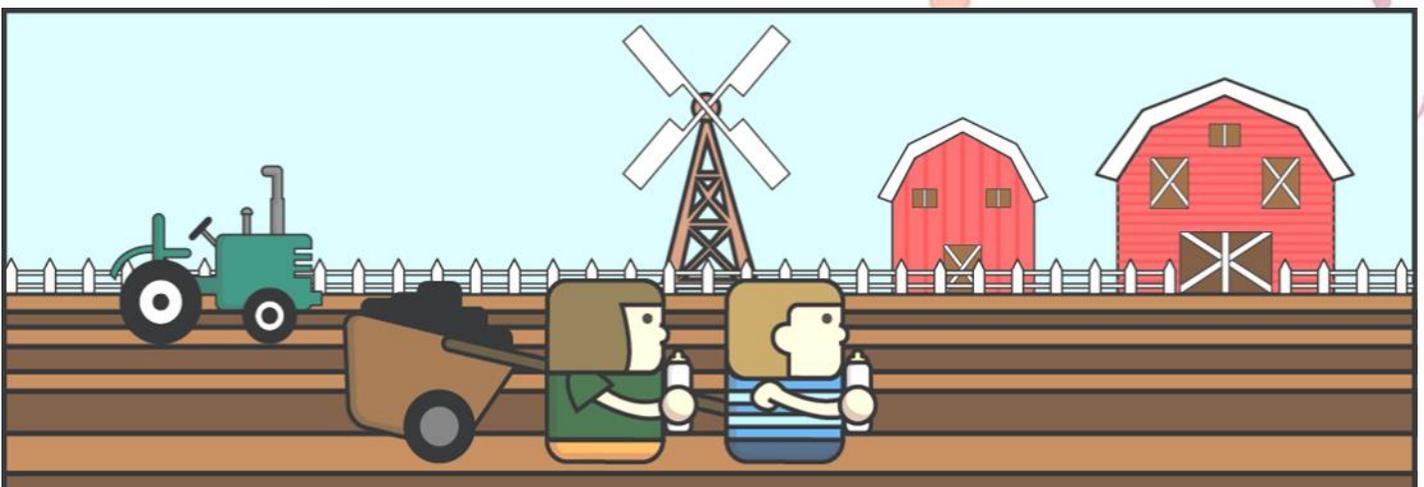
Brief description of the organization:	The migrant domestic workers program was launched in 2004 as a joint project with United Evangelical Mission of Germany. In order to actualize our creed of faith through this program, we provide local cross-cultural holistic services to migrant workers, so as to attend to their adjustment, their spiritual, emotional and developmental needs. Our aim is to create and strengthen harmonious, respectful relations of migrant workers and their employers in their specific needs so that God's love and concern is tangible.
Services:	<ul style="list-style-type: none"> • Pastoral care: fellowship, prayers, celebration of Christian festivals, counselling • Work related skills: baking, nutrition courses, health care, stress management, elderly care • Self enriching: languages courses, computer, hair cutting, music & dance, hobbies • Visitation: in shelter, hospital, home • Outreach: in various districts to meet migrants • Mass activities: such as Info Expo, Exhibition, health screening etc. in cooperation with other organizations/churches.
Service target:	Indonesian domestic workers
Focal point/person:	Ms Lily Wong

Contact information:	Phone: +852-2360-0787 Address: 1/F Wing Yip Commercial Building, 65-71 Yen Chow Street, Sham Shui Po, Kowloon, HK Email: lily@mission.rhenish.org
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D

Diocesan Pastoral Centre for Filipinos (DPCF)

Brief description of the organization:	DPCF formally opened on the 4th of January 1987. It responds to the need for spiritual and pastoral care of migrant workers mostly domestic workers from the Philippines. It also serves other Asian migrants and ethnic minorities. The mission is to announce the message of reconciliation particularly to those wounded by sin and its consequences; to bring about human and spiritual healing; to provide programs and services that would meet the psychosocial, spiritual and recreational needs of migrant workers.
Services:	Crisis intervention service; shelter service; victim supportive service paralegal assistance; employer supportive service
Service target:	Migrant domestic workers from Asia and some ethnic minorities
Focal point/person:	Sr. Felicitas Nisperos, RGS
Contact information:	Phone: +852-2526-4249 Address: 18/F, Grand Building, 15-18 Connaught Road, Central, HK Email: nisperos2003@yahoo.com.hk Website : www.dpcf.hk.org Office Hours: Monday to Friday: 9:30am – 6:30pm Saturday: 8:30am – 7:30pm Sunday and Public Holidays : 8:00am – 8:00pm



Dompét Dhuafa (DD)

Brief description of the organization:	Dompét Dhuafa (DD) is a non-profit organization that serves to empower the less fortunate in society through the management of social funds (zakat, infaq, donation and waqf) and other funds that are halal (lawful and permissible), obtained both from individuals, institutions and companies. DD is one of Indonesia's largest charitable organizations that has expanded and redefined the transformative power of "zakat" (charity). Since 2013, Dompét Dhuafa has opened several branches abroad, such as in Hong Kong, Japan, South Korea, Australia, and the United States. In 2016, Dompét Dhuafa was awarded Special Consultative Status with Economic and Social Council (ECOSOC) of the United Nations, and Ramond Magsaysay Awardees 2016.
Services:	Shelter for migrant workers, self development training/course (early education training, sewing course, computer program and design course), charity activities (health, financial, food, and education), visitation in shelter and hospital, counselling (Islamic studies, personal development, family engagement, and family financial plan) and mass events
Service target:	Indonesian migrant workers, especially Muslims.
Focal point/person:	Mohammad Ilham (Dompét Dhuafa Hong Kong)
Contact information:	Phone: +852-3119 4707 / 6464 2555 Address: 116 Leighton road, Flat D, Lei Shun Court 3/F, Causeway Bay, HK Email: mohilham@dompétdhuafa.org

Enrich

Brief description of the organization:	Enrich is the leading Hong Kong charity promoting the economic empowerment of migrant domestic workers. It empowers migrant domestic workers to invest in themselves through financial and empowerment education. The workshops equip migrant women with the tools to save, budget, and plan for greater financial security.
Services:	<ul style="list-style-type: none"> • Courses for migrant workers that teach financial literacy. Courses topics include Money Wise Migrants, Investments for Migrants', Speak UP and Setting up My Business. • Counselling sessions for financial help mainly in Bahasa, Tagalog and Thai.
Service target:	Migrant domestic workers in Hong Kong, regardless of nationality or background
Contact information:	Phone: +852-2386-5811/ 5648-0990/ 5981-3754 Address: 1102 Enterprise Building, 228-238 Queens Road Central, HK Email: info@enrichhk.org Website : www.enrichhk.org Office Hours: Monday-Fri: 10am-6pm

Hagar International (Hong Kong) Limited

Brief description of the organization:	Hagar International is an international NGO committed to the recovery and economic empowerment of women and child survivors of severe abuses, particularly human trafficking, domestic violence and exploitation.
Services:	<ul style="list-style-type: none"> • Refuge, healthcare, trauma counselling, legal support, catch-up education, vocational training • Job placements & reintegration support
Service target:	Survivors of extreme abuse, primarily women and children, from Cambodia, Vietnam and Afghanistan.
Focal point/person:	Melissa Petros
Contact information:	<p>Phone: +852-9228-2431</p> <p>Address: c/o White & Case LLP, 9/F, Central Tower, 28 Queen's Road, Central, HK</p> <p>Email: melissa.petros@hagar.org.hk</p>

Harmony Baptist Church

Brief description of the organization:	The church was started in 2007 with a mission to reach the South-Asian community in Hong Kong. The church is made up of Filipinos, Indonesians, Chinese, Nepalese, Indians, Pakistanis, Americans and Sri Lankans.
Services:	<ul style="list-style-type: none"> • Sharing the Word of God to broken people primarily on Sundays • Bible Study on Sundays and sometimes during the week for those in need • Spiritual counselling for terminated domestic workers and bar girls • Temporary shelter for terminated domestic workers from our church and others in need in the future • Partner ministry with Taste of Hope – giving culinary skills to refugees and domestic workers • Lunch on Sundays for everyone who comes • Outreach to red-light district bars and domestic workers on Sundays once a month
Service target:	Migrants, domestic workers
Focal point/person:	Harmony Centre
Contact information:	<p>Phone: +852-9260-9844</p> <p>Address: 28-32 Johnston Court, 2-D, Johnston Road, Wan Chai, HK</p> <p>Email: hartwick@netvigator.com/maylinhartwick@gmail.com</p>

Health In Action

Brief description of the organization:	Health In Action is a humanitarian organization established in 2011 in Hong Kong, with a focus in promoting community health and wellbeing through the empowerment of underprivileged populations in Hong Kong and in Southeast Asia. Their work is rooted in the core belief that every human being has the right to health. It offer support to people based on health needs, irrespective of race, religion, gender or political affiliation. Health In Action is a registered charity in Hong Kong and is a member of the Hong Kong Council of Social Service.
Services:	<ul style="list-style-type: none"> • Facilitate access to public healthcare services; health promotion activities to enhance health ownership and health literacy • Electronic Health Record Sharing System (eHealth) & emergency medical fund and case support
Service target:	Refugees and asylum seekers, local ethnic minorities and low-income families *Based on humanitarian grounds, we may accept urgent case referrals on a case-by-case basis if the client does not fall under our scope of target.
Focal point/person:	Ms. Karen Lau
Contact information:	Phone: +852-3461-9827 Email: hia@hia.org.hk Website: www.hia.org.hk

H

HELP for Domestic Workers

Brief description of the organization:	HELP empowers domestic workers through advice and assistance, education and advocacy, and helps them gain access to justice and receive fair and equal treatment.
Services:	<ul style="list-style-type: none"> • Explaining workers' legal rights and applicable Hong Kong laws • Assisting workers in resolving matters directly with their employers and other relevant parties in disputes when possible • Advising workers in civil or criminal cases and providing support in litigation and settlement negotiations • Liaising with relevant government agencies on behalf of clients • Raising awareness of domestic workers' rights through outreach programmes and workshops • Advocating for changes in policies and regulations that affect domestic workers
Service target:	Domestic workers
Focal point/person:	Holly Carlos Allan
Contact information:	Phone: +852-2523-4020 Address: St John's Cathedral, G/F, 4-8 Garden Road, Central, HK Email: help@helpfordomesticworkers.org/ info@helpfordomesticworkers.org. Website: helpfordomesticworkers.org

Hong Kong Confederation of Trade Unions

Brief description of the organization:	The Hong Kong Confederation of Trade Unions (HKCTU) was founded in July 1990, consists of more than 90 affiliates and represents more than 190,000 members. The HKCTU is completely independent from any regime, political party or consortium.
Services:	<ul style="list-style-type: none"> • Help migrant workers establish their own trade unions • Give advice to migrant workers on issues relating to labour law and help handling dispute cases.
Service target:	Local and migrant workers
Focal point/person:	Mr. Chan Chiu-wai Mr. Leo Tang Mr. Victor Wong
Contact information:	Phone: +852-2770-8668 Address: 19/F, Wing Wong Building, 557-559 Nathan Road, Kowloon, HK Email: chiu@hkctu.org.hk

Hong Kong Federation of Asian Domestic Workers Unions (FADWU)

Brief description of the organization:	FADWU comprises unions of local and migrant domestic workers of different nationalities (Thai, Chinese, Filipinos and Nepalese). They are affiliated to HKCTU (Hong Kong Confederation of Trade Unions), an independent trade union organization in Hong Kong. It aim to organize all domestic workers in solidarity to fight for our rights and collective bargaining power.
Services:	Labour Dispute, shelter referral, being labour union representatives with workers at Labour Tribunal & Union empowerment activities
Service target:	Domestic workers of all nationalities
Focal point/person:	Tang Kin Wa Leo
Contact information:	Phone: +852-2770-8668 /9565-7440 Address: 19/F, Wing Wong Building, 557-559 Nathan Road, Kowloon, HK/ Address: c/o CTU Training Centre, 18 Shek Lei Street Kwai Chung NT, HK Email: fadwu.hk@gmail.com

Indonesian Migrant Workers Union (IMWU)

Brief description of the organization:	Indonesian Migrant Workers Union registered in 1999 and has been actively involved in public information campaigns, advocacy, paralegal and the defence of migrant workers.
Services:	Advice provision, mobile counselling; trainings centred on the law and the rights of migrant workers & awareness raising campaigns
Service target:	Indonesian migrant workers
Focal point/person:	Sringatin
Contact information:	Phone: +852-6992-0878 Email: imwu.hk@gmail.com

Integrated Service Centre for Local South Asians (ISSA)

Brief description of the organization:	ISSA is sponsored by the Hong Kong Jockey Club Community Project Grant and aims to empower South Asian women and migrant workers and facilitate better social inclusion in Hong Kong. They run mutual support groups formed by South Asian women, such as cooking groups and handicraft groups, as well as 'Capacity Building Programmes'.
Services:	South Asian Ladies Mutual Support Groups, capacity building programmes & family programmes
Service target:	South Asian women and their family members
Contact information:	Phone: +852-3188-2525 Address: Room 604-605, 6/F Celebrity commercial centre, 64 castle Peak Road, Shamshuipo, Kowloon, HK Email: issa@hkcs.org

International Domestic Workers Federation (IDWF)

Brief description of the organization:	IDWF is a membership-based global organization of domestic and household workers whose secretariat and regional coordinator for Asia are located in Hong Kong. IDWF has an affiliate based in Hong Kong, which is FADWU. It is also an affiliate of HKCTU.
Services:	<ul style="list-style-type: none"> Federation building; capacity building; campaigns and research & organizing Advocacy on migrant domestic workers & ensuring international representation of domestic workers
Service target:	Domestic worker organization and domestic workers (migrants and locals)
Focal point/person:	Fish
Contact information:	Phone: +852-3758-5147 Email: Elizabeth.tang@idwfed.org

International Social Service (ISS)

Brief description of the organization:	ISS was established in Hong Kong as a headquarters delegation in 1958. In January 1972, ISS Hong Kong was formally admitted as a branch by the International Council of ISS and on 9th February 1973, it became locally incorporated.
Services:	<ul style="list-style-type: none"> • Counselling and psycho-social assistance, Mobile Information Service (MIS) • Language Programme for Ethnic Minorities, H.O.P.E. Support centre for Ethnic Minorities, Radio Programme & Newsletter
Service target:	Migrants (Chinese and non Chinese), divided families and cross border families as well as asylum seekers and refugees.
Contact information:	Phone: +852-3473-1500 Address: 1/F, Li Po Chun Health Centre, 22 Arran Street, Prince Edward, Kowloon, HK Email: astc@isshk.org Website: www.isshk.org/e/default_home.asp

Islamic Union of Hong Kong

Brief description of the organization:	The Union is a registered charitable and non-profit making organization founded more than 110 years ago by Muslims from the Indian Subcontinent and the Malay Archipelago who settled in Hong Kong, largely to engage in trade and commerce.
Services:	<ul style="list-style-type: none"> • Education classes, such as English language, sewing and handicrafts. Welfare assistance, shelter, outings and legal advisory • Spiritual education classes, such as Da'wah (propagation), Qur'anic reading and lectures
Service target:	Muslims
Focal point/person:	Abdul Muhaimin Karim
Contact information:	Phone: +852-2575-2218 Address: Masjid Ammar and O.R. Sadick Islamic Centre, 40 Oi Kwan Road, Wan Chai, HK Email: info@iuhk.org Website: www.iuhk.org

Jesus Is Lord (JIL)

Brief description of the organization:	JIL is one of many Filipino churches in Hong Kong that actively supports migrants in distress to be empowered through direct services, counselling and Christian religious instructions.
Services:	Shelter, prayer, counselling, worship services & Bible studies
Service target:	Migrants and migrant workers of any nationality or religion
Focal point/person:	Mr. Bart Itong
Contact information:	Phone: +852-2368-8996 / Hotline: +852-9155-4023 Address: 8/Floor E- TRADE plaza, 24 Leechung St. Chai Wan, HK Email: info@jilhongkong.org

Justice Centre Hong Kong

Brief description of the organization:	Justice Centre Hong Kong is a non-profit human rights organization working fearlessly to protect the rights of Hong Kong's most vulnerable forced migrants: refugees, other people seeking protection, and survivors of torture, human trafficking and forced labour.
Services:	Provision of information about making a 'Unified Screening Mechanism (USM)' claim and subsequent to a screening process, legal and psychosocial support.
Service target:	Individuals, including victims and potential victims of human trafficking who want to make or have made a USM claim
Focal point/person:	Isaac Shaffer
Contact information:	Phone: +852-3109-7359 Address: L1, The Sparkle, 500 Tung Chau Street, West Kowloon, HK Email: isaac@justicecentre.org.hk

Justice Without Borders (JWB)

Brief description of the organization:	JWB is a not-for-profit organization that supports victims of labour exploitation and human trafficking in seeking just compensation against their abusers, even after returning home. Operating at the regional level, we work with local support organizations along key migration routes to ensure victims can access legal aid.
Services:	<ul style="list-style-type: none"> • Providing direct logistic and legal support to ongoing cases, as well as original strategic research for front-line practitioners. • Supporting legal and policy advocacy aimed at advancing migrants' fundamental rights.
Service target:	Victims of human trafficking and labour exploitation
Focal point/person:	Amelie Desjardins
Contact information:	Phone: +852-5174-1803 Address: Shop 4-7 158A Connaught Rd West, Sai Ying Pun, HK Email: amelie@forjusticewithoutborders.org

Liberty Asia

Brief description of the organization:	Liberty Asia aims to prevent human trafficking through legal advocacy, technological interventions, and strategic collaborations with NGOs, corporations, and financial institutions in Southeast Asia.
Services:	<ul style="list-style-type: none"> • Facilitating the sharing of information with anti-trafficking stakeholders through online platforms • Gathering and channelling intelligence on slavery to the private sector; • Championing legal reform and improving the understanding of victim identification, protection, and procedures • Building a stable communications backbone for Asian hotlines to scale up their capacity to support more victims & returnees; and • Providing slavery education & training to enact change in all sectors of society.

Service target:	Anti-trafficking stakeholders, NGOs, private sectors
Focal point/person:	Archana Kotecha
Contact information:	Phone: +852-3106-2229 Address: Unit 1004, 10/F, Hollywood centre, 233 Hollywood Road, Sheung Wan, HK Email: contact@libertyasia.org Website: www.libertyasia.org

Mekong Migration Network

Brief description of the organization:	Mekong Migration Network (MMN) is a sub-regional network of civil society organizations and research institutes based in the Greater Mekong Subregion (GMS), collectively working to promote and protect rights of migrant workers and their families in the GMS. While the network's over 40 member organizations are based across the GMS, namely Cambodia, Laos, Myanmar, Thailand, Vietnam and Yunnan province of China, its secretariat offices are based in Chiang Mai, Thailand and Hong Kong. MMN carries out collaborative research, advocacy and capacity building. Its secretariat in Hong Kong is hosted by the Asian Migrant Centre (AMC) and provides support for migrant workers from the GMS.
Services:	Research, information monitoring, publishing, advocacy, capacity building
Service target:	Migrant workers from the Greater Mekong Subregion (GMS)
Focal point/person:	Reiko Harima
Contact information:	Phone: +852 2312-0031 (c/o AMC) Address: c/o Kowloon Union Church, 4 Jordan Road, Kowloon, HK Email: info@mekongmigration.org Web: www.mekongmigration.org

Mission For Migrant Workers (MFMW Limited)

Brief description of the organization:	MFMW, an outreach ministry of St. John's Cathedral, is an advocate and a support institution for migrants. It is an active link between migrants and the Hong Kong society. MFMW provides comprehensive services to migrants in distress, empowers their communities, promotes harmony in households and is committed to work for a more multicultural, caring and inclusive Hong Kong society.
Services:	It provides direct assistance to migrants in crisis situation, guides them on procedures for redress, refers them to institutions where services can be found and provides temporary shelter. MFMW is active in its advocacy for policy review and changes for better living and working condition for migrant workers.
Service target:	Migrants and migrant workers in Hong Kong and Asia
Focal point/person:	Cynthia Ca Abdon – Tellez

Contact information:	Phone: +852-2522-8264 Address: St John's Cathedral, 4-8 Garden Road, Central, HK Email: mission@migrants.net Website: www.migrants.net
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New Beginnings Christian Fellowship (Hong Kong)

Brief description of the organization:	A member of the Coalition of Service Providers for Ethnic Minorities (CSPM-HK).
Services:	<ul style="list-style-type: none"> • Worship, Bible study • Spiritual counselling & prayers • Temporary shelter • Welcome & orientation for new members • Benevolence assistance for members
Service target:	Ethnic minorities, migrant workers, displaced migrants and human trafficking victims in Hong Kong
Focal point/person:	Pastor Danilo A. Borlado
Contact information:	Phone: +852-9201 1956, Fax: +852-2527-6301 Address: 3-A, David House, 37-39 Lockhart Road, Wan Chai, HK Email: pastordanborlado@gmail.com

Open Door

Brief description of the organization:	The aim of Open Door is to improve the overall working and living situation of migrant domestic workers in Hong Kong, through educational, literary, cultural and other activities.
Services:	<ul style="list-style-type: none"> • Promoting mutual understanding and respect between migrant domestic workers and employers • Documenting and spreading real stories of migrant domestic workers and employers • Encouraging the genuine protection and social inclusion of migrant domestic workers in Hong Kong.
Service target:	Employer and migrant domestic workers
Focal point/person:	Doris Lee
Contact information:	Phone: +852-6848-6914 Email: contact@opendoor.hk Website: www.opendoor.hk

PathFinders Limited

Brief description of the organization:	PathFinders helps pregnant, female migrant workers and their Hong Kong-born children. PathFinders works to ensure that all children born in Hong Kong, and their migrant mothers, are respected and protected.
Services:	<ul style="list-style-type: none"> • Counselling, food, supplies and shelter • Access to healthcare • Access to legal support: employment, immigration, family and crime • Education and community support • Long-term planning and home country integration • Supporting policy changes to better protect migrant workers and their Hong Kong-born children • Languages spoken: English, Cantonese, Mandarin, Bahasa Indonesia and Javanese.
Service target:	Pregnant, female migrant workers and mothers Babies and children born in Hong Kong to migrant workers
Contact information:	<p>Phone: +852-5500-5486/ Service Hotline: +852-5190-4886 (9am-9pm) Address: Unit 11C, Worldwide Centre, 123 Tung Chau Street, Tai Kok Tsui, Kowloon, HK Email: info@pathfinders.org.hk Website: www.pathfinders.org.hk Office Hours: Mon-Fri: 10am-6pm</p>

PILnet: The Global Network for Public Interest Law

P

Brief description of the organization:	PILnet is a global non-profit organization that connects the legal profession around the world to ensure that law serves the interests of all. PILnet works to engage, empower, and enable those who use law to represent the public interest. With offices in Beijing, Budapest, London, Hong Kong, Moscow and New York, and with the support of partner law firms and civil society, PILnet asserts the right and responsibility of lawyers everywhere to stand up for the public interest. Over the past 20 years, PILnet has developed a network that spans the public and private sides of the profession.
Services:	<ul style="list-style-type: none"> • Connecting NGOs which need legal assistance with free legal services through Hong Kong Pro Bono Clearinghouse. • Developing community legal services for low-income and vulnerable community in Hong Kong • Providing training and workshops with partner NGOs and/or law firms • Building pro bono commitments among Hong Kong based law firms
Service target:	NGOs headquartered in or with activities in Hong Kong and Law firms with a presence in Hong Kong
Focal point/person:	Leontine Chuang
Contact information:	<p>Phone: +852-6106-0892 Address: 21/F, Chun Wo Commercial Centre, 23-29 Wing Wo Street, Central, HK Email: hkprobono@pilnet.org</p>

Progressive Labor Union of Domestic Workers – Hong Kong

Brief description of the organization:	The Progressive Labour Union of Domestic Workers and its parent organization in the Philippines, the Alliance of Progressive Labour, aim to organise the working people along industry, sectoral and geographic lines.
Services:	Providing training and workshops for migrant domestic workers in Hong Kong
Service target:	Migrant domestic workers
Contact information:	Phone: +852-9714-8715 / +852-6674-0696 Address: Room 6, 16/F, Man Yuen Building, 1-8 Man Yuen Street, Yau Ma Tei, Kowloon, HK Email: shiellag0660@gmail.com

RainLily We Stand

Brief description of the organization:	As Hong Kong's first one-stop crisis center for the protection of sexual violence victims, RainLily We Stand offers victims one-stop service around the clock, aiming to minimize victims' secondary trauma.
Services:	<ul style="list-style-type: none"> • 24-hour crisis intervention services • Medical check-up and treatment, police-reporting support, legal advice, counselling and access to welfare services
Service target:	Females aged 14 and over (victims of sexual violence)
Contact information:	Phone: +852-2300-1933 Address: Rooms 405-410, Kin Man House, Oi Man Estate, Ho Man Tin, Kowloon, HK Email: enquiry@rainlily.org.hk

Sons & Daughters

Brief description of the organization:	Sons & Daughters seeks to reach out to the men and women in the red-light districts of Hong Kong through: a drop-in centre where those working in the sex industry can come for a safe and informal place to chat, seek advice and information, and get emotional support and a transition house for those committed to leaving the sex industry which involves a 9-month programme of counselling, skills training, and personal development.
Services:	<ul style="list-style-type: none"> • Drop-in centre where those working in the sex industry can come and share a meal, a cup of coffee, or a chat with a friendly face • Advice and information on relevant health issues • Individual and group counselling • Assistance with exiting the sex industry
Services target:	Men and women in the sex industry
Contact information:	Email: info@sonsanddaughters.org.hk

St. John's Cathedral Counselling Service

Brief description of the organization:	Multilingual NGO/charity mental health centre for counselling services with children, teenagers and adults.
Services:	Counselling service that provides art and play therapy for children, general counselling for children, teenagers and adults, family counselling, divorce mediation, psycho-education assessment, pre-marital counselling, marriage counselling with positive psychology.
Service target:	Children, teenager and adult populations who speak Cantonese, Mandarin, French, German, Japanese, Spanish, Dutch, Tagalog, Korean, English, Hindi
Focal point/person:	Dr Mark L Gandolfi
Contact information:	Email: info@sjcshk.com

STOP. (Stop Trafficking of People)

Brief description of the organization:	Our goals are to raise awareness about human trafficking, connect with key counter-trafficking groups, provide victims with support, allow their voices to be heard, and be a catalyst for positive change in the fight against modern slavery.
Services:	Legal referral and social assistance, outreach, network building and public education.
Service target:	People who have been trafficked/exploited according to the definition of human trafficking as set out by the Palermo Protocol
Focal point/person:	Tina Chan
Contact information:	Phone: +852-6465-2224 Email: info@stophk.org

The Mekong Club

Brief description of the organization:	The vision of the Mekong Club is to harness the power of the private sector to understand and address the issue of modern slavery, thereby changing business practices, which will significantly reduce slavery.
Services:	<ul style="list-style-type: none"> Increasing the overall understanding and awareness of this issue throughout the business community in Hong Kong. Identifying the greatest challenges impacting companies addressing slavery using a facilitation process. Identifying practical approaches and solutions to help address these challenges. Developing awareness throughout the Mekong region to expand the reach and impact of the Association work.
Service target:	Private sector within Hong Kong and across Southeast Asia.
Focal point/person:	Matthew Friedman
Contact information:	Phone: +852-6900-5780 Address: the Mekong Club, Bank of China Tower, 42 Floor, 1 Garden Road, Central, HK Email: matt.friedman@themekongclub.org

Tree of Life

Brief description of the organization:	The TREE OF LIFE is a five-floor building that allow creativity and life to merge together; it is where community meets humanity.
Services:	The TREE OF LIFE is located on 36 Eastern Street, Sai Ying Pun, Hong Kong. The buildings itself provides three key elements: Room Rentals, Creative & Craft Centre & Christian Community Centre including weekly soup kitchen and gatherings. Our purpose is to provide positive energy through our comfortable accommodations, creative explorations and having a community center that is full of compassion for lower income people and people in need.
Service target:	Homeless people & rough sleepers, lower income people, mentally & physically abused victims, mentally ill and emotional distressed people, refugees from different countries & mainland China.
Focal point/person:	Wilson Li
Contact information:	Phone: +852-9220-0803 Address: 36 Eastern Street, Sai Ying Pun, HK Email: info@treeoflifehk.com Website: www.treeoflifehk.com

UN Migration Agency - International Organization for Migration (IOM)

Brief description of the organization:	Established in February 1952, the UN Migration Agency—International Organization for Migration (IOM) Hong Kong SAR has assisted in the resettlement of over tens of thousands of migrants and refugees during its history that spans more than half a century. The organization has actively committed to raise awareness of human trafficking, provide the Assisted Voluntary Return and Reintegration (AVRR) for migrants and cooperate with local CSOs to develop an effective referral system to facilitate victims identification and protection.
Services:	<ul style="list-style-type: none"> • Direct Victims Assistance • Victims Identification • Voluntary Return Assistance • (Re) integration • Transit Assistance • Refugee Resettlement Assistance • Immigrant Visa Application Assistance
Service target:	Migrants, migrant workers
Focal point/person:	Nurul Qoiriah
Contact information:	Phone: +852-2332-2441 Address: Rm 904, Yaumatei Carpark Bldg., 250 Shanghai St., Kowloon, HK Email: iomhongkongoffice@iom.int Website: www.iom.int

Women's Workers Association

Brief description of the organization:	The Hong Kong Women's Workers Association works to promote women's status and rights in Hong Kong and advocates for policies and resources for women in Hong Kong.
Services:	<ul style="list-style-type: none"> Promoting women self-awareness as women and as workers Participating in the promotion of social justice events
Service target:	Grassroots women who are involved in labor (paid work & unpaid work for caring for children and housework)
Focal point/persons	Ms. Wu Mei Lin
Contact information:	<p>Phone: +852-2790-4848</p> <p>Address: G/F Tsui Ying House, Tsui Ping (South) Estate, 18 Tsui Ping Road, Kwun Tong, HK</p> <p>Email: meilin@hkwwa.org.hk</p> <p>Website: www.hkwwa.org.hk</p>

Zi Teng

Brief description of the organization:	Zi Teng is a sex workers concern group based in Hong Kong. They believe sex work is work. Sex workers, regardless of gender, race, nationality, religion, age, are entitled to basic rights, respect and protection. They also believe that sex workers have the right to work in a safe environment without prejudice and discrimination.
Services:	Free medical supports; hotline; outreach; free occupational health and safety information; and free legal assistances and prison visit.
Service target:	Sex workers (including migrant sex workers)
Contact information:	<p>Phone: +852-2332-7182</p> <p>Address: Hong Kong Post Office Headquarters PO Box 7450</p> <p>Email: ziteng@hkstar.com</p>



ANNEXES

Photo by Febelyn G. Humadas, a contestant of "2016 Migrant Workers Got Talent" photo competition organized by Christian Action and IOM.

SELF-ASSESSMENT FORM

This form is to help us determine what kind of help you might need. We are asking these questions to help you, not get you into trouble. If you need any help in completing this form or if you do not understand any of the questions, please do not hesitate to ask one of our staff members. You are not obliged to answer any questions to which you do not know the answer or to which you are reluctant to respond.

PRINCIPLE OF CONFIDENTIALITY: "The information collected in this form is strictly confidential and is held securely in line with and subject to the Personal Data (Privacy) Ordinance (Cap. 486 of the Laws of Hong Kong). All information collected is used exclusively for _____ (Organisation name). Under no circumstances will the information collected be distributed, reproduced or shared in any form with any third parties, nor be used for any research or advocacy without your written consent."

❖ PLEASE FILL IN THE BLANK AND/OR TICK ALL APPROPRIATE ANSWERS ACCORDING TO THE INSTRUCTION

Personal Information

A1. First Name:	A7. Interpretation required? YES/NO (please circle)
A2. Surname:	A8. Able to Read and Write? YES/NO (please circle)
A3. Sex: MALE / FEMALE / OTHER (please circle)	A9. Any Disabilities? YES/NO (please circle)
A4. Age:	A10. Phone Number and/or Email:
A5. Nationality:	A11. Languages:
A6. Current Address (Hong Kong):	A12. Permanent Address (Home Country):

A. What is your current immigration status in Hong Kong?

- | | | |
|--|---|--|
| <input type="checkbox"/> Tourist Visa | <input type="checkbox"/> FDH Visa | |
| <input type="checkbox"/> Supplementary Labour Scheme | <input type="checkbox"/> Entertainment Visa | <input type="checkbox"/> Non-Refoulement Claim |
| <input type="checkbox"/> Training Visa | <input type="checkbox"/> No Document | <input type="checkbox"/> Other Visa: _____ |

B. What Activities or Work had you been promised to do in Hong Kong before you arrived in Hong Kong?

- | | | | |
|--|--|--------------------------------------|--|
| <input type="checkbox"/> Agricultural Work | <input type="checkbox"/> Begging | <input type="checkbox"/> Child Care | <input type="checkbox"/> Elderly Care |
| <input type="checkbox"/> Domestic Work | <input type="checkbox"/> Factory Work | <input type="checkbox"/> Fishing | <input type="checkbox"/> Low-level Criminal Activity |
| <input type="checkbox"/> Marriage | <input type="checkbox"/> Military Service | <input type="checkbox"/> Mining | <input type="checkbox"/> Sex Work |
| <input type="checkbox"/> Study/School | <input type="checkbox"/> Small Vendor | <input type="checkbox"/> Trade | <input type="checkbox"/> Restaurant or Hotel Work |
| <input type="checkbox"/> Transportation Work | <input type="checkbox"/> Construction Work | <input type="checkbox"/> Office Work | <input type="checkbox"/> Not Known |
| <input type="checkbox"/> Other: _____ | | | |

C. What activities or work have you been doing since you arrived in Hong Kong?

- | | | | |
|--|--|---------------------------------------|--|
| <input type="checkbox"/> Agricultural Work | <input type="checkbox"/> Begging | <input type="checkbox"/> Child Care | <input type="checkbox"/> Elderly Care |
| <input type="checkbox"/> Domestic Work | <input type="checkbox"/> Factory Work | <input type="checkbox"/> Fishing | <input type="checkbox"/> Low-level Criminal Activity |
| <input type="checkbox"/> Marriage | <input type="checkbox"/> Military Service | <input type="checkbox"/> Mining | <input type="checkbox"/> Sex Work |
| <input type="checkbox"/> Study/School | <input type="checkbox"/> Small Vendor | <input type="checkbox"/> Trade | <input type="checkbox"/> Restaurant or Hotel Work |
| <input type="checkbox"/> Transportation Work | <input type="checkbox"/> Construction Work | <input type="checkbox"/> Office Work | <input type="checkbox"/> Do not know |
| <input type="checkbox"/> Not Working | | <input type="checkbox"/> Other: _____ | |

D. What has been your life like since you arrived in Hong Kong?

	Yes	No	Not Relevant
D1. Are you being paid?			
D2. Are you being paid your full salary as promised?			
D3. Do you owe money to anyone/ company (in your home country or Hong Kong) for the recruitment and/or placement fee?			
D4. Have you been asked to sign on any debt agreements during the course of your job recruitment or placement to Hong Kong?			
D5. Have you been forced to do work that you didn't want to do during the course of your employment? (For example: Any works against your employment contract or what you were promised)			
D6. Is your job different to what you were promised before you came to Hong Kong?			
D7. Is the salary you receive different to what you were promised before you came to Hong Kong?			

D8. Is the place where you stay different to what you were promised before you came to Hong Kong?	Yes	No	Not Relevant
D9. Are you free to leave your workplace or the place where you stay when you are not working whenever you want?	Yes	No	Not Relevant
D10. Is your mobile phone being kept from you?	Yes	No	Not Relevant
D11. Does anyone regularly check your mobile phone?	Yes	No	Not Relevant
D12. Are your personal documents (for example: your passport and/or ID card) being kept from you?	Yes	No	Not Relevant
D13. Are any other original documents being kept by anyone/ company (in your home country or in Hong Kong)? (for example: your certificate of education, family card, and/or certificate of marriage)	Yes	No	Not Relevant
D14. Are you being physically abused or being threatened with physical abuse?	Yes	No	Not Relevant
D15. Are you being sexually abused or being threatened with sexual abuse?	Yes	No	Not Relevant
D16. Are you being verbally abused?	Yes	No	Not Relevant
D17. Have you or your family ever been afraid of, or threatened by anyone / company related to your recruitment, placement, or work in Hong Kong?	Yes	No	Not Relevant
D18. If you are working, can you quit your job without any negative consequences to you or your family from the people you work for or the people who found you the job?	Yes	No	Not Relevant
D19. If you are not working, can you leave the place you are staying without being afraid of any negative consequences after you left? (for example: (1) Anyone/Company might threaten to harm your family back home if you leave the place before you pay off debts. (2) You might not take your original documents back from the agencies in your home country or Hong Kong if you leave the place)	Yes	No	Not Relevant
D20. Is there anything else you want to tell us about?	Yes	No	Not Relevant
If YES, what are you concerned about:			

E. Are you receiving help from any other organisations or groups at the moment?

<input type="checkbox"/> YES	<input type="checkbox"/> NO
If Yes, which organisations/ groups/churches/mosques are helping you at the moment? If you can remember their names, please list them all:	

F. What help do you need?

Type of Service	Information that service providers should know
<input type="checkbox"/> Shelter/ Safe House	
<input type="checkbox"/> Food/ Clothes	
<input type="checkbox"/> Medical/ Health Service	
<input type="checkbox"/> Transportation Back to the Country of Origin	
<input type="checkbox"/> Visa Extension Cost	
<input type="checkbox"/> Legal Assistance	
<input type="checkbox"/> Other	

G. Consent for release of information

Permission to use the general information about your experience (without mentioning any personal identity data) for data collection, research, sharing and advocacy. If you agree, please fill in the blank.

NAME:	
DATE:	
SIGNATURE:	

PRELIMINARY SCREENING FORM TO IDENTIFY POTENTIAL VICTIMS OF TRAFFICKING

GENERAL GUIDANCE FOR INTERVIEWER: Inform the interviewee that you will ask questions about her/his personal information, immigration status, how she/he was recruited and arrived, and how her/his experiences thus far in Hong Kong. Explain that this is a voluntary interview and as such the interviewee is not obliged to answer any questions to which she/he does not know or is reluctant to respond. If a referral is needed, you must obtain her/his consent and give time to ask questions she/he may have. Please also explain the principle of confidentiality.

PRINCIPLE OF CONFIDENTIALITY: “The information collected in this form is strictly confidential and is held securely in line with and subject to the Personal Data (Privacy) Ordinance (Cap. 486 of the Laws of Hong Kong). All information collected is used exclusively for _____ (Organisation name). Under no circumstances will the information collected be distributed, reproduced or shared in any form with any third parties, nor be used for any research or advocacy without your written consent.”

❖ **PLEASE FILL IN THE BLANK AND/OR TICK ALL APPROPRIATE ANSWERS DURING A SCREENING INTERVIEW.**

INFORMATION ABOUT ORGANISATION CONDUCTING SCREENING

Name of Organisation:	Place of Interview:
Name of Interviewer:	Date of Interview:
Code Assigned to Individual (if any):	

A. PERSONAL DATA ABOUT THE INTERVIEWEE

A1. First Name:	A7. Interpretation required? YES/NO (please circle)
A2. Surname:	A8. Able to Read and Write? YES/NO (please circle)
A3. Sex: MALE / FEMALE / OTHER (please circle)	A9. Any Disabilities? YES/NO (please circle)
A4. Age:	A10. Phone Number and/or Email:
A5. Nationality:	A11. Languages
A6. Current Address (Hong Kong):	A 12. Permanent Address (Home Country):

B. IMMIGRATION STATUS IN HONG KONG:

- Tourist Visa FDH Visa Supplementary Labour Scheme Non-Refoulement Claim
 Training Visa No Document Entertainment Visa Other Visa: _____

C. ARE YOU RECEIVING HELP FROM ANY OTHER ORGANISATIONS OR GROUPS AT THE MOMENT?

<input type="checkbox"/> Yes	<input type="checkbox"/> No
If Yes, which organisations/ groups/churches/mosques are helping you at the moment? [Prompts for Interviewer: Include all the organisations, churches, government departments, or consulates currently helping the interviewee.]	

D. EXPERIENCES OF THE INTERVIEWEE (to identify the Act, Means, and Exploitation)

D.1 How did you get to Hong Kong? [Information for Interviewer: This question refers to any person/ company who may have assisted or been involved in the process of the interview coming to Hong Kong. The person or group of persons could be a travel agent, broker, employment agency, employer, potential employer, family member, close family friend, partner or another party.]

<input type="checkbox"/> Recruited	Did anyone arrange or in any way recruit or control the recruitment of the individual to come to Hong Kong (including but not necessarily for a job or a potential job)? Recruitment could include informal means of recruitment, a procedural recruitment according to the local government’s law, and could also include online recruitment.
<input type="checkbox"/> Transported	Did anyone provide transport for the individual or control any stage of the movement of the individual to Hong Kong?
<input type="checkbox"/> Transferred	Did anyone transfer or control the transfer of the individual to another person into Hong Kong or while she/he was in Hong Kong?
<input type="checkbox"/> Harboured	Did anyone provide accommodation or control the accommodation of the individual at any stage during her/his journey to Hong Kong or while she/he was in Hong Kong?
<input type="checkbox"/> Received	Did anyone receive the individual when she/he arrived in Hong Kong?
<input type="checkbox"/> Others:	Please provide details:

D2. Were you given accurate/correct information about what your conditions would be like once you arrived in Hong Kong?

	YES	NO	Not Relevant		YES	NO	Not Relevant
1. Employment Contract	<input type="checkbox"/>	<input type="checkbox"/>	Not Relevant	7. Rest Days	<input type="checkbox"/>	<input type="checkbox"/>	Not Relevant
2. Amount of Wages	<input type="checkbox"/>	<input type="checkbox"/>	Not Relevant	8. Legality of Work	<input type="checkbox"/>	<input type="checkbox"/>	Not Relevant
3. Nature of Work	<input type="checkbox"/>	<input type="checkbox"/>	Not Relevant	9. Working Hours	<input type="checkbox"/>	<input type="checkbox"/>	Not Relevant
4. Ability to Keep Personal Documents (Passport, ID Card, etc)	<input type="checkbox"/>	<input type="checkbox"/>	Not Relevant	10. Ability to Leave the Working Place and/or Accommodation	<input type="checkbox"/>	<input type="checkbox"/>	Not Relevant
5. Ability to Communicate and Possess a Communication Device	<input type="checkbox"/>	<input type="checkbox"/>	Not Relevant	11. Right to Terminate the Employment Contract	<input type="checkbox"/>	<input type="checkbox"/>	Not Relevant
6. Accommodation	<input type="checkbox"/>	<input type="checkbox"/>	Not Relevant	12. Debt and Repayment Terms	<input type="checkbox"/>	<input type="checkbox"/>	Not Relevant
				13. Others: _____			

D3. Is there anything or anyone/ people preventing you from leaving the place where you work or stay?

<input type="checkbox"/> Passport/ID Withheld	<input type="checkbox"/> Owe Money to Recruiters	<input type="checkbox"/> Owe Money to Employer	<input type="checkbox"/> Owe Money to Lending Company
<input type="checkbox"/> Wages Withheld	<input type="checkbox"/> Under Wage Deduction	<input type="checkbox"/> Locked In	<input type="checkbox"/> Always Supervised
<input type="checkbox"/> Threatened to be reported to the Local Authorities	<input type="checkbox"/> Violence/ Threats of Violence	<input type="checkbox"/> Family Threatened	<input type="checkbox"/> Threatened with More Debt
<input type="checkbox"/> Threatened with being sent home	<input type="checkbox"/> Emotional /Verbal Abuse	<input type="checkbox"/> Threatened with being “blacklisted”	
	<input type="checkbox"/> Others: _____		

D4. What are your conditions like in Hong Kong? [Prompts for Interviewer: What are your daily routine like? Are you working? Has someone threatened you or your family if you don't want to work? Has someone told you not to talk about your work or where you stay? How many hours a day do you work? How often do you get time off? What is it like where you stay?]

<input type="checkbox"/> Excessive Working Hours	<input type="checkbox"/> On Call 24 Hours/Day	<input type="checkbox"/> Violence or Threats	<input type="checkbox"/> Degrading Living Conditions
<input type="checkbox"/> Illegal Work	<input type="checkbox"/> No Wages	<input type="checkbox"/> Underpayment of Wages	<input type="checkbox"/> Deducted Wages for Loan
<input type="checkbox"/> Dangerous Work	<input type="checkbox"/> Other Forms of Punishment	<input type="checkbox"/> Not Enough Food	<input type="checkbox"/> Excessive Recruitment/ Placement fee
<input type="checkbox"/> Deducted Wages for “Mistakes” at work	<input type="checkbox"/> Others: _____		

❖ PLEASE FILL IN THE BLANK AND/OR TICK ALL APPROPRIATE ANSWERS AFTER A SCREENING INTERVIEW.**A. PRELIMINARY ANALYSIS (Do you think there is an indication that the interviewee is a potential victim of trafficking?)**

YES (ticked many boxes in D1-D4) NOT KNOWN (ticked some boxes in D1-D4) NO (ticked no boxes)

If NO, has the individual experienced any of the following?

Exploitation Physical Abuse Sexual Abuse Violence Torture Others (specify): _____

B. IMMEDIATE RECOMMENDED ACTION AND ASSISTANCE REQUIREMENTS

Prompts for Interviewers: Obtain the consent of the interviewee if assistance or referral to other parties is required (whether the interviewee is a victim of trafficking or not). After the informed consent has been obtained, explain that your organisation needs the interviewee's consent and, thus, she/he has to write her/his name and signature on the following form:

NAME:			
SIGNATURE:		Date:	

C. REFERRAL SERVICE FOR URGENT CARE AND ASSISTANCE REQUIRED BY THE INTERVIEWEE

TYPE OF SERVICE	INSTITUTION/ORGANISATION REFERRING TO	TYPE OF SERVICE	INSTITUTION/ORGANISATION REFERRING TO
<input type="checkbox"/> Shelter/Safe House		<input type="checkbox"/> Food/Clothes	
<input type="checkbox"/> Immediate Rescue		<input type="checkbox"/> Return assistance	
<input type="checkbox"/> Medical/Health Service		<input type="checkbox"/> Legal Assistance	
<input type="checkbox"/> Recovery (psychological)		<input type="checkbox"/> Other	

Note:

D. CONSENT OF INTERVIEWEE

Permission to use the general information about the interviewee's experience (without mentioning any personal identity data) for data collection, research, sharing and advocacy (TO BE COMPLETED BY THE INTERVIEWEE AFTER INTERPRETATION IF REQUIRED)

NAME:			
SIGNATURE:		Date:	

INDICATORS OF FORCED LABOUR¹¹

Indicators of unfree recruitment of adults

Indicators of involuntariness

Strong Indicators

- Tradition, birth (birth/descent into “slave” or bonded status)
- Coercive recruitment (abduction, confinement during the recruitment process)
- Sale of the worker
- Recruitment linked to debt (advance or loan)
- Deception about the nature of the work

Medium Indicators

- Deceptive recruitment (regarding working conditions, content or legality of employment contract, housing and living conditions, legal documentation or acquisition of legal migrant status, job location or employer, wages/earnings)
- Deceptive recruitment through promise of marriage

Indicators of penalty (or menace of penalty)

Strong Indicators

- Denunciation to authorities
- Confiscation of identity papers or travel documents
- Sexual violence
- Physical violence
- Other forms of punishment
- Removal of rights or privileges (including promotion)
- Religious retribution
- Withholding of assets (cash or other)
- Threats against family members

Medium Indicators

- Exclusion from future employment
- Exclusion from community and social life
- Financial penalties
- Informing family, community or public about worker’s current situation (blackmail)

Indicators of work and life under duress of adults

Indicators of involuntariness

Strong Indicators

- Forced overtime (beyond legal limits)
- Forced to work on call (day and night)
- Limited freedom of movement and communication
- Degrading living condition

Indicators of penalty (or menace of penalty)

Strong Indicators

- Denunciation to authorities
- Confiscation of identity papers or travel documents
- Confiscation of mobile phones
- Further deterioration in working conditions
- Isolation
- Locked in workplace or living quarters
- Sexual violence
- Physical violence

Indicators of work and life under duress of adults (Cont.)

Indicators of involuntariness

Strong Indicators

- Forced overtime (beyond legal limits)
- Forced to work on call (day and night)
- Limited freedom of movement and communication
- Degrading living condition

Medium Indicators

- Forced engagement in illicit activities
- Forced to work for employer's private home or family
- Induced addiction to illegal substances
- Induced or inflated indebtedness (by falsification of accounts, inflated prices for goods/services purchased, reduced value of goods/service produced, excessive interest rate on loans, etc.)
- Multiple dependency on employer (jobs for relatives, housing, etc.)
- Pre-existence of a dependency relationship with employer
- Being under the influence of employer or people related to employer for non-worker life

Indicators of penalty (or menace of penalty)

Strong Indicators

- Other forms of punishment (deprivation of food, water, sleep, etc.)
- Violence against worker in front of other workers
- Removal of rights or privileges (including promotion)
- Religious retribution
- Constant surveillance
- Withholding of assets (cash or other)
- Withholding of wages
- Threats against family members

Medium Indicators

- Dismissal
- Exclusion from future employment
- Exclusion from community and social life
- Extra work for breaching labour discipline
- Financial penalties
- Informing family, community or public about worker's current situation (blackmail)

Indicators of impossibility of leaving employer for adults

Indicators of involuntariness

Strong Indicators

- Reduced freedom to terminate labour contract after training or other benefit paid by employer
- No freedom to resign in accordance with legal requirements
- Forced to stay longer than agreed while waiting for wages due
- Forced to work for indeterminate period in order to repay outstanding debt or wage advance

Indicators of impossibility of leaving employer for adults (Cont.)

Indicators of penalty (or menace of penalty)

Strong Indicators

- Denunciation to authorities
- Confiscation of identity papers or travel documents
- Imposition of worse working conditions
- Locked in work or living quarters
- Sexual violence
- Physical violence
- Other forms of punishment (deprivation of food, water, sleep, etc.)
- Removal of rights or benefits (including promotion)
- Religious retribution
- Under constant surveillance
- Violence imposed on other workers in front of all workers
- Withholding of assets (cash or other)
- Withholding of wages
- Threats against family members (violence or loss of land or jobs)

Medium Indicators

- Dismissal
- Exclusion from future employment
- Exclusion from community and social life
- Extra work for breaching labour discipline
- Financial penalties
- Informing family, community or public about worker's current situation (blackmail)

Indicators of unfree recruitment of children

Indicators of involuntariness

Tradition, birth

- Child is born into a bonded family and is forced to work for his or her parents' employer

Debt bondage

- Recruitment as collateral for a loan given to parents or relatives
- Recruitment as part of the employer's agreement to employ the parents or relatives
- Recruitment in exchange for a cash advance or loan to the parents

Abuse of cultural practices/ power by the employer

- Child sent to work for someone else by a previous employer without consent of the child or parents
- Recruitment of the child in the context of a tradition perpetuated by those in power

Coercive recruitment

- Child kidnapped, taken by force

Deceptive recruitment

Deception about:

- access to education
- living conditions
- frequency of visits to or by parents
- nature of the job
- location of the job
- employer
- wages
- quantity of work
- social security coverage

Indicators of penalty (or menace of penalty)

- Family would lose benefits (land, housing, etc.)
- Other family members would lose their job
- Exclusion of child from future employment
- Exclusion of family members from future employment
- Violence against child
- Violence against family members
- Exclusion of family members from access to loans
- Isolation
- Threats against child or family members

Indicators of work and life under duress of children

Indicators of involuntariness

Forced work

- Forced overtime
- Forced to work on call (day and night)
- Forced to work for the employer's private home or family
- Forced to work when sick or injured
- Forced to perform hazardous tasks without protection
- Forced to take drugs, alcohol, illegal substances
- Forced to engage in illicit activities
- Forced to engage in sexual acts

Limited freedoms

- Limited freedom of movement outside the workplace
- No possibility of leaving the living quarters
- No freedom to talk to other children or adults
- No freedom to contact parents, family, friends
- No possibility of practicing own religion

Dependency

- Employer decides on matters relating to child's private life (marriage, education, health, religion)
- Food, clothing and housing provided by employer in lieu of a wage
- Degrading living conditions

Indicators of penalty (or menace of penalty)

- Physical violence
- Psychological violence
- Sexual violence
- Punishment (deprivation of food, water, sleep, etc.)
- Fines
- Wage deductions
- Threat of dismissal
- Threat of denunciation to the authorities
- Threats against family
- Punishment/violence inflicted on other children in front of child
- Locked in living quarters
- Constant surveillance
- Isolation
- Prohibition on contact with parents and family members
- Retention of identity papers
- Withholding of wages

Indicators of the impossibility of leaving the employer for children

Indicators of involuntariness

- Limited or no freedom to leave the employer

Indicators of penalty (or menace of penalty)

- Isolation
- Confinement
- Under constant surveillance
- Family would lose benefits (land, housing , etc.)
- Other family members would lose their job
- Exclusion from future employment
- Exclusion of family members from future employment
- Threats or violence against child
- Threats or violence against family members
- Exclusion of family members from access to loans
- Punishment (deprivation of food, water, sleep, etc.)
- Withholding of wages
- Unfulfilled promises of education, vocational training, etc.
- Threat of denunciation to the authorities
- Confiscation of identity papers
- Punishment inflicted on other children in front of child
- Threat of further deterioration in working conditions
- Threat of forced sexual exploitation

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