



SAFE PASSAGE FOR EVERYONE

Kompass

WORLD



IMPACT REPORT

**A Protection Model Mainstreaming Preventing and Combating
Human Trafficking for People on the Move**



JUNE 2025

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Foreword

They say lightning never strikes twice – but when it comes to crises, conflict, and the exploitation that follows, we’ve learned the opposite is true. Every war zone, every humanitarian disaster, and every displacement echoes a pattern we’ve come to know all too well: where hope is scarce, traffickers are not.

When the Kompass Model was first drafted in early 2022, we could not have anticipated the reach it would come to have. What was initially developed as a targeted response for refugees arriving in Romania, has evolved into a globally relevant framework. Today, the Kompass Model is being used across Europe, as well as in contexts as diverse as Greece, the Republic of Moldova, Ukraine and Uganda, where our partners took the model and ran with it – bravely, boldly, and beautifully.

The Kompass model doesn’t require perfection, only active participation. It grows, adapts, learns through trial, and draws its power not from control, but from collective ownership. It places trust in local leadership, values lived experience, and embraces flexible structures that respond to real needs on the ground. The Kompass Model rejects the typical top-down structure of humanitarian aid in favor of a grass roots approach. This allows us to better understand the need and effectively offer support where it is needed most.

From public centres of Romania to vast refugee camps of Uganda, we’ve encountered different geography, different conflicts, and different people but always the same question: What happens next?

In Romania, Ukrainian mothers arrive with children or elderly relatives in tow, often unable to speak the local language, unfamiliar with the systems around them, and holding on to hope that the war might soon end so they could return. In Uganda, displaced people from across several African countries who have previously experienced the trauma of labour trafficking, sexual exploitation, or life-threatening hardship are unable to work towards rebuilding their lives and moving forward. They remain caught between past abuses and an uncertain future.

Through the Kompass Model, individuals facing fear and disorientation are given a practical and empowering resource to guide their next steps: the Kompass Safety Plan. More than just a document, it serves as a personal roadmap – containing vital contacts, clear information about trafficking risks, and a pathway tailored to each person’s circumstances. While it can’t eliminate every hardship, it offers something just as essential: clarity, a sense of control, and the reassurance that they didn’t have to face the road ahead alone. Amid uncertainty, they now have direction. They have a *Kompass* – one that adapts to each unique journey and helps point the way forward.

The Kompass Model works because it was not designed to be one-size-fits-all. It grows roots in each new place, it listens to the community, it bends to the culture, and it invites innovation. In doing so, it has become a living, breathing network of frontline protectors – people who look into the eyes of vulnerability and choose action over apathy.

In just three years, the Kompass Model has brought together a committed network of **47 organizations** across **25 countries**, each one standing firm against exploitation. Together, we have developed over **4,800 individualized safety plans**, each plan representing a life redirected from the path of exploitation. We have trained more than **2,280 frontline professionals**, and we have equipped nearly **20,000 people** with the knowledge to recognize the signs of trafficking, creating the opportunity for intervention before it occurs.

While we've made progress, we must not let this step forward distract us from how far we still have to go. With over 108 million people forcibly displaced worldwide today (UNHCR), the vulnerabilities that lead to trafficking and exploitation are growing and evolving. According to the European Institute for Gender Equality, violence against women and children cost the EU an estimated €289 billion in physical and emotional impact, judicial services, lost economic output, and other services provided to survivors. That number is not just staggering, it's a reflection of our failure to protect, our underinvestment in prevention, and the danger of letting compassion fatigue become the status quo. This is where governments, funders, organizations, and everyday citizens must decide: are we content with being responders, or are we ready to be disruptors?

We believe in safeguarding efforts that reach beyond the bounds of war zones, and in a world where being displaced doesn't mean being discarded.

With that in mind, we invite you not just to read this report, but to wrestle with it. Let the data disturb you and the stories inspire you. Join us not just in implementing this model, but in our work to reshape what safety looks like. This report is more than a record of achievement – it's a call to action. The challenges we face require bold investment and innovative collaboration. Together, we can turn vulnerability into resilience.

When we say no one left behind, we mean it. With Kompass in hand, we now know how to find them before it's too late. Thank you for being part of this movement. Let's keep pushing forward, so that those who've lost everything can begin again — not in fear, but in freedom and safety.



Ioana Bauer

CHAIRWOMAN eLiberare

Ioana Bauer

¹ UNHCR. (2025, June 12). Global Trends Report 2024. United Nations High Commissioner for Refugees. Retrieved from <https://www.unhcr.org/global-trends>

² European Institute for Gender Equality (EIGE). (2023, November 22). Gender-based violence costs the EU €366 billion a year. Retrieved from <https://eige.europa.eu/newsroom/news/gender-based-violence-costs-eu-eu366-billion-year>

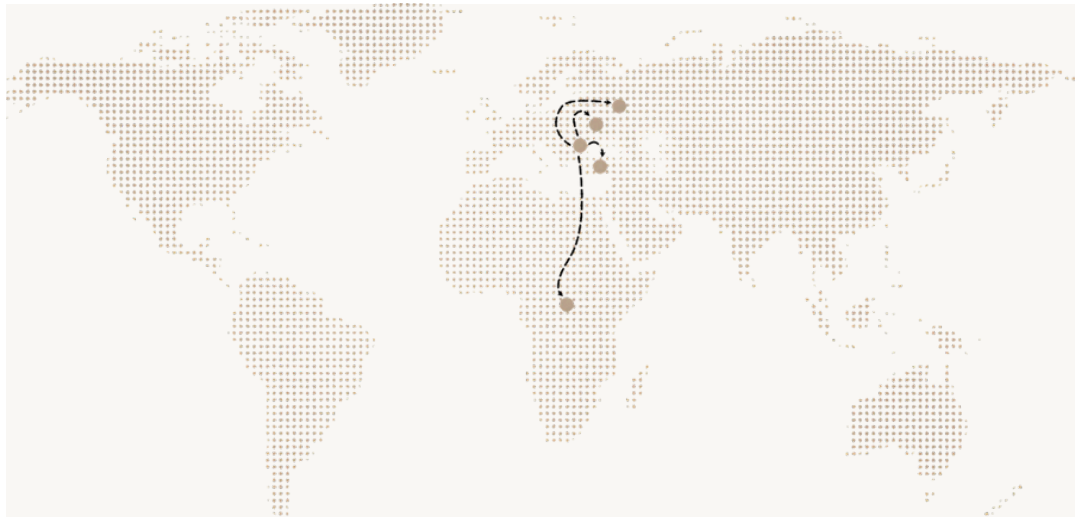
Introduction

In the wake of the war in Ukraine and the resulting displacement of millions, the Kompass Model emerged as a practical and innovative response to one of the most urgent challenges of our time: the protection of vulnerable populations from human trafficking and exploitation during forced migration.

Co-created in March 2022 by eLiberare in collaboration with Ukrainian refugees who joined the team shortly after fleeing the conflict, the Kompass Model was designed to follow the journey of displaced individuals and mainstream anti-trafficking efforts. It raises awareness on safety measures, develops individualized safety plans for those at risk, and ensures tailored support and assistance for those in need.

The strength of the Kompass Model lies in its scalable four-step approach, which builds resilience and creates systemic barriers against trafficking. Initially launched in a handful of Romanian regions—Bucharest, Braşov, Suceava, and Craiova—it rapidly expanded through partnerships with local and national organizations across Romania, responding to the growing demand for protective services during mass migration.

By 2024, Kompass had evolved into a transnational tool, leading to a model of community-led scaling, implemented in **Greece, the Republic of Moldova, Ukraine and Uganda** through local Partnerships, regular on-site visits, and online mentorship sessions from our team in Romania. We adapted the materials to suit the local context before training local teams on the Kompass methodology. Additionally, we conducted training sessions for frontline workers on how to identify early signs of human trafficking and properly report such cases.



To date, the application of the Kompass Model has been limited to individuals who have been forcibly displaced from their country of origin, whether due to conflict, resource scarcity, or lack of opportunity. For the purposes of this report, such individuals will be referred to as “displaced individuals.”

However, this is not to suggest that the scope of the Kompass Model should be confined exclusively to this population. Due to the model’s scalable design, its application is both feasible and potentially effective for a broader range of individuals. Accordingly, when referring to prospective beneficiaries in future contexts, this report will use the term “people on the move.” This designation encompasses not only those who have been forcibly displaced, but also individuals who have left their country of origin for any reason and are now at risk of trafficking and exploitation.

This report outlines the impact and evolution of the Kompass methodology, highlighting its potential as a globally adaptable solution for addressing vulnerabilities faced by people on the move. It provides a blueprint for enhancing national and international cooperation to strengthen protection systems, empower front-line workers, and build robust networks aimed at preventing trafficking and supporting those in need.

The report also details the four-step structure of the Kompass Model, its reach and outcomes in Romania and internationally, along with findings and recommendations from its implementation in various countries.

With the right support, the Kompass Model can be scaled globally, particularly in areas where migration flows and humanitarian crises intersect, becoming a cornerstone of long-term, sustainable solutions to protect the most vulnerable.

1. Theory of Change

Risk Mitigation Measures: Engage communities early to build trust and ownership. Adapt interventions dynamically based on monitoring and feedback. Build flexible partnerships to navigate changing political and security environments.

Assumptions: Displaced people are willing and able to engage with available support systems, and external factors such as social and political stability, security and community cooperation will allow for the effective implementation of safety measures and services.

IMPACT

A world where people on the move can seek refuge without fear of human trafficking and exploitation.

OUTCOMES

Strengthening Resilience:

People on the move are informed and equipped to recognize and avoid risks of trafficking and exploitation, and are empowered to implement individualized safety strategies.

Mainstreaming anti-trafficking in migration contexts:

Communities, authorities, and frontline responders are better equipped to identify, support, and protect vulnerable individuals through coordinated referral pathways.

OUTPUTS

Raising awareness:

People on the move gain context-specific knowledge tailored to their journey, empowering them to recognize signs of exploitation and make informed decisions at every stage.

Mapping ecosystems:

A clear understanding of local services strengthens protective networks.

Individualized safety plans:

People on the move develop personalized strategies to protect themselves and respond effectively to the risks of exploitation and trafficking.

Capacity building:

Frontline workers are trained to identify, prevent, and respond adequately to exploitation and trafficking.

Assistance:

Timely, trauma-informed support effectively addresses the urgent needs of at-risk people on the move.

Referral pathways:

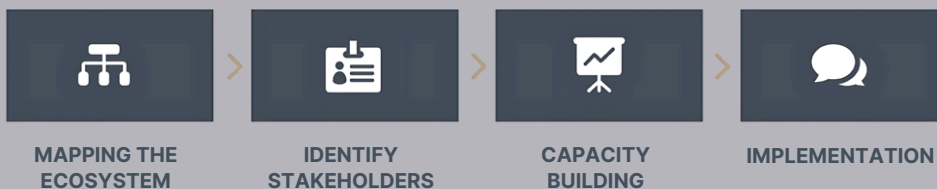
Seamless coordination ensures people at risk and survivors access the right help at the right time.

2. Overview of the Kompass Model

Through implementation of the KOMPASS model, eLiberare has demonstrated how the complex vulnerabilities of refugees from Ukraine are correlated with the risks of human trafficking faced by vulnerable populations.

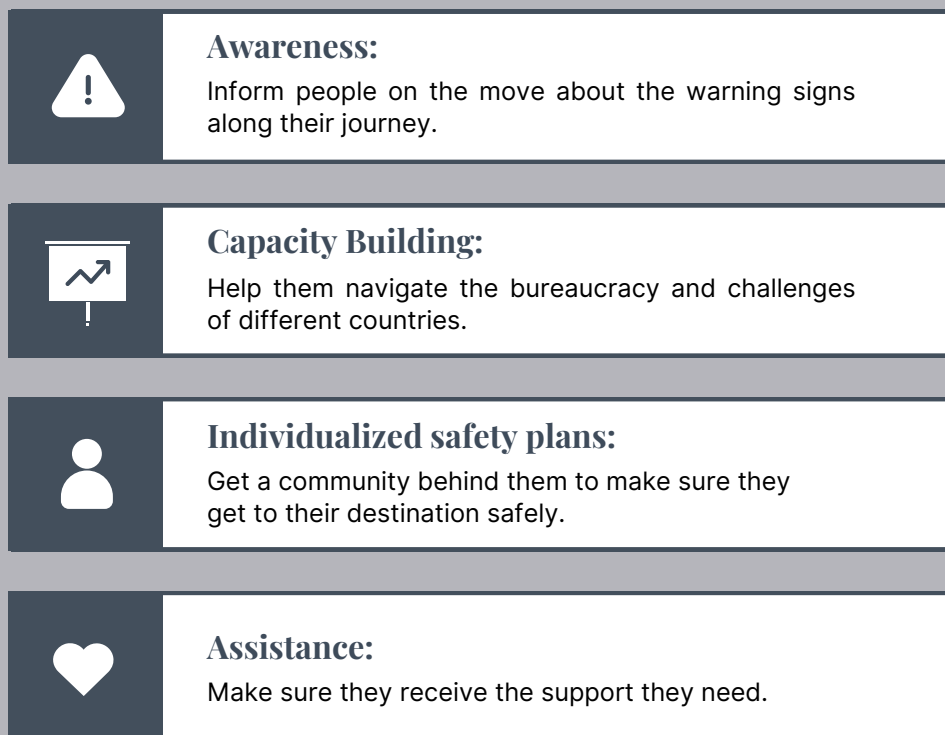
The Strategy

Before the Kompass Model is implemented in a local context, a few key preparatory steps need to be taken:



Implementation of the Kompass Model

The four steps of the Kompass Model are the following:

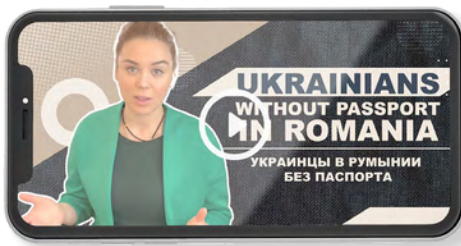


STEP 1

Awareness

ONLINE

Our first area of action was raising awareness among displaced Ukrainians online. eLiberare produced and published over 50 informative videos covering topics such as finding employment in Romania, applying for documentation, accessing housing and services, recognizing signs of trafficking and exploitation, staying safe, and more. These videos were designed to address the most frequently searched questions by Ukrainians in Romania on Google, ultimately reaching over **900,000** people.



WWW.KOMPASS.WORLD

general information
about safety

Audience on Facebook

40,1 k
views

Audience on Instagram

37,6 k
views

Audience on Youtube

68 k
views

OFFLINE

eLiberare distributed Safety Measures Cards, containing 10 safety measures to be put in place while fleeing to a safe place, along with the emergency numbers to have available while in Romanian territory.

25,000 cards distributed



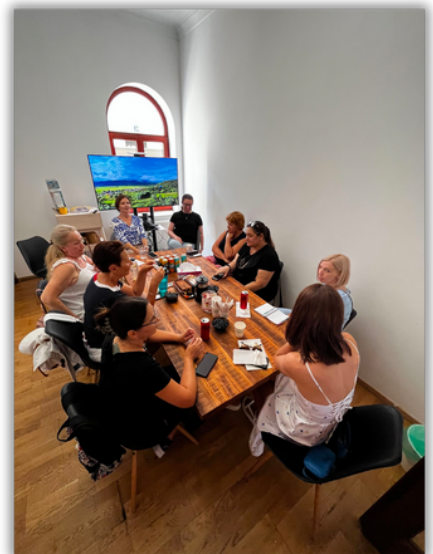
STEP 2

Capacity Building

CAPACITY BUILDING FOR DISPLACED PEOPLE FROM UKRAINE

People need guidance—first, to navigate the bureaucracy required to access support in Romania, and second, they need a roadmap for how to travel safely across Europe. The information sessions developed by eLiberare address this need by providing essential details about rights, responsibilities, potential risks, and strategies to reduce those risks. All information is delivered in a language that is known to the participants.

More than **21,000** refugees reached through info sessions by eLiberare and partners worldwide.



eLiberare has trained first responders and professionals—key points of contact for potential victims—to recognize the signs of human trafficking.

CAPACITY BUILDING FOR FRONTLINERS



2,280 frontliners trained in capacity building sessions by eLiberare and partners.

STEP 3

Individualized Safety Plans



After each info session, the intervention team created an Individual Safety Plan for each participant. This began with having each participant sign a General Data Protection Regulation (GDPR) agreement, followed by a set of screening questions to assess their level of vulnerability and specific needs. The team then established a Safety Password with the beneficiary and provided an information card with crisis helplines. Finally, the individual was added to a Telegram group for ongoing support and communication.

4,813 refugees reached and assisted through individual safety plans by eLiberare and partners.



STEP 4

Assistance

REGULAR CHECK-IN

The final step of the intervention involved assisting individuals who were either continuing their journey to other countries or remaining in Romania. For those traveling onward, the intervention team established check-in points along the route in various locations. If a check-in was missed, the team could respond promptly through its network of partners or by contacting local authorities in the relevant country.

ASSISTANCE SERVICES

For those remaining in Romania, eLiberare developed a range of support services, including social services, legal assistance for individuals seeking or already employed, mediation, translation, basic need provisions, and referrals to specialized services. As a result of these efforts, our team has identified victims of gender-based violence (GBV), labor exploitation, attempted trafficking, and other forms of abuse or exploitation.



626 Ukrainians assisted directly with legal counselling, services, benefits and various referrals.

2 potential human trafficking cases were disrupted.



Kompass Model in action



CRISIS TEXTLINE SUPPORT

During the Ukraine Crisis Response, eLiberare's Crisis Textline on WhatsApp became a trusted information line for refugees and a place where they disclosed potential dangerous situations.

eLiberare Crisis Textline —→ WhatsApp: +40 757 749 845

3. Implementation Timeline

2024

APRIL

Kompass scaled in the Republic of Moldova

JUNE

Kompass scaled in Ukraine, Odessa

NOVEMBER

Kompass scaled in Africa, Uganda

2023

FEBRUARY

ASSOC started Kompas in Baia Mare

APRIL

Kompass scaled in Greece

2022

MARCH

eLiberare created the Kompas Model

APRIL

eLiberare started the implementation of Kompas in Romania (Bucharest, Suceava, Valcea, Craiova and Galati)

JULY

People to People started Kompas in Oradea

AUGUST

LOGS Romania started Kompas in Timișoara

NOVEMBER

IZA Association started Kompas in Tulcea

The Kompass Model in Uganda

“Over 200 refugees in Nsambya participated in vulnerability assessments, which revealed that nearly 60% had experienced human trafficking—many without even knowing there was a name for what they went through. What they once accepted as “just the way life is” is now being recognized for what it truly is. They’re learning about their rights and how to protect themselves. Ten key stakeholders—including local leaders, police, and groups like the Refugee Talent Group—joined our capacity-building efforts and have now come together to form a community-based task force, standing united to protect their community.”



Jean Eric ITANGISHATSE,
Regional Field Operations
Manager of Footprint to Freedom

4. Community-Led Scalability of KOMPASS in Romania

Our Implementing Partners in Romania

ASSOC, MARAMUREȘ COUNTY

ASSOC is an NGO established in 1995, active in the field of social services. It develops programs that support vulnerable groups, including people with disabilities, the elderly, migrants, young people leaving the child protection system, survivors of human trafficking, and other disadvantaged groups in need of integration and support.



IZA ASSOCIATION, TULCEA COUNTY

IZA Association works to reduce vulnerability among girls at risk of human trafficking and exploitation by transforming child protection spaces. The organization began implementing the Kompass project in Tulcea in response to the increased influx of Ukrainian refugees, as the region became one of Romania's main entry points.



LOGS, TIMIȘ COUNTY

LOGS Association – Group for Social Initiatives is a grassroots organization founded in 2019, based in Timiș county, that promotes the integration of vulnerable migrant groups, combats human trafficking, and uses education as a tool to overcome social vulnerabilities.



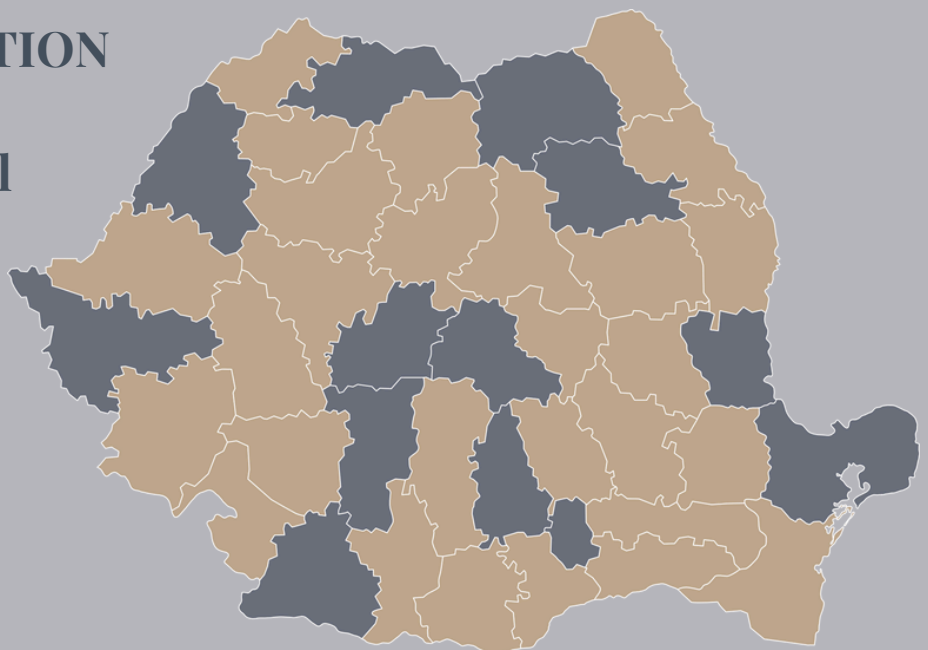
PEOPLE TO PEOPLE, BIHOR COUNTY

People to People Foundation is an NGO active in the social sector since 1999 and an accredited provider of social services. Since 2009, it has also been a provider of specialized assistance services for victims of human trafficking, through its licensed social service – the Restore Center – a center for the integration and reintegration of trafficking victims.



MAP OF THE IMPLEMENTATION of the Kompass Model in Romania

*Bihor, Brașov,
Dâmbovița, Dolj,
Galați, Ilfov,
Maramureș, Neamț,
Sibiu, Suceava, Timiș,
Tulcea, Vâlcea*



TIMELINE OF THE IMPLEMENTATION of the Kompass Model in Romania



TOTAL REACH OF THE KOMPASS MODEL IN ROMANIA by eLiberare and Partners



Kompass implemented by eLiberare in a refugee center in Bucharest, Romania

- > **4,382** Ukrainian refugees reached with **INDIVIDUAL SAFETY PLANS**
- > more than **19,000** refugees informed through **690 INFO SESSIONS**
- > **1,980** frontliners trained in **155 CAPACITY BUILDING SESSIONS**
- > **60 PARTNERSHIPS ACROSS ROMANIA** with local private and public institutions and **41 PARTNERSHIPS IN EUROPE**
- > **626 UKRAINIANS ASSISTED** directly with legal counselling, services, benefits and various referrals
- > **2 POTENTIAL VICTIMS** of trafficking identified
- > **25,000 SAFETY CARDS** distributed
- > **1,900 FLYERS** distributed face-to-face
- > **50 INFORMATIVE VIDEOS** on Social Media with **900K** reach

5. Community-Led Scalability of KOMPASS Abroad

Our Implementing Partners Around the World

AOPPD "ETERNITATE", REPUBLIC OF MOLDOVA

AOPPD "Eternitate" is committed to promoting the social inclusion of persons with disabilities as both a fundamental right and a societal necessity. Through strategic partnerships with state institutions, the organization actively works to raise awareness in schools among students, parents, and teachers about the importance of accessibility and inclusion. By implementing the Kompass Model, Altruism AO has contributed to raising awareness about human trafficking and exploitation in the Ukrainian community and within schools.



ALTRUISM AO, UKRAINE



Altruism AO, based in Odessa, is a humanitarian organization providing targeted support to individuals affected by crises. The organization delivers a range of services including crisis intervention, emotional support, suicide prevention, and humanitarian assistance. Through its involvement in the Kompass Model, Altruism AO has enhanced its operational capacity to address mental health and psychosocial needs within vulnerable communities.

GREEK FORUM OF REFUGEES, GREECE

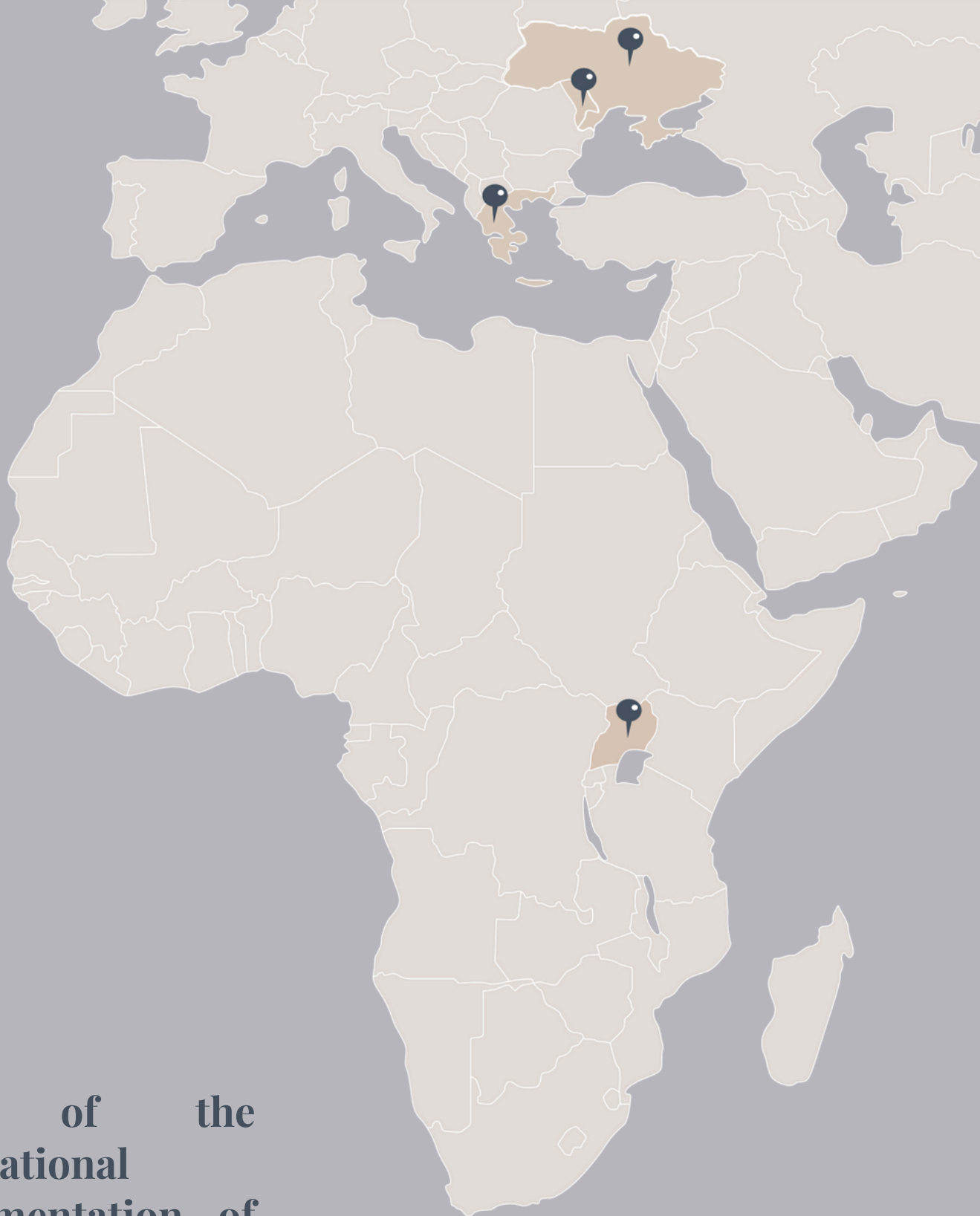
The Greek Forum of Refugees is a refugee – led association of refugee and migrant communities, individuals and professionals that work all together to support, empower and facilitate a holistic integration process of asylum seekers, refugees, migrants of first and second generation and stateless people. The association works as a bridge among newcomers and the host society aiming empower social cohesion by encouraging the participation of refugees and migrants to decision – making procedures.



FOOTPRINT TO FREEDOM, UGANDA



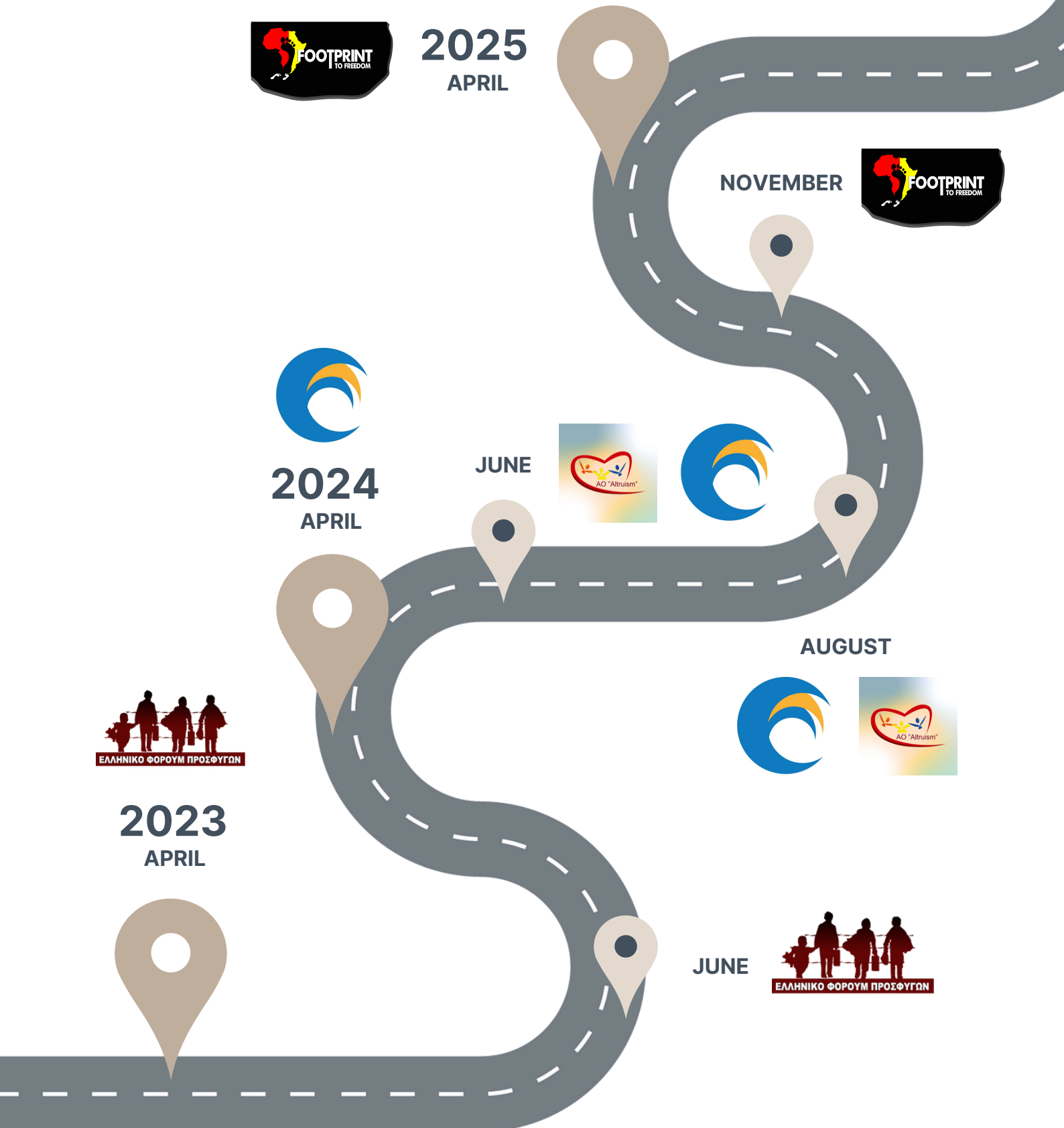
Footprint to Freedom is a survivor-led non-profit organization dedicated to the empowerment, advocacy, and reintegration of survivors of human trafficking. Guided by the belief that every individual deserves freedom and dignity, they work to support and uplift survivors and vulnerable communities. The organisation operates in the Netherlands and implements grassroots interventions in Uganda, Kenya, and Rwanda. Through its movement-building initiative, the African Survivor Coalition, Footprint to Freedom is scaling efforts to reach all 54 African countries.



Map of the International Implementation of the Kompas Model

Greek Forum of Refugees, Athens (Greece)
AOPPD Eternitate, Chişinău (Republic of Moldova)
Altruism AO, Odessa (Ukraine)
Footprints to Freedom, Kampala (Uganda)

Timeline of the International Implementation of the Kompass Model



TOTAL REACH OF THE KOMPASS MODEL ABROAD by Partners in the Republic of Moldova, Ukraine, Greece and Uganda

- **431** refugees reached with **INDIVIDUAL SAFETY PLANS**
- more than **2000** refugees informed through **INFO SESSIONS**
- **300** frontliners trained in **CAPACITY BUILDING SESSIONS**
- **37 PARTNERSHIPS**

The Kompass Model in Ukraine

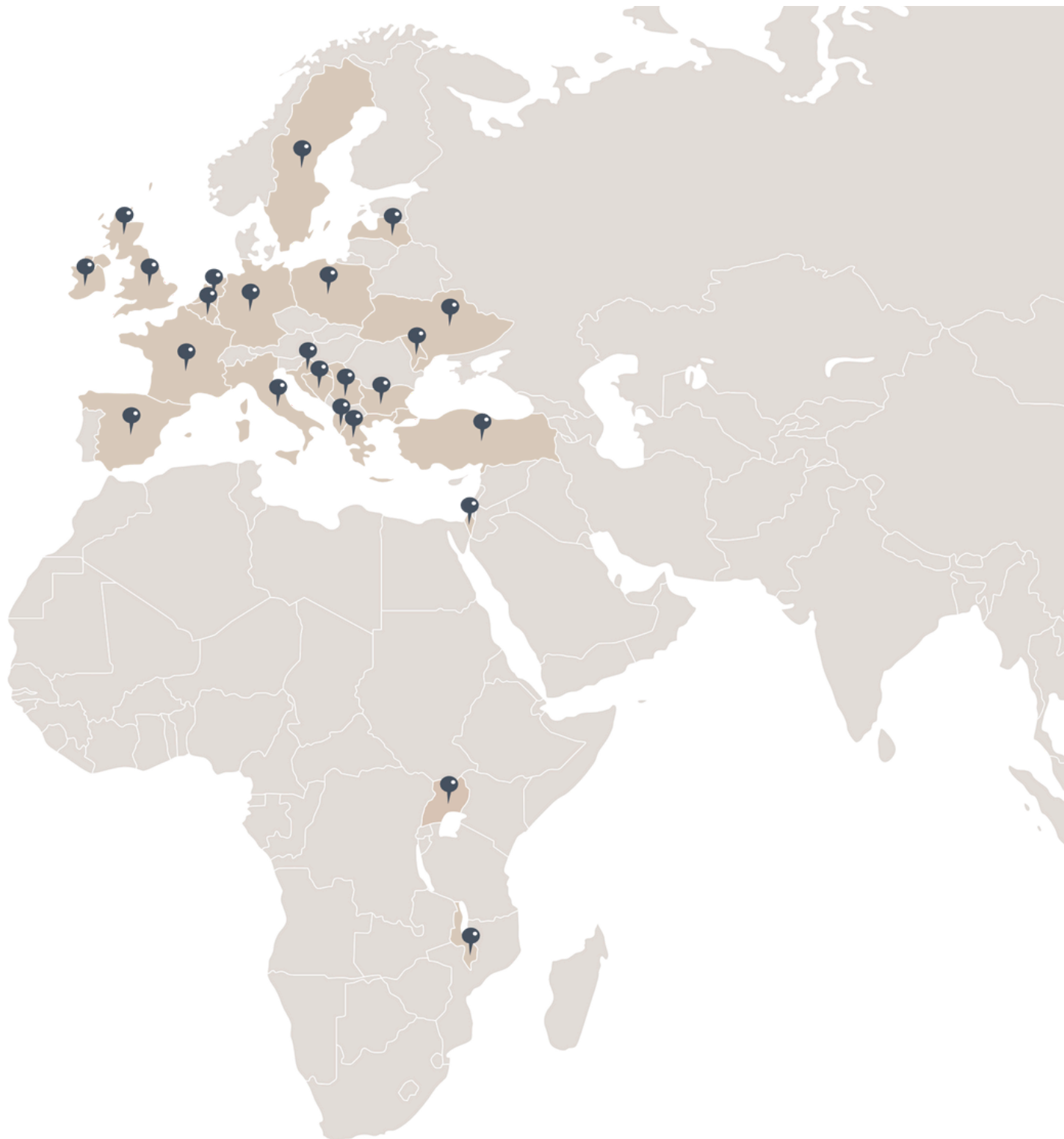
“Many people are stressed and therefore don't pay much attention to planning and developing a travel route. But thanks to our meetings, we were able to analyze the situation together, draw up a safety plan and identify a safety password. People learned what rights they have, what security measures to follow and in case of a difficult situation, where to go.”

Altruism AO, Odessa



Building a European Referral Pathway with 41 Organizations Across the EU and Beyond

Between February and May 2023, eLiberare conducted **49 Equip Kompass training sessions** with **41** organizations to introduce the model and establish a cross-border network of safe referral partners. This not only supported the model's adoption across the EU, but also ensured reliable contacts to whom we could refer Ukrainian refugees transiting toward Western countries.



6. Compared Findings regarding Vulnerabilities. Europe vs. Africa

Following the implementation of the Kompass Model in both Europe and Africa, a series of common vulnerabilities emerged, despite the differing regional contexts. This comparative analysis explores the vulnerabilities identified among Ukrainian refugees in Romania, Greece, Moldova, and Ukraine, as well as among people on the move of various nationalities in Uganda. It focuses on key risk factors related to human trafficking, modern slavery, and gender-based violence. The findings are drawn from **4,710 safety plans** completed in Romania, Greece, Moldova, and Ukraine, and **103 vulnerability assessments** conducted in the Nsambya urban settlement in Uganda.

VULNERABILITIES OF PEOPLE ON THE MOVE IN EUROPE VS AFRICA

Europe (Romania, Moldova, Ukraine, Greece) <i>People displaced by war</i>	Africa (Uganda) <i>People displaced by climate change and economic reasons</i>
Common Vulnerabilities PRIOR EXPOSURE TO EXPLOITATION, VIOLENCE AND ABUSE	
There were a few identified cases of Ukrainian women who had previously experienced violence and abuse and were later followed to Romania by their abusers; however, these were isolated incidents.	40% of female participants reported experiences of sexual exploitation and forced marriages, particularly in exchange for basic needs or perceived protection.
NO SAFE CONTACTS OUTSIDE OF THE COUNTRY OF ORIGIN	
54% did not have any relatives or acquaintances in Romania or in other EU countries of destination.	68.2% lacked family or other significant support structures in Uganda
CHILDREN/SENIORS IN CARE	
55% of the adult women had young children and/or elderly relatives in their care. 3% of the female refugees were pregnant and/or nursing moms.	41% of the adult women had dependent children (e.g., single mothers or large families).
HEALTH ISSUES	
14% reported health issues.	63% reported health issues.
INADEQUATE EDUCATION AND TRAINING	
8,19% had only primary education or vocational training.	25% had only primary education or no formal training.

Unique Vulnerabilities per Region	
LOW LEVEL OF ENGLISH/LOCAL LANGUAGE <p>63% of the Ukrainian respondents had an extremely low level of English/local language (Romanian) or did not know it at all.</p>	UNEMPLOYMENT AND UNDEREMPLOYMENT <p>Despite the fact that 75% have secondary or higher education, 72.1% of respondents reported working without pay or having no employment opportunities.</p> <p>Economic instability is also evident, with limited access to skill empowerment programs and sustainable livelihoods.</p>
LACK OF SAVINGS <p>16% admitted they did not have savings and found themselves dependent exclusively on international or national aid and support.</p>	LACK OF SUPPORT SERVICES <p>73% have limited access to trauma-informed care, social protection, and psychosocial support services</p>
TRAVELLING ALONE AT A YOUNG AGE <p>eLiberare identified 155 young adults who travelled to Romania by themselves, without safe contacts in Romania.</p>	INCONSISTENT DOCUMENTATION <p>15.38% lacked valid identification or recognized refugee identity cards, hindering access to services and protections.</p>

The Kompass Model in Uganda

"The Kompass project demonstrates how valuable collaboration is in protecting refugee communities in vulnerable situations. Through our partnership with eLiberare, we have managed to implement sustainable solutions that protect victims and survivors of human trafficking and modern-day slavery. Their technical support not only strengthened the survivor leaders of Footprint, but also enhanced our collective capacity to create safer and more resilient communities. Together, we are not only responding to crises but also fostering empowerment, dignity, and long-term change."

Malaika ORINGO, Chairwoman of Footprints to Freedom



7. Case Studies and Challenges

CASE ASSISTED BY ELIBERARE

eLiberare assisted a woman who reached out to the crisis helpline using the safety password she had previously set up with our team. The woman had been a victim of gender-based violence even before arriving in Romania, and unfortunately, her abuser had followed her into the country. The eLiberare team connected her with Romanian authorities and gender-based violence-specialized civil society organizations, which supported her in obtaining a Protection Order.



CASE ASSISTED BY FOOTPRINT TO FREEDOM

"I am one of the refugees who attended the Kompass Project info session. Before attending the training, I was being targeted with a fake job offer. After completing the Kompass training, I was able to recognize it as a scam, decline the offer, and report it. Today, I'm a living example in my community, helping others navigate challenges. The Kompass Project protected me from exploitation. I want to conclude my story by thanking the Kompass Project team, who are making a real difference in the lives of refugees and IDPs in Uganda."

Anonymous beneficiary of the Kompass model in Uganda

Challenges in Romania

ABSENCE OF CENTRALIZED VETTING SYSTEMS

A significant challenge identified was the absence of a centralized vetting system for service providers, including those offering accommodation and transportation to Ukrainian refugees. This deficiency created increased vulnerability of refugees. In one instance, eLiberare successfully intervened to prevent a young Ukrainian woman from accepting accommodation offered by individuals previously convicted of human trafficking. This case highlights the critical need to establish robust vetting procedures to safeguard refugees from potential harm.

SUSTAINABILITY OF FUNDING FOR CONTINUED IMPACT

The Kompass model has demonstrated its effectiveness, yielding measurable outcomes across all organizations that have adopted it. Nevertheless, following two years of successful implementation, donor funding has declined, resulting in insufficient resources to maintain the program. To facilitate the model's expansion into regions facing emerging or high-risk crises and to fully harness its potential for impact, it is essential that sustained financial support be secured without delay. Failure to do so threatens the program's continuity, scalability, and its critical role in protecting vulnerable populations.

Challenges in Uganda

Establishing a comprehensive and efficient referral pathway for displaced people has proven challenging, primarily due to the limited time available to identify and build partnerships with organizations equipped to address the need of displaced people. Additionally, many of these organizations have been hesitant to accept individuals without accompanying financial support, further complicating the referral process.

DIFFICULTY IN DEVELOPING REFERRAL PATHWAYS

Many local organizations require funding to effectively manage individual cases. Without sufficient financial support, it will be challenging to engage these organizations in delivering the essential services needed by displaced people.

FINANCIAL CONSTRAINTS FOR LOCAL ORGANIZATIONS

“Continuing to implement the Kompass model is not just needed, it is urgent. Refugee communities across Uganda and neighboring countries like Kenya, Rwanda, Burundi, and Tanzania are facing renewed risks of trafficking and exploitation due to worsening displacement caused by conflict, economic instability, and climate shocks. Vulnerabilities persist, from our assessment 72% of refugees remain unemployed, 62% have survived trafficking, and 81.7% are living with untreated trauma.



Jean Eric ITANGISHATSE,
Regional Field Operations
Manager of Footprint to Freedom

Without continued implementation, the hard-won progress we’ve made, survivor empowerment, trust in authorities, and early systems of protection could unravel. The Kompass model isn’t just a project; at this point it’s becoming a lifeline needed to safeguard communities from human trafficking and other related injustices.”

8. Recommendations for Keeping People on the Move Safe

Drawing on our ongoing, firsthand work with refugees and our advocacy efforts at the local, national, and international levels, we have developed a set of recommendations:

1

Coordination

Ensure a multidisciplinary approach that involves all relevant stakeholders, including government bodies at the national, county, and local levels; intergovernmental organizations; civil society; the private sector; and vetted individual volunteers. Require all anti-trafficking efforts be carried out by specialized, certified, and adequately resourced actors. Enhance cross-border collaboration with neighboring countries.

2

Clear Referral Pathways

Ensure that all relevant actors have clear policies and procedures for implementing the National Identification and Referral Mechanism. Support the multidisciplinary teams at regional level with capacity-building sessions to enable effective implementation, resource mobilization and case management.

3

Standardized Vetting Systems

Establish standardized vetting procedures for all organizations and individuals who provide housing, transportation, employment, education, or child care to people on the move. These procedures must include mandatory background checks and verification against the National Register of Sexual Offenders.

4

Addressing Demand

Address demand for trafficking in human beings for sexual exploitation of women refugees by complying with international obligations, such as Palermo Protocol article 9.5, the Council of Europe Convention on Action against Trafficking in Human Beings and OSCE Ministerial Council Decisions.

5

Easily Accessible Reporting Tools

Establish a toll-free, 24/7 anti-trafficking helpline staffed by trained operators and interpreters. Require operators to be skilled in human trafficking issues, trauma-informed intervention, and the procedures of the National Identification and Referral Mechanism. Provide a secure, text-based option for individuals who cannot safely make phone calls.

6 **Best Interest of the Child**

Ensure the best interest of the child is the primary consideration in all interactions, decisions, and actions involving displaced children.

7 **Inclusion and Integration**

"Nihil de nobis, sine nobis" (Nothing about us, without us) - Include the voices of displaced people in all decisions, assistance efforts, and outreach activities. Ensure that all assistance measures and ongoing capacity building efforts are appropriate, culturally sensitive, and effective in promoting long-term success and resilience.

8 **Digital Safety and Information Literacy**

Develop and implement digital safety awareness campaigns tailored specifically to displaced people, especially those using smartphones and social media during displacement. Ensure trainings encompass the identification of scams, strategies to avoid online trafficking recruitment, safeguarding of personal information, and the utilization of tools for reporting suspicious content. Digitize referral systems to allow for real-time tracking and coordinated care among local authorities, trauma support services, legal aid, and other stakeholders.

9 **Psychological First Aid and Long-Term Mental Health Support**

Provide accessible psychological first aid at key transit and settlement locations. Incorporate mental health support into ongoing protection and integration programs and initiatives. Train frontline workers, volunteers, and community leaders to identify signs of trauma and stress and to facilitate appropriate referrals.

10 **Safe and Dignified Returns**

Prioritize voluntary, dignified, and informed decision-making in all efforts to support the safe return of displaced people. Provide them with essential information about the security, political, and social conditions in their country of origin, along with assistance and services to support their reintegration and livelihood rebuilding.



Loredana Urzica-Mirea, Executive Director
of eLiberare Association

"Preventing human trafficking in humanitarian and migration contexts is a conversation we must have now more than ever. People on the move, due to conflict or climate change or political and social insecurities are at huge risks of being exploited due to compound vulnerabilities, and worldwide we need to design solutions focused on safety."

9. Recognition

The Kompass model has been presented at international conferences and events as a best practice.

OCTOBER 5-6

The UNODC Regional Expert Group Meeting for South-Eastern Europe, Republic of Moldova

JUNE 19

Roundtable Discussion "Combating Sexual Exploitation in Armed Conflicts: A Whole-of-Society Approach", organised in partnership with the French Embassy in Austria and the Permanent Mission of France to the UN

DECEMBER 5TH - 6TH

OSCE Office for Democratic Institutions and Human Rights (ODIHR) World Day Against Trafficking in Persons conference on "Preventing trafficking in human beings and increasing identification of and assistance to victims amid refugee flows from Ukraine: the role of civil society and anti-trafficking hotlines" inst Trafficking in Persons

OCTOBER 6TH

UNODC Constructive Dialogue on Trafficking in Persons

2024
JUNE 10-12

The European Regional Freedom from Slavery Forum

JULY 28

OSCE Office for Democratic Institutions and Human Rights (ODIHR) World Day Against Trafficking in Persons

2022
OCTOBER

Kompass Model received the Disruption of Recruitment Award at the Data to Disrupt Trafficking Awards in London

NOVEMBER 28TH-29TH

ODIHR's Launch of the updated version of the Handbook on National Referral Mechanisms to Protect the Rights of Trafficked Persons.

2023
MARCH 28TH

UNODC Regional Expert Group Meeting "Addressing risks, threats and forms of trafficking in persons caused by the conflict in Ukraine"

KOMPASS Model Awarded in London

In October 2022, the Kompass Model received the Disruption of Recruitment Award at the Data to Disrupt Trafficking Awards hosted in London by Stop The Traffik and powered by Amazon. The model is recognized as a good practice of fighting trafficking through the use of data and technology.



FIRST ANNUAL DATA TO DISRUPT
TRAFFICKING AWARDS IN LONDON



Media Coverage



EPIM coverage



UNICEF press release

Acknowledgements

WE THANK OUR FUNDERS



WE THANK OUR IMPLEMENTING PARTNERS



Conclusion

As global challenges increasingly compel large populations to migrate across regions, countries, and continents, we remain steadfast in our commitment to developing solutions that ensure a safe journey. Over the past three years, our implementation of KOMPASS in Europe and Africa has yielded valuable insights, which we intend to apply in future initiatives.

It is imperative to continue acknowledging the importance of incorporating feedback from beneficiaries and co-creating solutions with individuals with lived experience. By engaging Ukrainians displaced by conflict and survivors of human trafficking in Africa, we have been able to provide substantive support to the communities we serve. This process has revealed that the needs on the ground frequently diverge from our initial assumptions. Involving individuals who share the cultural backgrounds of the target communities, and facilitating community-led scaling, has enabled us to more effectively tailor our interventions and enhance their overall impact.

We also recognized the power of technology in keeping people informed, prepared, and connected. It enabled us to maintain direct communication, offer support for individual cases, and respond efficiently to referrals. We created content across platforms such as Telegram, YouTube, Instagram, and TikTok and as people engaged with our channels – asking questions and reporting suspicious activity – we were able to coordinate with authorities and build a foundation of trust. This trust is crucial, as it encourages women to come forward and share their experiences of abuse and exploitation.

While our primary focus remains on anti-trafficking efforts, we have recognized that addressing related needs – such as legal counseling and humanitarian social work – is equally imperative.

KOMPASS is an intervention model designed to prevent human trafficking and facilitate early identification of at-risk individuals. It has demonstrated effectiveness among people on the move, including those in conflict zones and internally displaced communities. The model's impact can be substantially enhanced through community-led scaling, which empowers local communities with the tools necessary to establish safety networks globally and to create protective barriers between potential victims and traffickers.



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